

1946-47

Microfilmé

Microfilmé

GA 207

MONTREAL COTTONS LIMITED

19/3566

COLLECTIVE LABOUR AGREEMENT

BY AND BETWEEN:

THE MONTREAL COTTONS LIMITED, a body corporate having its head office in the City of Montreal, Quebec, hereinafter called the Company, with respect to its textile mills located at Valleyfield, Quebec, hereinafter called the textile mills.

PARTY OF THE FIRST PART,

AND:

THE UNITED TEXTILE WORKERS OF AMERICA chartered by the American Federation of Labour, having its head office in the City of Washington, District of Columbia and its local Union No. 100 of the United Textile Workers of America at Valleyfield, Quebec, hereinafter called the Union.

PARTY OF THE SECOND PART.

WITNESSETH:

That the parties in consideration of the mutual covenants and undertakings hereinafter contained have agreed as follows:

ARTICLE 1

RECOGNITION

The Union, having been duly certified under the Quebec Labour Relations Act is recognized by the Company as the collective representative for the employees of the said textile mills of the Company in matters pertaining to rates of pay, hours of work and working conditions. The Union, on its part, recognizes that it is the right and function of the Company to manage the industrial enterprise in which the Company is engaged and, without restricting the generality of the foregoing, to change or introduce machine processes and methods of manufacture; to change wage payment methods; to make time studies of and to institute changes in work loads, job assignments, methods of operation and work payment rates; to determine the products to be ~~manufactured~~, processes of manufacture, the extension, limitation, curtailment or cessation of operations and all other matters concerning the operation of the Company's business. The Company agrees that the exercise of its rights in this section does not relieve the Company of its obligations or prejudice the rights of the employees arising out of any provision of this Agreement.

ARTICLE 2

TERM "EMPLOYEE"

The term "employee" whenever found in this present agreement, includes all employees of the said textile mills except overseers, second hands, watchmen, surety personnel, office employees, mill clerks, sizers, testers, laboratory personnel, time study men and all other members of the administrative staff of the said textile mills.

ARTICLE 3

GRIEVANCE PROCEDURE

a) The Union shall designate from amongst the employees of each department a representative for that department to be known as a "departmental steward". This departmental steward's functions will be to consider all grievances or complaints which the employees of his department may bring to his attention and to proceed with these grievances or complaints in conformity with the procedures established in this Article 3.

The Union shall designate five (5) departmental stewards which five shall constitute and be the Union Grievance Committee. This Committee shall appoint its own Chairman.

The Union shall submit in writing to the Company the names of all departmental stewards and members of the Union Grievance Committee.

The powers and functions of the Union Grievance Committee shall be as set forth in this Article.

b) The Union Grievance Committee will hold a regular monthly meeting with the Director of Industrial Relations and such other representatives of the Company as the Director of Industrial Relations may designate. Such meeting may be held more often if the Director of Industrial Relations and the Union Grievance Committee are agreeable to so doing.

It is agreed that at meetings between the Union Grievance Committee and the Director of Industrial Relations and his representatives, the Union may have the assistance of the Business Agent of the Union and/or other designated representatives of the Union and that such person or persons may attend such meetings.

e) For the servicing of any grievances that employees may have the Company and Union agree that the following procedure shall be followed:-

- (i) The employee must first discuss his grievance with his own departmental overseer without or, if the employee desires, with the presence of his own departmental steward. The overseer shall give his decision within three (3) working days after the day the grievance was so submitted to him.
- (ii) Should there be dissatisfaction with the decision of the overseer, the employee must, either with or without his own departmental steward, or represented by his own departmental steward and the Chairman of the Union Grievance Committee, present the grievance in writing to the Departmental Superintendent within three (3) working days after the overseer's decision. The Departmental Superintendent must give his decision within six (6) working days thereafter. Should such grievance not be presented to the Departmental Superintendent within the said three (3) working days after the overseer's decision the grievance shall be deemed satisfactorily and finally settled.
- (iii) Should there then be dissatisfaction with the decision of the Departmental Superintendent, the Union shall forward a statement of the grievance in writing signed by the employee to the Director of Industrial Relations for consideration at the next meeting between the Director of Industrial Relations and the Union Grievance Committee. Should the grievance not be so submitted to the Director of Industrial Relations within three (3) working days after the Departmental Superintendent's decision, the grievance shall be deemed satisfactorily and finally settled.

Only grievances submitted in this manner will be dealt with at any meeting between the Director of Industrial Relations and his representatives and the Union Grievance Committee except grievances of urgency which may be submitted in writing by the Union to the Director of Industrial Relations prior to such meeting.

- (iv) All decisions reached by agreement between the Director of Industrial Relations and the Union Grievance Committee shall be final and binding on the Company and the Union and the Employees.
- (v) Failing a settlement under the procedure set forth above in this Article of a grievance that is based on a violation of the terms of this Collective Labour Agreement or of a grievance that has arisen under the provisions of Article 5 (c) of this Agreement, either the Company or the Union may make a written demand upon the other that such a grievance be submitted to an Arbitration Board for final settlement, all according to the Arbitration procedure as set forth in Article 4 of this Agreement.

Such a demand for Arbitration must be made and forwarded by registered mail within twelve (12) working days from the date of the last meeting between the Union Grievance Committee and the Director of Industrial Relations and his representatives at which said grievance has been finally and satisfactorily settled.

ARTICLE 4

ARBITRATION

a) Should a written demand for an Arbitration as set forth in Article 3 (c) (v) above be made, the matter shall forthwith be submitted to an Arbitration Board which shall consist of three (3) arbitrators, one to be appointed by each of the parties hereto, and the third who shall be the Chairman, to be appointed by the two arbitrators so named. Should either party fail to appoint its arbitrator within six (6) working days after receipt of written request of the other party so to do, such arbitration shall be appointed by the Minister of Labour of the Province of Quebec. Should the first two arbitrators fail to agree on a third arbitrator, the latter shall be appointed by the Minister of Labour for the Province of Quebec on application of either party.

Should a grievance so submitted to an Arbitration Board refer to tasks, job assignments and/or work payment rates, the Chairman of an Arbitration Board appointed under the provisions of the paragraph immediately above either by the first two named arbitrators or by the Minister of Labour for the Province of Quebec must be a competent textile engineer chosen from any Canadian firm both parties may mutually agree upon from time to time or from any of the following firms: Rigelow, Kent, Willard & Co., 500 Fifth Ave., New York; Ralph E. Loper Co., Fall River, Mass.; Moore, Thies & Morgan, Charlotte, North Carolina; J.E. Sirrine Co., Greenville, South Carolina.

b) An Arbitration Board shall render its decision in writing and the majority decision of an Arbitration Board shall be final and binding upon the parties hereto and all employees concerned.

c) The Arbitration Board shall confine its decision to the determination of the facts involved in the matter submitted to it for arbitration. No Arbitration Board formed under this Agreement shall have the power to amend, alter or modify this Agreement or to give any decision inconsistent with its provisions.

Any adjustment arising out of an Arbitration decision shall not be made retroactive prior to the date of the signature of the present collective agreement, except in the case of grievance which has arisen under the provisions of Article 5 (c).

d) Each of the parties to this Agreement will bear its own expenses of arbitration including the expenses of the arbitrator appointed by it. The parties will equally share the fees and expenses of the Chairman of the Arbitration Board.

ARTICLE 5

PRODUCTIVITY

a) It is recognized and agreed that it is the right of the Company to fix and institute changes in tasks, work assignments, wage payment methods, methods of operation and work payment rates. Due notification of at least twelve (12) working days will be given in advance by the Company to the Union of any impending fundamental changes and at such time all necessary information to fully explain such change will also be furnished to the Union.

b) If there is any question as to the feasibility of such changes a trial period which may be less but in no case shall exceed ninety (90) working days will be instituted in order to give a fair trial to the said changes. During this period the employees will work under the new conditions and will be paid according to the work payment rates pertaining to the change, but in any event during such period their average hourly earnings, except learners, will not be lower than their straight time average hourly earnings during the four (4) weeks prior to the commencement of the trial period.

c) If following the trial period there is no agreement between the parties as to the feasibility of the change, the Union within twelve (12) working days following the end of the trial period may take the question up according to the Grievance Procedure. If no grievance is instituted within this delay the work payment rates and tasks and job assignments in force during the trial period shall be deemed final and fully accepted by both parties. After a grievance is instituted the tasks and job assignments and work payment rates and working conditions in force during the trial period shall remain in force until the final decision (including the Arbitration Board's decision, if any) on the grievance has been granted.

d) Should the change in force during the trial period be submitted to arbitration the decision of the Arbitration Board insofar as wages is concerned will be retroactive and will take effect from the time of the inauguration of the trial period. The amount of retroactive adjustments, if any, shall be determined by the Arbitration Board and shall be granted.

e) There is nothing in this Article which precludes the Union from pointing out to or discussing with management an error in either the rate or task at any time during the trial period. If management concurs, an immediate change will be made to correct any such error.

f) During any trial period the Company, on request, will grant the Union permission to delegate a representative, the whole without cost to the Company.

(i) To observe the effects of any changes in tasks undergoing such trial period; and

(ii) To observe the chronometrical tests which are being made to establish or modify the tasks, job assignments or work payment rates undergoing such trial period; and

- (iii) To carry out chronometrical tests jointly with a Company representative for purposes of verification of the changes undergoing such trial period, such tests to not hinder the proper functioning of the department.

ARTICLE 6

WEEKLY PAY

Payment of wages earned will be made by cheque on a weekly basis, and the pay day shall be Thursday unless Thursday is a holiday in which case the pay day shall be the succeeding day.

ARTICLE 7

HOLIDAYS

a) Except in the cases mentioned in paragraph (c) of this Article 7, no work shall be performed on the following days and employees having three months or more continuous service with the Company shall be paid at their regular rates of pay for observance of these days:

New Year's Day	Dominion Day
Good Friday	Labour Day
St. Jean Baptiste Day	Immaculate Conception Day
	Christmas Day

the whole provided they have worked their full shift on the declared working day previous to and the declared working day following each of the said holidays.

b) On Epiphany Day and All Saints Day, no work shall be performed between the hours of 7 a.m. and 9 a.m.

c) Any employee required to work on Sunday or on New Year's Day, Good Friday, St. Jean Baptiste Day, Dominion Day, Labour Day, Christmas Day, Immaculate Conception Day or Ascension Day shall receive his regular rate of pay plus a premium of fifty (50) per cent except personnel employed in the development and transmission of motive power and heat and Kiermen.

d) Except in the cases mentioned in paragraph (c) of this Article 7, no work shall be done on Ascension Day. This day will not be paid for.

ARTICLE 8

SENIORITY

The following principle of seniority will be recognized, namely: in questions involving lay-offs, rehiring, promotions and demotions, the Company will give consideration to skill, competence, ability and assiduity. Should it find these factors, on the whole, equal as between individual employees seniority will be the guiding factor. The Company agrees to discuss with the Union any alleged injustice arising out of a seniority question. An employee shall not have his seniority broken through approved absence for reasons acceptable to the Company. However, time lost during such an absence will not be counted in computing that employee's total seniority, unless such approved absence is for a period of less than two (2) calendar weeks, in which latter case there will be no loss of seniority.

The provisions of this Article 8 shall not apply to employees having less than three (3) months' continuous service with the Company.

If a member of the Company's staff who is working in a position which is not covered by this Agreement is transferred to a

position that is covered by this Agreement, he shall be credited with any continuous service with the Company that he has at such time in computing his total length of seniority. Promotions or appointments to occupations within the Company not covered by this Agreement shall not be subject to the terms of this Article 8.

ARTICLE 9

BULLETIN BOARDS

The Union shall be accorded the use of notice boards situated at appropriate places throughout the mill upon which to post notices of meetings of the Union. All such Union notices shall be properly authenticated and all notices that may be of a special nature shall be submitted to the Company's Personnel Department for approval before being posted.

ARTICLE 10

SHIFTS, WAGES AND OVERTIME

a) The working hours in any one work day for the occupations enumerated in Schedule "A" shall be 8 hours of continuous operation, and subject to the requirements of production and the availability of manpower as determined by the Company, the Mill or any Department or Section may be operated at the Company's discretion according to any one, any two or all of the following shifts:

- (i) Monday through Friday inclusive, from 7.00 A.M. until 3.00 P.M. - 1st shift;
- (ii) Monday through Friday inclusive, from 3.00 P.M. until 11.00 P.M. - 2nd shift;
- (iii) Monday through Friday inclusive, from 11.00 P.M. until 7.00 A.M. - 3rd shift.

Insofar as conditions of production and business will permit, the Company will operate on Saturday. When overtime over the standard 40-hour week per employee is worked on Saturdays, the first and second shifts will work on alternate Saturdays. The third shift will work on alternate Mondays starting at 12.01 A.M.

b) All employees covered by this Agreement, except those engaged in the development and transmission of motive power and heat and Kiermen shall be entitled for all hours worked in excess of 40 hours in any one week to a premium of 50% of the worker's regular hourly rate, or if on piece-work, of the worker's average hourly piece-work earnings during that week, as the case may be.

The employees engaged in the development and transmission of motive power and heat and Kiermen shall be entitled for all hours worked in excess of 48 hours in any one week to a premium of 50% of their regular hourly rate.

c) Nothing hereinabove recited shall preclude the Company's right to have shifts work longer hours and/or additional days to those hereinabove specified provided that the stipulations of paragraph (b) of this Article 10 covering overtime rates of pay are observed.

d) Employees on the second shift shall be entitled to a premium of 5¢ per hour for each hour which they work between 3.00 P.M. and 1.00 P.M.

Employees on the 3rd shift shall be entitled to a premium of 7¢ per hour for each hour which they work between 11.00 P.M. and 7.00 A.M.

e) The rate of wages set forth in Schedule "A" shall be in force throughout the term of this Contract.

For any occupation that is on piece-work or that may be placed on piece-work there shall be a guaranteed rate for those employees who have one year or more continuous service with the Company on said occupation (two years continuous service with the Company in the case of Weavers). This guaranteed rate shall be nine (9) cents less than the rate for such occupation that appears in the above-mentioned Schedule "A" and during any one week the average hourly earnings of such an employee will be adjusted to the said guaranteed rate for his occupation.

For any hourly paid or piece-work occupation that is placed by the Company under the Bonus Plan method of wage payment, the base rates for employees in such occupations shall be those set forth in Schedule "B" annexed to this Agreement, and further these are the rates on which bonuses are to be calculated. Furthermore, qualified and experienced employees working under the Bonus Plan method of wage payment will be guaranteed that their average hourly earnings during any week will not be less than their rate as set forth in Schedule "A".

ARTICLE II

ANNUAL VACATION WITH PAY

a) The Company agrees to grant two (2) weeks' annual vacation to each employee in its service at the commencement of such vacation. The vacation will be given sometime between July the 1st and August the 31st annually. The mill shall not operate during those two (2) weeks which will be known as "General Vacation Fortnight".

b) All vacation periods must be taken by employees at such times as may be specified by the Company.

c) The total amount of vacation pay due each employee shall be based on his length of continuous service with the Company and shall be computed in accordance with the "Computation of Vacation Pay Table" set out below:

COMPUTATION OF VACATION PAY TABLE

Length of Employee's continuous service with the Company computed as of the June 30th prior to the "General Vacation Fortnight".

Rate of Vacation Pay

Less than one (1) year -		2% of the employee's total earnings for work performed for the Company during the 12 months preceding the last pay period but three prior to the commencement of the "General Vacation Fortnight" referred to in paragraph (a) of this Article.
One (1) year or over but less than two (2) years -	2.4%	ditto
Two (2) years or over but less than three (3) years -	2.8%	ditto
Three (3) years or over but less than four (4) years -	3.2%	ditto
Four (4) years or over but less than five (5) years -	3.6%	ditto

Length of Employee's continuous service with the Company computed as of the June 30th prior to the "General Vacation Fortnight."

Rate of Vacation Pay

Five (5) years or over but less than fifteen (15) years -

4% of the employee's total earnings for work performed for the Company during the 12 months preceding the last pay period but three prior to the commencement of the "General Vacation Fortnight" referred to in paragraph (a) of this Article.

Fifteen (15) years or over but less than twenty-five (25) years -

5% ditto

Twenty-five (25) years or over -

6% ditto

d) Vacation pay due to each employee in accordance with the Computation of Vacation Pay Table shall be paid at the commencement of the "General Vacation Fortnight".

e) The number of years of continuous service used in reckoning the rate of vacation pay to which an employee is entitled shall be computed as of the June 30th prior to the "General Vacation Fortnight."

f) Any employee having one (1) year or more of continuous service who leaves the Company's service before the "General Vacation Fortnight" will receive when leaving severance pay of two (2) per cent of his earnings computed as of the last date of the preceding vacation period.

ARTICLE 12

DISCIPLINE

a) To effect the maintenance of discipline and good order the Company and the Union agree upon the adoption of the following methods and procedure, it being agreed that it is the function of the Company to maintain order, discipline and efficiency and to make and later from time to time rules and regulations to be observed by the employees, as well as to hire, discharge, classify, direct, transfer, lay-off or re-employ, promote, and for cause, demote and suspend or otherwise discipline employees, which functions must be exercised in a manner not inconsistent with any provision of this Agreement.

- (i) Personal reprimand by the superintendent, assistant superintendent, the overseer or the second hand where the situation so warrants;
- (ii) In the case of minor offences the overseer will give a verbal warning to the employee or employees concerned and send a very brief note to the Personnel Office giving the names, dates and type of warning;
- (iii) In the case of a second offence, the employee or employees will be given another warning by the overseer who will, within a reasonable length of time, inform the shop steward of the situation, and send the employee to the Personnel Bureau, where the whole case will be put in writing, and signed by the employee also a witness;
- (iv) Should the above procedure not be sufficient to maintain discipline and a third offence occur, the employee shall be given from one to three days suspension;

- (v) In a case which, in the opinion of the Company is a serious offence or a matter seriously affecting the maintenance of discipline amongst the employees, the above procedure can be dispensed with and the employee dealt with summarily by the Company, including dismissal;
- (vi) Within one week from the date of any reprimand, suspension or dismissal set forth in paragraphs (a) (iii) to (v) of this Article, the Company shall forward written notification thereof to the Union. Should an employee of the Company be dismissed, the said dismissal may, within a period of six (6) working days from the date of the dismissal, be taken up as a grievance under Article 3 (c) (ii) of this Agreement directly with the Departmental Superintendent, and should it be determined that said dismissal is a wrongful dismissal, the said employee shall be reinstated. Employees with less than three (3) months' continuous service will be considered as probationary employees.

ARTICLE 13

NO STOPPAGE OF WORK

a) The Union agrees that it or its members shall not cause, aid or abet, or take part in any strike, slowdown of production, stoppage of work, or picketing even peaceful for any cause whatsoever during the lifetime of this contract.

b) The Company agrees not to engage in any lockout and to maintain as steady a program of operations as may be consistent with sound business judgment and operating efficiency.

c) No employee, whether a Union member or not, shall cause or take part in a strike, slowdown of production, stoppage of work or picketing for any cause whatsoever. Should an employee do so, he shall be deemed to have broken this Agreement and may be dismissed by the Company and such employee will lose by any such act all privileges of reinstatement.

ARTICLE 14

CLASSIFICATION OF EMPLOYEES

The parties agree that it shall be the right and the responsibility of the Company to classify its employees in accordance with the different occupational classifications and to decide in which one of the said occupational classifications each and every employee belongs.

ARTICLE 15

VOLUNTARY IRREVOCABLE CHECK-OFF

a) The Company will, during the term of this Agreement, honour an authorization by an employee for the deduction and remittance of his Union dues as set out in Form "A" hereto. Such an authorization shall be irrevocable for the term of the present Agreement.

b) Such an authorization will only be revocable by the employee by notice as set out in Form "B". Such notice must be signed in duplicate and remitted to the Company between the 30th day and the 10th day (both days inclusive) prior to the termination date of this Agreement. Revocation shall take effect only at the date of expiration of said Agreement.

When the Company remits dues to the Union Treasurer it shall name the employees from whose pay dues were deducted. The Company shall also advise the Union in writing of the names of the employees who have revoked their orders for check-off of Union dues not later than ten (10) days after the revocation takes effect.

c) The Union agrees to notify the Company at least seven (7) days in advance of the rate set for Union dues and of any change thereto during the term of the present Agreement.

d) The Company and the Union agree that they will not at any time coerce or intimidate any employee to induce him either to accept or refuse to accept the check-off.

FORM "A"

.....
Date

I hereby authorize The Montreal Cottons Limited to deduct from my pay once each calendar month, such sum as may be set as monthly Union dues by Local 100 - United Textile Workers of America, and to remit same to the Treasurer of said Union.

