

S-331

NORTHERN ELECTRIC.

(Installation Department)

1946-47



S. 331

MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 12 mars 1947.

Monsieur Georges Ducharme, président,
Northern Electric Employees' Association,
1600 ouest, rue Notre-Dame,
MONTREAL.

Monsieur,

Le conseiller juridique du ministère du Travail a étudié, en regard de la législation ouvrière actuelle, la convention collective intervenue le 14 janvier 1946 en vertu de la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements) entre votre association et Northern Electric Company, Limited, En vigueur depuis le 13 juillet 1946, jusqu'au 13 juillet 1947. Renouvellement automatique.

Je vous fais parvenir, pour votre renseignement, copie du rapport qui a été soumis à la suite de cette analyse.

Veillez agréer l'expression de mes meilleurs sentiments.

Le Sous-ministre



MINISTÈRE DU TRAVAIL
PROVINCE DE QUÉBEC

Québec, ce 12 mars 1947.

M E M O destiné à: Me Philippe Rousseau, conseiller juridique,
286, rue St-Joseph
Québec.

Sujet: Convention collective entre Northern Electric
Company, Limited, et Northern Electric Employees Assoc-
iation (Installation Department).

Monsieur,

J'ai bien reçu votre lettre du 11 mars 1947 et je note vos observations concernant la convention ci-haut mentionnée et déposée à nos archives le 12 février 1947 sous le numéro 331A; le ministère transmet une copie de votre rapport à l'association ouvrière partie à cette convention.

Sincèrement à vous,

Le sous-ministre

COMMISSION DU SALAIRE MINIMUM
286, rue ST-JOSEPH
QUÉBEC

LETTRE REÇUE

MAR 12 1947

BUREAU
SOUS-MINISTRE
DU TRAVAIL

CORRESPONDANCE
ENTRE SERVICES

Québec, ce 11 mars, 1947

Monsieur Gérard Tremblay, sous-ministre,
Ministère du travail,
Hôtel du gouvernement,
Q u é b e c .

Sujet: Convention collective intervenue entre
Northern Electric Company, Limited, et
Northern Electric Employees Association
(Installation Department).

Monsieur le sous-ministre,

Nous avons étudié cet amendement en date du 14 janvier, 1947, déposé à votre ministère sous le no 331A, le 12 février, 1947.

Nous vous faisons l'observation suivante:

Cet amendement au contrat en date du 29 août, 1946 déposé à votre ministère sous le no 331, rencontre toutes les exigences de nos lois d'ordre public et de nos ordonnances.

Bien à vous,



Philippe Rousseau, c.r.
conseiller juridique

BUREAU DU SOUS-MINISTRE	
Préparer référence à:	
Apporter dossier PR/MC	
Préparer	régulation
	arrêté ministériel
	projet de règlement
	avis de publication
Attester réception	
M'en causer	
Faire le nécessaire	
Me téléphoner	
Classifier	
copies	

Québec, ce 11 mars, 1947.

Monsieur Gérard Tremblay, sous-ministre,
Ministère du travail,
Hôtel du gouvernement,
Q u é b e c .

Sujet: Convention collective intervenue entre
Northern Electric Company, Limited, et
Northern Electric Employees Association
(Installation Department).

Monsieur le sous-ministre,

Nous avons étudié cet amendement en date du 14 janvier, 1947, déposé à votre ministère sous le no 331A, le 12 février, 1947.

Nous vous faisons l'observation suivante:

Cet amendement au contrat en date du 29 août, 1946 déposé à votre ministère sous le no 331, rencontre toutes les exigences de nos lois d'ordre public et de nos ordonnances.

Bien à vous,

Philippe Rousseau, c.r.
conseiller juridique

PR/MC



46.47
S. 331

MINISTÈRE DU TRAVAIL
PROVINCE DE QUÉBEC

Québec, ce 25 février 1947.

MEMO

Me G.-H. Giroux, conseiller juridique,
286, rue St-Joseph,
Québec.

Sujet: Convention collective intervenue entre
Northern Electric Company, Limited et
Northern Electric Employees Association
(Installation Department).

Monsieur,

Je vous inclus une copie de cette convention conclue sous la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements) et déposée au ministère du Travail le 12 février 1947 sous le numéro 331-A : je vous prie d'en faire l'étude et de me communiquer vos observations.

Le Sous-ministre



MINISTÈRE DU TRAVAIL
PROVINCE DE QUÉBEC

Québec, ce 25 février 1947.

MEMO destiné à Commission du Salaire Minimum,
286, rue St-Joseph,
Québec.

Sujet: Northern Electric Co. Ltd.
et Northern Electric Em-
ployees Association (Ins-
tallation Department).

Monsieur,

Je vous inclus une copie de cette convention conclue
sous la Loi des Syndicats Professionnels, (S.R.Q., 1941, chapitre 162
et amendements), datée du 14 janvier 1946 et déposée au ministère du
Travail sous le numéro 331-A.

Sincèrement à vous,

Le Sous-ministre

H-15



COMMISSION DE RELATIONS OUVRIERES DE LA PROVINCE DE QUEBEC.

LABOUR RELATIONS BOARD OF THE PROVINCE OF QUEBEC

JUGE EUDORE BOIVIN.
PRESIDENT.

PIERRE-A. GOSSELIN.
MEMBRE.

BRUNAY BRAIS.
MEMBRE.

286, RUE ST-JOSEPH.
QUEBEC.

4 EST, RUE NOTRE-DAME
MONTREAL.

Québec le 26 février, 1947.

LETTRE REÇUE

FEV 27 1947

BUREAU
SOUS-MINISTRE
DU TRAVAIL

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

RE: Northern Electric Company
&
Northern Electric Employees' Association,
(Installation Department)

Monsieur le sous-ministre,

J'accuse réception de votre lettre
du 25 février, 1947, accompagnée pour dépôt
de deux copies certifiées d'une convention de travail,
en date du 14 janvier, 1947, intervenue entre
les parties ci-dessus mentionnées et déposée au minis-
tère du Travail, le 12 février, 1947,
sous le numéro 351-A

Bien à vous,

Paul J. Bernier
par R.R.

Le secrétaire,

BUREAU DU SOUS-MINISTRE	
Préparer référence à:	
.....	
Apporter dossier	
Préparer	régistration
	arrêts ministériel
	projet de réponse LO.
	avis de publication
Attester réception	
Mise en copie	
Faire les mises au point	
Mettre à jour	
Classifier	P. E. Bernier, LL.L
codés	/mg



MINISTÈRE DU TRAVAIL
PROVINCE DE QUÉBEC

Québec, ce 25 février 1947.

MEMO destiné à La Commission de Relations ouvrières,
286, rue St-Joseph,
Québec.

