

5-504

Installation Department

1947-48



47-418
S. 504

MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 29 décembre 1947.

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

Sujet: Conv. coll. entre Northern Electric
Company Limited, et Northern Electric Employees Associa-
tion (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 24 novembre 1947 et déposée au ministère du
Travail sous le numéro 504-A.

Sincèrement à vous,

Le Sous-ministre

E-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.

A

Québec le 5 janvier, 1948.

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



RE:- **Northern Electric Co. Ltd.,**
&
Northern Electric Employees Association,
(Installation Department)

Monsieur le sous-ministre,

J'accuse réception de votre lettre
du **29 décembre, 1947**, accompagnée pour dépôt
de deux copies certifiées d'une convention de travail,
en date du **24 novembre, 1947**, intervenue entre
les parties ci-dessus mentionnées et déposée au minist-
tère du Travail, le **9 décembre, 1947**
sous le numéro **504-A.**

LO.

Bien à vous,

Le secrétaire,

P. E. Bernier, U.L.L.



MINISTÈRE DU TRAVAIL
HOTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 29 décembre 1947.

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

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

Monsieur,

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 24 novembre 1947 et déposée au ministère du Travail le 9 décembre 1947 sous le numéro 504A 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 10 décembre 1947

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 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 9 décembre 1947 sous le numéro
504-A.

Sincèrement à vous,

Le sous-ministre

T-1177

MC. incl.

H-12



DEPARTMENT OF LABOUR
PARLIAMENT BUILDINGS
QUEBEC

Quebec, December 10th, 1947.

Mr. George H. Hather, Secretary,
Northern Electric Employees Association,
Post Office Drawer 369,
1261, Shearer Street,
Montreal.

Dear Sir:-

Enclosed please find a certificate of the deposit made with the Department of Labour on Dec. 9th, 1947, under Number 504-A of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between Northern Electric Company Limited, and Northern Electric Employees Association (Installation Department).

The labour association party to the above mentioned 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).

Sincerely yours,

Deputy Minister.

MC. encl.



DEPARTMENT OF LABOUR
PARLIAMENT BUILDINGS
QUEBEC

Quebec, December 10th, 1947.

Mr. H.Mc.D. Sparks, Manager, Industrial Relations,
Northern Electric Company Limited,
Post Office Drawer 369,
1261, Shearer Street,
Montreal.

Dear Sirs:-

Enclosed please find a certificate of the deposit made with the Department of Labour on Dec.9th,1947, under Number 504-A of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between Northern Electric Company Limited, and Northern Electric Employees Association (Installation Department).

The labour association party to the above mentioned 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).

Sincerely yours,

Deputy Minister.

MC. encl.



Loi des Syndicats Professionnels
(S.R.Q., 1941, chapitre 162 et amendements)

Professional Syndicates' Act
(R.S.Q., 1941, Chapter 162 and amendments)

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

Numéro **504-A**
Number

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

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

mil neuf cent quarante-~~sept~~
nineteen hundred and forty-

le ministère du Travail a reçu de
the Department of Labour has received from
Northern Electric Company,

M. H. Mc.D. Sparks, Manager, Industrial Relations,

la convention mentionnée ci-après, laquelle a été déposée sous le numéro **504-A**
the hereinafter mentioned agreement, which has been deposited under Number

savoir:
to wit:

d'amendement en date du 24 novembre, 1947,

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

intervenue entre: **Northern Electric Company Limited, et Northern Electric Employees**
between: 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

décembre

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

.....
Sous-ministre

.....
Deputy Minister

Northern Electric Company

LIMITED

H. MC D. SPARKS
MANAGER-INDUSTRIAL RELATIONS
B. W. CHAVE
PERSONNEL MANAGER
DR. M. G. TOWNSEND
MEDICAL DIRECTOR

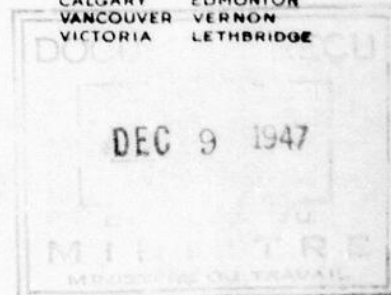
POST OFFICE DRAWER 369
TEL. WILBANK 3131
1261 SHEARER STREET
MONTREAL 22 QUE.