This authorization shall take effect on the sixth day after it has been received by the Company.

It recognize that the present authorization may be revoked by me only in accordance with the terms of the Collective Agreement in force between said Company and said Union at such time as I may desire to make a revocation.

I hereby renounce in advance to any recourse in damages or otherwise against The Montreal Cottons Limited for making the above deductions during such period as this authorization may be in force.

..1.....
Employee

.....
Witness

FORM "B"

.....
Date

I hereby revoke any authorization given by me to The Montreal Cottons Limited previous to this date to deduct my Union dues and remit same to the Treasurer of Local 100 - United Textile Workers of America, and request that no further deductions be made for Union dues from my pay.

.....
Employee

.....
Witness

ARTICLE 16

MINIMUM CALL PAY

Any employee who reports for work at the usual time without previously having been notified that his services are not required, can be assigned to do four (4) hours' work by the Company, at his habitual rate of pay. If no work is assigned to him, the said employee will receive four (4) hours' pay at his habitual rate of pay. This, however, does not apply in cases of force majeure.

In the event of an employee being required to stand by for any reason within the control of the Company, such employee shall notify his second hand or overseer and shall be paid his regular hourly rate of pay or his average hourly earnings for the current pay period, if on piece-work provided that if requested by the Company, the employee shall perform such available work as the Company may assign. It is understood that all piece-work rates are set to compensate for regular stoppages of work, which normally occur, and this provision will not apply in such cases.

ARTICLE 17

INSURANCE

a) The Company agrees to continue to insure the employees in accordance with the general plan that has been in force in its Valleyfield Mills since September 19th, 1949, and which is being administered by recognized insurance companies and/or association. Each employee will receive a copy of the plan. The following schedule of insurance will be provided:

(i) Life Insurance:

(ii)	Female -	\$500.00
	Male -	500.00

(iii) Weekly Sickness and Accident Benefit:

	Female -	\$ 15.00
	Male -	15.00

(iii) Daily Hospital Benefits:

	Female -	\$ 3.50
	Male -	3.50

(iv) Special Hospital Services:

Female and Male:

As per the schedule of payments up to a maximum of \$25.00 for specified items as set forth in the Schedule presently in force under the Quebec Hospital Service Association Standard Ward Service Plan.

(v) Surgical Benefits:

Female and Male -

As per the schedule of payments up to a maximum of \$134.00 for specified items as set forth in the schedule presently in force under the Quebec Hospital Service Association By-Law No. 9 - \$134.00 Maximum Surgical Benefit Plan.

b) An employee shall not be entitled to the benefits of the above plan unless he has six (6) months' continuous service with the Company.

Benefits (iii), (iv) and (v) above will apply in respect to dependents of all eligible employees. The term "dependent" includes only (1) the employee's wife, (2) the unmarried children

over fourteen (14) days and under nineteen (19) years of age of a male employee or of a widowed female employee. However, any such person who is an employee of the Company, or who resides outside the Province of Quebec, is not included in the term "dependent".

ARTICLE 18

LEARNERS

Notwithstanding the dispositions of Article 10 (2) above, it is understood and agreed that the Company has the right to engage new employees and to pay them, at its option, at rates less than standard but not less than seventy (70) cents per hour provided that in not more than a period of four weeks a minimum rate of seventy-five (75) cents per hour will be paid and that in not more than a period of eight weeks a minimum rate of eighty (80) cents per hour will be paid and that in not more than a period of twelve (12) weeks a minimum rate of eighty-five (85) cents per hour will be paid.

ARTICLE 19

DURATION OF AGREEMENT

The present agreement shall be in force for a period of two (2) years commencing on the 8th day of July, 1954 and terminating on the 7th day of July, 1956.

The parties hereto specifically agree, however, that either one of them may request the other party for a revision upwards or downwards in the wage rates set forth in Schedule "A" and in Schedule "B" attached to this contract, such revision in any event not to become effective before July 8th, 1955. No other changes in the terms and conditions of this contract may be requested at any time throughout its duration. Should either party desire to make such a request for said upwards or downwards revision in the said wage rates it must give written notice thereof to the other party between May 15th, 1955 and May 30th, 1955, both dates inclusive. On the giving of such written notice both parties shall meet forthwith to discuss such requested revision and if no agreement is mutually arrived at by the parties on such requested revision within fifteen (15) days from the date such request was given, either party may refer the question to an Arbitration Board appointed under the provisions of the Quebec Trade Disputes Act, such Arbitration decision not to be binding on either party. The only matter to be considered during said arbitration shall be the requested upward or downward revision of the wage rates set forth in Schedule "A" and in Schedule "B" attached to this contract.

If after the elapse of fifteen (15) days from the rendering of the decision of such an Arbitration Board there is still no mutual agreement between the parties as to the said revision of wage rates set forth in said Schedule "A" and in said Schedule "B" the parties hereto specifically agree that the Company may declare a lockout or the Union may declare a strike in the said mills by giving one week's written notice thereof to the other party. Should such written notice of strike or lockout not be given prior to the elapse of twenty (20) days from the rendering of said decision of said Arbitration Board, the party originally requesting such revision upwards or downwards in the said wage rates shall be deemed to have abandoned its request and the said wage rates shall remain in force during the full period from July 8th, 1955 to July 7th, 1956. Should such written notice of strike or lockout be given within the above delay the provisions of Article 13 of this Agreement shall be inoperative for the period of the said strike or lockout, but in any event the parties agree that such strike or lockout shall not commence prior to July 8th, 1955.

IN WITNESS WHEREOF the parties hereto have executed an original and seven copies hereof at Montreal, Quebec, as of the 8th day of July, 1954.

THE MONTREAL COTTONS LIMITED

per Unreadable

UNITED TEXTILE WORKERS OF AMERICA

Roger PROVOST
CANADIAN DIRECTOR

Local 100.
UNITED TEXTILE WORKERS OF AMERICA

Joseph Filiatraud
President

Anselme Legault
Vice-President

Unreadable
Secretary

G. Payette
QUEBEC DIRECTOR
UNITED TEXTILE WORKERS OF AMERICA

Oscar Langlin
Business Agent
Local 100
UNITED TEXTILE WORKERS OF AMERICA

THE MONTREAL COTTONS LIMITED

VALLEYFIELD

July 8, 1954.

GREY MILL

<u>OCCUPATION</u>	<u>SCHEDULE "A"</u>	<u>RATES OF PAY</u>
-------------------	---------------------	---------------------

CARD ROOM

Blender Tender	\$	.96
Picker Tender		1.00
Opener Tender		.96
Card Tender		1.01
" " (Woollen System)		1.01
Drawing Tender		.97
Bomber Tender		.97
Sliver & Ribben Lap Tender		.94 - .96
Interdraft Tender (Doffer & Cleaner)		1.03
Interdraft Tender (Cleaner)		1.03
Interdraft Helper (Doffer)		.94
Super-draft Roving Tender		1.03
" " " " (Assit) (Doffer)		.95
Interdraft Doffer-Cleaner		.94
" Gang Doffer		.94
Interdraft Greeler Hand		.92
Roving Tender		1.01
Roving Tender Doffer-Cleaner		.99 - 1.01
Roving Doffer Cleaner		.94
" Helper		.86
Section Hand		1.135 - 1.17
Head Card Grinder		1.23
Ass't. Grinder		1.115 - 1.13
Card Stripper		.97
Head Comber Man (Fixer)		1.16
Comber Resetter		1.16
Head Scourer		1.02
Scourers		.90
Waste Machine Tender		.88
Roving Man		.94
Oilers		.98
Picker Room Oiler		.98
Oiler - General Work		.87

OCCUPATION SCHEDULE "A" RATES of PAY

(Card Room - Cont'd)

Waste Boy	\$.89
Comber Waste Boy	.89
Half Lap Picker	.91 - .93
Can Trucker	.88
Lap Trucker	.89
Willow Tender	.97
Teaser Tender	.94
Interdraft Cleaner	.87
Spindle Setter	1.08
Wool Cutter, Teaser & Blender Tender	.96
Scrubber	.91
Sweeper	.86
Elevator Man	.94
Bale Trucker	.92
Surette Picker & Waste Weigher	.90

SPINNING ROOM

Warp Spinners	1.00
Weft Spinners	1.00
Doffers - Warp	.915 - 1.02
" - Weft	.915 - 1.02
Head Doffers	.99 - 1.02
Section Hand (Fixer)	1.135
Spindle Setter	1.08
Head Scourer	1.02
Scourers	.90
Spindle Oiler	.965 - .98
Spindle & Roll Oiler	.915
Roving Man	.93
Tape & Band Man	.87 - .95
Frame Cleaners	.87 - .89
Frame Cleaners & Roll Oiler	.87 - .89
Roll Oiler	.87
Head Roll Oiler & Cleaner	.89
Roll Oiler & Cleaner	.87 - .89
Spinning Frame Changers	.90
Quill Polishing Machine Tender	.96

OCCUPATION	SCHEDULE "A"	RATES OF PAY
<u>(Spinning Room - Cont'd)</u>		
Special Oiler - Scouring Gang Fr. & Spin. Oil.)	\$	.98
Frame & Spindle Oiler		.98
Frame Oiler		.98
Waste Boy		.84 - .87
Waste Girl		.84
Roving Bobbin Stripping Mach. (Tenders)		.86
Bobbin Stripper		.86
Bobbin Stripping Tender		.86
Bobbin Stripper (by hand)		.86
Roving Bobbin Cleaner		.86
Bobbin Stripping Mach. Fixer (Repair Man)		.99
Bobbin Boy & General (Fill Doff Boxes)		.86
Yarn Man		.92
Yarn Man & Trucker (Yarn Man)		.93
Filling Doffing Boxes		.86
Scrabbbers		.91
Sweepers		.86
<u>GAULT MILL WASTE PLANT</u>		
<u>GAULT WOOLLEN SYSTEM</u>		
Spinners		1.00
Doffers		.915
Spinner - Doffer		.965
<u>TWISTING</u>		
Twister Tender		.965 - .97
Head Doffer		.91
Doffer		.91
Winder Tender No. 102 Foster		.94
" " Abbott		.94
" " No. 90 Universal		.94
Section Hand		1.135 - 1.16
Cleaner		.87 - .89
Oiler & Band Boy		.915
Head Scourer		1.02
Scourer		.90
Trucker		.91
Scrubber		.91

OCCUPATION SCHEDULE "A" RATES OF PAY

(Twisting Cont'd)

Inspector	\$	.91
Yarn Selector		.915 - .93
Trucker & General Help (Trucker)		.91
Cleaner & General Help (Gen. Help)		.88

SPOOLING & WARPING

Spooler Tender	B.C.	.97
Warper Tender	" High Speed	.99 - 1.02
Warper Tender	High Speed	.96
" "	Regular	.915
Creeler Hand	High Speed	.89
" "	Regular	.89
" "	B.C.	.89
Ball Warper Tender		.94
Winder Tender	No. 102 Foster	.94
" "	Toto - Coner	.94
Baller Tender		.93
Tailing Machine Operator		.89
Section Hand & Service	(Fixer)	1.185
Section Hand	(Fixer)	1.11 - 1.16
Yarn Man & Beam Trucker	(Yarn Man)	.93
Yarn Man		.93
Yarn Distributor	(Yarn Man)	.93
General Helper		.88

COTTON WAREHOUSE

Cotton Weigher & Warehouse Man		1.02
Placing Mixing		.92
Truck Cotton Bales (Bale Trucker)		.92
Surette Picker & Waste Weigher		.90

GAULT WASTE

Waste Weigher		.97
Press Man		.95
Waste Picker		.89
Abbingdon Tank Man		.95

OCCUPATION	SCHEDULE "A"	RATES OF PAY
<u>GAULT YARN DYE</u>		
Franklin Machine Tender	\$	1.015
Rayon Yarn Dyer		1.015
Warp Dyer - Chain		1.015
Gen. Helper (Extrator & Drying Op.)		.92
<u>GAULT RAYON</u> <u>RAYON SPOOLING & WARPING</u>		
Spooler Tender		.94
Horizontal Warper Tender		.96
Warper Tender - Van Vlaanderen		.965
Warper Tender High Speed		.99
Creeler Hand High Speed		.89
Winder Tender - Scharer Automatic		.94
Winder Tender No. 90 Cop Winder		.94
Van Vlaanderen Slasher Tender		1.08
Slasher Tender High Speed		1.08
Slasher Helper		.93
Section Hand		1.085 - 1.16
Selecting Rayon Yarn (Yarn Selector)		.93
General Worker		.88
Cake Sorter		.87
<u>GAULT BEAMING</u>		
Beamer		1.04
Trucker		.90
Card Repeater		.98
<u>SALES YARN</u>		
Winder Tender 101 & 102 Foster		.94
" " No. 90 Universal		.915
" " Roto C _o ner		.915
" " No. 5 & 14 Multiple 83		.915
" " Skein		.915
" " No. 50 Universal		.915
" " No. 56 & 57 Doubler		.94
" " High Speed		.915 - .94
Rewinding Colored Yarn (Foster)		1.91
Section Hand		1.13
Yarn Distributor		.93
Scrubber		.91

OCCUPATION	SCHEDULE "A"	RATES OF PAY
	<u>(Sales Yarn Cont'd)</u>	
Sweeper	\$	.86
Head Scourer		1.02
Scourer		.90
Ticket Maker		.86
Yarn Inspector		.98
Ass't Yarn Inspector (Yarn Wrapper)		.86
Cone Cleaner		.35
General Helper		.86
Chief Yarn Inspector (Yarn Inspector)		.98
Ass't Second Hand ' Checker (Checker)		.92
Packer		.91
Shipper		1.04
Shipper Helper		.90
Elevator Man		.94
	<u>LOUISE SLASHERS</u>	
Slasher Tender		1.08
" Helper		.93
Size Mixer		1.00
Beam Trucker		.95
Drawing-In Cloth Room		.965
Beam Fixer (Repair)		.97
	<u>DRAWING-IN & TYING-IN</u>	
Drawing-In Hand		.99
Drawing-In Uster		.96
Portable Tying-In Mach. Operator		1.11
Reacher-In		.91
Beam Trucker		.95
General Work		.88
Reed Fixer (Repair)		.98
Harness Maker		.915
Harness Maker Helper (Gen. Work)		.87
	<u>MILL GENERAL</u>	
Transport Supervisor		1.07
Tractor Driver		.94
Charge Hand & Tractor Driver		.97

OCCUPATION SCHEDULE "A" RATES OF PAY

(Mill General Cont'd)

Spindle Setter	\$	1.08
Clothing & Grinding Flats		1.135
" Cylinder & Doffer		1.16
Card Seeting Verifier		1.31
Flyer Balancer		1.02
Fitter		1.17
Fitter Helper		1.01
Head Overhauled		1.17
Help: "		1.01

JACQUARD WEAVE

Weaver		1.10
Battery Hand		.915 - .92
Loom Fixer Section Hand (Fixer)		1.185 - 1.25
Warper Tyer		1.09
Smash Piecer		1.01
Loom Cleaner & Oiler		.965
Filling Room Man		.94
Weft Trucker		.91
Jacquard Head Cleaner		.99
Harness Maker		1.185
Dyed Yarn Room Man		1.015
Card Lacer		.915
General Work		.88

WEAVING

Weaver		1.08
Battery Hand		.915 - .92
Loom Fixer, Section		1.22
Loom Fixer, General		1.21 - 1.22
Head Loom Fixer, Rayon		1.22
Head Loom Fixer, & Store Man		1.22
Head Loom Fixer		1.22
Loom Fixer Learner		1.11

OCCUPATION	SCHEDULE "A"	RATES OF PAY
<u>(Weaving Cont'd)</u>		
Shaft Room Cleaner	(Overhead Cleaner)	\$.91
Room Cleaners	" "	.91
Warp Trucker		.93
Weft Trucker		.91
Empty Bobbin Trucker		.91
Cloth Inspector		.95
Inspector & Supervisor		1.04
Cloth & Reed Inspector		1.04
Warp Tyers		1.09
Smash Piecers		1.01
Cut Doffers		1.00
General Work Mechanical (Fixer)		1.22
Report Clerk		.92
Loom Cleaner & Oiler		.965 - .99
Head Loom Cleaner		1.02
Loom Oilers		.99
Floor Scrubber		.91
Elevator Man		.94
Supervisor Weaver		1.08
Float Mender		.96
Pattern Chain Builder		.90
Message Boy		.84
Bobbin Stripper Tender		.86
Head Filling Man		.98
Store Room Clerk	(Counter Man)	1.01
<u>GENERAL WEAVE</u>		
Shuttle Repair Man		1.01
Sample Weave	(Weaver)	1.08
Head Filling Man		.98
Lay Repair Man		1.24
" " Helper		1.08
Weft Conditioner		.94
" " Helper		.87
Time Study Man	(Frequency Checker)	1.05
Shuttle Inspector		1.09

OCCUPATION SCHEDULE "A" RATES OF PAY

(General Weave Cont'd)

Traffic Trucker	\$.93
<u>CLOTH ROOM</u>	
Folder Tender	.95
Clip Spot Shearer Tender	1.02
Curtis Marble Shearer Tender	.98
Baler	.94
Cloth Checker	1.015
Head Grader	1.04
Grader (Re Grader)	.915 - .96
Selvedge Trimmer (Mach. Operator)	.98
Burler	.87
Special Burler (Burler)	.915 - .94
Burler - Upholstery (Burler)	.89 - .94
Cloth Weigher	.94
Cloth Carrier	.92
Shipping Clerk	.94
Sample Clerk	.92
Fixer	1.13
Burler Loader	.92
General Helper	..88
Tapestry Booker	.93
Scale Clerk	..915
Message Boy	.84
Cloth Booker	.93
Check Clerk	.92
Head Grader Forelady	1.01
Grader Forelady	.99
Special Inspector	1.04
Winder & Roller Tender	.89

THE MONTREAL COTTONS LIMITED

VALLEYFIELD

MAINTENANCE DEPARTMENT

OCCUPATION	SCHEDULE "A"	RATES OF PAY
------------	--------------	--------------

MACHINE SHOP

Lead Man		1.40
Machinist	Class "A"	1.35
Machinist	Class "B"	1.30
Pattern Maker		1.36
Blacksmith	Class "A"	1.34
" Assistant		1.30
" Helper		1.03
Welder	Class "A"	1.28
"	" "B"	1.23

MILLWRIGHT SHOP

Lead Man		1.35
Millwright	Class "A"	1.30
"	Class "B"	1.24
" Helper		1.03
Soft Oiler		1.00

HUMIDITY DEPARTMENT

Lead Man		1.15
Humidity Man		.99

TIN SHOP

Tinsmith	Class "B"	1.24
"	" "C"	1.20
" Helper		1.03
Elevator Operator		.94

PIPE SHOP

Lead Man		1.35
Pipe Fitter	Class "A"	1.30
" "	" "B"	1.28
" "	Helper	1.03
Pipe Coverer		1.03
" "	Helper	.93

OCCUPATION	SCHEDULE "A"	RATES OF PAY
<u>BELT SHOP</u>		
Belt Man		\$ 1.15
Belt Man Ass't		.99
Roller Coverer		.92
Comb Assembler		1.50
Roll Coverer Helper		.91
General Hlper		.91
Needler		.92
Roller Burner		.89
<u>ELECTRICAL SHOP</u>		
Lead Man		1.40
Electrician	Class "A"	1.35
"	" "B"	1.30
"	" "C"	1.23
"	" "D"	1.17
"	Helper	1.03
Lamp Man	(Lamp Cleaner)	.88
Electric Boiler Operator		1.30
<u>CARPENTER SHOP</u>		
Lead Man		1.34
Saw Filer		1.02
Machine Operator		1.20
Carpenter	Class "A"	1.29
"	Class "B"	1.21
"	Class "C"	1.13
"	Helper	1.02
Bricklayers		1.17
" Helper		1.03
Painter	Class "A"	1.18
Labourer		.97
<u>TENNANT FLOOR SYSTEM</u>		
Floor Nail Setter		.89
Tennant Floor Sander		.96
Tennant Floor Buffer		.93

<u>OCCUPATION</u>	<u>SCHEDULE "A"</u>	<u>RATES OF PAY</u>
<u>YARD LABOURERS</u> (Auto. Mech.)		
Mechanic		1.24
Head Truck Driver		1.06
Truck Driver		.97
Yard Labourers		.97
<u>GAULT BOILER HOUSE</u>		
Fireman	4th Class	1.11
Fireman Helper		1.03
<u>APPRENTICES</u>		
Apprentice (1st Yr.)		.88
" (2nd Yr.)		.94
" (3rd Yr.)		1.00
" (4th Yr.)		1.08
Improver (5th & 6th Yrs.)		1.15

THE MONTREAL COTTONS LIMITEDVALLEYFIELD

July 8, 1954.