Sujet: Convention collective entre Northern
Electric Co. Ltd. et Northern Electric
Employees Association (Installation
Department).

Conformément aux prescriptions du deuxième paragraphe de l'article 19-A de la Loi des Relations ouvrières (S.R.Q. chapitre 162-A et amendements), je vous inclus, pour dépôt, deux copies certifiées de cette convention datée du 14 janvier 1946 et déposée au ministère du Travail le 12 février 1947 sous le numéro 331-A en exécution de la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements).

Sincèrement à vous,

Le sous-ministre



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 18 février 1947.

MEMO destiné à La Commission de Relations ouvrières,
286, rue St-Joseph,
Québec.

Sujet: Convention collective entre Northern Electric Company
and Northern Electric Employees' Association (Installation Department).

Je vous inclus une copie du certificat constatant le dépôt
de cette convention collective enregistrée au ministère du Travail
en exécution de la Loi des Syndicats professionnels (S.R.Q., 1941,
chapitre 162 et amendements), le 12 février 1947 sous le numéro
331-A.

Sincèrement à vous,

Le sous-ministre

MC.
incl.



DEPARTMENT OF LABOUR
PARLIAMENT BUILDINGS
QUEBEC

Quebec, February 18th, 1947.

Mr. H. McD. Sparks, Manager, Industrial Relations,
Northern Electric Company,
1600, Notre-Dame St. W.,
Montreal.

Dear Sir:-

Enclosed please find a certificate of the deposit made with the Department of Labour on **February 12th, 1947** under Number **331-A** of the Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between **Northern Electric Company, Limited, & Northern Electric Employees' Association (Installation Department)**.

The labour association party to the agreement having been certified on **July 12th, 1945** as bargaining agent by the Quebec Labour Relations Board, the deposit of such agreement with the Department of Labour has also the effect of the deposit contemplated in the Labour Relations Act (R.S.Q., 1941, Chapter 162-A and amendments).

May I also remark that under the Federal Wartime Wages Control Order, 1943 (C.P. 9384 and amendments) it is necessary to receive, previous to the enforcement of the provisions of the deposited agreement, should same have for effect a modification of the working conditions, an authorization from the Regional War Labour Board, 13 d'Aiguillon Street, Quebec.

Sincerely yours,

MC.
encl.

Deputy Minister.



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 18 février 1947.

Monsieur Georges Ducharme, président,
Northern Electric Employees' Association,
1600 ouest, rue Notre-Dame,
Montréal.

Monsieur,

Je vous inclus un certificat constatant le dépôt fait au ministère du Travail, le **12 février 1946** sous le numéro **331-A** de la convention collective conclue sous la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements) et intervenue entre **Northern Electric Company, Limited, & Northern Electric Employees' Association (Installation Department)**.

La partie ouvrière ayant été reconnue le **12 juillet 1945** comme agent négociateur par la Commission des Relations ouvrières de Québec, le dépôt de cette convention au ministère du Travail a aussi les effets du dépôt exigé par la Loi des Relations ouvrières (S.R.Q., 1941, chapitre 162-A et amendements).

Je vous fais remarquer qu'en exécution de l'ordonnance fédérale de 1943, régissant les salaires en temps de guerre (C.P. 9384 et amendements), il vous faudra, préalablement à l'application des dispositions de la convention déposée, si elles comportent une modification des conditions de travail, obtenir l'approbation du Conseil Régional du Travail en temps de guerre, 13, rue d'Aiguillon, Québec.

Veillez agréer l'expression de mes meilleurs sentiments.

Le Sous-ministre

MC.
encl.

Province de Québec



Province of Quebec

MINISTÈRE DU TRAVAIL

DEPARTMENT OF LABOUR

Loi des Syndicats Professionnels

Professional Syndicates' Act

(S.R.Q., 1941, chapitre 162 et amendements)

(R.S.Q., 1941, Chapter 162 and amendments)

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

Numéro **331-A**
Number

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

douzième

jour du mois de
day of the month of

février

sept
mil neuf cent quarante-
nineteen hundred and forty-

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

**Mr. H. Mc D. Sparks, Manager, Industrial Relations,
Northern Electric Company, Montreal, Que.**

331-A

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

savoir:
to wit:

14 janvier 1946

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

intervenue entre:
between:

**Northern Electric Company, Limited, & Northern Electric
Employees Association (Installation Department)
En vigueur depuis le 13 juillet 1946, jusqu'au 13 juillet 1947.
Renouvellement automatique.**

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

dix-huitième

Sceau - Seal

ce
this

jour du mois de
day of the month of
sept.

février

mil neuf cent quarante-
nineteen hundred and forty-

MC.

.....
Sous-ministre

.....
Deputy Minister

COLLECTIVE LABOUR AGREEMENT

Article XV, paragraph 2 of the Collective Labour Agreement dated September 24th, 1946 provided as follows:

"The parties hereto agree that if there is proof that the rate schedule as covered by this Agreement is not comparable to that in effect in similar industries in the same industrial area, that the Association may, after January 1st, 1947 take up with the Company the question of adjustment".

The Association by letter dated December 16th, 1946 requested the Company to commence negotiations prior to January 1st, 1947 and the Company by letter dated December 16th, 1946 agreed to commence negotiations for a general increase on December 17th, 1946.

As a result of these negotiations a general increase of seven cents (7¢) per hour was agreed to and shall be put into effect for all hourly rated employees whose base point is in the Province of Quebec.

The effective date of the general increase shall be the pay period commencing on Monday, January 6th, 1947.

Both parties hereto agree that Appendix "A" - "Hourly Rated Wage Administration Plan - Installation Department" effective September 2nd, 1946 shall be replaced effective January 6th, 1947 by the "Hourly Rated Wage Administration Plan" as indicated on page 2 of this Appendix and that such Plan indicated on page 2 of this Appendix shall remain in effect until July 12th, 1947.

IN WITNESS hereof the parties thereto have executed this Agreement on the 14th day of January 1946, in the City of Montreal, County of Hochelaga.

FOR NORTHERN ELECTRIC EMPLOYEE ASSOC.

Joseph Ducharme
.....
President

George H. Hather
.....
Secretary

Charles F. Gaud
.....
Elected Representative
Installation Department

A. E. Parkinson
.....
Installation Department Representative

FOR NORTHERN ELECTRIC COMPANY, LIMITED

P. J. L. L...
.....
President

W. B. B...
.....
Secretary

Northern Electric Company

LIMITED

H. McD. SPARKS
MANAGER-INDUSTRIAL RELATIONS

B. W. CHAVE
PERSONNEL MANAGER

Dr W. W. READ
MEDICAL DIRECTOR

POST OFFICE DRAWER 369

TEL. WILBANK 3131

1261 SHEARER STREET

MONTREAL, QUE.