DISTRIBUTING HOUSES

HALIFAX	MONCTON
MONTREAL	QUEBEC
SHERBROOKE	CHICOUTIMI
THREE RIVERS	VAL D'OR
OTTAWA	TORONTO
LONDON	HAMILTON
KIRKLAND LAKE	WINDSOR
TIMMINS	SUDBURY
KINGSTON	PORT ARTHUR
WINNIPEG	REGINA
CALGARY	EDMONTON
VANCOUVER	VERNON
VICTORIA	LETHBRIDGE

December 5th, 1947.

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



Dear Sir:

Enclosed please find Appendix "C" to the Collective Labour Agreement between the Northern Electric Company and Northern Electric Employee Association (Installation Department).

The original agreement is deposited under No. 504 dated the 15th of August, 1947.

Yours very truly

H. Mc D. Sparks

HMcDS:EC
Encl.

Manager - Industrial Relations

CONVENTIONS COLLECTIVES		
VISA DE	Date	Par
Religion	✓	MC
Éducation	✓	
Industrie	14-2-47	
Recrutement	12-7-47	
Numerotage	504-A	
Formule		

Labour Agreement between:

NORTHERN ELECTRIC COMPANY, LIMITED
and
NORTHERN ELECTRIC EMPLOYEE ASSOCIATION "UNIT #2"

APPENDIX "C"

Under Paragraph 2.5 of Appendix "B" overtime shall be paid for all time worked in excess of forty (40) hours (not including overtime hours) in any payroll week. Whereas the Association has requested a shut down of operations on Friday, December 26th, 1947 and Friday, January 2nd, 1948, it is agreed that in order to compensate for production loss, all employees will be required to work in excess of forty (40) hours during certain specified weeks preceding December 25th, the equivalent (or approximate equivalent) number of hours lost through operations being closed down on the Fridays mentioned above.

AND IT IS FURTHER AGREED:

That employees will be paid at Straight Time Rates for all hours worked (no overtime being paid) in order to compensate for work loss caused through the shut down on the Fridays mentioned above.

President:

George H. Hather

Group Representative:

A. E. Parkinson

District Representative:

Charles J. Ems

Sec. - Treasurer:

George H. Hather

November 24, 1947.

NORTHERN ELECTRIC COMPANY LIMITED

A. F. Sells PRESIDENT

Montgomery SECRETARY

NORTHERN ELECTRIC COMPANY:

Montreal 22, Que.

December 5th, 1947.

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

Dear Sir:

Enclosed please find Appendix "C" to the
Collective Labour Agreement between the Northern Electric
Company and Northern Electric Employee Association (Instal-
lation Department).

The original agreement is deposited under
No. 504 dated the 15th of August, 1947.

Yours very truly

S. H. McD. Sparks

Manager - Industrial Relations

HMcDS:EC
Encl.

No. 504^a

Labour Agreement between:

NORTHERN ELECTRIC COMPANY? LIMITED

AND

NORTHERN ELECTRIC EMPLOYER ASSOCIATION "UNIT #2"

APPENDIX "C"

Under Paragraphe 2.5 of Appendix "B" overtime shall be paid for all time worked in ~~excess~~ of forty (40) hours (not including overtime hours) in any payroll week. Whereas the Association has requested a shut down of operations on Friday, DEcember 26th, 1947 and Fráday , January 2nd, 1948, it is agreed that in order to compensate for production loss, all employees will be required to work in excess of forty (40) hours during certain specified weeks **preceding** December 25th, the equivalent (or approximate equivalent) number of hours lost through operations being closed down on the Fridays mentioned above.