CONVERING DIVISIONOCCUPATIONSCHEDULE "A"RATES OF PAYGREY ROOM

Third Hand	\$	.970
Cloth Handler		.970
Trucker		.900
Stamper		.850
Sewer		.910
Winder & Sewer		.870
Floor Boy		.860
Perch Man		.830

SINGER

Singer Operator	1.060
Singer Stitcher	.920
Singer Trucker	.900

MERCERIZER

Mercerizer Operator	1.04
" Feeder	.98
" Folder	.94
" Trucker	.910
Caustic Mixer	1.010

CROFT

Croft Tender	.915
Kier Operator	1.090
Kier Helper	.870
Chemic Mixer	.960
Croft Booker	.950
Jackson Tender	1.000
Jackson Helper	.920
Open Scour Operator	1.090
" " Feeder	.960
" " Folder	.960
Malter	1.000
Custic Impregnator	1.000

OCCUPATION	SCHEDULE "A"	RATES OF PAY
<u>DRYING & WINDING</u>		
White Can Tender		.970
White Can Helper		.950
Trucker		.910
Colored Can Tender		1.020
Colored Can Helper		.960
Winder		.940
<u>DYEHOUSE</u>		
Checker		1.040
Head Drug Room Operator		1.040
Drug Room Operator		1.040
Drug Room Helper		.980
Jiggers "A"		1.11
Jiggers "B"		1.010
Pad Tender		1.015
Pad Helper		.870
Front Range Tender		1.030
Middle " "		.920
Back " "		.910
<u>STENTER</u>		
Front Stenter Tender		1.040
Back " "		1.040
Clip Boy		.900
Special Clip Boy		.900
Assembly Man		.920
Head Starch Mixer		1.110
Starch Mixer		1.020
Back Filler Operator		1.090
Trucker		.900
<u>CALENDER ROOM</u>		
Marrow Sewer		.900
Checker		.970
Trucker		.900
Calender Tender		1.040
Calender Helper		.940
Spiral Breaker Tender		.930

OCCUPATION SCHEDULE "A" RATES OF PAY

(Calender Room Cont'd)

Curing Unit Operator	\$	.970
" " Helper		.890
Winder & Damper		.920
Dry Frame Tender		.990
Dry Frame Helper		.900
Head Shrinker Tender		1.080
Shrinker Tender		.940
" Helper		.910
Front Palmer Tender		1.040
Back " "		1.040
Starch Mixer		.970
Schreiner Tender		1.000
" Helper		.980
Hot Press Operator		1.040
" " Helper		1.000

NAPPING

Napping Tender		.910
----------------	--	------

FLOCK PRINT

Machine Tender		.97
Sticher		.95
Brusher		.94
Helper		.92

MAKING -UP

Production Clerk		..915
Service Clerk		.94
Checking-In Clerk		.870
Reports Clerk		.910
Order Checker		.910
Callman		.900
Perch Inspector		.970
Machine Loader		.920
Double Tender		.910
Plaiter Tender		.960
Table Section Hand		.965
" Inspector		.915

OCCUPATION SCHEDULE "A" RATES OF PAY

(MAKING-UP Cont'd)

Hand Folder	\$	.970
Ticketers		.860
Winder		.890
Sorter		.940
Wrapper		.890
Taper & Ticketer		.970
Shader		.920
Trucker		.915
Seconds Inspector (Temp.)		1.15
Process Goods Inspector		

SEWING ROOM

Sewer		.870
Cutter & Wrapper		

SAMPLE ROOM

Head Book Maker		.870
Book Maker		

WAREHOUSE

Callan		.900
Rollmaker & Stencil Cutter		.940
Weigher & Checker		.980
Stencil		.880
Bale Taper		.910
Billing Mach. Operator		.870
Packer		.860
Packer & Checker		.860
Baler		.940
Case Maker		.900
Carton Maker		.900
Trucker		.910
General Hand		.920
Stock Man Clerk		.980
Stock Man Helper		.900

CONVEYING GENERAL

Elevator Operator		.940
Celaners		.900

THE MONTREAL COTTONS LIMITEDVALLEYFIELD

July 8, 1954.

GREY MILLSCHEDULE "B"

<u>OCCUPATION</u>	<u>RATES of PAY</u>
<u>CARD ROOM</u>	
Blender Tender	.91
Picker Tender	.95
Opener Tender	.91
Car Tender	.96
Card Tender (Woollen System)	.96
Drawing Tender	.92
Comber Tender	.92
Sliver & Ribbon Lap Tender	.91
Interdraft Tender (Doffer & Cleaner)	.98
Interdraft Tender (Cleaner)	.98
Interdraft Helper (Doffer)	.90
Superdraft Roving Tender	.98
Superdraft Roving Tender (Ass't) (Doffer)	.90
Interdraft Doffer-Cleaner	.90
Interdraft Gang Doffer	.90
Interdraft Greeler Hand	.87
Roving Tender	.96
Roving Tender-Doffer-Cleaner	.96
Roving Doffer Cleaner	.90
Roving Helper	.84
Section Hand	1.12
Head Card Grinder	1.18
Ass't Grinders	1.08
Card Stripper	.92
Head Comber Man (Fixer)	1.11
Comber Re-setter	1.11
Head Scourer	.97
Scourers	.85
Waste Machine Tender	.83
Roving Man	.89
Oilers	.93

OCCUPATION SCHEDULE "B" RATES of PAY

CARD ROOM - CONT'D

Picker Room Oiler	.93
Oiler - General Work	.93
Waste Boy	.84
Comber Waste Boy	.84
Half Lap Picker	.88
Can Trucker	.83
Lap Trucker	.92
Willow Tender	.92
Teaser Tender	.89
Interdraft Cleaner	.84
Spindle Setter	1.03
Wool Cutter, Teaser & Blender Tender	.91
Scubber	.86
Sweeper	.82
Elevator Man	.89
Bale Trucker	.87
Surette Picker & Waste Weigher	.85

SPINNING ROOM

Warp Spinners	.95
Weft Spinners	.95
Doffers-Warp	.97
Doffers-Weft	.97
Head Doffers	.97
Section Hands (Fixer)	1.12
Spindle Setter	1.02
Head Scourer	.97
Scourers	.85
Spindle Oiler	.93
Spindle & Roll Oiler	.93
Roving Man	.88
Tape and Band Man	.90
Frame Cleaners	.84
Frame Cleaners & Roll Oilers	.84
Roll Oilers	.84
Head Roll Oiler & Cleaner	.84

<u>OCCUPATION</u>	<u>SCHEDULE "A"</u>	<u>RATES of PAY</u>
<u>SPINNING ROOM (Cont'd)</u>		
Roll Oiler & Cleaner		.84
Spinning Frame Changers		.85
Quill Polishing Machine Tender		.91
Special Oiler-Scouring Gang (Fr. & Spin. Oil)		.93
Frame & Spindle Oiler		.93
Frame Oiler		.93
Waste Boy		.83
Waste Girls		.83
Roving Bobbin Stripping Mach. (Tender)		.81
Bobbin Stripper		.81
Bobbin Stripping Tender		.81
Bobbin Stripper by Hand		.81
Roving Bobbin Cleaner		.81
Bobbin Stripping Mach. Fixer (Repair-Man)		1.06
Bobbin Boy & General (Fill Doff Boxes)		.81
Yarn Man		.88
Yarn Man & Trucker (Yarn Man)		.88
Filling Doffing Boxes		.81
Scrubbers		.86
Sweepers		.82
<u>GAULT MILL WASTE PLANT</u> <u>GAULT WOOLLEN SYSTEM</u>		
Spinners		.95
Doffers		.97
Spinner-Doffer		.95
<u>TWISTING</u>		
Twister Tender		.92
Head Doffer		.86
Doffer		.86
Winder Tender No. 102 Foster		.89
Winder Tender Abbott		.89
Winder Tender No. 90 Universal		.89
Section Hand		1.12
Cleaner		.84
Oiler & Band Boy		.93
Head Scourer		.97

OCCUPATION	SCHEDULE "B"	RATES of PAY
<u>WISTING (Cont'd)</u>		
Scourer		.85
Trucker		.86
Scrubber		.86
Inspector (102 Spring Winder)		.86
Yarn Selector		.88
Trucker & General Help (Trucker)		.86
Cleaner & General Help (Gen. Help)		.83
<u>SPOOLING & WARPING</u>		
Spooler Tender B.C.		.92
Warper Tender B.C. (High Speed)		.97
Warper Tender - High Speed		.97
Warper Tender - Regular		.92
Creeler Hand H.S.		.84
Creeler Hand Regular		.84
Creeler Hand B.C.		.84
Ball Warper Tender		.92
Winder Tender No. 102 Foster		.89
Winder Tender Roto-Coner		.89
Baller Tender		.88
Tailing Machine Operator		.84
Section Hand & Service (Fixer)		1.17
Section Hand (Fixer)		1.17
Yarn Man & Beam Trucker (Yarn Man)		.88
Yarn Man		.88
Yarn Distributor (Yarn Man)		.88
General Helper		.83
<u>COTTON WAREHOUSE</u>		
Cotton Weigher & Warehouse Man		.97
Placing Mixing		.87
Truck Cotton Bales (Bale Trucker)		.87
S,rette Picker & Waste Weigher		.85
<u>GAULT WASTE</u>		
Waste Weigher		.92
Press Man		.90
Waste Picker		.85

OCCUPATION	SCHEDULE "B"	RATES OF PAY
<u>GAULT WASTE (Cont'd)</u>		
Abbingdon Tank Man		.90
<u>GAULT YARN DYE</u>		
Franklin Machine Tender		.98
Rayon Yarn Dyer		1.00
Warp Dyer - Chain		.98
Gen. Helper (Extractor & Drying Operator)		.87
<u>GAULT RAYON</u> <u>RAYON SPOOLING & WARPING</u>		
Spooler Tender		.92
Horizontal Warper Tender		.92
Warper Tender - Van Vlaanderer		.92
Warper Tender High Speed		.97
Creeler Hand High Speed		.84
Winder Tender - Sharer Automatic		.89
Winder Tender No. 90 Cop Winder		.89
Van Vlaanderen Slasher Tender		1.03
Slasher Tender High Speed		1.03
Slasher Helper		.88
Section Hand		1.12
Selecting Rayon Yarn (Yarn Selector)		.88
General Worker		.83
Cake Sorter		.82
<u>GAULT BEAMING</u>		
Beamer		1.00
Trucker		.85
Card Repeater		.93
<u>SALES YARN</u>		
Winder Tender 101 & 102 Foster		.89
" " No. 90 Universal		.89
" " Roto-Coner		.89
" " No. 5 & 14 Multiple 83		.89
" " Skein		.89
" " No. 50 Universal		.89
" " No. 56 & 57 Doubler		.89
" " High Speed		.89

OCCUPATION SCHEDULE "B" RATES of PAY

SALES YARN (Cont'd)

Rewinding Colored Yarn (Foster)	.89
Section Hand	1.12
Yarn Distributor	.88
Scrubber	.86
Sweeper	.82
Head Scourer	.97
Scourer	.85
Ticke\$ Maker	.81
Yarn Inspector	.93
Ass't Yarn Inspector (Yarn Wrapper)	.81
Cone Cleaner	.80
General Helper	.83
Chief Yarn Inspector (Yarn Inspector)	.93
Ass't Second Hand & Checker (Checker)	.87
Packer	.86
Shipper	.99
Shipper Helper	.85
Elevator Man	.89

LOUISE SLASHERS

Slasher Tender	1.03
Slasher Helper	.88
Size Mixer	.95
Beam Trucker	.90
Drawing-In - Cloth Room	.95
Beam Fixer (Repair)	.92

DRAWING-IN & TYING-IN

Drawing-In Hand	.95
Drawing-In Uster	.96
Portable Tying-In Mach. Operator	1.06
Reacher-In	.86
Beam Trucker	.90
General Work	.83
Reed Fixer (Repair)	.93
Harness Maker	.93
Harness Maker Helper (Gen. Work)	.83

OCCUPATION	SCHEDULE "B"	RATES of PAY
<u>MILL GENERAL</u>		
Transport Supervisor		1.02
Tractor Driver		.89
Charge Hand & Tractor Driver		.92
Spindle Setter		1.03
Clothing & Grinding Flats		1.10
Clothing Cylinder & Doffer		1.20
Card Setting Verifier		1.16
Flyer Balancer		.97
Fitter		1.12
Fitter Helper		.97
Head Overhauler		1.12
Help Overhauler		.97
<u>JACQUARD WEAVE</u>		
Weaver		1.05
Battery Hand		.87
Loom Fixer Section Hand (Fixer)		1.20
Warp Tyer		1.04
Smash Piecer		.96
Loom Cleaner & Oiler		.94
Filling Room Man		.89
Weft Trucker		.86
Jacquard Head Cleaner		.94
Harness Maker		1.21
Dyed Yarn Room Man		.97
Card Lacer		.92
General Work		.83
<u>WEAVING</u>		
Weaver		1.03
Battery Hand		.87
Loom Fixer, Section		1.17
Loom Fixer, General		1.17
Head Loom Fixer, Rayon		1.17
Head Loom Fixer & Store Man		1.17
Head Loom Fixer		1.17
Loom Fixer Leaner		1.06

OCCUPATION	SCHEDULE "B"	RATES of PAY
<u>WEAVING (Cont'd)</u>		
Shaft Room Cleaner (Overhead Cleaner)		.86
Room Cleaners (Overhead Cleaner)		.86
Warp Trucker		.88
Weft Trucker		.86
Empty Bobbin Trucker		.86
Cloth Inspector		.90
Inspector & Supervisor		.99
Cloth & Reed Inspector		.99
Warp Dyers		1.04
Smash Piecers		.96
Cut Doffers		.95
General Work Mechanical (Fixer)		1.17
Report Clerk		.87
Loom Cleaner & Oiler		.94
Head Loom Cleaner		.97
Loom Oiler		.94
Floor Scrubber		.86
Elevator Man		.89
Supervisor Weaver		1.03
Float Mender		.91
Pattern Chain Builder		.85
Message Boy		.80
Bobbin Stripper Tender		.81
Head Filling Man		.93
Store Room Clerk (Counter Man)		1.05
<u>GENERAL WEAVE</u>		
Shuttle Repair Man		.96
Sample Weaver (Weaver)		1.03
Head Filling Man		.93
Lay Repair Man		1.19
Lay Repair Helper		1.03
Weft Conditioner		.89
Weft Conditioner Helper		.85
Time Study Man (Frequency Checker)		1.00

OCCUPATION	SCHEDULE "B"	RATES OF PAY
<u>GENERAL WEAVE (Cont'd)</u>		
Shuttle Inspector		1.04
Traffic Trucker		.88
<u>CLOTH ROOM</u>		
Folder Tender		.90
Clip Spot Shearer Tender		.97
Curtis Marble Shearer Tender		.93
Baler		.89
Cloth Checker		.97
Head Grader		.99
Grader (Regarder)		.91
Selvage Trimmer (Mach. Operator)		.93
Burler		.90
Special Burler (Burler)		.90
Burles-Upholstery (Burler)		.90
Cloth Weigher		.89
Cloth Carrier		.87
Shipping Clerk		.89
Sample Clerk		.87
Fixer		1.08
Burler Loader		.87
General Helper		.83
Tapestry Booker		.88
Scale Clerk		.87
Message Boy		.80
Cloth Booker		.88
Check Clerk		.87
Head Grader Forelady		.99
Grader Forelady		.99
Special Inspector		.99
Winder & Roller Tender		.84

THE MONTREAL COTTONS LIMITED

VALLEYFIELD

MAINTENANCE DEPARTMENT

JULY 8, 1954

OCCUPATION SCHEDULE "B" RATES OF PAY

MACHINE SHOP

Lead Man	-	1.35
Machinist	Class "A"	1.30
Machinist	Class "B"	1.25
Pattern Maker		1.31
Blacksmith	Class "A"	1.29
Blacksmith	Ass't	1.16
Blacksmith	Helper	.98
Welder	Class "A"	1.23
Welder	Class "B"	1.18

MILLWRIGHT SHOP

Lead Man		1.30
Millwright	Class "A"	1.25
Millwright	Class "B"	1.19
Millwright	Helper	.98
Shaft Oiler		.95

HUMIDITY DEPARTMENT

Lead Man		1.10
Humidity Man		.94

TIN SHOP

Tinsmith	Class "B"	1.19
Tinsmith	Class "C"	1.15
Tinsmith	Helper	.98
Elevator Operator		.89

PIPE SHOP

Lead Man		1.30
Pipe Fitter	Class "A"	1.25
Pipe Fitter	Class "B"	1.23
Pipe Fitter	Helper	.98
Pipe Coverer		.98
Pipe Coverer	Helper	.88

OCCUPATION SCHEDULE "B" RATES OF PAY

BELT SHOP

Belt Man	1.10
Belt Man Assistant	.94
Roller Coverer	.87
Comb Assembler	.95
Roller Coverer's Helper	.86
General Helper	.86
Needler	.86
Roller Burner	.86

ELECTRICAL SHOP

Lead Man	1.35
Electrician	1.30
Electrician	1.25
Electrician	1.18
Electrician	1.12
Electrician	.98
Lamp Man (Lamp Cleaner)	.83
Electric Boiler Operator	1.25

CARPENTER SHOP

Lead Man	1.29
Saw Filer	.97
Machine Operator	1.15
Carpenter	Class "A" 1.24
Carpenter	Class "B" 1.16
Carpenter	Class "CW" 1.08
Carpenter	.98
Carpenter Helper	.98
Bricklayers	1.12
Bricklayers	Helpers .98
Painters	Class "A" 1.13
Labourer	.92

TENNANT FLOOR SYSTEM

Floor Nail Setter	.84
Tennant Floor Sander	.91
Tennant Floor Buffer	.88

OCCUPATION	SCHEDULE "B"	RATES OF PAY
<u>YARD LABOURERS</u>		
Mechanic (Auto. Mech.)		1.19
Head Truck Driver		1.01
Truck Driver		.92
Yard Labourer		.92
<u>GAULT BOILER HOUSE</u>		
Fireman	4th Class	1.06
Fireman Helper		.98
<u>APPRENTICES</u>		
Apprentice (1st Yr.)		.83
" (2nd Yr.)		.89
" (3rd Yr.)		.95
" (4th Yr.)		1.03
Improver (5th & 6th Yrs.P		1.10

THE MONTREAL COTTONS LIMITED

VALLEYFIELD

July 8, 1954

CONVERTING DIVISION

OCCUPATION SCHEDULE "B" RATES of PAY

GREY ROOM

Third Hand	.920
Cloth Handler	.920
Trucker	.850
Stamper	.800
Sewer	.860
Winder & Sewer	.850
Floor Boy	.810
Perch Man	.830

SINGER

Singer Operator	1.010
Singer Stitcher	.870
Singer Tucker	.850

MERCERIZER

Mercerizer Operator	.990
" Feeder	.930
" Folder	.890
" Trucker	.860
Caustic Mixer	.960

CROFT

Croft Tender	.870
Kier Operator	1.040
Kier Helper	.840
Chemical Mixer	.910
Croft Booker	.900
Jackson Tender	.950
Jackson Helper	.870
Open Scour Operator	1.040
" " Feeder	.910
" " Folder	.910
Malter	.950
Caustic Impregnator	.950

OCCUPATION	SCHEDULE "B"	RATES of PAY
<u>DRYING & WINDING</u>		
White Can Tender		.920
White Can Helper		.900
Trucker		.860
Colored Can Tender		.970
Colored Can Helper		.910
Winder		.890
<u>DYEHOUSE</u>		
Checker		1.100
Head Drug Room Operator		1.190
Drug Room Operator		1.080
Drug Room Helper		.930
Jiggers "A"		1.060
Jiggers "B"		.960
Pad Tender		1.010
Pad Helper		.880
Front Range Tender		.980
Middle " "		.870
Pack " "		.860
<u>STENTERS</u>		
Front Stenter Tender		.990
Back " "		.990
Clip Boy		.850
Special Clip Boy		.850
Assembly Man		.870
Head Starch Mixer		1.060
Starch Mixer		.970
Back Filler Operator		1.060
Trucker		.850
<u>CALENDER ROOM</u>		
Narrow Sewer		.850
Checker		.920
Trucker		.850
Calender Tender		1.030
Calender Helper		.890
Curing Unit Operator		.920

<u>OCCUPATION</u>	<u>SCHEDULE "B"</u>	<u>RATES of PAY</u>
<u>CALENDER ROOM (Cont'd)</u>		
Curing Unit Helper		.840
Spiral Breaker Tender		.880
Winder & Damper		.870
Dry Frame Tender		.940
Dry Frame Helper		.850
Head Shrinker Tender		1.030
Shrinker Tender		.890
" Helper		.860
Front Palmer Tender		.990
Back " "		1.010
Starch Mixer		.920
Schreiner Tender		.950
" Helper		.890
Hot Press Operator		.990
" " Helper		.950
<u>NAPPING ROOM</u>		
Napping Tender		.860
<u>FLOCK PRINT</u>		
Machine Tender		.920
Sticker		.900
Brusher		.890
Helper		.870
<u>MAKING-UP ROOM</u>		
Production Clerk		.880
Service Clerk		.940
Checking-In Clerk		.820
Reports Clerk		.860
Order Checker		.860
Callman		.850
Perch Inspector		.920
Machine Loader		.870
Double Tender		.860
Plaiter Tender		.920
Table Section Hand		1.000
" Inspector		.920

OCCUPATION SCHEDULE "B" RATES of PAY

MAKING-UP ROOM (Cont'd)

Hand Folder	.920
Ticketers	.810
Winder	.84-
Sorter	.890
Wrapper	.840
Taper & Ticketer	.810
Shader	.920
Trucker	.860
Seconds Inspector (Temp.)	.960
Process Goods Inspector	1.100

SEWING ROOM

Sewer	.880
Cutter & Wrapper	.820

SAMPLE ROOM

Head Book Maker	.920
Book Maker	.840

WAREHOUSE

Callman	.850
Rollmaker & Stencil Cutter	.890
Weigher & Checker	.930
Stenciller	.830
Bale Sewer	.860
Billing Mach. Operator	.880
Packer	.810
Packer & Checker	.810
Baler	.890
Case Maker	.850
Carton Maker	.850
Trucker	.860
General Hand	.870
Stock Man Clerk	.930
Stock Man Helper	.850

CONVERTING GENERAL

Elevator Operator	.890
Cleaners	.850

COLLECTIVE LABOUR AGREEMENT

BY AND BETWEEN:

THE MONTREAL COTTONS LIMITED, a body corporate having its head office in the City of Montreal, Quebec, hereinafter called the Company with respect to its textile mills located at Valleyfield, Quebec, hereinafter called the Textile mills.