SALES OFFICES:

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MONTREAL	QUEBEC
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TROIS RIVIERES	OTTAWA
TORONTO	LONDON
HAMILTON	KIRKLAND LAKE
WINDSOR	TIMMINS
SUDBURY	PORT ARTHUR
WINNIPEG	REGINA
CALGARY	EDMONTON
VANCOUVER	VERNON
	VICTORIA

February 7, 1947.

Mr. Antonio Barrette, Minister of Labour,
Department of Labour,
Parliament Buildings,
Quebec, Que.



Dear Sir:

Enclosed please find Appendix "D" of the Collective Labour Agreement between the Northern Electric Company, Limited and the Northern Electric Employee Association covering Hourly Rated Employees of the Installation Department.

The original Agreement is deposited under No. 331.

Yours very truly,

H. McD. Sparks

Manager, Industrial Relations.

HMCD:HD.

331A

CONVENTIONS COLLECTIVES		
VISA DE	Date	Par
Signature	✓	MC
Signature	✓	
Inspection	14-2-44	
Accord Assurance	12-7-45	
Numerotage	331-A	
Formule	H4.	

HOURLY RATED WAGE ADMINISTRATION PLAN

INSTALLATION DEPARTMENT

Rate Ranges and Progression Schedules

Class	Rate Range	Class Rate	Hiring Rate	MONTHS - FROM DATE OF HIRING											
				4	8	12	18	24	30	36	42	48	54	60	
C	\$0.64-\$0.92	\$0.82	\$0.64	.70	.76	.82	-	-	-	-	-	-	-	-	
B	.87- 1.12	1.02	.64	.70	.76	.82	.87	.92	.97	1.02	-	-	-	-	
A	1.07- 1.37	1.22	.64	.70	.76	.82	.87	.92	.97	1.02	1.07	1.12	1.17	1.22	

Mobility Factor

The rates set forth in the above paragraph include a five cent (\$0.05) per hour mobility factor.

Merit Increases

Consideration in respect of merit increases above the classification rate, and up to and inclusive of the maximum of the class rate range shall take place annually. Increases when granted shall amount to five cents (\$0.05) per hour after the rate reaches a figure which would permit of one or more successive five cents (\$0.05) increases to the maximum rate of the class.

Responsibility Allowance

An employee, given the responsibility for a job where no foreman is assigned, and either performing the work alone, or having under his jurisdiction one or more men for functions such as laying out and assigning work, training, interpreting job information, contacting customers' representatives, and in either case handling his own payroll, shall be paid an allowance of \$0.10 per hour during the time he is so employed.

Should such an employee be called upon to work overtime while so assigned, the overtime rate shall be computed on the basis of 1-1/2 times the sum of his hourly rate and the allowance.

Ed. / Bm



S. 331

MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 7 février 1947.

Monsieur Geo. Ducharme, président,
Northern Electric Employees' Association, (Installation Department)
1600 ouest, rue Notre-Dame,
Montréal.

Monsieur,

Le conseiller juridique du ministère du Travail a étudié, en regard de la législation ouvrière actuelle, la convention collective intervenue le 29 août, 1946, en vertu de la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements) entre votre association et Northern Electric Company Ltd.

Je vous fais parvenir, pour votre renseignement, copie du rapport qui a été soumis à la suite de cette analyse.

Veillez agréer l'expression de mes meilleurs sentiments.

Le Sous-ministre

MC.
incl.



MINISTÈRE DU TRAVAIL
PROVINCE DE QUÉBEC

Québec, ce 6 février 1947.

M E M O destiné à: Me Philippe Rousseau, conseiller juridique,
286, rue St-Joseph
Québec.

Sujet: Convention collective entre Northern Electric Company Ltd.,
& Northern Electric Company Ltd., & Northern Electric
Employees Association (Installation Department)

Monsieur,

J'ai bien reçu votre lettre du 3 février 1947 et je note vos observations concernant la convention ci-haut mentionnée et déposée à nos archives le 10 octobre 1946, sous le numéro 331; le ministre transmet une copie de votre rapport à l'association ouvrière partie à cette convention.

Sincèrement à vous,

Le sous-ministre

MC.

COMMISSION DU SALAIRE MINIMUM

286, rue ST-JOSEPH

QUÉBEC

CORRESPONDANCE
ENTRE SERVICES

Québec, ce 3 février, 1947.

Monsieur Gérard Tremblay, sous-ministre,
Ministère du travail,
Hôtel du gouvernement,
Québec.



Sujet: Convention collective intervenue
entre Northern Electric Company,
Limited & Northern Electric Employees
Association (Installation Department).

Monsieur le sous-ministre,

Nous avons étudié ce contrat en date du 29 août,
1946, déposé à votre ministère sous le no 331, le 10 octobre, 1946,
et à la Commission des relations ouvrières en vertu de l'article
19-A, chap. 162-A, S.R.Q., 1941 et amendements.

Nous vous soumettons les observations suivantes:

Ce contrat rencontre toutes les exigences de nos
lois d'ordre public et de nos ordonnances.

Bien à vous,



Philippe Rousseau, c.r.
conseiller juridique

BUREAU DU SOUS-MINISTRE

Préparer référence à:

Apporter dossier	
Préparer	réviser
	enregistrer
	classer
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Attester réception	
M'en occuper	
Faire le nécessaire	
Le téléphoner	
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PR/MC



DEPARTMENT OF LABOUR
PARLIAMENT BUILDINGS
QUEBEC

Quebec, December 31st, 1946.

To the Chief Executive Officer,
National War Labour Board,
Confederation Building,
Ottawa.

Dear Sir:-

Enclosed please find for appropriate action, copy
of the Collective Labour Agreement entered into on the 29th
of August 1946 under the Quebec Professional
Syndicates' Act between **Northern Electric Company, Limited**
& **Northern Electric Employees Association (Installation De-
partment)**.

Such agreement has been filed with the Quebec
Department of Labour under Number

Sincerely yours,

Deputy Minister.



MINISTÈRE DU TRAVAIL
PROVINCE DE QUÉBEC

Québec, ce 31 décembre 1946.

M E M O destiné à: M^c Philippe Rousseau, conseiller juridique,
286, rue St-Joseph,
Québec.

Sujet: Convention collective intervenue entre **Northern
Electric Company, Limited & Northern Electric Employees
Association (Installation Department)**.

Monsieur,

Je vous inclus une copie de cette convention conclue sous la
Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amende-
ments) et déposée au ministère du Travail le 10 octobre 1946
sous le numéro 331 ; je vous prie d'en faire l'étude et de me commu-
niquer vos observations.

Le sous-ministre



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 31 décembre 1946.

MEMO destiné à

l'Administrateur délégué,
Conseil Régional du Travail,
QUÉBEC.