AND IT IS FURTHER AGREED:

That employees will be paid at Straight Time Rates for all hours worked (no overtime being paid) in order to compensate for work loss caused through the shut down on the Fridays mentioned above.

Président: Georges Ducharme

Group Representative: A.E. PARKINSON

District Representative: Charles G. Eno

Sec.-Treasurer : GEORGE H HATHER

November 24, 1947.

Signature illisible

Signature illisible



47-118
S. 504

MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 12 septembre 1947.

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

Sujet: Conv. coll. entre Northern Electric
Company Limited, et Northern Electric Employees Asso-
ciation (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 18 juillet 1947 et déposée au ministère du
Travail sous le numéro 504.

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.

A

Québec le 15 septembre, 1947.

LETTRE REÇUE
SEP 16 1947
BUREAU
SOUS-MINISTRE
DU TRAVAIL

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

RE:- Northern Electric Company Limited,
&
Northern Electric Company Employees
Association (Installation Department).

Monsieur le sous-ministre,

J'accuse réception de votre lettre
du 12 septembre 1947, accompagnée pour dépôt
de deux copies certifiées d'une convention de travail,
en date du 18 juillet 1947, intervenue entre
les parties ci-dessus mentionnées et déposée au minis-
tère du Travail, le 6 août, 1947
sous le numéro 504.

BUREAU DU SOUS-MINISTRE	
Préparer réponse à:	
Apporter dossier	
Préparer	résolution
	arrêté ministériel
	projet de réponse LO.
	avis de publication
Attester réception	
M'en causer	
Faire la nécessaire	
M téléphoner	
Classifier	

Bien à vous,

Paul F. Bernier

Le secrétaire, *par R. R.*

P. E. Bernier, L.L.L.



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 12 septembre 1947.

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

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

Monsieur,

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 18 juillet 1947 et déposée au ministère du Travail le 6 août 1947 sous le numéro 504 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 15 août, 1947.

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

Sujet: Convention collective entre Northern Electric Company,
Limited, and Northern Electric Company 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 6 août, 1947 sous le numéro
504.

Sincèrement à vous,

MC.
incl.

Le sous-ministre



DEPARTMENT OF LABOUR
PARLIAMENT BUILDINGS
QUEBEC

Quebec, August 15th, 1947.

Mr. George H. Hather, Secretary,
Northern Electric Employees Association,
Post Office Drawer 369,
1261, Shearer Street,
Montreal.

Dear Sir:-

Enclosed please find a certificate of the deposit made with the Department of Labour on August 6th, 1947, under Number 504 of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between Northern Electric Company Limited, and Northern Electric Employees Association (Installation Department).

The labour association party to the above mentioned 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).

Sincerely yours,

MC.
encl.

Deputy Minister.



DEPARTMENT OF LABOUR
PARLIAMENT BUILDINGS
QUEBEC

Quebec, August 15th, 1947.

Mr. H.Mc.D. Sparks, Manager, Industrial Relations,
Northern Electric Company Limited,
Post Office Drawer 369,
1261, Shearer Street,
Montreal.

Dear Sir:-

Enclosed please find a certificate of the deposit made with the Department of Labour on August 6th, 1947, under Number 504 of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between Northern Electric Company Limited, and Northern Electric Employees Association (Installation Department).

The labour association party to the above mentioned 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).

Sincerely yours,

MC.
encl.

Deputy Minister.



Loi des Syndicats Professionnels
(S.R.Q., 1941, chapitre 162 et amendements)

Professional Syndicates' Act
(R.S.Q., 1941, Chapter 162 and amendments)

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

Numéro **504**
Number

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

jour du mois de **août** mil neuf cent quarante-**sept**
day of the month of *nineteen hundred and forty-*

le ministère du Travail a reçu de **M. H. Mc.D. Sparks, Manager, Industrial Relations,**
the Department of Labour has received from
Northern Electric Company,

la convention mentionnée ci-après, laquelle a été déposée sous le numéro **504**
the hereinafter mentioned agreement, which has been deposited under Number

savoir:
to wit:

Une convention collective en date du **18 juillet, 1947,**
A collective agreement under date of

intervenue entre: **Northern Electric Company Limited, et Northern Electric Employees**
between: **Association (Installation Department). En vigueur à compter du**
13 juillet 1947 jusqu'au 13 juillet 1949. Renouvellement conditionnel.