PARTY OF THE FIRST PART

AND:

THE UNITED TEXTILE WORKERS OF AMERICA chartered by the American Federation of Labour, having its head office in the City of Washington, District of Columbia and its Local Union No. 100 of the United Textile Workers of America at Valleyfield, Quebec, hereinafter called the Union.

PARTY OF THE SECOND PART

WITNESSETH:

That the parties in consideration of the mutual covenants and undertakings hereinafter contained have agreed as follows:

ARTICLE I

RECOGNITION

The Union, having been duly certified under the Quebec Labour Relations Act is recognized by the Company as the collective representative for the employees, of the said textile mills in matters pertaining to rates of pay, hours of work and working conditions.

ARTICLE II

TERM "EMPLOYEE"

The term "employee" whenever found in this present agreement, includes all employees of the said textile mills except overseers, second hands, watchmen, surety personnel, office employees, mill clerks, sizers, testers, laboratory personnel, time study men and all other members of the administrative staff of the said textile mills.

ARTICLE III

GRIEVANCE PROCEDURE

(a) The Union shall designate from amongst the employees of each department a representative for that department to be known

19/2/64

as a "shop committee man". The Shop Committee men shall constitute and be the "Shop Committee".

The Union shall designate five shop committee men which five shall constitute and be the "Grievance Committee". The Grievance Committee shall appoint one of their members to be "Grievance Committee Chairman".

The Union shall submit in writing to the Company the names of every shop committee man and of every member of the Grievance Committee.

(b) In order to establish an orderly procedure for the handling of grievance both parties agree that grievances arising out of the operation or the interpretation of this contract shall be settled in the following manner;

- (i) Any employee feeling he has such a grievance and who wishes the grievance to be settled must first discuss his grievance with his own overseer, without or if the employee desires, with the presence of his own departmental shop committee man. The overseer shall give his decision within three working days from the date the grievance was so submitted to him.
- (ii) Should there be dissatisfaction with the decision of the overseer the employee either with or without his own departmental shop committee man, or represented by his departmental shop committee man must within three working days of the overseer's decision present the alleged grievance to his department superintendent and the superintendent shall give his decision within six working days after the matter was so presented to him. Should the alleged grievance not be presented to the superintendent within the said three working days after the overseer's decision the grievance shall be deemed satisfactorily and finally settled.
- (iii) Should there then be dissatisfaction with the decision of the department superintendent the alleged grievance shall be reduced to writing and signed by the employee concerned and shall be submitted by the employee either with or without his own departmental shop committee man, or represented by his own departmental shop committee man, for consideration at the next meeting between the Assistant to the Managing Director of the Company and his assistants and the Grievance Committee. Should the grievance not be so submitted to the Assistant to the Managing Director and the Grievance Committee within three working days after the department superintendent's decision the grievance shall be deemed satisfactorily and finally settled.

The Assistant to the Managing Director and the Grievance Committee shall meet at least once a month, and may meet more often if the Assistant to the Managing Director and the Grievance Committee are agreeable to so doing.

- (iv) All decisions reached by agreement between the Assistant to the Managing Director and the Grievance Committee shall be final and binding on the Company, the Union and the employees.
- (v) In the event that the alleged grievance is not settled between the Grievance Committee and the

Assistant to the Managing Director, either the Company or the Union may make a written demand upon the other for an arbitration on the grievance by an Arbitration Board, all according to the arbitration procedure as set forth in Article 4 of this Agreement. Such a demand for arbitration must be made and served six working days from the date of the last conference at which the alleged grievance was discussed, otherwise it shall be deemed that the grievance has been finally and satisfactorily settled.

- (vi) It is agreed that at meetings between the Grievance Committee and the Assistant to the Managing Director and his assistants that the Union may have the assistance of the Business Agent of the Union and/ or other designated representatives of the Union, and that such person or persons may attend the said meetings.

ARTICLE 4

ARBITRATION

- (a) Should a written demand for an arbitration as set forth in Article 3 (b) (v) be made, the matter shall forthwith be submitted to an Arbitration Board which shall consist of three arbitrators, one to be appointed by each of the parties hereto and the third, who shall be the Chairman, to be appointed by the two arbitrators so named, Should either party fail to appoint the arbitrator within six working days after receipt of written request from the other party so to do such arbitrator shall be appointed by the Minister of Labour for the Province of Quebec, Should the first two arbitrators fail to agree on a third arbitrator the latter shall be appointed by the Minister of Labour for the Province of Quebec on application of either party.

If the matter submitted to an Arbitration Board refers to tasks or work loads or wage rates, the Chairman of an Arbitration Board appointed under the provisions of the paragraph immediately above either by the first two named arbitrators or by the Minister of Labour for the province of Quebec must be a competent textile engineer chosen from any of the following firms:

J.D. Woods & Gordon Ltd.,
15 Wellington, W. Toronto

Bigelow, Kent, Willard & Co.
580 Fifth Ave, New York.

Ralph E. Loper Co.
Fall River, Mass.

Moore, Thies & Morgan,
Charlotte, North Carolina.

J.E. Sirrine Co.
Greenville, South Carolina.

American Association of Textile Consultants,
New York

and from such other firms which the parties may mutually agree upon from time to time.

- (b) An Arbitration Board shall render its decision in writing

and the majority decision of an Arbitration Board shall be final and binding upon the parties hereto and all employees concerned.

(c) No Arbitration Board formed under this Agreement shall have the power to amend, alter or modify this Agreement, or to consider any matters except those which arise from it, or to give any decision inconsistent with the provisions, save insofar as the determination of wage rates under the procedure indicated in Article 5 of this Agreement is concerned.

ARTICLE 5

PRODUCTIVITY

(a) It is recognized and agreed that it is the right of the Company to fix and institute changes in tasks or work assignments or wage rates. Due notification of at least twelve (12) working days will be given in advance by the Company to the Union of any impending fundamental changes, and at such time all necessary information to fully explain such changes will also be furnished to the Union,

(b) If there is any question as to the feasibility of the change in task or the suitability of new rates, a trial period which may be less but in no case shall exceed thirty (30) working days will be instituted in order to give a fair trial to the said wage rates and / or tasks or work assignments. During this period employees will be paid according to the wage rates pertaining to the new task, but in any event during such period their average hourly earnings, except learners, will not be lower than 90% of the objective rate for their occupation as established by Article 10b of this contract.

(c) If following the trial period there is no agreement between the parties, the Union, within twelve (12) working days following the end of the trial period may take the question up according to the Grievance Procedure. If no grievance is instituted within this delay, the wage rates or tasks in force during the trial period shall be deemed final and fully accepted by both parties. After a grievance is instituted the tasks and wage rates and working conditions in force during the trial period shall remain in force until the final decision on the grievance has been granted.

(d) Should the wage rates and tasks in force during the trial period be submitted to arbitration, the decision of the Arbitration Board insofar as wages are concerned will be retroactive and will take effect from the time of the inauguration of the trial period. The amount of retroactive adjustments, if any, shall be determined by the Arbitration Board and shall be granted.

(e) There is nothing in this article which precludes the Union from pointing out to or discussing with Management an error in either the rate or task at any time during the trial period. If management concurs, an immediate change will be made to correct any such error.

(f) During any trial period the Company on request, will grant the Union permission to delegate a representative, the whole without cost to the Company:

- (i) To observe the effects of any changes in tasks undergoing such trial period; and
- (ii) To observe the chronometrical tests which are being made to establish or modify the tasks or piece work rates undergoing such trial period; and
- (iii) To carry out chronometrical tests himself for purposes of verification of the tasks or changes undergoing such trial period, provided such representative does not hinder the proper functioning of the department.

ARTICLE 6

WEEKLY PAY

Payment of wages earned will be made on weekly basis and the pay day shall be Friday unless Friday is a holiday in which case the pay day shall be the preceding Thursday.

ARTICLE 7

(a) Except in the cases mentioned in paragraph (c) of this Article 7, no work shall be performed on the following days, and employees shall be paid at their regular rates of pay for observance of these days:

New Year's Day	Dominion Day
Good Friday	Labour Day
St-Jean Baptiste Day	Christmas Day

The whole provided they have worked the declared working day previous to and the declared working day following each of the said holidays.

(b) On Epiphany Day and All Saints Day, no work shall be performed between the hours of 7 a.m. and 9 a.m.

(c) Any employee required to work on Sunday or on New Year's Day, Good Friday, St-Jean Baptiste Day, Dominion Day, Labour Day, Christmas Day, Immaculate Conception Day or Ascension Day shall receive his regular rate of pay plus a premium of fifty (50) per cent except personnel employed in the development and transmission of motive power and heat and kieren.

(d) Except in the cases mentioned in paragraph (c) of this Article 7, no work shall be done on Ascension Day and Immaculate Conception Day. These two days will not be paid for.

ARTICLE 8

SENIORITY

In questions involving lay-off, rehiring, promotions, and demotions, the Company will give consideration to skill, competence, ability and assiduity. Should it find these factors equal as between individual employees seniority will be the guiding factor. The Company agrees to discuss with the Union any alleged injustice arising out of a seniority question.

ARTICLE 9

BULLETIN BOARDS

The Union shall be accorded the use of notice boards situated at appropriate places throughout the mill upon which to post notices of meetings of the Union. All such Union notices shall be properly authenticated and all notices that may be of a special nature shall be submitted to the Company's Personnel Department for approval before being posted.

ARTICLE 10

SHIFTS, WAGES AND OVERTIME

(a) Day and Night Shifts

Employees working on a shift which commences between the hours of 6 a.m. and 6 p.m. shall be deemed to be "day shift" workers.

Employees working on a shift which commences between the hours of 6 p.m. and 6 a.m. shall be deemed to be "night shift" workers.

The Company insofar as conditions of production and business will permit, will continue the present daily and weekly hours of work, namely 50 hours per week per day shift, and 55 hours per week per night shift.

(b) Rates of Wages

Day shift workers, with the exception of employees engaged in the development and transmission of motive power and heat and kiermen, shall be paid for the first 45 hours of work in any one week the rates of wages set forth in Schedule "A" attached to this contract under the heading "Effective 20/9/49".

Night shift workers, with the exception of employees engaged in the development, and transmission of motive power and heat, and kiermen, shall be paid for the first 50 hours in any one week the rates of wages set forth in Schedule "A" under the heading "Effective 20/9/49" plus a premium of 5¢ per hour or the equivalent in piece work rates in the case of piece workers.

Employees engaged in the development and transmission of motive power and heat, and kiermen, working on either day or night shifts, shall be paid the rates of wages set forth in Schedule "A" for all hours worked; the provisions for overtime shall be as shown under (c) (ii).

(c) Overtime.

(i) All hours worked in any one week in excess of 45 hours for day shift workers and/or 50 hours for night shift workers shall carry a premium and 50% of the worker's regular hourly (piece) rate, or if ~~an~~ piece work of the worker's average hourly piece work earnings during that week, as the case may be.

(ii) Employees engaged in the development and transmission of motive power and heat and kiermen will be paid the regular overtime premium of 50% of the worker's regular hourly rate, in the case of Firemen after 67 hours per week; Electric Switchboard Operators after 52 hours per week; Kiermen after 55 hours per week.

The rates of wages set forth in Schedule "A" shall be in force throughout the term of this contract.

ARTICLE II

ANNUAL VACATION WITH PAY

(a) The Company agrees to grant one (1) week's vacation to each employee in its service at the commencement of such vacation. The mill shall not operate during that week and it shall be known as the "General Vacation Week".

(b) The Company may, at its option, grant a second week's vacation to any or all employees.

(c) All vacation periods must be taken by employees at such time as may be specified by the Company,

(d) The total amount of vacation pay due each employee shall be based on his length of continuous service with the Company, and shall be computed in accordance with the "Computation of Vacation Pay Table". set out below:-

COMPUTATION OF VACATION PAY

Length of employee's Continuous service with the Company computed as of 28th May 1950.

Rate of Vacation Pay

Less than one (1) year

2% of the employee's total earnings for work performed for the company during the 12 months preceding the last pay period but three prior of the commencement of the "General Vacation Week" referred to in para. (a) of this Article.

One (1) year or over but less than two (2) years
Two (2) years or over but less than three (3) years
Three (3) years or over but less than four (4) years
Four (4) years or over but less than five (5) years
Five (5) years or over but less than twenty-five (25) years
Twenty-five (25) years or over

2.4% ditte
2.8% ditte
3.2% ditte
3.6% ditte
4% ditte
6% ditte

(e) Vacation pay due to each employee in accordance with the Computation of Vacation Pay Table shall be paid as follows:-

- (i) 2% at the commencement of the employee's first week's vacation.
- (ii) Any vacation pay in excess of 2% due to an employee shall be paid.
 - (1) At the commencement of the employee's second week's vacation if and when such vacation is granted by the Company; or
 - (2) On the last pay day prior to December 25, 1950, if a second week's vacation is not granted to the employee by the Company.

ARTICLE 12

DISCIPLINE

- (a) To effect maintenance of discipline and good order, the Company and the Union agree upon the adoption of the following methods and procedures:
- (i) Personal reprimand by the superintendent, assistant-superintendent, the overseer or the second hand where the situation so warrants;
 - (ii) In the case of minor offences the overseer will give a verbal warning to the employee or employees concerned and send a very brief note to the Personnel Office giving the names, dates and type of warning;
 - (iii) In the case of a second offence, the employee or employees will be given another warning by the overseer who will, within a reasonable length of time, inform the shop steward of the situation, and send the employee to the Personnel Office, where the whole case will be put in writing, and signed by the employee also a witness;
 - (iv) Should the above procedure not be sufficient to maintain discipline and a third offence occur, the employee shall be given from one to three days suspension;
 - (v) In a case which, in the opinion of the Company is a serious offence or a matter seriously affecting the maintenance of discipline amongst the employees, the above procedure can be dispensed with and the employee dealt with summarily by the Company, including dismissal;
 - (vi) Within one week from the date of any reprimand, suspension or dismissal set forth in paragraphs (a) (iii) to (v) of this article, the Company shall forward written notification thereof to the Union. Should an employee of the Company be dismissed and feel that his dismissal is unjustified, the said dismissal, within a period of six working days from the date of the dismissal, may become discussable grievance in accordance with the Grievance Procedure Article set out in this Agreement.

ARTICLE 13

NO STOPPAGE OF WORK

- (a) The Union or its members shall not cause, aid or abet, or take part in any strike, slow down of production, stoppage of work, or picketing, even peaceful, for any cause whatsoever during the lifetime of this contract.
- (b) The Company agrees not to engage in any lockout and to maintain as steady a program of operations as may be consistent with sound business judgment and operating efficiency.

(C) No employee, whether a Union member or not, shall cause or take part in a strike, slow down of production, stoppage of work or picketing, for any cause whatsoever, Should an employee do so, he shall be deemed to have broken this Agreement and shall be dismissed from the Company, and such employee will lose by any such ~~act~~ all privileges of reinstatement.

ARTICLE 14

The parties agree that it shall be the right and the responsibility of the Company to classify its employees in accordance with the different occupational classifications and to decide in which one of the said occupational classifications each and every employee belongs.

ARTICLE 15

VOLUNTARY IRREVOCABLE CHECK-OFF

(a) The Company will, during the term of this Agreement, honour an order by an employee for the deduction and remittance of his Union dues as set out in Form "A" hereto. Such an order shall be irrevocable for the term of the present Agreement.

FORM "A"

Date

I hereby authorize THE MONTREAL COTTONS LIMITED, to deduct from my first pay each calendar month, such sum as may be set as monthly Union dues by United Textile Workers of America, Local 100, and to remit the same to the Treasurer of said Union.

The present authorization will take effect on the seventh day after it has been received by the Company and shall be irrevocably in force from the date thereof until the date of the termination of the Agreement for the year 1949-50 between The Montreal Cottons Limited and United Textile Workers of America, Local 100, unless I should in the meantime leave the employ of the said Company, in which event this authorization shall be automatically revoked as of the date I leave.

I hereby renounce in advance to any recourse in damages or otherwise against the Montreal Cottons Limited for making the above deductions during the entire term of the said Labour Agreement, even in the case I would withdraw from the said Union. However, I reserve myself the right and privilege of revoking the present authorization within thirty (30) days from the termination of the said Agreement, such revocation to take effect only at the date of expiration of said Agreement .

Employee

Witness:

(b) The Union agrees to notify the Company at least seven (7) days in advance of the rate set for Union dues and of any change thereto during the term of the present Agreement.

(c) The Company and the Union agree that they will not at any time coerce or intimidate any employee to induce him either to accept or refuse to accept the check off.

ARTICLE 16

MINIMUM CALL PAY

Any employee who reports for work at the usual time without previously having been notified that his services are not required, can be assigned to do four (4) hours' work by the Company, at his habitual rate of pay. If no work is assigned to him, the said employee will receive four (4) hours' pay at his habitual rate of pay. This, however, does not apply in cases of force majeure.

In the event of an employee being required to stand by for any reason, within the control of the Company, such employee shall notify his second hand or overseer and shall be paid his regular hourly rate of pay or his average hourly earnings for the current pay period, if on piece work, provided that if requested by the Company, the employee shall perform such available work as the Company may assign. It is understood that all piece work rates are set to compensate for regular stoppages of work, which normally occur, and this provision will not apply in such cases.

ARTICLE 17.

INSURANCE

(a) The Company agrees to insure the employees in accordance with the plan discussed and agreed to with the Union. This plan will be administered by a recognized Insurance Company and/or Association. Each employee will receive a copy of the plan. The following schedule of Insurance will be provided.

(i) Life Insurance

Female	\$500.00
Male	500.00

(ii) Weekly sickness and Accident Benefit

Female	\$8.00
Male	12.00

(iii) Daily Hospital Benefit

Female	3.50
Male	3.50

(iv) Special Hospital Services

Female and Male

As per the schedule of payments up to a maximum of \$25.00 for specified items as set forth in the schedule presently in force under the Quebec Hospital Service Association Standard Ward Service Plan.

(b) An employee shall not be entitled to the benefits of the plan unless he has six (6) months' continuous service with the Company.

Benefits (iii) and (iv) above will apply in respect to Dependents of all eligible employees. The term "dependent" includes only (1) the employee's wife (2) the unmarried children over fourteen (14) days and under nineteen (19) years of age of a male employee or of a widowed female employee. However, any such person who is an employee of the Company, or who resides outside the Province of Quebec, is not included in the term "Dependent".

