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STEREOTYPES & ELECTRO-
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MEMORANDUM OF AGREEMENT BETWEEN

THE STEREOTYPERS' & ELECTROTYPERS' UNION

Local 173. I. S. E. U. and

QUEBEC NEWSPAPERS LIMITED

THIS AGREEMENT is entered into between Quebec Newspapers Limited of the City of Quebec, hereinafter called the Publisher, party of the first part, and, the QUEBEC STEREOTYPERS' & ELECTROTYPERS' Union, local 173, hereinafter called the Union, party of the second part, for the purpose of preventing and adjusting misunderstanding by establishing rules governing minimum wage-rates and conditions of employment.

SECTION 1

The present agreement shall become in force on the date it is filed at the office of the Minister of Labor and this for a period of twelve months, as from March 6th, 1947 until March 5th, 1948 and will be automatically renewed for an even period of twelve months at its expiration unless one of the parties-signers has given written notice to the other party of its intention to put an end to it or to have it amended, such notice to be served between the sixtieth day and the thirtieth day before the date of expiration of said agreement.

SECTION 2

The party of the first part agrees to employ in its stereotype department as foremen, journeymen members and apprentices, members of the Union in good standing, provided the Union furnishes the number of competent and satisfactory members called for by the Publisher. The Union agrees to furnish as many competent journeymen at straight time rates to fill all regular positions called for by the Publisher. Should the Union be unable to fulfill this part of the agreement; the Publisher is at liberty to hire whoever he thinks fit to fill the position.

SECTION 3

A Standing Committee of two representatives of the party of the first part shall be selected by the Publisher and a like Committee of two representatives representing the party of the second part shall be selected by the Union; and in case of a vacancy, absence or refusal of either of such representatives to act, another shall be appointed to take his place. To this Committee shall be referred all questions that may arise regarding this contract or scale prices, the construction to be placed on any clause or clauses of the Agreement or the scale, or any alleged violations thereof which cannot be settled otherwise. When differences arise which necessitate action by the Joint Standing Committee, the aggrieved party shall notify in writing the executive officers of the party to the Agreement and the Committee shall meet within ten (10) days of the date on which notice of differences and question or questions in dispute are transmitted. If the Committee does not reach an agreement within fifteen (15) days (this time may be extended by mutual agreement) of the date of transmission of notice of differences, the question or questions in dispute shall, on request of either party of the Agreement, be submitted to arbitration in accordance with the Quebec Trade Dispute Act.

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SECTION 4

It is agreed that fruitless controversies and cessation of work must be avoided and every effort made to maintain good feelings and harmonious relations. To accomplish this, both parties will in every instance give prompt attention to disputes and will, in good faith, endeavour to settle all differences by the Joint Standing Committee or an Arbitration Board. Under all circumstances, business shall be continued without interruption or interference with the publication of any matter, and everything will go then in a regular and orderly manner until all differences are settled by the Joint Standing Committee or an Arbitration Board.

SECTION 5

The sole right of the Publisher to determine the specific days on which publication shall be maintained shall not be open to question.

SECTION 6

WAGES OF JOURNEYMEN:

The wages for journeymen shall be not less than \$39.60 per week, straight time.

SECTION 7

WORKING HOURS:

- a) Forty four hours shall constitute a week's work.
- b) The work week for apprentices shall be the same as that of journeymen.
- c) Lunch time shall be designated by the foreman at the convenience of the office.

SECTION 8

Work done on Sundays, Religious-Holidays, Dominion Day, Feast of the Epiphany, Immaculate Conception, New Year's Day, Christmas Day, Good Friday, Labour Day and St. John Baptist day will be paid for at double time.

R.T.- J.D.-R. - J.G. -

SECTION 9

CONCILIATION

Journeymen and apprentices who have served one year shall receive one week's vacation with pay and shall supply a substitute to take their place while on vacation so that there shall be no interference with production of the Publisher's newspapers.

SECTION 10

The Union reserves the right to refuse to execute all struck work received from or destined for unfair employing stereotypers. It is further understood that no strike or lockout will ever take place in sympathy with other departments of the publisher's or with outside firms.

SECTION 11

The party of the first part to this agreement shall be protected against walkouts, strikes, or boycotts by the members of the party of the second part against any other form of concerted interference by them with the usual and regular operation of any of his departments of labour; and the party of the second part shall be protected against lockouts by the party of the first part.

SECTION 12

All sums of money earned by members of this Union shall be paid weekly in full less all legal deductions.

SECTION 13

The ratio of apprentices under this agreement shall be one apprentice for one journeyman.

When an apprentice has finished his apprenticeship of six (6) years, he will continue to be employed as a sixth year apprentice until a vacancy for a journeyman occurs, or other opportunity of employment at his trade is afforded. No other apprentice shall be employed until this first apprentice is absorbed as above provided.

SECTION 14

It shall be the duty of the foreman and members to teach apprentices the stereotyping business and the duty of the chairman to see that this be done and the apprentices may appeal to the Joint Standing Committee if he deems an injustice is done him.

SECTION 15

Discharge of an apprentice by an employer after continuous service of one or more years by said apprentice will not be allowed except for good and sufficient reason, such as might be applicable in the case of a journeyman.

SECTION 16

WAGES OF APPRENTICES:

First Year25
Second Year28
Third Year32
Fourth Year38
Fifth Year - 1st half45
" " 2nd "52
Sixth Year - 1st half58
" " 2nd "62

SECTION 17

No apprentice shall be employed unless one journeyman is employed on the same shift. At no time shall an apprentice have charge of a department.

IN WITNESS WHEREOF THE PARTIES have hereunto set their hands and seals

This..... 4th..... day of March 1947.

For the Party of the First Part:

QUEBEC NEWSPAPER LIMITED

Witness: ROGER LETOURNEAU

Unreadable Signature
General Manager.

For the Party of the Second Part:

THE STEREOTYPERS' & ELECTROTYPERS'
Union (Local 173)

Witness:

Unreadable Signature

JOS GARIEPY..... President.

ROMEO TRUELLE.... Secretary.

Unreadable Signature: Officier de Conciliation.