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

Sceau - Seal

ce **quinzième** jour du mois de
this *day of the month of*
août mil neuf cent quarante-**sept**
nineteen hundred and forty-

.....
Sous-ministre

.....
Deputy Minister

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 22 QUE.

SALES OFFICES

HALIFAX SAINT JOHN, N.B.
MONTREAL QUEBEC
SHERBROOKE VAL D'OR
THREE RIVERS OTTAWA
TORONTO LONDON
HAMILTON KIRKLAND LAKE
WINDSOR TIMMINS
SUDBURY PORT ARTHUR
WINNIPEG REGINA
CALGARY EDMONTON
VANCOUVER VERNON
VICTORIA

July 30th, 1947.

Mr. Antonio Barrette, Minister of Labour,
Department of Labour,
Parliament Buildings,
QUEBEC, QUE.



Dear Sir:

In accordance with Section 23 of the Professional Syndicates Act (R.S.Q., 1941, Chapter 162 and Amendments), I am enclosing herewith copy of an Agreement between the Northern Electric Company, Limited and Northern Electric Employee Association (Installation Department).

The Agreement is for a period of one year from July 13th, 1947 to July 12th, 1948, and replaces the Agreement for the previous year which was deposited with the Department and is registered under No. 331, and Amendments thereto which are registered under No. 331-A.

I will be pleased to receive the Certificate of deposit at your convenience.

Yours very truly

Manager - Industrial Relations

HMS;EC
Encl.

CONVENTIONS COLLECTIVES		
VISA DE	Date	Par
Estampille	✓	WIC
Signatures	✓	
Incorporation	14-2-44	
Reconnaissance	2-7-45	
Numerotage	504	
Formule		

COLLECTIVE LABOUR AGREEMENT

MEMORANDUM OF AGREEMENT made this 18th day of July 1947, 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 Syndicate 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 #2 of the Association as the exclusive bargaining agency for all hourly rated non-supervisory employees in the Telephone Installation Department, whose base point is in the Province of Quebec.

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 operations under methods which will further to the fullest extent possible, the safety, health and welfare of employees, economy of operations, quality and quantity of work, and protection of property.

ARTICLE III - MANAGEMENT RIGHTS

1. 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 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 six working days after the date the employee is given notice of demotion, transfer, discharge or other disciplinary action.

Mon
24

ARTICLE III - MANAGEMENT RIGHTS (Cont'd)

2. 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

1. 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.

2. 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.

3. 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

1. In order to carry out the provisions of this Agreement there shall be one (1) "Elected Representative" and not more than one (1) "Group Representative" for approximately one hundred (100) employees. The number of "Group Representatives" shall be as mutually agreed upon from time to time.

2. 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 notify the Company promptly of any change in the membership of officers or representatives.

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. If the employee so desires he may request his "Elected Representative" to accompany him provided that the "Elected Representative" is available at the job site.

An employee who is unable to personally contact his "Elected Representative", may, after taking the matter up with his foreman and failing to obtain satisfactory adjustment, submit the question in writing to his "Elected Representative". The "Elected Representative" will take up the question with the Division Superintendent.

Any employee, if he so desires, may take up a complaint or a grievance as an individual through the regular line of organization with

ARTICLE VI - COMPLAINTS AND GRIEVANCES (Cont'd)

out 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 the "Elected Representative" pursuant to the regular grievance procedure.

The "Elected Representative" may intercede on behalf of his constituents at any time on matters covered by this Agreement, which in his opinion may affect the employees either as an individual or as a group regardless of whether this 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 "Elected Representative" shall refer the matter to the Manager - Telephone Division, or his delegate or delegates.