Monsieur,

Je vous inclus, pour l'action opportune, une copie de cette convention collective de travail intervenue le 29 août 1946 et conclue sous la Loi des Syndicats professionnels entre Northern Electric Company, Limited & Northern Electric Employees Association (Installation Department).

Cette convention a été déposée aux archives du ministère du Travail, le 10 octobre 1946.

Sincèrement à vous,

Le sous-ministre

H-16



MINISTÈRE DU TRAVAIL
PROVINCE DE QUÉBEC

Québec, ce 31 décembre 1946.

MEMO destiné à Commission du Salaire Minimum,
286, rue St-Joseph,
Québec.

Sujet: Conv. coll. entre Northern Electric
Company, Limited & Northern Electric Employees Association
(Installation Department).

Monsieur,

Je vous inclus une copie de cette convention conclue
sous la Loi des Syndicats Professionnels, (S.R.Q., 1941, chapitre 162
et amendements), datée du 29 août 1946 et déposée au ministère du
Travail sous le numéro 331.

Sincèrement à vous,

Le Sous-ministre

H-15

S. 331



COMMISSION DE RELATIONS OUVRIERES DE LA PROVINCE DE QUEBEC.

LABOUR RELATIONS BOARD OF THE PROVINCE OF QUEBEC

JUGE EUDORE BOIVIN.
PRESIDENT.

PIERRE-A. GOSSELIN.
MEMBRE.

BRUNAY BRAIS.
MEMBRE.

286, RUE ST-JOSEPH.
QUEBEC.

4 EST. RUE NOTRE-DAME
MONTREAL.

Québec le 8 janvier, 1947.

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

LETTRE REÇUE
JAN 9 1947
BUREAU
SOUS-MINISTRE
DU TRAVAIL

RE: Northern Electric Co. Ltd.,
&
Northern Electric Employees Association (Installation Dept.)

Monsieur le sous-ministre,

J'accuse réception de votre lettre
du **31 décembre 1946**, accompagnée pour dépôt
de deux copies certifiées d'une convention de travail,
en date du **29 août, 1946**, intervenue entre
les parties ci-dessus mentionnées et déposée au minis-
tère du Travail, le **10 octobre, 1946**,
sous le numéro **331**.

Bien à vous,

Paul F. Bernier
par R.R.

Le secrétaire,

P. E. Bernier, LL.L

mg

BUREAU DU SOUS-MINISTRE	
Préparer référence à:	
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Apporter dossier	
Préparer	réquisition
	arrêté ministériel
	projet de réponse
	avis de publication
Attester réception	
M'en causer	
Faire le nécessaire	
Me le retourner	
Classer	
.....	
.....	



MINISTÈRE DU TRAVAIL
PROVINCE DE QUÉBEC

Québec, ce 31 décembre 1946.

MEMO destiné à La Commission de Relations ouvrières,
286, rue St-Joseph,
Québec.

Sujet: Convention collective entre **Northern Electric
Company, Limited & Northern Electric Employees Association
(Installation Department)**

Conformément aux prescriptions du deuxième paragraphe de l'article 19-A de la Loi des Relations ouvrières (S.R.Q. chapitre 162-A et amendements), je vous inclus, pour dépôt, deux copies certifiées de cette convention datée du **29 août 1946** et déposée au ministère du Travail le **10 octobre 1946** sous le numéro **331** en exécution de la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements).

Sincèrement à vous,

Le sous-ministre



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 29 novembre 1946.

MEMO destiné à La Commission de Relations ouvrières,
286, rue St-Joseph,
Québec.

Sujet: Convention collective entre Northern Electric Co. Ltd.,
& Northern Electric Employees Association (Installation Dept.)

Je vous inclus une copie du certificat constatant le dépôt de cette convention collective enregistrée au ministère du Travail en exécution de la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements), le 10 octobre 1946 sous le numéro 331.

MC.
incl.

Sincèrement à vous,

Le sous-ministre

Québec, le 30 octobre, 1946.

Monsieur H. McD. Sparks,
Gérant - Relations Industrielles,
Northern Electric Co. Ltd.,
1261, rue Shearer,
Montréal, Qué.

Monsieur,

Pour faire suite à la demande que vous m'avez présentée avant votre départ pour Montréal, il me fait plaisir de vous envoyer les documents suivants:

- 1^o Wage Administration Plan attaché à la convention des employés payés à l'heure - département de l'installation.
- 2^o Wage Incentive Plan et Wage Administration Plan attachés à la deuxième convention.

Cordialement vôtre,

Le sous-ministre du Travail,

Gérard Tremblay,
T.



DEPARTMENT OF LABOUR
PARLIAMENT BUILDINGS
QUEBEC

Quebec, October 10th, 1946.

Mr. H. McD. Sparks, Manager, Industrial Relations,
Northern Electric Company,
1600, Notre-Dame St. W.,
Montreal.

Dear Sir:-

Enclosed please find a certificate of the deposit made with the Department of Labour on **October 10th, 1946**, under Number **331** of the Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between **Northern Electric Company, Limited, & Northern Electric Employees Association (Installation Department)**.

The labour association party to the agreement having been certified on **July 12th, 1945** as bargaining agent by the Quebec Labour Relations Board, the deposit of such agreement with the Department of Labour has also the effect of the deposit contemplated in the Labour Relations Act (R.S.Q., 1941, Chapter 162-A and amendments).

May I also remark that under the Federal Wartime Wages Control Order, 1943 (C.P. 9384 and amendments) it is necessary to receive, previous to the enforcement of the provisions of the deposited agreement, should same have for effect a modification of the working conditions, an authorization from the Regional War Labour Board, 13 d'Aiguillon Street, Quebec.

Sincerely yours,

Deputy Minister.



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 10 octobre 1946.

Monsieur Georges Ducharme, Président,
Northern Electric Employees Association,
1600, ouest, rue Notre-Dame,
Montréal.

Cher monsieur,

Je vous inclus un certificat constatant le dépôt fait au ministère du Travail, le **10 octobre 1946** sous le numéro **331** de la convention collective conclue sous la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements) et intervenue entre **Northern Electric Company, Limited, et Northern Electric Employees Association (Installation Department)**.

La partie ouvrière ayant été reconnue le **12 juillet 1945** comme agent négociateur par la Commission des Relations ouvrières de Québec, le dépôt de cette convention au ministère du Travail a aussi les effets du dépôt exigé par la Loi des Relations ouvrières (S.R.Q., 1941, chapitre 162-A et amendements).

Je vous fais remarquer qu'en exécution de l'ordonnance fédérale de 1943, régissant les salaires en temps de guerre (C.P. 9384 et amendements), il vous faudra, préalablement à l'application des dispositions de la convention déposée, si elles comportent une modification des conditions de travail, obtenir l'approbation du Conseil Régional du Travail en temps de guerre, 13, rue d'Aiguillon, Québec.