ARTICLE 18

LEARNERS

Notwithstanding the dispositions of Article 10-B above, it is understood and agreed that the Company has the right to engage new employees and pay them; at its option, at rates less than standard but not less than:-

Males and Females under 18 yrs. of age

45¢	per hr. for the first four weeks
47½¢	" " " " second " "
50¢	" " " " third " "
55¢	" " " " fourth " "
60¢	" " " " thereafter " "

For males and females 18yrs. of age and over they will be paid:

50¢	per hr. for the first four weeks
55¢	" " " " second " "
60¢	" " " " third " " and thereafter.

ARTICLE 19

The present Agreement shall be in force for a period of one year commencing on the 20th day of September 1949 and terminating on the 19th day of September 1950. It shall be automatically renewed for a further period of one year as from the 19th day of September 1950 unless one of the parties hereto gives a written notice of termination to the other party hereto not more than sixty days nor less than thirty days prior to the 19th day of September 1950, and thereafter this Agreement shall be automatically renewed for a similar period of one year, and so on, upon failure by one of the parties to give a written notice to the other party within a delay which shall not be more than sixty days nor less than thirty days prior to the expiration of each period.

IN WITNESS WHEREOF the parties hereto have executed an original and seven copies hereof at Valleyfield, Quebec, this 7th day of September 1949.

THE MONTREAL COTTONS LIMITED
J.A. Mandsley
Assistant to Managing Director

L.A. Lyons
Personnel Manager

UNITED TEXTILE WORKERS OF AMERICA
R. Kent Knowles
Vice-President and Canadian Director

LOCAL 100, UNITED TEXTILE WORKERS
OF AMERICA.

Alcide Ledus
Vice-President and Chairman of Shop
Committee local 100

Oscar Longtin
Secretary-treasurer of local 100

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC

Page I

Schedule "A"
Effective 20th September 1949.

WAGE RATES PER HOUR

<u>Occupation</u>	<u>Wage Rates per Hour</u>
<u>COTTON WAREHOUSE</u>	
Cotton Weigher & Warehouseman	\$.8050
Placing Mixings	.7300
Surette Pickers	.6800
Press Men	.7550
Waste Picker- Women	.6300
<u>CARD ROOM</u>	
Section Hands (Fixers)	.8550
" "	.8800
" "	.9050
" "	.9300
Picker Tenders	.8050- .8300
Picker Section Hands	.8550
Head Grinder	.9300- .9550
Asst. Grinders	.8550
Oilers	.7300
Card Tenders	.8050
Head Scourers	.7800
Scourers	.7300
Opener Tender	.7550- .7800
Roving Men	.7300
Waste Machine Tenders- Day	.6100- .6550
Night	.6800
<u>SPINNING ROOM</u>	
Section Hands	.8550
Spindle Setters	.8800
Scourers	.7300
Spindle Oilers	.7300
Roving Men	.7050
Tape & Band Men	.7050
Tape & Band Boys	.6100
Frame Cleaners	.6100
Truckers	.7050- .7300
Bobbin Strippers	.6100
Waste Boys	.5800- .6100
Head Doffers- Day	.7300
Night	.7800
Doffers Day	.6550
Night	.7300
<u>YARN PROCESSING</u>	
Section Hands	.8300
Yarn Givers	.7800
Packers	.7800
Yarn Inspector	.8300
Multiple Winder Tenders	.6550
No. 50 Universal Winder Tenders	.6550

THE MONTREAL COTTONS Limited
VALLEYFIELD Quebec

Schedule "A"

WAGE RATES PER HOUR

<u>Occupation</u>	<u>Wage Rates</u> <u>Per Hour</u>
<u>SPOOLING, WARPING, DRESSING & DRAWING - IN</u>	
Section Hands	\$.8550
Beam Truckers	.7050- .7300
Yarn Givers	.7050
Slasher Tenders	.9050
Size Mixers	.8550
Slasher Tender Helpers	.8050
Reed Fixer	.7800
Tailing Machine Girls	.6550
<u>TWISTING DEPARTMENT</u>	
Section Hand	.8550
Oiler & Band Boy	.6550
Head Scourers	.8300
Scourer	.7300
Head Doffer- Day	.7300
Night	.7800
Deffers- Day	.6550
Night	.7300
Cleaners	.6100
Ball Warpers	.6800
Yarn Selectors	.6800
Truckers	.7050
<u>CLOTH ROOM</u>	
Burlers	.6100
Graders	.6550- .7550
Brush Shearer Tenders	.7550
Press Men	.7550
Folder Tenders	.7550
Burler Loaders	.7300
<u>MILL GENERAL</u>	
Fitters	.9500 Maximum
Clothing & Grinding of Flats	.8550 "
Flyer Balancers	.8550 "
Clothing of Card Cylinders & Deffers	.8800 "
Fitters Helpers	.7500 "

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

Page 3

Schedule "A"

Occupation	Wage Rates per hour
<u>GENERAL WEAVE</u>	
Lay Repair Man & Loom Repairs	\$1.0000
Lay Repair Man	.9300
Shuttle Man	.7550
Sample Weaver	.9050
Hand Filling Man (Louise)	.8300
" " " (Gault)	.7550
Conditioning Weft Louise	.7800
" " " " "	.7550
" " " " "	.6100
General "an	.7050
<u>WEAVE ROOM</u>	
Loom Fixers	.9300- .9800
Warp & Weft Truckers	.7550
Bobbin Strippers	.6550
Bobbin Stripper Boys	.6100
Warp Tyers	.9050
Smash Piecers	.8550
Cloth Beffers	.7550
Loom Cleaners	.7050
bobbin truckers	.7350
Float Menders	.7050
Buttery Hands	.6550
Shaft Cleaners	.7050
<u>JACQUARD DEPARTMENT</u>	
Loom Fixer	1.0300
" "	1.0000
" "	.9800
Warp Tyers	.9550
Harness Maker	.9050
Smash Piecers	.8800
Filling Room Man	.7800
Dyed Iarn Room "an	.7550
Jacquard Head Cleaner	.7300
Card Lacer	.6550
Beavers	.7500
"	.7550
"	.7050

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

Page 4

Schedule "A"

OBJECTIVE WAGE RATES FOR PIECE WORKERS

<u>Occupation</u>	<u>Objective Wage Rates per Hour</u>
<u>CARD ROOM</u>	
Draw frame Tenders (32 to 48 Del).	\$.7550
Slubber & Inter. Dr. Tenders	.8050
Super Draft & Roving Tenders	.7800
Fly Frame Doffers	.6800
Comber Tenders- Day	.7550
" " Night	.7800
<u>SPINNING ROOM</u>	
Spinners-, Warp- Weft- Day	.7550
" " " " " Night	.8050
<u>SPOOLING WARPING & DRAWING-IN</u>	
Spooler Tenders- B. C. Day	.7300
" Warper B. C. Night	.7800
Warper Tenders B. C. Day	.7300
" " B. C. Night	.7800
Warp Tying Machine Operators	.8550
Drawers- In	.7300
Reachers-In	.5840
<u>YARN PROCESSING</u>	
Winder- Tenders- Tuber Or Cones- Day	.7300
" " " " Night	.7800
Quiller Tenders- Day	.7300
" " " Night	.7800
<u>TWISTING DEPARTMENT</u>	
Twister Tenders- Day	.7550
" " Night	.8050
<u>WEAVE ROOM</u>	
Weavers	.8550
<u>CLOTH ROOM</u>	
Cloth Weigher	.7550
Hermas Shearer	.8080

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC

Page 5

Schedule "A".

WAGE RATES PER HOUR

CONVERTING DIVISION

<u>Occupation</u>	<u>Wage Rates</u>
	<u>Per Hour</u>
<u>GREY STORAGE</u> Floorman	\$.8300
Sewers	.6550
Floorboy	.6100
<u>SINGER</u>	
Charge Hand	.8550
Tender	.7550
Helper	.7300
Trucker	.7300
<u>MERCERISER</u>	
Charge Hand	.8550
Tenders	.7800
Caustic Mixer	.7550
<u>GROFT-DAY</u>	
Kier Charge Hand	.8050
Special Machine Tender	.7050
Machine Tenders	.6550
Kier Boys	.6100
Jackson T. & Chemic Mixer	.8050
<u>DYING & WINDING- DAY</u>	
White CanTenders	.7550
" " " "Helpers	.7300
Col.Can Tender	.7800
Col Can Helper	.7800
<u>DYE HOUSE</u>	
Pad Section Hand	.8300
Pad Tender	.7550
Pad Helper	.6100
Vessel Tenders- Class A	.8300
" " Class B	.7800
<u>CONTINUOUS DYEING RANGE</u>	
First Tenders	.8300
Second Tenders	.7800
Bakktenders	.7550
<u>CALENDAR ROOM</u>	
Marrow Sewer	.6550
Calendar Tenders	.7800
Calendar Helpers	.7300
Shhreiner Tenders	.7800
Winder & Damper T.	.7550
Dry Frame Tender	.7800
Dry Frame Helper	.6550
Starch Mixer	.7800

THE MONTREAL COTTON LIMITED
VALLEYFIELD QUEBEC

Schedule "A"

WAGE RATES PER HOURCONVERTING DIVISION

<u>Occupation</u>	<u>Wage Rates per hour</u>
Tenders	\$.7550
<u>MAKING UP ROOM- COTTO</u>	
Callmen	.7800
Mill Sec. Inspector	.7050
Machine Loader	.7300
Hand Folder & Inspector	.8050
Table Inspector	.6550
Ticketers, Stampers & Taggers	.6100
Winder & Inspector	.8050
Winders	.7550
Papering & Ticketing-General	.8100
Shader & Grader	.7800
" " " Helper	.6550
Head Fent Girl	.6550
Fent Room Girls	.5800
Papering Board	.6100
<u>MAKING-UP ROOM- RAYON</u>	
Perch Inspector	.6550- .7550
Hand Inspectors	.6550
Winders	.6550
Doublers	.6550
<u>SEWING ROOM</u>	
Section Hand	.8550
Cutters	.6100
Parcelling	.6100
<u>SAMPLE ROOM</u>	
Bookmakers	.6100
Cutter	.6100
<u>WAREHOUSE & PACKING</u>	
Adding Machine Operators	.6100
Head Callman	.8050
Spec. Packer	.7800
Parceller	.7550
Packers	.7300
Base Checkers	.7550
Press Tender	.7300
Case Maker	.7300
Carton Maker	.7300
Stenciller	.7300
Case Lifter	.7300

Schedule "A".

OBJECTIVE WAGE RATES FOR PIECE WORKERS
AND WAGE RATES AUGMENTED BY A BONUS

CONVERTING DIVISION

<u>Occupation</u>	<u>Wage rates per hour</u>
<u>GREY STORAGE</u>	
Truckers & Sorters	\$.7300 & Bonus
Truckers	.7300 & Bonus
<u>DYEHOUSE</u>	
Colour Mixers	.9300
Jig Tenders- Class A.	.9300
<u>STENTERING - DAY</u>	
Starch Mixer	.7800 & Bonus
Backfiller Tender	.7550 & Bonus
Jig Stenter Men	.7550 & Bonus
Reg. Stenter Men	.7300 & Bonus
Clip Boys	.5800 & Bonus
<u>MAKING-UP ROOM- COTTON</u>	
Schofield Folders	.8050
Hand Folders- Male	.8050
Papering & Ticketing Draperies	.7800
Plaiting Machine Tenders	.7550
<u>SEWING ROOM</u>	
Sewers	.6100

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

Page 8

Schedule "A".

WAGE RATES PER HOUR

MAINTENANCE MECHANICAL MILL GENERAL & YARD

Occupation	Wage Rates Per Hour
Electricians	\$ 1.0500
"	1.0000
"	.9800
"	.9550
"	.9050
Electricians Helpers	.7550
" "	.7050
" "	.6800
" "	.6550
" "	.6300
Motor Cleaners & Oiler - Night	.7550
" " " " " "	.7050
" " " " " "	.6800
" " " " " "	.6550
Switchboard Operators	.7800
Electric Boiler Operators	.7800
<u>BOILER HOUSE</u>	
Firemen	.8050
Boiler Cleaner	.7800
Firemen Helpers	.7800
<u>CARPENTER SHOP</u>	
Carpenter	.8550
Carpenters	.9550
"	.9300
"	.9050
"	.8800
General Helper	.8550
Carpenter Helper	.7800
" "	.7550
" "	.7300
" "	.6550
Labourer	.6800
"	.6550
Brick Layer	1.0000
" "	.9550
<u>PAINT SHOP</u>	
Painters	.9050
Painter helper	.6550
Painter Helper	.6300
Painter Helper	.6000

THE MONTREAL COTTON LIMITED
VALLEYFIELD QUEBEC.

Page 9

Schedule "A"

WAGE RATES PER HOUR

MAINTENANCE MECHANICAL MILL GENERAL & YARD,

Occupation	Wage Rates Per hour
------------	------------------------

TIN SHOP

Tinsmith	\$ 1.0000
"	.8550
" Helper	.6550
Comb Assembler	.7050
Needler	.6550

MILLWRIGHT SHOP

Millwrights	1.0000
"	.9800
"	.9550
"	.9050
Millwright Helpers- Special	.8050
" " Regular	.7800
" "	.7550
" "	.7050
" "	.6300
Shaft Oiler	.7550
Humidity Man- Night	.8550
" " Day	.8050
" " Night	.7800

MACHINE SHOP

Pattern Maker	.7800
Metallizer	.9300
Machinist	1.0800
"	1.0000
"	.9550
"	.8550
" Helper	.8000
Apprentice Machinist	.7050
Blacksmith	.9800
Assistant Blacksmith	.8300
Welder	1.2800

PIPE SHOP

Pipefitter	1.0300
"	.9800
"	.9550
"	.9300
Pipefitter " Helper	.7550
.8550 " "	.7300
" "	.6550

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

Page 10

WAGE RATES PER HOUR

MAINTENANCE MECHANICAL MILL GENERAL & YARD,

Occupation

Wage Rates
per hour

BELT SHOP

Belt Man	\$.9550
Asst. Belt Man	.8300
Roller Burner	.6300
Roller Overseer Helpers	.6550
General elper	.6300

GARAGE & YARD MEN

Mechanic	1.0300
Head Truck Driver	.8500
Truck Drivers	.8000
Yard Labourers	.7550
Coal Handlers	.7800

MISCELLANEOUS

Elevator Men	.6300
" 2	.7050
" "	.7300
Scrubbers	.7050
Sweepers	.5800

Québec, le 9 septembre 1949.

Monsieur L.A. Lyons, directeur du personnel,
The Montreal Cottons Limited,
Valleyfield.

Cher monsieur,

J'ai bien reçu votre lettre du
8 septembre qu'accompagne copie de la nouvelle entente
collective de travail intervenue entre The Montreal
Cottons Limited et The United Textile Workers of
America.

Je suis bien aise de constater
que les parties contractantes se sont entendues à
l'amiable. Je sais d'autre part que copie de cette
entente est entre les mains de la Commission de Rela-
tions Ouvrières pour dépôt éventuel. Je garde ce do-
cument pour référence occasionnelle.

Sincèrement à vous,

L'Assistant sous-ministre du Travail,

Donat Quimper,
gc.



THE MONTREAL COTTONS LIMITED

SALES OFFICES

MONTREAL-710 VICTORIA SQUARE
TORONTO-73 RICHMOND ST. WEST
HAMILTON-192 ROBERT ST.
WINNIPEG-358 DONALD ST.
EDMONTON-6TH FLOOR REVILLON BLDG.
VANCOUVER-403 W. CORDOVA STREET

CABLE ADDRESS
"MONCOTTON, MONTREAL"
CODE-BENTLEY'S

ADMINISTRATION OFFICES AND MILLS

VALLEYFIELD
QUE. CANADA

LETTRE RECUE

SEP 19 1949

BUREAU
SOUS-MINISTRE
DU TRAVAIL

le 8 septembre 1949.

Monsieur Gérard Tremblay,
Sous-Ministre du Travail,
Département du Travail,
Québec.

Cher monsieur Tremblay,

Hier, le 7 septembre, notre compagnie signait une nouvelle entente collective avec les représentants des Ouvriers Unis du Textile d'Amérique, Local 100.

Il nous fait plaisir de vous faire parvenir une copie de cette convention. Vous y trouverez les nouveaux changements aux articles 11(d), 16 et 17.

Les negotiations ont été conduites amicalement et nous avons la certitude que nos employés sont très satisfaits des résultats, quoiqu'il n'y ait pas eu d'augmentation dans les salaires. Cette convention entre en vigueur le 19 septembre 1949.

Veillez agréer, cher monsieur le sous-ministre, l'expression de nos sentiments les plus amicaux.

Bien à vous,

THE MONTREAL COTTONS LIMITED

L. Rhysors

Directeur du Personnel

LAL:lp

COLLECTIVE LABOUR AGREEMENT

BY AND BETWEEN

THE MONTREAL COTTONS LIMITED, a body corporate having its head office in the City of Montreal, Quebec, hereinafter called the Company, with respect to its textile mills located at Valleyfield, Quebec, hereinafter called the textile mills,

PARTY OF THE FIRST PART

THE UNITED TEXTILE WORKERS OF AMERICA, chartered by the American Federation of Labour, having its head office in the City of Washington, District of Columbia and its local Union no. 100 of the United Textile Workers of America at Valleyfield, Quebec, hereinafter called the Union,

PARTY OF THE SECOND PART.

WITNESSETH:

THAT the parties in consideration of the mutual covenants and undertakings hereinafter contained have agreed as follows :

ARTICLE I

RECOGNITION

The Union, having been duly certified under the Quebec Labour Relations Act is recognized by the Company as the collective representative for the employees of the said textile mills in matters pertaining to rates of pay, hours of work and working conditions.

ARTICLE II

TERM " EMPLOYEE "

The term " employee " whenever found in this present agreement, includes all employees of the said textile mills except overseers, second hands, watchmen, surety personnel, office employees, mill clerks, sizers, testers, laboratory personnel, time study men and all other members of the administrative staff of the said textile mills.

ARTICLE III

GRIEVANCE PROCEDURE

(a) The Union shall designate from amongst the employees of each department a representative for that department to be known

19/1851

as a "shop committee man". The Shop committee men shall constitute and be the "Shop Committee".

The Union shall designate five shop committee men which five shall constitute and be the "Grievance Committee". The Grievance Committee shall appoint one of their members to be "Grievance Committee Chairman".

The Union shall submit in writing to the Company the names of every shop committee man and of every member of the Grievance Committee.

(b) In order to establish an orderly procedure for the handling of grievance both parties agree that grievances arising out of the operation or the interpretation of this contract shall be settled in the following manner :

- (i) Any employee feeling he has such a grievance and who wishes the grievance to be settled must first discuss his grievance with his own overseer, without or if the employee desires, with the presence of his own departmental shop committee man. The overseer shall give his decision within three working days from the date the grievance was so submitted to him.
- (ii) Should there be dissatisfaction with the decision of the overseer the employee either with or without his own departmental shop committee man, or represented by his departmental shop committee man must within three working days of the overseer's decision present the alleged grievance to his department superintendent and the superintendent shall give his decision within six working days after the matter was so presented to him. Should the alleged grievance not be presented to the superintendent within the said three working days after the overseer's decision the grievance shall be deemed satisfactorily and finally settled.
- (iii) Should there then be dissatisfaction with the decision of the departmental superintendent the alleged grievance shall be reduced to writing and signed by the employee concerned and shall be submitted by the employee either with or without his own departmental shop committee man, or represented by his own departmental shop committee man, for consideration at the next meeting between the Assistant to the Managing Director of the Company and his assistants and the Grievance Committee. Should the grievance not be so submitted to the Assistant to the Managing Director and the Grievance Committee within three working days after the departmental superintendent's decision the grievance shall be deemed satisfactorily and finally settled.

The assistant to the Managing Director and the Grievance Committee shall meet at least once a month, and may meet more often if the Assistant to the Managing Director and the Grievance Committee are agreeable to so doing.

- (iv) All decisions reached by agreement between the Assistant to the Managing Director and the Grievance Committee shall be final and binding on the Company the Union and the employees
- (v) In the event that the alleged grievance is not settled between the Grievance Committee and the

Assistant to the Managing Director, either the Company or the Union may make a written demand upon the other for an arbitration on the grievance by an Arbitration Board, all according to the arbitration procedure as set forth in Article 4 of this Agreement. Such a demand for arbitration must be made and served six working days from the date of the last conference at which the alleged grievance was discussed, otherwise it shall be deemed that the grievance has been finally and satisfactorily settled.

