

S-505

NORTHERN ELECTRIC -

1947-48

1947-48



47-48  
S. 505

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, & Northern Electric Employees Associa-  
tion (covering employees other than those in the Installa-  
tion Department).

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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 505-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.

A

Québec le 5 janvier, 1948.

LETTRE REÇUE

JAN 7 1948

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 Employees Association, (covering**  
**employees other than those in the 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 **505-A.**

Bien à vous,

LO.

Le secrétaire,

P. E. Bernier, U.L.



MINISTÈRE DU TRAVAIL  
HÔTEL 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, & Northern Electric Employees Associa-  
tion (covering employees other than those in the Installat-  
ion 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 505A 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.,  
et Northern Electric Employees Association (covering employees other than those in the  
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  
505-A.

Sincèrement à vous,

MC. Encl.

Le sous-ministre



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 Sir:-

Enclosed please find a certificate of the deposit made with the Department of Labour on Dec. 9th, 1947 under Number 505-A of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between Northern Electric Company & Northern Electric Employees Association (covering employees other than those in the 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, December 10th, 1947.

Mr. George H. Hather, Secretary-Treasurer,  
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 505-A of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between Northern Electric Company & Northern Electric Employees Association (covering employees other than those in the 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 **505-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 **Mr. H. Mc.D. Sparks, Manager, Industrial Relations,**  
*the Department of Labour has received from*  
**Northern Electric Company Limited,**

la convention mentionnée ci-après, laquelle a été déposée sous le numéro **505-A**  
*the hereinafter mentioned agreement, which has been deposited under Number*

savoir :  
*to wit:*

Une convention collective en date du **24 novembre 1947**  
*A collective agreement under date of*

intervenue entre : **Northern Electric Company, Limited, & Northern Electric Employees**  
*between :* **Association (covering employees other than those in the 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  
*this*

**dixième**

jour du mois de  
*day of the month of*

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

MC.

.....  
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

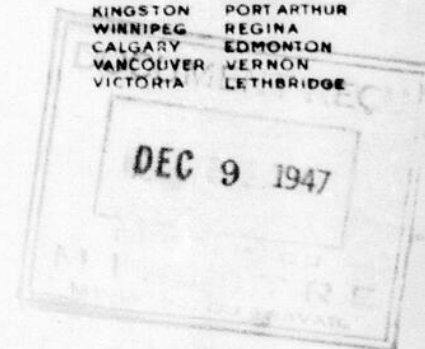
POST OFFICE DRAWER 369  
TEL. WILBANK 3131  
1261 SHEARER STREET  
MONTREAL 22 QUE.

## DISTRIBUTING HOUSES

HALIFAX	MONCTON
MONTREAL	QUEBEC
SHERBROOKE	CHICOUTIMI
THREERIVERS	VAL D'OR
OTTAWA	TORONTO
LONDON	HAMILTON
KIRKLANDLAKE	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 (covering employees other than in the Installation Department).

The original agreement is deposited under No. 505 dated the 15th of August, 1947.

Yours very truly

*Hewitt Sparks*

HMcDS:EC  
Encl.

Manager - Industrial Relations

CONVENTIONS COLLECTIVES		
VISA DE	Date	Par
...	✓	ME
...	✓	
Indépendance	14-2-44	
Reconnaissance	12-7-45	
Numerotage	505-A	
Formule		

Labour Agreement between:

NORTHERN ELECTRIC COMPANY, LIMITED

and

NORTHERN ELECTRIC EMPLOYEE ASSOCIATION "UNIT #1"

APPENDIX "C"

Under Paragraph 2.6 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 the Plant 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 production loss caused through the shut down on the Fridays mentioned above.

President:

*George H. Hather*

District Rep.:

*E. Brinson*

Sec.-Treasurer:

*George H. Hather*

Vice-President:

*John W. McLoof*

District Rep.:

*George E. Bloran*

November 24, 1947.

District Rep.