STEP 3 - Matters which are not satisfactorily adjusted through the procedure outlined above shall be reported to the President or Secretary-Treasurer of the Association for action. Where warranted the matter will be taken up with the Manager of Industrial Relations of the Company.

ARTICLE VII - LAY-OFF

1. The Company agrees to discuss with the "Elected Representative", any case of hardship or alleged injustice arising out of any lay-off provided that request for such discussion shall be made by the "Elected Representative" within six 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.

2. 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 ten working days after the employee has received notice of such lay-off.

ARTICLE VIII - ARBITRATION

1. Should the Company and the Association 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

[Handwritten initials]

ARTICLE VIII - ARBITRATION (Cont'd)

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 job foreman or Division Superintendent.

2. The Company agrees that representatives who are required to attend meetings during working time on Company premises in connection with the carrying out of the terms of this Agreement and employees who may be required to attend such meetings 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 the employee's hourly rate in effect at the time.

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

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.

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. All such notices shall be approved by the Manager of Industrial Relations of the Company before being posted.

[Handwritten signature]
L.H.

ARTICLE XI - NOTICE BOARDS (Cont'd)

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 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.

ARTICLE XIII - JOINT PRODUCTION COMMITTEE

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

ARTICLE XIV - UNINTERRUPTED WORK

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.
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 Classes, A, B & C and to the various jobs shall be in accordance with the established class description in use in the Company.
2. The Rates of Pay for the classification in which the employee is engaged shall be such as is set forth in Appendix "A" hereto annexed and forming part of this Agreement.
3. The Association acknowledges receipt of a copy of the Company's "Hourly Rated Wage Administration Plan - Installation Department".

ARTICLE XVI - 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.

[Handwritten initials]

ARTICLE XVII - 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 XVIII - 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 XIX - WAGES AND HOURS OF WORK CHANGE APPROVALS

The rates of pay, hours of work and working conditions included in the Collective Labour Agreement dated September 24th, 1946, Appendices A, B, C & D shall remain in effect until July 27th, 1947. Effective July 28th, 1947, the rates of pay, hours of work and working conditions as included in Appendix "A" and Appendix "B" will become effective.

ARTICLE XX - DEDUCTION OF REGULAR DUES

1. An employee, shall have the right, by written authority duly signed by him, to authorize the Company to deduct his regular annual Association membership dues from his wages in instalments, and to terminate such authority by appropriate written notice to the Company signed by him and forwarded to the Company.
2. The Company agrees to deduct these instalments from the wages of employees who authorize it to do so for so long as such authority is in effect and to remit the same, on a fiscal monthly basis. As soon as possible after the end of each fiscal month, the Company will remit to the Association the total amount of deductions made.
3. This arrangement for the deduction of regular dues may be cancelled at any time either by the Company or the Association by the giving of sixty (60) days written notice by either party to the other.

24.
Nov

ARTICLE XXI - MODIFICATION, RENEWAL AND TERMINATION

1. Subject to the provisions of Article XIX this Agreement shall become effective on the 13th day of July, 1947, 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.

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. 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 Agreement on the 18th day of July 1947, in the City of Montreal, County of Hochelaga.

FOR NORTHERN ELECTRIC EMPLOYEE ASSOC.

.....
George H. Hather
.....
President

.....
George H. Hather
.....
Secretary

.....
Charles G. Cune
.....
Elected Representative
Installation Department

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

FOR NORTHERN ELECTRIC COMPANY, LIMITED

.....
[Signature]
.....
VICE President

.....
[Signature]
.....
Secretary

24

WAGE SCHEDULE - HOURLY RATED EMPLOYEES

INSTALLATION DEPARTMENT

Effective July 28/47.

Classifications, Rate Ranges and Progression Schedules:

Class	Rate Range	Class Hiring		Progression Schedule in Months											
		Rate	Rate	4	8	12	18	24	30	36	42	48	54	60	
C	\$0.71-\$0.99	\$0.89	\$0.71	.77	.83	.89	-	-	-	-	-	-	-	-	
B	.94- 1.19	1.09	.71	.77	.83	.89	.94	.99	1.04	1.09	-	-	-	-	
A	1.14- 1.44	1.29	.71	.77	.83	.89	.94	.99	1.04	1.09	1.14	1.19	1.24	1.29	

Mobility Factor:

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

Pay Treatment:

The Progression schedule provides for advancement from the minimum of the Class Rate Range or Hiring Rate to the Class Rate.

