

62-57

WILSON'S PUBLISHING LTD.

1946-47

Microfilm

27

AMENDMENTS TO AGREEMENT BETWEEN
THE STEREOTYPERS & ELECTROTYPERS' UNION
LOCAL 173, I.S.E.U.
and QUEBEC NEWSPAPER LIMITED

These amendments made and entered into this 12th day of March 1954 by and between the newspaper Quebec Chronicle Telegraph through its authorized representatives, the party of the first part and the local union of the Stereotypers and Electrotypers' Union of the City of Quebec, known as local 173 I.S.E.U. by its officers or a committee duly authorized to act in its behalf, specifically for those members employed in the newspaper stereotype room of the Quebec Chronicle Telegraph, party of the second part.

WITNESSETH

The following amendments are made to the contract dated the 28th day of February 1948 between Quebec Newspapers Limited, publishers of Quebec Chronicle Telegraph, and the Stereotypers and Electrotypers' Union, Local 173.

SECTION 6 is hereby amended to: The wages for journeymen shall not be less than \$1.62½ an hour for day work, effective April 1st 1954.

SECTION 8. All work performed by day shifts on Sundays shall be paid for at double time and on holidays at time and one-half. The recognized holidays are as follows:- New Year Day, Epiphany, Ascension Day, Dominion Day, Labour Day, All Saints Day, Conception Day, Christmas Day and days celebrated as such. All situation holders and apprentices scheduled to work on the above named holidays shall receive straight time pay when not required to report.

SECTION 9. Employees who have held situations (during the period of one year) shall be entitled to two weeks vacation with pay. Substitutes who have worked as extras for the office shall be entitled to one day's vacation for each 60 days worked. Any person leaving his employment voluntarily or otherwise shall be entitled to receive his vacation pay on a prorata basis. The time of the year each employee shall take such vacation shall be determined and arranged by the foreman (whose decision shall be final) in order that same may be worked out without interruption or interference in getting out the paper.

Microfilm

19/1667A

SECTION 16. The minimum scale for apprentices shall be not less than not provided for by provincial law. Otherwise such scale shall be in proportion to the journeyman's scale for day and night work as follows:

	<u>1st 6 mths.</u>	<u>2nd 6 Mths.</u>	<u>1st 6Mths.</u>	<u>2nd 6Mths.</u>	
1st year	25%	30%	4th year	55%	60%
2nd year	35%	40%	5th year	65%	70%
3rd year	45%	50%	6th year	75%	80%

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

this15th day of March 1954

For the Party of the First part:

QUEBEC NEWS PAPER LIMITED

Witness: H. Murphy

J.H. MONAGHAM
General Manager

For the Party of the 2nd Part:

THE STEREOTYPERS & ELECTROTYPERS'
Union (Local 173)

WITNESS: H. Murphy

ROSAIRE DROLET President
ROMEO TRUDELLE Secretary

(SIGNED)
CO IE CERTIFIEE
ROMEO TRUDELLE

MEMORANDUM OF AGREEMENT BETWEEN
THE STEREOTYPERS' ELECTROTYPERS' UNION
local 173, Y.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 misunderstandings 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 Labour and this for a period of nineteen months, as from March 6th. 1948 until October 15th. 1949 and will be automatically renewed for a 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 stereo-type department as foreman, 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 journey men at straight time rates to fill 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.

19/1667

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 not 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.

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, endeavor 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 \$1.15 an hour for day work.

SECTION 7

WORKING HOURS

- a) Forty 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 foremen at the conveniences of the office.

SECTION 8

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

SECTION 9

Journeyman and apprentice 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 newspaper. Also five holidays paid as New Year's Day, Christmas Day, St. John Baptist Day, Dominion Day, Labor Day.

SECTION 10

The Union reserves the right to refuse to execute all struck work received from or destined for unfair employing stereotyper. It is further understood that no strike or lockout will ever take place in sympathy with other departments of the publishers 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 to every two journeymen or major portion thereof.

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 year.....	25%	11.50
Second year.....	28%	12.88
Third year.....	32%	14.72
Fourth year.....	38%	17.48
Fifth year...1st half.....	45%	20.70
" " ...2nd "	52%	23.92
Sixth year...1st half.....	58%	26.68
" " ...2nd "	62%	28.52

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.....28th.....day of.....February.....1948.