Veuillez agréer l'expression de mes meilleurs sentiments.

Le Sous-ministre

NORTHERN ELECTRIC COMPANY

*Reçu le
10 oct. 46*

Installation receipt

October 9, 1946.

CONVENTIONS COLLECTIVES		
VISA DE	Date	Par
Estampille		
Signatures	✓	
Incorporation	✓	
Reconnaissance	14-2-44	
Numerotage	12-7-45	
Formule	331	
	44	

The Honourable Antonio Barrette
Minister of Labour,
Province of Quebec,
Parliament Buildings,
Québec.

Dear Sir:

In accordance with Section 23 of the Professional Syndicates Act (Chapter 162), I am enclosing herewith two (2) copies of a Collective Labour Agreement entered into between the Northern Electric Employee Association and the Northern Electric Company, Limited, one covering hourly rates non-supervisory employees of the Installation Department, and one covering all other hourly rated non-supervisory employees in the Province of Quebec. These Agreements are effective for a period of one year from the 13th day of July, 1946.

You will note that included in Appendix "B" of both Agreements, Section 5 covers the conditions under which vacations with pay are granted. This section will be amended as soon as possible in order to comply with the provisions of Ordinance No. 3 of the Minimum Wage Commission and a copy of this amendment will be forwarded to you as soon as it has been completed.

Pending a revision of the Agreement, we will, of course, conform to the provisions of Ordinance No. 3.

Will you please acknowledge receipt of these documents.

Yours very truly,

H. McD. Sparks,
Manager, Industrial Relations

HMcDS:HD.
Encl. (2)

Province de Québec



Province of Quebec

MINISTÈRE DU TRAVAIL

DEPARTMENT OF LABOUR

Loi des Syndicats Professionnels

Professional Syndicates' Act

(S.R.Q., 1941, chapitre 162 et amendements)

(R.S.Q., 1941, Chapter 162 and amendments)

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

Numéro **331**
Number

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

jour du mois de **octobre**
day of the month of

mil neuf cent quarante-**six**
nineteen hundred and forty-

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

**Mr. H. Mc D. Sparks, Manager, Industrial Relations,
Northern Electric Company, Montreal, Que.**

la convention mentionnée ci-après, laquelle a été déposée sous le numéro **331**
the hereinafter mentioned agreement, which has been deposited under Number

savoir:
to wit:

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

29 août 1946

intervenue entre:
between:

**Northern Electric Company, Limited & Northern Electric
Employees Association (Installation Department)**

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

Sceau - Seal

ce **dixième**
this

jour du mois de
day of the month of

octobre

mil neuf cent quarante-**six**
nineteen hundred and forty-

MC.

.....
Sous-ministre

.....
Deputy Minister

COLLECTIVE LABOUR AGREEMENT

MEMORANDUM OF AGREEMENT made this *29th* day of *August*
1946, BETWEEN:-

NORTHERN ELECTRIC COMPANY, LIMITED, a corporation organized
and existing under the laws of the Dominion of Canada.

Hereinafter called "The Company"

OF THE FIRST PART

AND

NORTHERN ELECTRIC EMPLOYEE ASSOCIATION a body corporate duly
incorporated under the provisions of the Professional Syndic-
ate Act of the Province of Quebec.

Hereinafter called "The Association"

OF THE SECOND PART

ARTICLE I - RECOGNITION

Whereas the Northern Electric Employee Association was duly certified under the Labour Relations Act by the Labour Relations Board of the Province of Quebec on July 13th, 1945, the Company recognizes Unit #1 of the Association as the exclusive bargaining agency for all hourly rated non-supervisory employees in the Province of Quebec excluding employees of the Telephone Installation Department, Printing Department and Watchmen.

ARTICLE II - GENERAL PURPOSE

The general purpose of this Agreement is to provide for orderly collective bargaining on all matters of employer-employee relations as covered by this Agreement; to promote the mutual interest of the Company and its employees; to provide for the operation of the plants and work areas under methods which will further to the fullest extent possible, the safety, health and welfare of employees, economy of operations, quality and quantity of product, cleanliness of plant and protection of property.

ARTICLE III - MANAGEMENT RIGHTS

The Association acknowledges that it has been and still is the exclusive right of the Management of the Company to:- Hire, lay-off, discharge, classify, transfer, promote, demote or discipline employees, provided that a claim of discriminatory demotion or transfer, or a claim that an employee

H. N. M.

ARTICLE III - (Cont'd)

has been discharged or disciplined without reasonable cause may be dealt with under the Grievance Procedure as per Article VI, provided that such claim shall be made within three working days after the date the employee is given notice of demotion, transfer, discharge or other disciplinary action.

All other rights and functions of Management heretofore existing and not specifically modified or changed by this Agreement shall remain with the Company.

ARTICLE IV - NON-DISCRIMINATION

The Company agrees that there shall be no discrimination or intimidation by the Company or any of its agents against any employee or group of employees because of membership or non-membership in the Association.

The Company also agrees that representatives of the Association shall be free to discharge their duties in an independent manner without fear that their individual relations with the Company may be affected in the least degree by any action taken by them in good faith in their representative capacity.

The Association agrees that neither its officers nor its members will intimidate, discriminate against or coerce any employee or group of employees, for the reason that they are or are not members of the Association.

ARTICLE V - REPRESENTATION

The number of "Elected Representatives" (District Representatives) and "Group Representatives" necessary to carry out the provisions of this Agreement on the Company premises shall be as mutually agreed upon from time to time between the Company and the Association, except that the number of "Elected Representatives" shall not exceed seven(7) and there shall be not more than one "Group Representative" for each group consisting of approximately one hundred (100) employees.

The Association agrees to furnish the Company with the names of its duly elected officers and representatives appointed to perform any act in connection with the carrying out of this Agreement, and undertakes to promptly notify the Company of any change in the membership of officers or representatives.

Ed. Now

ARTICLE VI - COMPLAINTS AND GRIEVANCES

STEP 1 - Any matter, which in the opinion of an employee, constitutes a grievance or requires adjustment, shall first be taken up by the employee with the foreman concerned, or if the employee so desires, he may request his "Elected Representative" to accompany him. In cases where the employee discusses a question alone with the foreman and no satisfactory conclusion is reached, the matter shall be presented to the foreman jointly by the employee and his "Elected Representative".

Any employee, if he so desires, may take up a complaint or a grievance as an individual through the regular line of organization without recourse to the Grievance Procedure. The Company, however, undertakes that it will not attempt to settle any grievances directly with the employee involved if his grievance has already been discussed with the Company by an "Elected Representative" pursuant to the regular Grievance Procedure.