- (vi) It is agreed that at meetings between the Grievance Committee and the Assistant to the Managing Director and his assistants that the Union may have the assistance of the Business Agent of the Union and / or other designated representatives of the Union, and that such person or persons may attend the said meetings.

ARTICLE 4

ARBITRATION

(a) Should a written demand for an arbitration as set forth in Article 3 (b) (v) be made, the matter shall forthwith be submitted to an Arbitration Board which shall consist of three arbitrators, one to be appointed by each of the parties hereto and the third, who shall be the Chairman, to be appointed by the two arbitrators so named. Should either party fail to appoint the arbitrator within six working days after receipt of written request from the other party so to do such arbitrator shall be appointed by the Minister of Labour for the Province of Quebec. Should the first two arbitrators fail to agree on a third arbitrator the latter shall be appointed by the Minister of Labour for the Province of Quebec on application of either party.

If the matter submitted to an Arbitration Board refers to tasks or work loads or wage rates, the Chairman of an Arbitration Board appointed under the provisions of the paragraph immediately above either by the first two named arbitrators or by the Minister of Labour for the Province of Quebec must be a competent textile engineer chosen from any of the following firms ;

J.D. Woods & Gordon Ltd.,
15 Wellington W., Toronto.

Bigelow, Kent, Willard & Co.
580 Fifth Ave. New York.

Ralph E. Loper Co.,
Fall River, Mass.,

Moore, Thies & Morgan,
Charlotte, North Carolina.

J.E. Sirrine Co.
Greenville, South Carolina.

American Association of Textile Consultants,
New York.

and from such other firms which the parties may mutually agree upon from time to time.

- (b) An Arbitration Board shall render its decision in writing

and the majority decision of an Arbitration Board shall be final and binding upon the parties hereto, and all employees concerned.

(c) No Arbitration Board formed under this Agreement shall have the power to amend, alter or modify this Agreement, or to consider any matters, except those which arise from it, or to give any decision inconsistent with the provisions, save insofar as the determination of wage rates under the procedure indicated in Article 5 of this Agreement is concerned.

ARTICLE 5

PRODUCTIVITY

(a) It is recognized and agreed that it is the right of the Company to fix and institute changes in tasks or work assignments or wage rates. Due notification of at least twelve (12) working days will be given in advance by the Company to the Union of any impending fundamental changes, and at such time all necessary information to fully explain such changes will also be furnished to the Union.

(b) If there is any question as to the feasibility of the change in task or the suitability of new rates, a trial period which may be less but in no case shall exceed thirty (30) working days will be instituted in order to give a fair trial to the said wage rates and / or tasks or work assignments. During this period employees will be paid according to the wage rates pertaining to the new task, but in any event during such period their average hourly earnings, except learners, will not be lower than 90% of the objective rate for their occupation as established by Article 10b of this contract.

(c) If following the trial period there is no agreement between the parties, the Union within twelve (12) working days following the end of the trial period may take the question up according to the Grievance Procedure. If no grievance is instituted within this delay, the wage rates or tasks in force during the trial period shall be deemed final and fully accepted by both parties. After a grievance is instituted the tasks and wage rates and working conditions in force during the trial period shall remain in force until the final decision on the grievance has been granted.

(d) Should the wage rates and tasks in force during the trial period be submitted to arbitration, the decision of the Arbitration Board insofar as wages are concerned will be retroactive and will take effect from the time of the inauguration of the trial period. The amount of retroactive adjustments, if any, shall be determined by the Arbitration Board and shall be granted.

(e) There is nothing in this article which precludes the Union from pointing out to or discussing with management an error in either the rate or task at any time during the trial period. If management concurs, an immediate change will be made to correct any such error.

(f) During any trial period the Company, on request, will grant the Union permission to delegate a representative, the whole without cost to the Company :

(1) To observe the effects of any changes in tasks undergoing such trial period; and

(11) To observe the chronometrical tests which are being made to establish or modify the tasks or piece work rates undergoing such trial period ; and

(iii) To carry out chronometrical tests himself for purposes of verification of the tasks or changes undergoing such trial period, provided such representative does not hinder the proper functioning of the department.

ARTICLE 6

WEEKLY PAY

Payment of wages earned will be made on a weekly basis and the pay day shall be Friday unless Friday is a holiday, in which case the pay day shall be the preceding Thursday.

ARTICLE 7

(a) Except in the cases mentioned in paragraph (c) of this Article 7, no work shall be performed on the following days, and employees shall be paid at their regular rates of pay for observance of these days :

New Year's Day	Dominion Day
Good Friday	Labour Day
St-Jean Baptiste Day	Christmas Day

the whole provided they have worked the declared working day previous to and the declared working day following each of the said holidays.

(b) On Epiphany Day and All Saints Day no work shall be performed between the hours of 7. a.m. and 9. a.m.

(c) Any employee required to work on Sunday or on New Year's Day, Good Friday, St-Jean Baptiste Day, Dominion Day, Labour Day, Christmas Day, Immaculate Conception Day or Ascension Day shall receive his regular rate of pay plus a premium of fifty (50) per cent except personnel employed in the development and transmission of motive power and heat and kierman.

(d) Except in the cases mentioned in paragraph (c) of this Article 7, no work shall be done on Ascension Day and Immaculate Conception Day. These two days will not be paid for.

ARTICLE 8

SENIORITY

In questions involving lay-offs, rehiring, promotions, and demotions, the Company will give consideration to skill, competence, ability and assiduity. Should it find these factors equal as between individual employees seniority will be the guiding factor. The Company agrees to discuss with the Union any alleged injustice arising out of a seniority question.

ARTICLE 9

BULLETIN BOARD

The Union shall be accorded the use of notice boards situated at appropriate places throughout the mill upon which to post notices of meetings of the Union. All such Union notices shall be properly authenticated and all notices that may be of a ~~secret~~ nature shall be submitted to the Company's Personnel Department for approval before being posted.

ARTICLE 10

SHIFTS, WAGES AND OVERTIME

(a) Day and Night Shifts.

Employees working on a shift which commences between the hours of 6. a.m. and 6. p.m. shall be deemed to be " day shift " workers.

Employees working on a shift which commences between the hours of 6. p.m. and 6. a.m. shall be deemed to be " night shift " workers.

The Company insofar as conditions of production and business will permit, will continue the present daily and weekly hours of work, namely 50 hours per week per day shift, and 55 hours per week per night shift.

(b) Rates of Wages.

Day Shift workers, with the exception of employees engaged in the development and transmission of motive power and heat and klermen, shall be paid for the first 45 hours of work in any one week the rates of wages set forth in Schedule "A" attached to this contract under the heading "Effective 20/9/48".

Night Shift workers, with the exception of employees engaged in the development and transmission of motive power and heat, and klermen, shall be paid for the first 50 hours in any one week the rates of wages set forth in Schedule "A" under the heading "Effective 20/9/48" plus a premium of 5¢ per hour or the equivalent in piece work rates in the case of piece workers.

Employees engaged in the development and transmission of motive power and heat, and klerman, working on either day or night shifts, shall be paid the rates of wages set forth in Schedule "A" for all hours worked ; the provisions for overtime shall be as shown under (c) (ii).

(c) Overtime.

- (i) All hours worked in any one week in excess of 45 hours for day shift workers and / or 50 hours for night shift workers shall carry a premium of 50% of the worker's regular hourly (piece) rate, or if on piece work of the worker's average hourly piece work earnings during that week, as the case may be.
- (ii) Employees engaged in the development and transmission of motive power and heat and klerman will be paid the regular overtime premium of 50% of the worker's regular hourly rate, in the case of Firemen after 67 hours per week ; Electric Switchboard Operators after 52 hours per week ; Klermen after 55 hours per week.

The rates of wages set forth in Schedule "A" shall be in force throughout the term of this contract.

ARTICLE II

ANNUAL VACATION WITH PAY

- (a) The Company agrees to grant one (1) week's vacation to each employee in its service at the commencement of such vacation. The mill shall not operate during that week and it shall be known as the "General Vacation Week".
- (b) The Company may, at its option, grant a second week's vacation to any or all employees.
- (c) All vacation periods must be taken by employees at such times as may be specified by the Company.
- (d) The total amount of vacation pay due each employee shall be based on his length of continuous service with the Company, and shall be computed in accordance with the "Computation of Vacation Pay Table" set out below :-

COMPUTATION OF VACATION PAY

Length of employee's Continuous service with the Company computed as of 28th May 1949.	Rate of Vacation Pay	
Less than one (1) year	2% of the employee's total earnings for work performed for the company during the 12 months preceding the last pay period but three prior of the commencement of the "General Vacation Week" referred to in para. (a). of this Article.	
One (1) year or over but less than two (2) years	2.4%	ditto
Two (2) years or over but less than three (3) years	2.8%	ditto
Three (3) years or over but less than four (4) years	3.2%	ditto
Four (4) years or over but less than five (5) years	3.6%	ditto
Five (5) years or over	4%	ditto

- (e) Vacation pay due to each employee in accordance with the Computation of Vacation Pay Table shall be paid as follows :-

- (i) 2% at the commencement of the employee's first week's vacation .
- (ii) Any vacation pay in excess of 2% due to an employee shall be paid.
- (1) At the commencement of the employee's second week's vacation if and when such vacation is granted by the Company ; or
- (2) On the last pay day prior to December 25, 1949, if a second week's vacation is not granted to the employee by the Company.

ARTICLE 12

DISCIPLINE

(a) To effect maintenance of discipline and good order, the Company and the Union agree upon the adoption of the following methods and procedure ;

- (i) Personal reprimand by the superintendent, assistant-superintendent, the overseer or the second hand where the situation so warrants ;
- (ii) In the case of minor offences the overseer will give a verbal warning to the employee or employees concerned and send a very brief note to the Personnel Office giving the names, dates and type of warning ;
- (iii) In the case of a second offence, the employee or employees will be given another warning by the overseer who will, within a reasonable length of time, inform the shopsteward of the situation and send the employee to the Personnel Bureau, where the whole case will be put in writing, and signed by the employee also a witness ;
- (iv) Should the above procedure not be sufficient to maintain discipline and a third offence occur, the employee shall be given from one to three days suspension.
- (v) In a case which, in the opinion of the Company is a serious offence or a matter seriously affecting the maintenance of discipline amongst the employees, the above procedure can be dispensed with and the employee dealt with summarily by the Company, including dismissal ;
- (vi) Within one week from the date of any reprimand suspension or dismissal set forth in paragraph (a) (iii) to (v) of this article, the Company shall forward written notification thereof to the Union. Should an employee of the Company be dismissed and feel that his dismissal is unjustified the said dismissal within a period of six working days from the date of the dismissal may become discussable grievance in accordance with the Grievance Procedure Article set out in this Agreement.

ARTICLE 13

NO STOPPAGE OF WORK

- (a) The Union or its members shall not cause, aid or abet, or take part in any strike, slow down of production, stoppage of work, or picketing, even peaceful for any cause whatsoever during the lifetime of this contract.
- (b) The Company agrees not to engage in any lockout and to maintain as steady a program of operations as may be consistent with sound business judgment and operating efficiency.

(c) No employee, whether a Union member or not, shall cause or take part in a strike, slow down of production, stoppage of work or picketing for any cause whatsoever. Should an employee do so, he shall be deemed to have broken this Agreement and shall be dismissed from the Company, and such employee will lose by any such act all privileges of reinstatement.

ARTICLE 14

The parties agree that it shall be the right and the responsibility of the Company to classify its employees in accordance with the different occupational classifications and to decide in which one of the said occupational classifications each and every employee belongs.

ARTICLE 15

VOLUNTARY IRREVOCABLE CHECK-OFF

(a) The Company will, during the term of this Agreement, honour an order by an employee for the deduction and remittance of his Union dues as set out in Form "A" hereto. Such an order shall be irrevocable for the term of the present Agreement.

FORM "A"

Date

I hereby authorize THE MONTREAL COTTONS LIMITED, to deduct from my first pay each calendar month, such sum as may be set as monthly Union dues by United Textile Workers of America, Local 100, and to remit the same to the Treasurer of said Union.

The present authorization will take effect on the seventh day after it has been received by the Company and shall be irrevocably in force from the date thereof until the date of the termination of the Agreement for the years 1948-49 between the Montreal Cottons Limited and United Textile Workers of America, local 100, unless I should in the meantime leave the employ of the said Company, in which event this authorization shall be automatically revoked as of the date of I leave.

I hereby renounce in advance to any recourse in damages or otherwise against the Montreal Cottons Limited for making the above deductions during the entire term of the said Labour Agreement, even in the case I would withdraw from the said Union. However, I reserve myself the right and privilege of revoking the present authorization within thirty (30) days from the termination of the said Agreement, such revocation to take effect only at the date of expiration of said Agreement.

Employee

Witness :

(b) The Union agrees to notify the Company at least seven (7) days in advance of the rate set for Union dues and of any change thereto during the term of the present Agreement.

(c) The Company and the Union agree that they will not in any time coerce or intimidate any employee to induce him either to accept or refuse to accept the check-off.

ARTICLE 16

MINIMUM CALL PAY

Any employee who reports for work at the usual time without previously having been notified that his services are not required, can be assigned to do four (4) hours' work by the Company, at his habitual rate of pay. If no work is assigned to him, the said employee will receive four (4) hours' pay at his habitual rate of pay. This, however, does not apply in cases of force majeure.

ARTICLE 17

LEARNERS

Notwithstanding the dispositions of Article 10B above, it is understood and agreed that the Company has the right to engage new employees and pay them, at its option, at rates less than than standard but not less than -

Males and Females under 18 yrs. of age

45 ¢	per hr.	for the first four weeks
47½ ¢	" " "	second " "
50 ¢	" " "	third " "
55 ¢	" " "	fourth " "
60 ¢	" " "	thereafter.

For males and females 18 yrs. of age and over they will be paid :

50 ¢	per hr.	for the first four weeks
55 ¢	" " "	second " "
60 ¢	" " "	third " " and thereafter.

ARTICLE 18

The present Agreement shall be in force for a period of one year commencing on the 20th day of September 1948 and terminating on the 19th day of September 1949. It shall be automatically renewed for a further period of one year as and from the 19th day of September 1949 unless one of the parties hereto gives a written notice of termination to the other party hereto not more than sixty days nor less than thirty days prior to the 19th day of September 1949, and thereafter this agreement shall be automatically renewed for a similar period of one year, and so on, upon failure by one of the parties to

give a written notice to the other party within a delay which shall not be more than sixty days nor less than thirty days prior to the expiration of each period.

IN WITNESS WHEREOF the parties hereto have executed an original and seven copies hereof at Valleyfield, Quebec, this 27th day of August 1948.

THE MONTREAL COTTONS LIMITED

W.G.E. Aird
Vice-President & Managing Director

L. Shyons
Personnel Manager

UNITED TEXTILE WORKERS OF AMERICA

R. Kent Rowley
Canadian Director

LOCAL 100, UNITED TEXTILE WORKERS
OF AMERICA.

Aleide Leduc
Vice-President

Jean C. Lajoie
Secretary

Aleide Leduc.
Chairman Union Shop Committee

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

Page 1

Schedule "A"

Effective

September 20th, 1948.

WAGE RATES PER HOUR

<u>Occupation</u>	<u>W age Rates Per Hour</u>
<u>COTTON WAREHOUSE</u>	
Cotton Weigher & Warehouseman	\$.8050
Placing Mixings	.7300
Surette Pickers	.6800
Waste Weigher- Sault Mill	.7800
Press Man	.7550
Waste Picker-Women	.6300
<u>CARD ROOM</u>	
Section Hands (Fixers)	.8550
" "	.8800
" "	.9050
" "	.9800
Picker Tenders	.8050- .8300
Picker Section Hands	.8550
Head Grinder	.9300- .9550
Asst. Grinders	.8550
Oilers	.7300
Card Tenders	.8050
Head Scourers	.7800
Scourers	.7300
Opener Tender	.7550- .7800
Moving Men	.7300
Waste Machine tenders- Day	.6100 - .6550
Night	.6800
<u>SPINNING ROOM</u>	
Section Hands	.8550
Spindle Setters	.8800
Scourers	.7300
Spindle Oilers	.7300
Roving Men	.7050
Tape & Band Men	.7050
Tape & Band Boys	.6100
Frame Cleaners	.6100
Truckers	.7050- .7300
Bobbin Strippers	.6100
Waste Boys	.5800- .6100
Head Doffers- Day	.7300
Night	.7800
Doffers- Day	.6550
Night	.7300
<u>YARN PROCESSING</u>	
Section Hands	.8300
Yarn Givers	.7800
Packers	.7800
Yarn Inspector	.7300
Multiple Winder Tenders	.6550
No. 12 Foster Winders	.6550
No. 50 Universal Winder Tenders	.6550

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

Page 2

Schedule "A"

Sep.20-1948

WAGE RATES PER HOUR

Occupation

Wage Rates
Per hour

SPOOLING- WARPING- DRESSING & DRAWING-IN

Section Hands	\$.8550
Beam Truckers	.7050- .7300
Yarn Givers	.7050
Slasher Tenders	.9050
Size Mixers	.8550
Slasher Tender Helpers	.8050
Reed Fixer	.7800
Beam Man	.7300
Tailing Machine Girls	.6550

TWISTING DEPARTMENT

Section Hand	.8550
Section Hand Learner	.7550
Oiler & Band Boy	.6550
Head Scourer	.8300
Head Doffer- Day	.7300
" " Night	.7800
Doffers- Day	.6550
" " Night	.7300
Cleaners	.6100
Ball Warpers	.6800
Yarn Selectors	.6800
Truckers	.7050
Scourers	.7300

CLOTH ROOM

Burlers	.6100
Graders	.6500- .7550
Brush Shearer Tenders	.7550
Press Men	.7550
Folder Tenders	.7550
Burler Loaders	.7300

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

Page 3.