*William John Kent*

NORTHERN ELECTRIC COMPANY LIMITED

*P. J. Rice*

*P. J. Rice*

PRESIDENT

*Montgomery*

SECRETARY

NOTHERN ELECTRIC COMPANY

Limited

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 (covering  
employees other than in the Installation Department ).

The original agreement is deposited under  
No. 505 dated the 15th of August, 1947.

Yours very truly,

H. Mc. D. Sparks

Manager- Industrial Relations

HMcDS:EC.  
Encl.

No. 505A

Labour Agreement between ;

NORTHERN ELECTRIC COMPANY LIMITED,  
and  
NORTHERN ELECTRIC EMPLOYEE ASSOCIATION "UNIT #1"

APPENDIX "C"

Under Paragraph 2.6 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 the Plant 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 production loss caused through the shut down on the Fridays mentioned above.

President : Georges Ducharme

District Rep ; E.C.Brinson.

Sec.Treasurer ; George H.Hather.

Vice-President ; Signature illisible.

November 24,1947.

District Rep; , Georges E.Cloran

District Rep ; William John.Krut.

NORTHERN ELECTRIC COMPANY LIMITED.

P.F.Sise. President.

Signature illisible. Secretary

47.48

S.SDS.

Québec, le 6 novembre 1947.

Monsieur P.-E. Bernier, secrétaire,  
Commission de Relations ouvrières,  
286, rue St-Joseph,  
Québec.

Monsieur le secrétaire,

Je vous transmets, sous pli, pour  
l'action que vous jugerez opportune, copie d'une correspon-  
dance échangée entre monsieur George H. Hather, secrétaire-  
trésorier de la "Northern Electric Employee Association"  
et le ministère du Travail.

Bien à vous,

Le sous-ministre du Travail,

Gérard Tremblay  
G.

Quebec, November 6th, 1947.

Mr. George H. Hataer, Secretary-Treasurer,  
Northern Electric Employee Association,  
1261 Shearer Street,  
Montreal 22.

Dear Sir:

I have your two letters of November 5, in which you require the deletion of the words "printing department" in the first article on Recognition which appears in the Collective Labour Agreement between the Northern Electric Company Limited and the Northern Electric Employee Association.

May I point out to you that such collective agreement is a bilateral contract which can only be amended by the written will of both parties.

Since you desire that your Association be authorized to act as bargaining representative of the printing department employees, I am referring this question to the Labour Relations Board which will give this matter his immediate attention.

Yours truly,

Deputy Minister of Labour.

Gérard Tremblay  
G.

TEL. WILBANK 3131  
LOCAL 446

*Northern Electric Employee Association*

1261 SHEARER STREET  
MONTREAL, 22

November 3, 1947.

*1 copy  
file down*



Department of Labour,  
Parliament Buildings,  
Quebec.

Dear Sir:

We respectfully request the Labour Relations Board for permission to make a correction in our letter of October 14, 1947.

A copy of the letter with the correction is, therefore, enclosed and we would ask the Labour Relations Board to consider this application as submitted.

Yours truly,

*George H. Hather.*

GHHGB

GEORGE H. HATHER  
SECRETARY-TREASURER

TEL. WILBANK 3131  
LOCAL 446

*Northern Electric Employee Association*

1261 SHEARER STREET  
MONTREAL, 22

November 3, 1947.

Department of Labour,  
Parliament Buildings,  
Quebec.



Dear Sir:

In the Collective Agreement between the Northern Electric Co. Ltd. and the Northern Electric Employee Association deposited under the number 505, we, respectfully, request the deletion of the words Printing Department in the last line of the first article on Recognition.

These employees of the Printing Department employed by the Northern Electric Co. Ltd. have joined our Association 100%. We, therefore, wish to be registered as bargaining representatives for these employees in the present Collective Labour Agreement in force between the Northern Electric Co. Ltd. and the Northern Electric Employee Association.

Yours truly,

*George H. Hather.*

GHH:GB

GEORGE H. HATHER  
SECRETARY-TREASURER



4748  
S. 505

**MINISTÈRE DU TRAVAIL**  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

Québec, ce 6 octobre 1947.