"Elected Representatives" may intercede on behalf of their constituents at any time on matters covered by this Agreement, which in their opinion may affect the employees either as an individual or as a group regardless of whether their action is taken as a result of a complaint by an individual or a group or as a result of personal observation.

STEP 2 - If, after following the above procedure, satisfactory adjustment is not obtained, the matter may be presented by the employee and his "Elected Representative" jointly to the Superintendent of the employee's department.

STEP 3 - Failing satisfactory adjustment by the Departmental Superintendent, the "Elected Representative" shall place the matter before the District Council or the Division Council where no District Council exists, for action. Where warranted the matter will be discussed by the members of the District Council or the Division Council with the employee's Division Manager of the Company, his delegate or delegates.

STEP 4 - Matters which are not satisfactorily adjusted through the procedure outlined above shall be reported to the General Council for action. Where warranted the matter will be discussed by the General Council with the Manager of Industrial Relations of the Company together with other designated Management representatives.

In order that complete details may be obtained on any matter under consideration, a Council may call any employee represented by the General Council before it to give information, or may, subject to the approval of the Company, appoint a special committee of investigation.

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ARTICLE VII - LAY-OFF

The Company agrees to discuss with the "Elected Representative" or Representatives concerned, any case of alleged hardship or injustice arising out of any lay-off provided that request for such discussion shall be made by the Representative within three working days after the employee has received notice of such lay-off. Request for discussion of these cases shall be made to the employee's Divisional Personnel Superintendent.

If, after following the above procedure, satisfaction is not obtained, the matter may be presented by the "Elected Representative" to the Manager of Industrial Relations of the Company within five working days after the employee has received notice of such lay-off.

ARTICLE VIII - ARBITRATION

1. Should the Company and the General Council fail to reach an agreement in regard to any differences concerning the interpretation or violation of this Agreement, the matter may on the application of either party be referred to an arbitration board; such board will be composed of one person appointed by the Company, one person appointed by the Association, both of whom shall choose and agree to a third person to act as chairman, but in the event that the person chosen by the Company and the person chosen by the Association fail to agree upon a third person within seven working days the Minister of Labour of the Province of Quebec shall be asked to nominate a Member of the Judiciary of the Province of Quebec, and the decision of the board shall be binding on both parties.

2. The Arbitration Board, however, shall not have jurisdiction to alter or change any of the provisions of this Agreement or to substitute any new provisions in lieu thereof, nor to give any decisions inconsistent with the terms and provisions of this Agreement.

3. Each of the parties hereto will bear the expense of the arbitrator appointed by it, and the parties will jointly bear the expense, if any, of the chairman.

ARTICLE IX - ASSOCIATION ACTIVITIES DURING WORKING HOURS

1. Representatives shall be permitted to leave their regular work for a reasonable length of time to perform their duties in connection with this Agreement, subject to the approval of their immediate supervisor or the foreman of the Department where they are employed.

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ARTICLE IX - ASSOCIATION ACTIVITIES DURING WORKING HOURS (Cont'd)

2. The Company agrees that Representatives in attendance at any meeting of the Council or its committees, an employee attending any meeting of the Council or its Committees at the request of the Council or any of its committees and Representatives handling complaints or grievances of employees shall receive regular pay from the Company for such time as they are necessarily absent from their regular occupation for this purpose. The Company, however, reserves the right to restrict the number of employees who may be requested to attend any meeting and the period of time for which they shall attend. Regular pay for the purpose of this section shall be, for day workers the employee's hourly rate in effect at the time, and in the case of Representatives who are piece workers it shall be their average hourly earnings based on the first ten payroll weeks in the preceding quarter.

3. The Company reserves the right to prohibit soliciting of membership in the Association during working hours or on Company premises.

ARTICLE X - LIST OF EMPLOYEES

1. The Company agrees to furnish lists of hourly rated employees eligible to membership in the Association entering the service of the Company, and also to furnish lists of hourly rated employees covered by this Agreement whose employment with the Company is terminated. These lists will be furnished within one week of employment or termination of service.

2. The Company agrees to furnish a list of hourly rated employees covered by this Agreement who are transferred from one Department to another Department or from one Division to another Division.

ARTICLE XI - NOTICE BOARDS

The Association shall have the privilege of posting notices with respect to activities of the Association on notice boards designated for that purpose throughout the Company's plants. All such notices shall be approved by the Manager of Industrial Relations of the Company before being posted. The Company agrees that it will not refer to the Association or use the name of the Association in any notices without first securing the approval of the President, Vice-President or Secretary of the Association.

ARTICLE XII - SENIORITY

The Company agrees, that in cases of equally qualified employees, on all occasions where, due to lack of work a lay-off of employees is necessary, and in cases of regrading, seniority shall be given the fullest consideration.

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ARTICLE XIII - JOINT PRODUCTION COMMITTEE

The Association recognizes the Joint Production Committee, which is presently established.

ARTICLE XIV - UNINTERRUPTED PRODUCTION

1. During the term of this Agreement and during the period when negotiations for further Agreement are in progress, the Company agrees that there shall be no lockouts, and the Association agrees that there shall be no slow-down, strike or any other stoppages of or interference with work which would cause any interruption in production.

2. The Association agrees that it will not involve any employees of the Company or the Company itself in any dispute which may arise between any other employer and the employees of such other employer.

ARTICLE XV - RATES OF PAY

1. The Association agrees that the classification of employees within the established labour grades and to the various jobs shall be in accordance with the Job Evaluation System presently in use in the Company.

2. The parties hereto agree that if there is proof that the rate schedule as covered by this Agreement is not comparable to that in effect in similar industries in the same industrial area, that the Association may, after January 1st, 1947, take up with the Company the question of adjustment.

3. The Rates of Pay for the grade in which the employee is engaged shall be such as is set forth in Appendix "A" hereto annexed and forming part of this Agreement.

4. The Association acknowledges receipt of a copy of the Company's "Hourly Rated Wage Administration Plan" dated August 30th, 1946.

ARTICLE XVI - INCENTIVE PLAN

1. It is the Company's policy to establish incentive rates wherever practicable, whereby employees thus engaged have an opportunity to earn wages in excess of their hourly rates based on the volume of required quality work produced.

2. The Association acknowledges receipt of a copy of the Company's "Wage Incentive Plan - Rules and Regulations" dated August 30th, 1946.

ARTICLE XVII - OTHER WORKING CONDITIONS

Hours of work, overtime, off-shift differential, statutory holidays, vacation privileges, minimum compensation, shall be such as is set forth in Appendix "B" hereto annexed and forming part of this Agreement.

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ARTICLE XVIII - VALIDITY

1. If for any reason any portion of this Agreement shall be held to be void and unlawful, it shall not affect the validity of the rest of the Agreement.
2. The Company agrees that existing general privileges not included in this Agreement will not be withdrawn during the life of this Agreement without due and sufficient cause and the Company undertakes to advise the Association of any contemplated changes.