SCHEDULE "A"

SEP. 30-1948

Occupation

WAGES RATES
Per hour

GENERAL REAVE

Lay Repair Man & Loom Repairs	1.0000
Lay Repair Man	.9300
Lay Shuttle Man	.7550
Sample Weaver	.9050
Head Filling Man (Louise)	.8300
" " " " (Gault)	.7550
Report Clerk (Filling Room, Louise)	.7550
Conditioning Weft Louise	.7800
" " " " "	.7550
" " " " "	.6100
General Man	.7050

WEAVE ROOM

Loom Fixers	.9300-	.9800
Warp & Weft Truckers	.7550	
Conditioning Room Man	.7550	
Bobbin Strippers	.6550	
Bobbin Stripper Boys	.6100	
Warp Tyers	.9050	
Smash Piecers	.8550	
Cloth Doffers	.7550	
Loom Cleaners	.7050	
Bobbin Truckers	.7050	
Float Menders	.7050	
Battery Hands	.6550	
Shaft Cleaners	.7050	

JACQUARD DEPARTMENT

Loom Fixer	1.0300
" "	1.0000
" "	.9800
Warp Tyers	.9550
Harness Maker	.9050
Smash Piecers	.8800
Web Browsers	.8550
Filling Room Man	.7800
Dyed Yarn Room Man	.7550
Head Jacquard Cleaner	.7300
Card Lacer	.6550
Reacher-In	.5800
Seamers	.7800
"	.7550
"	.7050

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

Page 4.
SCHEDULE "A"
SEP. 20- 1948

OBJECTIVE WAGE RATES FOR PIECE WORKERS

<u>Occupation</u>	<u>Objective Wage Rates per Hour</u>
<u>CARD ROOM</u>	
Draw Frame Tenders (32 to 48 Del.)	\$.7550
Slubber & Inter. Dr. Tenders	.8050
Intern. Super D. & Mov. T.	.7800
Fly Frame Doffers	.6800
Comber Tenders- Day	.7550
Night	.7800
<u>SPINNING ROOM</u>	
Spinners- Warp- Weft- Day	.7550
" " " " Night	.8050
<u>SPOOLING-WARPING- & DRAWING-IN</u>	
Spooler Tenders - Reg.	.6800
B.C. Day	.7300
B.C. Night	.7800
Warper Tenders B.C. Day	.7300
B.C. Night	.7800
Warp T ying Machine Operators	.8550
<u>YARN PROCESSING</u>	
Winder Tenders- Tubes or Cones - Day	.7300
" " " " " Night	.7800
Quiller Tenders- Day	.7300
Night	.7800
<u>TWISTING DEPARTMENT</u>	
Twister Tenders- Day	.7550
" " " Night	.8050
<u>WEAVE ROOM</u>	
Weavers	.8550
<u>CLOTH ROOM</u>	
Cloth Weigher	.7550
Hermas Shearer	.8050

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

Schedule "A"
Sep. 20- 1948

WAGERATES PER HOURCONVERTING DIVISION

<u>Occupation</u>	<u>Wage Rates Per hour</u>
<u>GREY STORAGE</u>	
Floorman	\$.8300
Sewers	.6550
Floorboy	.6100
<u>SINGER</u>	
Charge Hand	.8550
Tender	.7550
Helper	.7200
Trucker	.7300
<u>MERCERISER</u>	
Charge Hand	.8550
Tenders	.7600
Caustic Mixer	.7550
<u>CROFT- DAY</u>	
Kier Charge Hand	.8050
Special Machine Tender	.7050
Machine Tenders	.6550
Kier Boys	.6100
Jackson T. & Chemie Mixer	.8050
<u>DRYING & WINDING - DAY</u>	
White Can Tenders	.7550
" " " Helpers	.7300
Gauze Stenter Men	.7300
Van VI. Dryer Tenders	.7800
" " " Helper	.7300
Co.Can Tender	.7800
Co. Can Helper	.7300
<u>DYE HOUSE</u>	
Pad Section Hand	.8300
Pad Tender	.7550
Pad Helper	.6100
Vessel Tenders- Class A	.8300
Class B	.7800
<u>CONTINUOUS DYEING RANGE</u>	
First Tenders	.8300
Second Tenders	.7800
Back Tenders	.7550
<u>CALENDAR ROOM- COTTON</u>	
Marrow Sewer	.6550
Calendar Tenders	.7800
Calendar Helpers	.7300
Schreiner Tender	.7800
Winder & Damper T.	.7550
Dry Frame Tender	.7800
Dry Frame Helper	.6550
Starch Mixer	.7800

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

SCHEDULE "A"

Sep. 20-1948

WAGE RATES PER HOURCONVERTING DIVISIONOCCUPATIONWAGE RATES
PER HOURNAPPING

T enders

\$.7550

MAKING- UP ROOM-COTTON

Production Checker
 Service Clerk
 Checker
 Reports Checker
 Callman
 Mill Sec. Inspector
 Machine Loader
 Hand Folder & Inspector
 Table Inspector
 Ticketers, Stampers & Taggers
 Winder & Inspector
 Winders
 Papering & Ticketing- General
 Shader & Grader
 " " " Helper
 Head Fant Girl
 Fant Room Girls
 Papering Board

.6550
 .6800
 .6800
 .6550
 .7800
 .7050
 .7300
 .8050
 .8550
 .6100
 .8050
 .7550
 .6100
 .7800
 .6550
 .6550
 .5800
 .6100

MAKING-UP ROOM-RAYON

Perch Inspectors
 Hand Inspectors
 Winders
 Doublers

.6550- .7550
 .6550
 .6550
 .6550

SEWING ROOM

Section Hand
 Cutters
 Parcelling

.8550
 .6100
 .6100

SAMPLE ROOM

Bookmakers
 Cutter

.6100
 .6100

WAREHOUSE & PACKING

Add. Machine & Clerk
 Adding Machine Operators
 Head Callman
 Spec. Packer
 Parceller
 Packers
 Sale Checker
 Press Tender
 Case Maker
 Carton Maker
 Stenciller
 Case Lifter

.6550
 .6100
 .8050
 .7800
 .7550
 .7300
 .7550
 .7300
 .7300
 .7300
 .7300
 .7300
 .7300

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

SCHEDULE "A"
SEP. 20-1948

OBJECTIVE WAGE RATES FOR PIECE WORKERS

AND WAGE RATES AUGMENTED BY A BONUS

CONVERTING DIVISION

OCCUPATION

WAGE RATES
PER HOUR

GREY STORAGE

Truckers & Sorters
Truckers

\$.7300 & Bonus
.7300 & Bonus

DYEHOUSE

Colour Mixers
Jig Tenders

.9300
.9300

STENTERING - DAY

Starch Mixer
Backfiller Tender
Jug Stenter Men
Reg. Stenter Men
Clip Boys

.7800 & Bonus
.7550 & Bonus
.7550 & Bonus
.7300 & Bonus
.5800 & Bonus

MAKING - UP ROCH - COTTON

Schofield Folders
Hand Folders- Male
Papering & Ticketing Draperies
Plaiting Machine Tenders

.8050
.8050
.7800
.7550

SEWING ROOM

Sewers

.6100

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

Page 8
Schedule "A"

Sep. 20-1948

WAGE RATES PER HOUR

MAINTENANCE, MECHANICAL, MILL GENERAL & YARD

<u>Occupation</u>	<u>Wage Rates</u> <u>Per hour</u>
<u>ELECTRICAL</u>	
Electricians	\$ 1.0500
"	1.0000
"	.9800
"	.9550
"	.9050
Electricians Helpers	.7550
" "	.7050
" "	.6800
" "	.6550
" "	.6300
Motor Cleaner- & Oiler - Night	.7550
" " " " "	.7050
" " " " "	.6800
" " " " "	.6550
Switchboard Operators	.7800
Electric Boiler Operators	.7800
<u>BOILER HOUSE</u>	
Firemen	.8050
Boiler Cleaner	.7800
Firemen Helpers	.7800
<u>CARPENTER SHOP</u>	
Carpenters	.9550
"	.9300
"	.9050
"	.8800
"	.8550
General Helper	.8550
Carpenter Helper	.7800
" "	.7550
" "	.7300
" "	.6550
Labourer	.6800
" "	.6550
Brick Layer	1.0000
" "	.9550
<u>PAINT SHOP</u>	
Painters	.9050
Painter Helper	.6550
Painter Helper	.6300
Painter Helper	.6000

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

Page 9

SCHEDULE "A"

Sep. 20-1948

WAGE RATES PER HOUR

MAINTENANCE MECHANICAL MILL GENERAL & YARD

<u>Occupation</u>	<u>Wage Rates Per Hour</u>
<u>TIN SHOP</u>	
Tinesmith	\$1.0000
"	.8550
" Helper	.6550
Comb Assembler	.7050
Needler	.6550
<u>MILLWRIGHT SHOP</u>	
Millwrights	1.0000
"	.9800
"	.9550
"	.9050
Millwright Helpers- Special	.8050
" "	.7800
" "	.7550
" "	.7050
" "	.6300
Shaft Oiler	.7550
Humidity Man- Night	.8550
" " Day	.8050
" " Day	.7800
<u>MACHINE SHOP</u>	
Pattern Maker	.7800
Metallizer	.9300
Machinist	1.0800
"	1.0000
"	.9550
"	.8550
" Helper	.8000
Apprentice Machinist	.7050
Blacksmith	.9800
Assistant Blacksmith	.8300
Welder	1.2800
<u>PIPE SHOP</u>	
Pipefitter	1.0300
"	.9800
"	.9550
"	.9300
" Helper	.8550
" Helper	.7550
" "	.7300
" "	.6550

THE MONTREAL COTTON LIMITED
VALLEYFIELD QUEBEC.

Page 10
SCHEDULE "A"

Sep.20-1948

WAGE RATES PER HOUR

MAINTENANCE, MECHANICAL, MILL GENERAL & YARD

<u>Occupation</u>	<u>Wage Rates per hour</u>
<u>BELT SHOP</u>	
Belt Man	\$.9550
Asst. Belt Man	.8300
Roller Burner	.6300
Roller Coverer Helpers	.6550
General Helper	.6300
<u>GARAGE & YARD MEN</u>	
Mechanic	1.0300
Head Truck Driver	.8050
Truck Drivers	.7800
Yard Labourers	.7550
Coal Handlers	.7800
<u>MISCELLANEOUS</u>	
Elevator Men	.6800
" "	.7050
" "	.7300
" "	.7050
Scrubbers	.5800
Sweepers	

COLLECTIVE LABOUR AGREEMENT

BY AND BETWEEN :

THE MONTREAL COTTONS LIMITED, a body corporate having its head office in the City of Montreal., Quebec, hereinafter called the Company, with respect to its textile mills located at Valleyfield, Quebec, hereinafter called the Textile mills,

PARTY OF THE FIRST PART

AND :

THE UNITED TEXTILE WORKERS OF AMERICA chartered by the American Federation of Labour, having its head office in the City of Washington, District of Columbia, and its local Union No. 100 of the United Textile Workers of America at Valleyfield QUEBEC, hereinafter called the Union,

PARTY OF THE SECOND PART.

WITNESSETH:

THAT the parties in consideration of the mutual covenants and undertakings hereinafter contained have agreed as follows ;

ARTICLE I

RECOGNITION

The Union, having been duly certified under the Quebec Labour Relations Act is recognized by the Company as the collective representative for the employees of the said textile mills in matters pertaining to rates of pay, hours of work and working conditions.

ARTICLE II

TERM "EMPLOYEE"

The term "employee" whenever found in this present agreement, includes all employees of the said textile mills except overseers, second hands, watchmen, surety personnel, office employees, mill clerks, sizers, testers, laboratory personnel, time study men and all other members of the administrative staff of the said textile mills.

ARTICLE III

GRIEVANCE PROCEDURE

(a) The Union shall designate from amongst the employees of each department a representative for that department to be known as a "shop committee man". The shop committee men shall constitute and be the "Shop Committee".

A.
M.P.

19/
270/-1466

The Union shall designate five shop committee men which five shall constitute and be the "Grievance Committee". The Grievance Committee shall appoint one of their members of the "Grievance Committee Chairman".

The Union shall submit in writing to the Company the names of every shop committee man and of every member of the Grievance Committee.

(b) In order to establish an orderly procedure for the handling of grievance both parties agree that grievances arising out of the operation or the interpretation of this contract shall be settled in the following manner ;

- (i) Any employee feeling he has such a grievance and who wishes the grievance to be settled must first discuss his grievance with his own overseer, without or if the employee desires, with the presence of his own departmental shop committee man. The overseer shall give his decision within three working days from the date the grievance was so submitted to him.
- (ii) Should there be dissatisfaction with the decision of the overseer the employee, either with or without his own departmental shop committee man, or represented by his departmental shop committee man must within three working days of the overseer's decision present the alleged grievance to his department superintendent, and the superintendent shall give his decision within six working days after the matter was so presented to him. Should the alleged grievance not be presented to the superintendent within the said three working days after the overseer's decision the grievance shall be deemed satisfactorily and finally settled.
- (iii) Should there then be dissatisfaction with the decision of the department superintendent the alleged grievance shall be reduced to writing and signed by the employee concerned and shall be submitted by the employee either with or without his own departmental shop committee man, or represented by his own departmental shop committee man, for consideration at the next meeting between the Assistant to the Managing Director of the Company and his assistants and the Grievance committee. Should the grievance not be so submitted to the Assistant to the Managing Director and the Grievance Committee within three working days after the department superintendent's decision the grievance shall be deemed satisfactorily and finally settled.

The Assistant to the Managing Director and the Grievance Committee shall meet at least once a month, and may meet more often if the Assistant to the Managing Director and the Grievance Committee are agreeable to so doing.

- (iv) All decisions reached by agreement between the Assistant to the Managing Director and the Grievance Committee shall be final and binding on the Company, the Union and the Employees.

A.
M.P.

- (v) In the event that the alleged grievance is not settled between the Grievance Committee and the Assistant to the Managing Director, either the Company or the Union may make a written demand upon the other for an arbitration on the grievance by an Arbitration Board, all according to the arbitration procedure as set forth in Article 4 of this Agreement. Such a demand for arbitration must be made and served six working days from the date of the last conference at which the alleged grievance was discussed, otherwise it shall be deemed that the grievance has been finally and satisfactorily settled.
- (vi) It is agreed that at meetings between the Grievance Committee and the Assistant to the Managing Director and his assistants that the Union may have the assistance of the Business Agent of the Union and / or other designated representative of the Union and that such person or persons may attend the said meetings.

ARTICLE 4

ARBITRATION

(a) Should a written demand for an arbitration as set forth in Article 3 (b) (v) be made, the matter shall forthwith be submitted to an Arbitration Board which shall consist of three arbitrators, one to be appointed by each of the parties hereto and the third, who shall be the Chairman, to be appointed by the two arbitrators so named. Should either party fail to appoint the arbitrator within six working days after receipt of written request from the other party so to do such arbitrator shall be appointed by the Minister of Labour for the Province of Quebec. Should the first two arbitrators fail to agree on a third arbitrator the latter shall be appointed by the Minister of Labour for the Province of Quebec on application of either party.

If the matter submitted to an Arbitration Board refers to tasks or work loads or wage rates, the Chairman, of an Arbitration Board appointed under the provisions of the paragraph immediately above either by the first two named arbitrators or by the Minister of Labour for the Province of Quebec must be a competent textile engineer chosen from any of the following firms ;

J.D. Woods & Gordon Ltd.
15, Wellington, W. Toronto.

Bigelow, Kent, Willard & Co.
580 Fifth Ave, New-York.

Ralph. E. Loper Co.
Fall River. Mass.

Moore Thies & Morgan
Charlotte, North Carolina

J.E. Sirrine Co.
Greenville. South Carolina.

American Association of Textile Consultants,
New York.

and from such other firms which the parties may mutually agree upon from time to time.

A.
M.P.

(b) An arbitration Board shall render its decision in writing

and the majority decision of an Arbitration Board shall be final and binding upon the parties hereto, and all employees concerned.

(c) No Arbitration Board formed under this Agreement shall have the power to amend, alter or modify this Agreement, or to consider any matters except those which arise from it, or to give any decision inconsistent with the provisions, save insofar as the determination of wage rates under the procedure indicated in Article 5 of this Agreement is concerned.

ARTICLE 5

PRODUCTIVITY

(a) It is recognized and agreed that it is the right of the Company to fix and institute changes in tasks or work assignments or wage rates. Due notification of at least twelve (12) working days will be given in advance by the Company to the Union of any impending fundamental changes.

(b) If there is any question as to the feasibility of the change in task or the suitability of new rates, a trial period which may be less but in no case shall exceed thirty (30) working days will be instituted in order to give a fair trial to the said wage rates and / or tasks or work assignments. During this period employees will be paid according to the wage rates pertaining to the new task.

(c) If following the trial period there is no agreement between the parties, the Union, within twelve (12) working days following the end of the trial period may take the question up according to the Grievance Procedure. If no grievance is instituted within this delay, the wage rates or tasks in force during the trial period shall be deemed final and fully accepted by both parties. After a grievance is instituted the tasks and wage rates and working conditions in force during the trial period shall remain in force until the final decision on the grievance has been granted.

(d) Should the wage rates and tasks in force during the trial period be submitted to arbitration, the decision of the Arbitration Board insofar as wages are concerned will be retroactive and will take effect from the time of the inauguration of the trial period. The amount of retroactive adjustments, if any, shall be determined by the Arbitration Board and shall be granted.

(e) There is nothing in this article which precludes the Union from pointing out to or discussing with management an error in either the rate of task at any time during the trial period. If management concurs, an immediate change will be made to correct any such error.

ARTICLE 6

WEEKLY PAY

Payment of wages earned will be made on a weekly basis and the pay day shall be Friday unless Friday is a holiday, in which case the pay day shall be the preceding Thursday.

A.
M.P.

ARTICLE 7

(a) Except in the cases mentioned in paragraph (c) of this Article 7, no work shall be performed on the following days, and employees shall be paid at their regular rates of pay for observance of these days ;

New Year's Day	Dominion Day
Good Friday	Labour Day
St-Jean Baptiste Day	Christmas Day

the whole provided they have worked the declared working day previous to and the declared working day following each of the said holidays.

(b) On Epiphany Day and All Saints Day, no work shall be performed between the hours of 7. a.m. and 9. a.m.

(c) Any employee required to work on Sunday or on New Year's Day, Good Friday, St-Jean Baptiste, Day, Dominion Day, Labour Day, Christmas Day, Immaculate Conception Day or Ascension Day shall receive his regular rate of pay plus a premium of fifty (50) per cent except personnel employed in the development and transmission of motive power and heat and kierenmen.

(d) Except in the cases mentioned in paragraph (c) of this Article 7, no work shall be done on Ascension Day and Immaculate Conception Day. These two days will not be paid for.

ARTICLE 8

SENIORITY

In questions involving layoffs, rehiring, promotions, and demotions, the Company will give consideration to skill, competence, ability and assiduity. Should it find those factors equal as between individual employees seniority will be the guiding factor.

ARTICLE 9

BULLETIN BOARDS

The Union shall be accorded the use of notice boards situated at appropriate places throughout the mill upon which to post notices of meetings of the Union. All such Union notices shall be properly authenticated and all notices that may be of a special nature shall be submitted to the Company's Personnel Department for approval before being posted.

ARTICLE 10

SHIFTS WAGES AND OVERTIME

(a) Day and Night Shifts

Employees working on a shift which commences between the

A.
M.P.

hours of 6. a.m. and 6. p.m. shall be deemed to be " day shift " workers.

Employees working on a shift which commences between the hours of 6. p.m. and 6. a.m. shall be deemed to be " nights shift " workers.

The Company insofar as conditions of production and business will permit, will continue the present daily and weekly hours of work, namely 50 hours per week per day shift, and 55 hours per week per night shift.

(b) Rates of Wages

Day shift workers, with the exception of employees, engaged in the development and transmission of motive power and heat, and kiernan, shall be paid for the first 45 hours of work in any one week the rates of wages set forth in Schedule "A" attached to this Contract. " The rates in Schedule "A" under the heading "Effective 15/9/47" shall be the rates of wages which became effective February 23rd, 1947 plus 5¢ per hour, or the equivalent in piece work rates in the case of piece workers, in each and every case).

Night shift workers, with the exception of employees engaged in the development and transmission of motive power and heat, and kiernan , shall be paid for the first 50 hours in any one week the rates of wages set forth in Schedule "A" plus a premium of 5¢ per hour, or the equivalent in piece work rates in the case of piece workers.

Employees engaged in the development and transmission of motive power and heat, and kiernan, working on either day or night shifts, shall be paid the rates of wages set forth in Schedule "A" for all hours worked ; the provisions for overtime as hereinafter set forth do not apply to this group.

The rates of wages set forth in Schedule "A" shall be in force throughout the term of this contract, being effective as of the date shown therein.

(c) Overtime.

All hours worked in any one week in excess of 45 hours for day shift workers and / or 50 hours for night shift workers shall carry a premium of 50% of the worker's regular hourly piece rate, or if on piece work of the worker's average hourly piece work earnings during that week, as the case may be.

ARTICLE II

ANNUAL HOLIDAYS WITH PAY

The Company reaffirms its policy to grant one week's holidays to employees in its employ at the time of the holidays, with pay at the rate of 2% of the gross earnings of the employee during the twelve months preceding the last pay period but one prior to the holiday or since the date of employment, should the period of employment be less than twelve months.

A.
M.P.

ARTICLE 12

DISCIPLINE

(a) To effect maintenance of discipline and good order, the Company and the Union agree upon the adoption of the following methods and procedure ;

- (i) Personnel reprimand by the superintendent, assistant superintendent, the overseer or the second-hand where the situation so warrants.
- (ii) Suspension from work without pay for a period of from one to three days in the case of a second offence.
- (iii) Dismissal from the employ of the Company for a third offence.
- (iv) In a case which, in the opinion of the Company, is a serious offence or a matter seriously affecting the maintenance of discipline amongst the employees, the above procedure can be dispensed with and the employee dealt with summarily by the Company, including dismissal.
- (v) Should an employee of the Company be dismissed and feel that his dismissal is unjustified, the said dismissal may within a period of six working days from the date of the dismissal become a discussable grievance in accordance with the Grievance Procedure article set out in this Agreement.

ARTICLE 13

NO STOPPAGE OF WORK

(a) The Union or its members shall not cause, aid or abet, or take part in any strike, slow down of production, stoppage of work, or picketing, even peaceful, for any cause whatsoever during the lifetime of this contract.

(b) The Company agrees not to engage in any lockout and to maintain as steady a program of operations as may be consistent with sound business judgment and operating efficiency.

(c) No employee, whether a Union member or not, shall cause or take part in a strike, slow down of production, stoppage of work or picketing, for any cause whatsoever. Should an employee do so, he shall be deemed to have broken this Agreement and shall be dismissed from the Company, and such employee will lose by any such act all privileges of reinstatement.

ARTICLE 14

The parties agree that it shall be the right and the responsibility of the Company to classify its employees in accordance with the different occupational classifications and to decide in which one of the said occupational classifications each and every employee belongs.

A.
M.P.

ARTICLE 15

VOLUNTARY IRREVOCABLE CHECK-OFF

(a) The Company will, during the term of this Agreement, honour an order by an employee for the deduction and remittance of his Union dues as set out in Form "A" hereto. Such an order shall be irrevocable for the term of the present Agreement.