For the Party of the First Part: QUEBEC NEWSPAPERS LIMITED
 Witness: H. Murphy J. Monaghan
General Manager

For the Party of the 2nd Part: THE STEREOTYPERS' & ELECTROTYPERS'
Union (local 173)
 Witness: H. Murphy Jos. Gariepy
President

Roméo Trudelle
Secretary

MEMORANDUM OF AGREEMENT

BETWEEN

THE QUEBEC TYPOGRAPHICAL UNION NO 302

and

QUEBEC NEWSPAPER LIMITED

Quebec Newspaper Limited Publisher of the Quebec Chronicle- Telegraph : the International Typographical Union, Local No. 302 : The Union of Pressmen and Stereotypers, Local No 152 ; and the members of those Unions employed in the production of the Quebec Chronicle Telegraph- hereinafter known as the employer, the Union and the Employees, respectively, mutually agreed and undertake as follows :-

(1) The basic wage paid by the employer to the journeymen compositors is \$35.20 for a 43 hour week, and to the journeymen pressmen and Stereotypers \$33.55 for a 44 hour week.

(2) All journeymen compositors, after one year's employment shall be given one week's holiday each year, with full pay, or one day for each fifty days of employment where the employment has been less than one year.

(3) All other conditions of work and wages hitherto prevailing shall remain in effect.

(4) This agreement becomes effective as from August Fifth, Nineteen hundred and forty-three (August 5, 1943) and shall remain in force two years or twenty-four months therefrom ; subject always to revision after one year or twelve months if during that period there shall have been a substantial increase in the advertising lineage published in the Quebec Chronicle-Telegraph.

This Agreement is accepted and approved by the Unions and is subject to the approval of the Regional Board.

Signed :

Unreadable signature
The Quebec Newspaper Limited

J. Eudore Côté
The Journeymen Compositors

Harry Bell
Quebec, I.T.U No. 302

Rosaire Drolet
Journeymen, pressmen and
Stereotypers.

UNION TYPOGRAPHIQUE DE QUEBEC

Local no 302 de l'Union Typographique Internationale

Québec, le 4 juin 1944.

RESOLUTION ADOPTÉE A L'ASSEMBLÉE RÉGULIÈRE
DE L'UNION TYPOGRAPHIQUE DE QUEBEC
LOCAL NO 302 À L'ASSEMBLÉE DU
4 juin 1944

ATTENDU - que l'article 19, de la loi des Relations Ouvrières de la Province de Québec se lisant comme suit :

" Toute association et tout employeur ayant conclu une convention collective est tenu d'en transmettre sans délai une copie certifiée à la Commission et la Convention est sans effet tant qu'une copie n'a pas été reçue par la Commission ".

QU'IL SOIT RESOLU - Que l'Union Typographique de Québec, local No. 302 demande à la loi des Relations Ouvrières de la Province de Québec, que les contrats passés entre l'Union Typographique de Québec d'une part et la Cie de Publication le Soleil Ltée et la Québec Newspaper Limited d'autre part, soient reconnue en vertu de la dite loi.

L'Union Typographique
de Québec, Local No 302.

(Signé) Harry Bell,
président

Gaudiose DesBiens
Secrétaire.

46.47

of A 57

Québec, le 14 avril 1947.

Monsieur Romeo Truielle, secrétaire,
Union internationale des clicheurs et
electrotypers de Québec, Local 173,
16,ième Rue,
Québec.

Monsieur le secrétaire,

Nous avons bien reçu votre lettre du
12 avril accompagnée d'une double copie de la convention
collective de travail intervenue entre votre union et "Que-
bec Newspaper's Limited"; nous déposons cette entente à nos
archives à titre de contrat d'honneur (Gentlemen's Agreement).

Nous prenons pour acquit que vous en
avez fait tenir deux copies à la Commission de Relations
ouvrières conformément à l'article 19 de la Loi des relations
ouvrières.

Bien à vous,

Le sous-ministre du Travail,

Gérard Tremblay
G.

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 misunderstandings 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 journey men 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.

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, endeavor 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

DOMINION DAY, FEAST OF THE EPIPHANY, IMMACULATE CONCEPTION, NEW YEAR'S DAY, CHRISTMAS DAY, GOOD FRIDAY, and St. John Baptist day will be paid for at double time. ~~Religious Holidays~~, Labour Day

SECTION 9

43
R.J. J. S. H. A.
RECONCILIATED.

Journeymen and apprentice 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 stereotyper. It is further understood that no strike or lockout will ever take place in sympathy with other departments of the publishers 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 journeymen.

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 year.....	.25
Second year.....	.28
Third year.....	.32
Fourth year.....	.38
Fifth year - 1st half.....	.45
" " - 2nd "52
Sixth year - 1st half.....	.58
" " - 2nd "62

SECTION 17

No apprentice shall be employed unless one journeymen 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:

Rogeltonna

[Signature]
.....
General Manager

For the Party of the 2nd Part:

THE STEREOTYPERS' & ELECTROTYPERS'
Union (local 173)

Witness:

Jean Berne

Jos. Gagnon
.....President

Rossed. Guichelle.....Secretary

[Signature]

Officier de Conviction