ARTICLE XIX - EMPLOYMENT OF VETERANS

The Association acknowledges receipt of a copy of the Company's "Veterans' Program", dated December 4, 1944, and recognizes that special conditions exist with respect to the employment of Veterans who have served in the Armed Forces or those who have served in the Merchant Marine during the period of the war commencing in September 1939.

ARTICLE XX - WAGES AND HOURS OF WORK CHANGE APPROVALS

1. None of the terms of this Agreement affecting any alteration in existing rates of pay, hours of work or working conditions, which require the approval of the War Labour Board for the Province of Quebec shall have any force or effect until so approved by said Board.
2. The rates of pay, hours of work and working conditions included in the Collective Labour Agreement dated July 13th, 1945, Appendices A, B, C, E & F shall remain in effect until August 29th, 1946 for employees at Shearer Street and until September 1st, 1946 for employees of the Telephone Contract Division. Effective August 30th, 1946 for employees at Shearer Street and September 2nd for employees of the Telephone Contract Division the rates of pay, hours of work and working conditions as included in Appendix "A" and Appendix "C" will become effective.

ARTICLE XXI - MODIFICATION, RENEWAL AND TERMINATION

1. Subject to the provisions of paragraph 2 of Article XX this Agreement shall become effective on the 13th day of July, 1946 and shall remain in full force and effect for a period of one year. This Agreement may be changed or amended by mutual consent of the parties hereto, such changes or amendments shall take the form of appendices to the original Agreement.
2. It shall remain binding for a further period of twelve months unless either party gives to the other party written notice of the termination hereof of not more than sixty days nor less than thirty days prior to the date of termination.

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ARTICLE XXI - MODIFICATION, RENEWAL AND TERMINATION (Cont'd.)

3. Either party may give the other party notice in writing at least sixty days prior to the expiration date of their desire to modify this Agreement. Within ten days after such notice is given a conference shall be held to consider such modifications.

4. In the event of written notice of modification or termination having been given by either party as provided for above, and the parties then desiring to negotiate together for a new Agreement or for a revision of the present Agreement, the present Agreement shall be considered as remaining in force during such reasonable time as may elapse, before it is found that the parties are unable to reach an agreement, or until a new or modified Agreement is completed.

IN WITNESS hereof the parties thereto have executed this Agreement on the 29th day of August 1946, in the City of Montreal, County of Hochelaga.

FOR NORTHERN ELECTRIC EMPLOYEE ASSOC.

FOR NORTHERN ELECTRIC COMPANY, LIMITED

..... Joseph Ducharme
President

..... P. P. Hill
President

Elected Representative Dist. #2
..... W. W. McDougall
Vice-President

..... W. E. Brennan
Secretary

Elected Representative Dist. #4
..... George H. Hather
Secretary-Treasurer

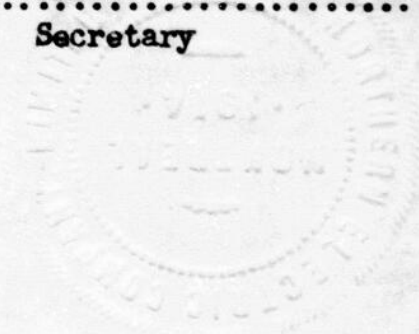
Elected Representative Dist. #6
..... Kenneth C. Cunningham

Elected Representative Dist. #1
..... George E. Bloman

Elected Representative Dist. #3
..... William John Tuck

Elected Representative Dist. #5
..... E. B.

Elected Representative Dist. #8



WAGE SCHEDULES - HOURLY RATED EMPLOYEES

Effective August 30/46 - Shearer St. Payroll

Effective September 2/46 - Telephone Contract Division Payroll

Female Grade	Rate Range	Time Incent. Maximum	Hiring Rate	AUTOMATIC SCHEDULE Inexperienced Employees			PROGRESSION SCHEDULE All Employees					
				M O N T H S From Date of Hiring			M O N T H S After completion of Automatic Schedules or Receipt of Grade Minimum*					
				3	6	9	3	6	9	12	18	
21	.45 - .58	.55	.45	.52	-	-	-	-	-	-	-	-
22	.52 - .65	.62	.45	.52	.56	-	-	.58	-	-	-	-
23	.58 - .73	.70	.45	.52	.56	.58	.63	.66	-	-	-	-
24	.65 - .80	.77	-	-	-	-	.69	-	.73	-	-	-
25	.73 - .88	.84	-	-	-	-	-	.76	-	.80	-	-
26	.79 - .96	.92	-	-	-	-	-	.83	-	.86	.88	-
Male Grade:												
22	.52 - .65	.62	.52	.58	-	-	-	-	-	-	-	-
23	.58 - .73	.70	.52	.58	.63	-	.66	-	-	-	-	-
24	.65 - .80	.77	.52	.58	.65	-	.69	.73	-	-	-	-
25	.73 - .88	.84	.52	.58	.65	.73	.76	.80	-	-	-	-
26	.79 - .96	.92	-	-	-	-	-	.83	-	.86	.88	-
27	.86 - 1.05	1.01	-	-	-	-	-	.89	-	.92	.96	-
28	.95 - 1.16	1.11	-	-	-	-	-	.98	-	1.01	1.06	-
29	1.03 - 1.27	1.22	-	-	-	-	-	1.07	-	1.11	1.16	-
30	1.12 - 1.38	1.32	-	-	-	-	-	1.17	-	1.21	1.25	-

The Automatic Schedule provides for advancement of inexperienced employees from the hiring rate to the minimum of the grade or in the case of the lower grades to a rate between the minimum and the grade rate.

The Progression Schedule provides for advancement from the maximum rate of the Automatic Schedule to the grade rate. Progression rerates may be withheld for cause.

Advancement to rates between the grade rate and the maximum of the rate range for daywork employees and the time incentive maximum for time incentive employees for each grade shall be considered annually on a merit basis.

* Information regarding rerating following changes in grade may be obtained from the foreman or equivalent ranking supervisor.

Reason for Reissue: General Wage Increase of 10%.

R. D. HARKNESS.

WORKING CONDITIONS

Both parties agree to the following working conditions relating to hours of work, overtime, off-shift differential, statutory holidays, vacation privileges, and minimum compensation.