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

Sujet: Conv. coll. entre The Northern Electric  
Co. Ltd. & Northern Electric Employees Association (covering employees other than those  
in the 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 505.

Sincèrement à vous,

Le Sous-ministre

MC. incl.

E-15



41748  
S. 505

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.

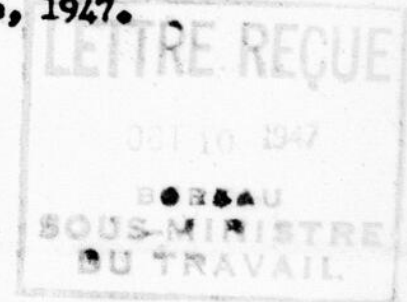
BRUNAY BRAIS.  
MEMBRE.

286, RUE ST-JOSEPH.  
QUEBEC.

4 EST, RUE NOTRE-DAME  
MONTREAL.

A

Québec le 9 octobre, 1947.



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

RE:- Northern Electric Company Limited,  
&  
Northern Electric Employees Association,  
(covering employees other than those in the  
Installation Department)

Monsieur le sous-ministre,

J'accuse réception de votre lettre  
du 6 octobre, 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 505.

Bien à vous,

LO.

*P. E. Bernier*  
*per R. K.*

Le secrétaire,

P. E. Bernier, LL.L



**MINISTÈRE DU TRAVAIL**  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

Québec, ce 6 octobre 1947.

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

Sujet: Convention collective entre The Northern Electric Co.  
Ltd. & Northern Electric Employees Association (covering employees other than those in  
the 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 18 juillet 1947 et déposée au ministère du Travail le 6 août, 1947 sous le numéro 505 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 et Northern Electric Employees Association (covering employees other than those in the 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 505.

Sincèrement à vous,

Le sous-ministre

MC.  
incl.



DEPARTMENT OF LABOUR  
PARLIAMENT BUILDINGS  
QUEBEC

Quebec, August 15th, 1947.

Mr. H. McD. 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 505 of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between the Northern Electric Company Limited, and Northern Electric Employees Association (covering employees other than those in the 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.



DEPARTMENT OF LABOUR  
PARLIAMENT BUILDINGS  
QUEBEC

Quebec, August 15th, 1947.

Mr. George H. Hather, Secretary-Treasurer,  
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 505 of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between the Northern Electric Company Limited, and Northern Electric Employees Association (covering employees other than those in the 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 **505**  
Number

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

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

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

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

**Mr. H. McD. Sparks, Manager, Industrial Relations,**

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

**505**

savoir:  
*to wit:*

**18 juillet, 1947**

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

intervenue entre:  
*between:*

**Northern Electric Company, Limited, and Northern Electric Employees Association (covering employees other than those in the 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-*

MC.

.....  
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, which covers employees other than those in the 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. 332, and Amendments thereto which are registered under No. 332-A.

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

Yours very truly

*H. McD. Sparks*

HMcDS:EC  
Encl.

CONVENTIONS COLLECTIVES		
VISA DE	Date	Par
Estampille	✓	
Signatures	✓	
Incorporation	14-2-44	
Reconnaissance	2-7-45	
Numerotage	505	
Formule		

COLLECTIVE LABOUR AGREEMENT

MEMORANDUM OF AGREEMENT made this 18<sup>th</sup> 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 #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

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

*Handwritten initials*

ARTICLE III - MANAGEMENT RIGHTS (Cont'd)

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

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. 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.

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 promptly notify the Company 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, or if the employee

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ARTICLE VI - COMPLAINTS AND GRIEVANCES (Cont'd)

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 may 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.

*W. W.*  
*SA*

ARTICLE VII - LAY-OFF

1. 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 "Elected 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.
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 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.
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 re-

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

quest 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 or 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.

ARTICLE XIII - JOINT PRODUCTION COMMITTEE

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

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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 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.
3. The Association acknowledges receipt of a copy of the Company's "Hourly Rated Wage Administration Plan".

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".

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.