Increases in Rates between the Class Rate and the maximum of the class rate range for each classification shall be considered annually on a merit basis.

Information regarding rerating as a result of change in classification may be obtained through reference to the Wage Administration Plan.

In - Charge and Responsibility Allowance:

An allowance of five cents (\$0.05) per hour will be made to an Installer given charge of a section of a job where there is a foreman and subject to special working conditions.

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.

In either of the above instances if an employee is 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.

W. W. W.
251

WORKING CONDITIONS

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

1. Hours of Work

1.1 The regular hours of work shall be 40 per week.

Regular Shift

- 8 hours 1 hour lunch

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

2.3 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.

2.4 Overtime shall be paid for all time worked in the 24 hours on Sunday.

2.5 Overtime shall be paid for all time worked in excess of forty (40) hours (not including overtime hours) in any payroll week.

2.6 Employees, except those whose regular shift includes Saturday, who are required to work on Saturday in any week in which a Statutory Holiday has occurred, (whether employees worked on the Holiday or not) shall be paid overtime at the rate of time and one-half, for all time worked on such Saturday, providing they have worked thirty-two (32) hours, not including overtime hours.

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.

[Handwritten signature]

3. Off-Shift Differential

3.1 The Off-Shift differential will be 10¢ per hour or 10% of employee's day work rate for hours worked whichever is greater, and will be paid to employees working on shifts commencing at or 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/or 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

4.2 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 worked.

4.3 Employees working away from base point shall observe the same Statutory Holidays as those observed by employees working at their base point.

4.4 An employee, who is away from his base point, and who is required to work on a Statutory Holiday officially observed by the Company for employees at his base point, will be paid his holiday pay provided he qualified for such payment and, in addition, will be paid at his regular hourly rate for time worked.

4.5 An employee who is required to work on a day which is officially observed by the Company as a holiday in the job location but is not observed as a Statutory Holiday for employees at his base point, will be paid at his regular hourly rate for normal hours worked but no extra payment because of the holiday.

4.6 Where conditions do not permit of an employee, away from his base point, working on a holiday which is not officially observed by the Company for employees at his base point, he shall not be entitled to any payment. If possible, the employee will be given an opportunity to make up such lost time by working extra hours at his regular straight time hourly rate during the payroll week in which the local holiday occurs.

Non
24

5. Vacation

5.1 Employees will become eligible to vacation with pay each year based on their continuous service with the Company as of June 30th of the current year as follows:-

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 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 Where a Statutory Holiday occurs on a normal working day in the period of an employee's vacation, and the employee has been requested by the Company to take his vacation in that period, an extra day of vacation will be allowed.

5.5 The weekly rate of pay for vacation will be computed as follows:

5.5.1 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.

Mon
51.

5. Vacation (Cont'd)

5.5.2 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.

5.6 The last two weeks which fall completely within the month of July shall be considered as the Standard Vacation Period during which jobs 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.

5.6.1 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 day work rate, providing such lack of work is not caused by any event beyond the control of the Company.

7. Special Working Conditions

7.1 The Field Staff of the Department is necessarily mobile. It is subject to transfer at any time and to any location. Installation Department bases are presently established at Montreal and Toronto. The Association will be notified when additional bases are established or present bases are changed.

7.2 Employees are expected to hold themselves in readiness to be moved about the country by the Company as the conditions of work demand and to be prepared to work Sundays or Statutory Holidays, should the necessity arise. The Company agrees that, wherever possible, reasonable advance notice shall be given to employees who are assigned to work away from base.