1. Hours of Work

1.1 The regular hours of work for all operating divisions shall be 40 hours per week.

1.1.1 The regular shift hours of work shall be as follows:

Regular Shift

- 8 hours 1 hour lunch

Multiple Shift Operations

1st Shift - 8 hours 1/2 hour lunch
2nd " - 7-1/2 hours 1/2 hour lunch
3rd " - 7-1/2 hours 1/2 hour lunch

Continuous Processes

1st Shift - 8 hours - no lunch hour
2nd " - 8 hours - no lunch hour
3rd " - 8 hours - no lunch hour

Night Shift

- 8 hours 1/2 hour lunch

1.2 The Company reserves the right to change from time to time the starting and stopping time of any regular shift; it is however agreed to consult with the "Elected Representatives" of the Association before putting any such changes into effect.

2. Overtime

2.1 Employees on day work jobs shall be paid one and one-half times their hourly rate for overtime.

2.2 Employees on piece work jobs shall be paid in addition to the amount paid for piece work one-half of their hourly rate for overtime.

2.3 The number of straight time hours in any one shift shall not exceed eight (8) hours.

2.4 Overtime shall be paid for all time worked in excess of eight (8) hours (not including overtime hours) on any one shift in any 24 hours, Monday to Saturday inclusive.

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2. Overtime (Cont'd)

- 2.5 Overtime shall be paid for all time worked in the 24 hours on Sunday.
- 2.6 Overtime shall be paid for all time worked in excess of forty (40) hours (not including overtime hours) in any payroll week.
- 2.7 The Company agrees that as much advance notice as possible will be given to employees who are required to work overtime. Except in the case of an emergency where the notice given is less than 24 hours, employees may request to be excused from working such overtime providing they have a legitimate reason for such request.

3. Off-Shift Differential

- 3.1 The off-shift differential will be 10¢ per hour or 10% of total earnings whichever is greater and will be paid to employees working on shifts commencing after 3.00 P.M.

4. Statutory Holidays

- 4.1 Employees who are not required to work on the undernoted Statutory Holidays will be paid for eight (8) hours (except for part-time employees who will be paid for their normal hours) at day work rate, provided that these holidays are officially observed on a day on which an employee would normally work, and provided that the employee is not absent without pay on the working day preceding and the working day following a holiday.

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

Employees who work on any of the above Statutory Holidays officially observed on a day on which an employee would normally work, will be paid their holiday pay and, in addition, will be paid at their regular rate for all time work .

Employees who, because of their regular shift arrangements, work their regular shift on any of the above Statutory Holidays which are not officially observed on a day on which an employee would normally work, will be paid their holiday pay, and, in addition, will be paid at their regular rate for all time worked.

When a Statutory Holiday occurs during an employee's vacation that employee shall not be entitled to an extension of vacation or to any extra payment because of such holiday.

5. Vacation

- 5.1 Employees will become elig'ble for vacation with pay each year based on their continuous service as defined in the Employee Benefit Fund Plan with the Company as of June 30th of the current year as follows: *4/1/60*

5. Vacation (Cont'd)

- 5.1.1 After continuous service of one year but less than 2 years - 1 week
provided that the employee's attendance record has been satisfactory to the Company. In computing the attendance record, allowance will be made for justifiable absence. The conditions which disqualify an employee from vacation under this section shall when established be indicated in an appendix to this Agreement.
- 5.1.2 After continuous service of two years but less than five years. - 1 week
- 5.1.3 After continuous service of five years but less than twenty-one years, effective for the vacation period in the year 1947. - 2 weeks
- 5.1.4 After continuous service of twenty-one years or more. - 3 weeks
- 5.2 Employees who complete 21 years of continuous service as defined in the Employee Benefit Fund Plan, with the Company, between July 1st and December 25th in any year, will become eligible to a third week of vacation in that year on or after the date on which they complete 21 years of service.
- 5.3 Former employees, except for those covered under the following paragraph, who are re-employed after January 1st of the current year, are not eligible for vacation during the current year.
- 5.3.1 Employees who are discharged from the Armed Forces or Merchant Marine and who are reinstated prior to October 3rd in the current year, are eligible for vacations in the current year based on their credited Company service as of June 30th.
- 5.3.2 When a Weekly or Monthly Rated Employee is transferred to an hourly rate, the vacation period shall be based on his status as of June 30th in the current year.
- 5.4 The weekly rate of pay for vacation will be computed as follows:-
- 5.4.1 For employees taking their vacation on or after July 1st, the pay shall be based on the employee's average weekly earnings for the ten weeks ending seven weeks prior to the Standard Vacation Period.
- 5.4.2 For employees taking their vacation prior to July 1st, the pay shall be based on the employee's average weekly earnings for the ten weeks ending four weeks prior to their vacation period.
- 5.5 The last two weeks in July shall be considered as the Standard Vacation Period during which the Plant will be shut down insofar as possible but wherever practicable the Company will provide work for those employees who are not eligible for vacation under this plan.

31/10/47

5. Vacation (Cont'd)

5.5.1 Wherever practicable vacations will be given during the last two weeks in July and the first two weeks in August. The Company reserves the right to select employees from those eligible for vacation to work during this period, such employees will take their vacation at such other time as may be arranged.

6. Minimum Compensation

6.1 Employees who are called in to work for a short period on account of an emergency shall be paid for a minimum of three hours at the employee's standard day work rate.

6.2 Any employee who reports for work as usual and is sent home because no work is available, shall be paid the equivalent of four hours work at his or her day work rate, providing such lack of work is not caused by machine breakdown, power failure, or any other event beyond the control of the Company.

6.3 Any employee called in for annual inventory on Saturday morning will be guaranteed four (4) hours of work.

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COLLECTIVE LABOUR AGREEMENT

The parties hereto agree that Paragraph 4 of Article XXI of the Collective Labour Agreement dated August 29th, 1946, shall be amended to read as follows: -

4. In the event of written notice of modification or termination having been given by either party as provided for above, and the parties then desiring to negotiate together for a new Agreement or for a revision of the present Agreement, the present Agreement shall be considered as remaining in force during such reasonable time as may elapse, before it is found that the parties are unable to reach an agreement, or until a new or modified Agreement is completed. The parties hereto shall be obliged to sign an Agreement renewing the terms and conditions of this Agreement during such interim period.

IN WITNESS hereof the parties thereto have executed this Amendment on the 9th day of October 1946, in the City of Montreal, County of Hochelaga.

FOR NORTHERN ELECTRIC EMPLOYEE ASSOC.

FOR NORTHERN ELECTRIC COMPANY, LIMITED

George J. DeChamone
.....
President.

J. P. Sisk
.....
President.

Elected Representative Dist. #2
W. W. Madore
.....
Vice-President.

W. M. Brown
.....
Secretary.

Elected Representative Dist. #4
George H. Hather
.....
Secretary-Treasurer.

Elected Representative Dist. #6
Kenneth Chudwin
.....

Elected Representative Dist. #8
George E. Salzman
.....

Elected Representative Dist. #5
William John Krut
.....

Elected Representative Dist. #3
E. Drinson
.....

Elected Representative Dist. #8