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.
- W. H. H.*  
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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

The rates of pay, hours of work and working conditions included in the Collective Labour Agreement dated August 29th, 1946, Appendices A, B, C & D, shall remain in effect until July 24th, 1947 for employees at Shearer Street and until July 27th, 1947 for employees of the Montreal Telephone House. Effective July 25th, 1947 for employees at Shearer Street and July 28th, 1947 for employees of the Montreal Telephone House the rates of pay, hours of work and working conditions as included in Appendix "A" and Appendix "B" will become effective.

ARTICLE XXI - 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.

ARTICLE XXII - MODIFICATION, RENEWAL AND TERMINATION

1. Subject to the provisions of Article XX 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.

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

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 18<sup>th</sup> day of July 1947, in the City of Montreal, County of Hochelaga.

FOR NORTHERN ELECTRIC EMPLOYEES ASSOC.

FOR NORTHERN ELECTRIC COMPANY, LIMITED.

.....  
*George Buchanan*  
.....  
President

.....  
*[Signature]*  
.....  
VICE-President

Elected Representative Dist. #2  
*W. W. Madors*  
.....  
Vice-President

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

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

Elected Representative Dist. #6  
*L. F. Quinn*  
.....  
Elected Representative Dist. #1

.....  
*George C. Salaman*  
.....  
Elected Representative Dist. #5

*William John Kest*  
.....  
Elected Representative Dist. #3  
*E. Drinson*  
.....  
Elected Representative Dist. #8

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WAGE SCHEDULES - HOURLY RATED EMPLOYEES

Effective July 25/47 - Shearer St. Payroll

Effective July 28/47 - Montreal Telephone House

Female Grade	Rate Range	Time Incent. Maximum	Hiring Rate	AUTOMATIC SCHEDULE Inexperienced Employees			PROGRESSION SCHEDULES All Employees				
				M O N T H S			M O N T H S				
				From Date of Hiring			After completion of Automatic Schedules or Receipt of Grade Minimum*				
				3	6	9	3	6	9	12	18
21	.59 - .72	.69	.59	.63	-	-	.66	-	-	-	-
22	.65 - .79	.76	.62	.65	.67	.70	.72	-	-	-	-
23	.72 - .87	.84	.64	.67	.70	.73	.77	.80	-	-	-
24	.79 - .94	.91	-	-	-	-	.83	-	.87	-	-
25	.86 - 1.02	.98	-	-	-	-	-	.90	-	.94	-
26	.93 - 1.10	1.06	-	-	-	-	-	.97	-	1.00	1.02
<u>Male Grade</u>											
22	.65 - .79	.76	.65	.69	-	-	.72	-	-	-	-
23	.72 - .87	.84	.70	.73	.77	-	.80	-	-	-	-
24	.79 - .94	.91	.72	.75	.79	-	.83	.87	-	-	-
25	.86 - 1.02	.98	.74	.79	.83	.87	.90	.94	-	-	-
26	.93 - 1.10	1.06	-	-	-	-	-	.97	-	1.00	1.02
27	1.00 - 1.19	1.15	-	-	-	-	-	1.03	-	1.06	1.10
28	1.09 - 1.30	1.25	-	-	-	-	-	1.12	-	1.15	1.20
29	1.18 - 1.41	1.36	-	-	-	-	-	1.21	-	1.25	1.30
30	1.26 - 1.52	1.46	-	-	-	-	-	1.31	-	1.35	1.39

The Automatic Schedule provides for advancement of inexperienced employees from the hiring rate to the minimum of the grade, or in the case of 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 \$0.07.

*W. W. W.*  
*W. W. W.*

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 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.
- 2.8 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.
- 2.9 Employees who work on a 6th Shift (except a Statutory Holiday) in any payroll week will be paid at overtime rates for time worked on such 6th Shift provided they work the required number of hours in each of their other 5 scheduled shifts.

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 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.
- John SA*

5. Vacation

- 5.1 Employees will become eligible for 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.

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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 that fall completely 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.

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 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.

*Now*  
*SA*