7.3 In selecting men for transfer to jobs away from their base, wherever possible single men of equal ability shall be chosen before married men, provided that the desirability of affording men an opportunity to widen their experience in the installation of various types of equipment shall be given consideration whenever feasible.

7.4 When employees are permanently transferred from one base to another at the Company's request, the moving expense will be paid for by the Company.

Wom
25

7. Special Working Conditions (Cont'd)

7.5 Employees assigned away from their base to an out-of-town job will be paid the cost of meals and berth when this expense is necessarily incurred, in addition to railway fare.

7.5.1 Employees who are granted vacation with pay and who are, at vacation time, assigned away from their base to an out-of-town job will be paid railway fare, meals and berth when necessarily incurred from the job to base, or to an intermediate point and back again to the job.

7.6 Employees, with the exception of locally hired help and casual labour will be notified as to the base to which they are attached and will be paid reasonable board and lodging expense when working away from their base.

7.6.1 At job locations where Board and Lodging Expense is allowed, it will be paid on a Statutory Holiday observed by the Company to hourly rated employees when off duty providing the employee has not been absent on the working day preceding the holiday or the working day immediately after the holiday under circumstances not warranting the payment of board and lodging expense.

8. Installers' Travel Time

8.1 One Day Jobs (Where employee returns to his base before midnight)

Employees will be paid travel time at straight time rates for all time spent travelling on Company business during regular working hours, i.e. 8:00 A.M. to 12 noon and from 1:00 P.M. to 5:00 P.M., and in addition will be paid straight time for actual time occupied waiting for trains and in travelling back to base after 5:00 P.M.

8.2 Jobs Over One Day's Duration

8.2.1 Installers will be paid travel time at straight time rates for all time spent travelling during regular working hours i.e. 8:00 A.M. to 12 noon and from 1:00 P.M. to 5:00 P.M.

8.2.2 For all time spent travelling between the hours of 8:00 A.M. and 5:00 P.M. on Saturday and/or Sunday, at the Company's request, the employee shall be paid at his regular day work rate.

9. Trips Home

9.1 Employees working on jobs which are away from their base but not over three hundred (300) rail miles from their base shall be allowed transportation expenses back to their base or to their home location, whichever is the shorter, after two weeks and at the end of each two sub-

Handwritten signature
5.

9. Trips Home (Cont'd)

sequent weeks providing the employee is scheduled to be away from base at least one additional week, and that the employee's absence shall not interfere with the job. The expenses paid for shall only be the transportation expenses incurred and shall not exceed return railway fare at coach rates. Advantage shall be taken of excursion rates or week-end return fares on trains and buses where available.

9.1.1 Employees returning to base or to their home location, in accordance with the above plan, shall not leave the job on which they are working before regular quitting time on Friday and shall return to the job, ready to work, at the regular starting time on the following Monday. They shall not be granted meal expense during the period of absence and shall satisfy job foreman that trip has been made.

9.2 Employees working on jobs which are 300-500 rail miles from their base shall be allowed transportation expenses back to their base or to their home location whichever is the shorter, after eight (8) weeks, and at the end of each eight (8) subsequent weeks providing the employee is scheduled to be away from base at least one additional four week period and that the employee's absence shall not interfere with the job. The expenses paid for shall be first-class fare, plus pullman, plus meals on train, but no meals shall be paid for the balance of the period of absence. Advantage shall be taken of excursion rates or week-end return fares on trains where available.

9.2.1 Where it is necessary for an installer to leave before regular quitting time on Friday or return late on Monday in order to have as much time home during Saturday and Sunday as possible, leave of absence with pay shall be granted for the minimum time necessary to a maximum of one day for this purpose.

9.3 In order to determine eligibility for the first trip home under this clause, time away from base shall be computed from July 13th, 1947 unless the employee has qualified for a trip home at an earlier date under the provisions of the 1946 Agreement.

9.4 Employees shall not be required to work at a job location more than 500 miles from their base point for more than six (6) months unless transfer from such a job would interfere with completion of the job. Such six (6) months' period shall commence from July 13th, 1947.

[Handwritten signature]
251