FORM "A"

Date

I hereby authorize THE MONTREAL COTTONS LIMITED, to deduct from my first pay each calendar month, such sum as may be set as monthly Union dues by United Textile Workers of America, Local 100, and to remit the same to the Treasurer of said Union.

The present authorization will take effect on the seventh day after it has been received by the Company and shall be irrevocably in force from the date thereof until the date of the termination of the Agreement for the year 1947-48 between the Montreal Cottons Limited and United Textile Workers of America, Local 100, unless I should in the meantime leave the employ of the said Company, in which event this authorization shall be automatically revoked as of the date I leave.

I hereby renounce in advance to any recourse in damages or otherwise against the Montreal Cottons Limited for making the above deductions during the entire term of the said Labour Agreement, even in the case I would withdraw from the said Union. However, I reserve myself the right and privilege of revoking the present authorization within thirty (30) days from the termination of the said Agreement such revocation to take effect only at the date of expiration of said Agreement.

Employee

Witness :

(b) The Union agrees to notify the Company at least seven (7) days in advance of the rate set for Union dues and of any change thereto during the term of the present Agreement.

(c) The Company and the Union agree that they will not in any time coerce or intimidate any employee to induce him either to accept or refuse to accept the check-off.

A..
M.P.

ARTICLE 10

The present Agreement shall be in force for a period of one year commencing on the 15th day of September 1947 and terminating on the 14th day of September 1948. It shall be automatically renewed for a further period of one year as and from the 15th day of September 1948 unless one of the parties hereto gives a written notice of termination to the other party hereto not more than sixty days nor less than thirty days prior to the 14th day of September 1948, and thereafter this Agreement shall be automatically renewed for a similar period of one year, and so on, upon failure by one of the parties to give a written notice to the other party within a delay which shall not be more than sixty days nor less than thirty days prior to the expiration of each period.

IN WITNESS WHEREOF the parties hereto have executed an original and seven copies hereof at Valleyfield, Quebec, this fifth day of September 1947.

THE MONTREAL COTTONS LIMITED

G.

W.E. Aird

Vice-President & Managing Director

L. Shyons

Personnel Manager

UNITED TEXTILE WORKERS OF AMERICA

Madeleine Parent

LOCAL 100 UNITED TEXTILE WORKERS OF AMERICA

Trefflé Leduc

President

Paul Meilleur

Secretary

A.
M.P.

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

Page 1.

SCHEDULE "A"

WAGE RATES PER HOUR

5th September, 1947.

<u>Occupation</u>	<u>Effective 23/2/47</u>	<u>Effective 15/9/47</u>
<u>COTTON WAREHOUSE</u>		
Cotton Weigher & Warehouseman	\$.6250	\$.6750
Placing Mixings	.5500	.6000
Surette Pickers	.5000	.5500
Waste Weigher- Gault Mill	.6000	.6500
Press Men	.5750	.6250
Waste Picker- Women	.4500	.5000
<u>CARD ROOM</u>		
Section Hands (Fixers)	(.6750)	.7250
" "	(.7000)	.7500
" "	(.7250)	.7750
" "	(.7500)	.8000
Picker Tenders	.6250- .6500	.6750- .7000
Picker Section Hands	.6750	.7250
Head Grinder	.7500- .7750	.8000- .8250
Asst. Grinders	.6750	.7250
Oilers	.5500	.6000
Card Tenders	.6250	.6750
Sweepers	.4000	.4500
Head Scourers	.6000	.6500
Scourers	.5500	.6000
Opener Tender	.5750- .6000	.6250- .6500
Roving Men	.5500	.6000
Waste Machine Tenders- Day	.4300- .4700	.4800 - .5250
Night	.5000	.5500
<u>SPINNING ROOM</u>		
Section Hands	.6750	.7250
Spindle Setters	.7000	.7500
Scourers	.5500	.6000
Spindle Oilers	.5500	.6000
Roving Men	.5250	.5750
Tape & Band Men	.5250	.5750
Tape & Band Boys	.4300	.4800
Frame Cleaners	.4300	.4800
Sweepers	.4000	.4500
Truckers	.5250- .5500	.5750- .6000
Bobbin Strippers	.4300	.4800
Waste Boys	.4000- .4300	.4500- .4800
Head Doffers- Day	.5500	.6000
" " Night	.6000	.6500
Doffers- Day	.4750	.5250
" Night	.5500	.6000
<u>YARN PROCESSING</u>		
Section Hands	.6500	.7000
Yarn Givers	.6000	.6500
Packers	.6000	.6500
Yarn Inspector	.5500	.6000
Multiple Winder Tenders	.4750	.5250
No. 12 Foster Winders	.4750	.5250
No. 50 Universal Winder Tenders	.4750	.5250

A.
M.P.

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

Page 2.

5th September 1947.

WAGE RATES PER HOUR

SCHEDULE "A"

Effective
23/2/47

Effective
15/9/47

Occupation

SPOOLING, WARPING, DRESSING & DRAWING- IN

Section Hands	\$.6750	\$.7250
Beam Truckers	.5250	.5750
Yarn Givers	.5250	.5750
Slasher Tenders	.7250	.7750
Size Mixers	.6750	.7250
Slasher Tender Helpers	.6250	.6750
Reed Fixer	.6000	.6500
Beam Man	.5500	.6000
Tailing Machine Girls	.4750	.5250

TWISTING DEPARTMENT

Section Hand	.6750	.7250
Section Hand Learner	.5750	.6250
Oiler & Band Boy	.4750	.5250
Head Scourer	.6500	.7000
Scourer	.5500	.6000
Head Doffer- Day	.5500	.6000
" " Night	.6000	.6500
Doffers Day	.5750	.5250
" Night	.5500	.6000
Cleaners	.4300	.4800
Ball Warpers-Day	.5000	.5500
Yarn Selectors	.5000	.5500
Truckers	.5250	.5750

CLOTH ROOM

Burlers	.4300	.4800
Graders	.4750-.5750	.5250-.6250
Brush Shearer Tenders- Day	.5750	.6250
Press Men	.5750	.6250
Folder Tenders	.5750	.6250
Burler Loaders	.5500	.6000

A.
N.P.

Valleyfield, Que

5th September 1947.

SCHEDULE "A"

<u>Occupation</u>	<u>Effective</u> <u>23/2/47</u>	<u>Effective</u> <u>15/9/47</u>
<u>GENERAL WEAVE</u>		
Lay Repair Man	\$.8000	\$.8500
" " "	.7500	.8000
Lay Shuttle Men	.5750	.6250
Sample Weaver	.7250	.7750
Head Filling Man (Louise)	.6500	.7000
" " " (Gault)	.5750	.6250
Report Clerk (Filling Room, Louise)	.5750	.6250
Conditioning Weft Louise	.6000	.6500
" " "	.5750	.6250
" " "	.4300	.4800
General Man	.5250	.5750
Drop Wire Girl - Piece Work	.5500	.6000
<u>WEAVE ROOM</u>		
Loom Fixers on Section	.8000	.8500
Warp & Weft Trucker	.5750	.6250
Conditioning Room Man	.5750	.6250
Bobbin Strippers- Day	.4750	.5250
" Night	.5250	.5750
Bobbin Stripper Boys	.4300	.4800
Warp Tyers	.7000 . 7250	.7500- .7750
Smash Pieces	.6750	.7250
Cloth Doffers	.5750	.6250
Loom Cleaners	.5250	.5750
Bobbin Truckers	.5250	.5750
Float Menders	.5250	.5750
Battery Hands	.4750	.5250
Shaft Cleaners	.5250	.5750
<u>JACQUARD DEPARTMENT</u>		
Loom Fixer	.8500	.9000
" "	.8250	.8750
Warp Tyers	.8000	.8500
Warp Tyers	.7750	.8250
Harness Maker	.7250	.7750
Smash Pieces	.7000	.7500
Web Drawers	.6750	.7250
Filling Room Man	.6000	.6500
Dyed Yarn Room Man	.5750	.6250
Head Jacquard Cleaner	.5500	.6000
Card Lacer	.4750	.5250
Reacher-In	.4000	.4500

A.
M.P.

5th September 1947.

OBJECTIVE WAGE RATES FOR PIECE WORKERS

SCHEDULE "A"

(Objective Rates Including Maximum Bonus)

<u>Occupation</u>	<u>Effective</u> <u>23/2/47</u>	<u>Effective</u> <u>15/9/47</u>	<u>Effective</u> <u>1/3/48</u>
<u>CARD ROOM</u>			
Draw Frame Tenders (32 to 48 Del)	\$.5750	\$.6250	\$
Slubber & Inter. Dr. Tenders	.6250	.6750	
Item. Super D. & Rev. T.	.6000	.6500	
Fly Frame Doffers	.5000	.5500	
Comb Tenders - Day	.5500	.6000	.6250
" " Night	.5750	.6250	.6500
<u>SPINNING ROOM</u>			
Spinners- Warp- Weft- Day	.5500	.6000	.6250
" " " Night	.6000	.6500	.6750
<u>SPOOLING WARPING & DRAWING- IN</u>			
Spooler- Tenders- Reg.	.5000	.5500	
B.C. Day	.5500	.6000	
B.C. Night	.6000	.6500	
Warper Tenders - B.C. Day	.5500	.6000	
B.C. Night	.6000	.6500	
Warp Tying Machine Operators	.6750	.7250	
<u>YARN PROCESSING</u>			
Winder Tenders- Tubes or Cones- Day	.5500	.6000	
" " " " Night	.6000	.6500	
Quiller Tenders- Day	.5500	.6000	
Night	.6000	.6500	
<u>TWISTING DEPARTMENT</u>			
Twister Tenders- Day	.5500	.6000	.6250
" " Night	.6000	.6500	.6750
<u>WEAVE ROOM</u>			
Weavers	.6750	.7250	
<u>CLOTH ROOM</u>			
Cloth Weigher	.5750	.6250	
Hermas Shearer	.6250	.6750	

A.
M.P.

VALLEYFIELD, QUEBEC.

5th September, 1947.

WAGES RATES PER HOURCONVERTING DIVISION

<u>Occupation</u>	<u>Effective</u> <u>23/2/47</u>	<u>Effective</u> <u>15/9/47</u>
<u>GREY STORAGE</u>		
Floorman	\$.6500	\$.7000
Sewers	.4750	.5250
Floorboy	.4300	.4800
<u>SINGER</u>		
Charge Hand	.6750	.7250
Tender	.5750	.6250
Helper	.5500	.6000
Trucker	.5500	.6000
<u>MERCERISER</u>		
Charge Hand	.6750	.7250
Tenders	.6000	.6500
Caustic Mixer	.5750	.6250
<u>CROFT - DAY</u>		
Kier Charge Hand	.6250	.6750
Special Machine Tender	.5250	.5750
Machine Tenders	.4750	.5250
Kier Boys	.4300	.4800
Jackson T. & Chemic Mixer	.6250	.6750
<u>DRYING & WINDING- DAY</u>		
White Can Tenders	.5750	.6250
" " " Helpers	.5500	.6000
Gauze Stenter Men	.5500	.6000
Van VI Dryer Tenders	.6000	.6500
" " " Helper	.5500	.6000
Col. Can Tender	.6000	.6500
Col Can. Helper	.5500	.6000
<u>DYE HOUSE</u>		
Pad Section Hand	.6500	.7000
Pad Tender	.5750	.6250
Pad Helper	.4300	.4800
Vessel Tenders- Class A	.6500	.7000
" " Class B	.6000	.6500
<u>CONTINUOUS DYEING RANGE</u>		
First Tenders	.6500	.7000
Second Tenders	.6000	.6500
Back Tenders	.5750	.6250
<u>CALENDER ROOM- COTTON</u>		
Marrow Sewer	.4750	.5250
Calender Tenders	.6000	.6500
Calender Helpers	.5500	.6000
Schreiner Tenders	.6000	.6500
Winder & Damper T.	.5750	.6250
Dry Frame Tender	.6000	.6500
Dry Frame Helper	.4750	.5250
Starch Mixer	.6000	.6500

A.
M.P.

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

5th September, 1947.

SCHEDULE "A"WAGE RATES PER HOURCONVERTING DIVISION

<u>Occupation</u>	<u>Effective</u> <u>23/2/47</u>	<u>Effective</u> <u>15/9/47</u>
<u>NAPPING</u>		
Tenders	\$.5750	\$.6250
<u>MAKING-UP ROOM- COTTON</u>		
Production Checker	.4750	.5250
Service Clerk	.5000	.5500
Checker	.5000	.5500
Reports Checker	.4750	.5250
Callman	.6000	.6500
Mill Sec. Inspector	.5250	.5750
Machine Loader	.5000	.5500
Plaiting Machine Tenders	.5200	.5750
Hand Folder & Inspector	.6250	.6750
Table Inspector	.4750	.5250
Ticketers, Stappers & Taggers	.4300	.4800
Winder & Inspector	.6250	.6750
Papering & Ticketing- General	.4300	.4800
Shader & Brader	.6000	.6500
" " " Helper	.4750	.5250
Head Fent Girl	.4750	.5250
Fent Room Girls	.4000	.4500
Papering Board	.4300	.4800
<u>MAKING- UP- ROOM - RAYON</u>		
Perchh. Inspectors	.4750 .5750	.5250- .6250
Hand Inspectors	.4750	.5250
Winders	.4750	.5250
Doublers	.4750	.5250
<u>SEWING ROOM</u>		
Section Hand	.6750	.7250
Cutters	.4300	.4800
Parcelling	.4300	.4800
<u>SAMPLE ROOM</u>		
Bookmakers	.4300	.4800
Cutter	.4300	.4800
<u>WAREHOUSE & PACKING</u>		
Add. Machine & Clerk	.4750	.5250
Adding Machine Operators	.4300	.4800
Head Callman	.6250	.6750
Spec. Packer	.6000	.6500
Parceller	.5750	.6250
Packers	.5500	.6000
Bale Checker	.5750	.6250
Press Tender	.5500	.6000
Case Maker	.5500	.6000
Carton Maker	.5500	.6000
Stenciller	.5500	.6000
Case Lifter	.5500	.6000
Checker	.5000	.5500

A.
M.P.

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

SCHEDULE "A"

5th September, 1947.

OBJECTIVE WAGE RATES FOR PIECE WORKERSAND WAGE RATES AUGMENTED BY A BONUSCONVERTING DIVISION

<u>Occupation</u>	<u>Effective</u> <u>23/2/47</u>	<u>Effective</u> <u>15/9/47</u>
<u>GREY STORAGE</u>		
Truckers & Sorters	\$.5500 & Bonus	\$.6000 & Bonus
Truckers	.5500 & Bonus	.6000 & Bonus
<u>DYEHOUSE</u>		
Colour Mixers	.7500	.8000
Jig Tenders	.7500	.8000
<u>STENTERING- DAY</u>		
Startch-Mixer	.6000 & Bonus	.6500 & Bonus
Backfiller Tender	.5750 & Bonus	.6250 & Bonus
Big Stenter Men	.5750 & Bonus	.6250 & Bonus
Reg. Stenter Men	.5500 & Bonus	.6000 & Bonus
Clip Boys	.4000 & Bonus	.4500 & Bonus
<u>MAKING- UP ROOM- COTTON</u>		
Schofield Folders	.6250	.6750
Hand Folders- Male	.6250	.6750
Papering & Ticketing Draperies	.6000	.6500
<u>SEWING ROOM</u>		
Sewers ;	.4300	.4800

A.
M.P.

THE MONTREAL COTTONS LIMITED
VALLEYFIELD. QUEBEC

Page 8.

SCHEDULE "A"

WAGE RATES PER HOUR

5th September, 1947.

MAINTENANCE MECHANICAL MILL GENERAL & YARD

<u>Occupation</u>	<u>Effective</u> <u>23/2/47</u>	<u>Effective</u> <u>15/9/47</u>
<u>ELECTRICAL</u>		
Electricians	\$.8750	\$.9250
"	.8250	.8750
"	.8000	.8500
"	.7750	.8250
"	.7250	.8250
Electricians' Helpers	.5750	.6250
"	.5250	.5750
"	.5000	.5500
"	.4750	.5250
Motor Cleaner- & Oiler -Night	.5750	.6250
" " " " "	.5250	.5750
" " " " "	.5000	.5500
" " " " "	.4750	.5250
Switchboard Operators	.6000	.6500
Electric Boiler Operators-	.6000	.6500
<u>BOILER HOUSE</u>		
Firemen	.6250	.6750
Boiler Cleaner	.6000	.6500
Firemen Helpers	.6000	.6500
<u>CARPENTER SHOP</u>		
Carpenters	.7750	.8250
"	.7500	.8000
"	.7250	.7750
"	.7000	.7500
"	.6750	.7250
General Helper	.6750	.7250
Carpenter Helper	.6000	.6500
" "	.5750	.6250
" "	.5500	.6000
" "	.4750	.5250
Labourer	.5750	.6250
"	.5050	.5550
"	.4750	.5250
Brick Layer	.8250	.8750
" "	.7750	.8250
<u>PAINT SHOP</u>		
Painters	.7250	.7750
Painter Helper- Night	.4750	.5250

A.
M.P.

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

5th September, 1947.

WAGE RATES PER HOURMAINTENANCE, MECHANICAL, MILL GENERAL & YARDSCHEDULE "A"

<u>Occupation</u>	<u>Effective</u> <u>23/2/47</u>	<u>Effective</u> <u>15/9/47</u>
<u>TIN SHOP</u>		
Tinsmith	\$.8250	\$.8750
"	.6750	.7250
" Helper	.4750	.5250
Comb Assembler	.5250	.5750
Comb Builder	.4750	.5250
Weedler	.4750	.5250
<u>MILLWRIGHT SHOP</u>		
"	.8250	.8750
"	.8000	.8500
"	.7750	.8250
Millwright Helpers- Special	.6250	.6750
" "	.6000	.6500
" "	.5750	.6250
" "	.5250	.5750
" "	.4500	.5000
Shaft Oiler	.5750	.6250
Humidity Man- Night	.6750	.7250
" " Day	.6250	.6750
" " Day	.6000	.6500
<u>MACHINE SHOP</u>		
Pattern Maker	.6000	.6500
Metallizer	.7500	.8000
Machinist	.9000	.9500
"	.8250	.8750
"	.7750	.8250
"	.6750	.7250
" Helper	.6200	.6700
Apprentice Machinist	.5250	.5750
Blacksmith	.8000	.8500
Assistant Blacksmith	.6500	.7000
Welder	1.1000	1.1500
<u>PIPE SHOP</u>		
Pipefitter	.8500	.9000
"	.8000	.8500
"	.7750	.8250
"	.7500	.8000
"	.6750	.7250
" Helper	.5750	.6250
" "	.5500	.6000
" "	.4750	.5250

A.
M.P.

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

Page 10

5th September, 1947.

SCHEDULE "A"

WAGE RATES PER HOUR

MAINTENANCE MECHANICAL MILL GENERAL & YARD

<u>Occupation</u>	<u>Effective</u> <u>23/2/47</u>	<u>Effective</u> <u>15/9/47</u>
<u>BELT SHOP</u>		
Belt Man	\$.7750	\$.8250
Asst. Belt Man	.6250	.6750
Roller Burner	.4000	.4500
Roller Coverer Helpers	.4750	.5250
General Helper	.4500	.5000
<u>GARAGE & YARD MEN</u>		
Mechanic	.8500	.9000
Head Truck Driver	.6250	.6750
Truck Drivers	.6000	.6500
Yard Labourers	.5750	.6250
Coal Handlers	.6000	.6500
<u>MISCELLANEOUS</u>		
Elevator Men	.5000	.5500
" "	.5250	.5750
" "	.5500	.6000
Scrubbers	.5250	.5750
Sweepers	.6000	.4500

A.
M.P.

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

September, 5th, 1947.

MINIMUM STARTING RATES

Effective : September 15th. 1947

	<u>Day</u>	<u>Night</u>
All Females :	40¢	
Males- under 18 years of age	40¢	
18 years of age and over	45¢	45¢

A.
M.P.

Quebec, September 24, 1947.

Mr. W.G.E. Aird,
The Montreal Cottons, Limited,
Valleyfield.

Dear Sir:

In answer to your letter of September 22nd, I am returning you the former sheet of Schedule A of your Collective Labour Agreement, after having replaced it by the new one according to your request.

Yours truly,

Deputy Minister of Labour.

Gérard Tremblay
G.



THE MONTREAL COTTONS LIMITED

SALES OFFICES

MONTREAL-710 VICTORIA SQUARE
 TORONTO-73 RICHMOND ST. WEST
 HAMILTON-192 ROBERT ST.
 WINNIPEG-358 DONALD ST.
 EDMONTON-6TH FLOOR REVILLON BLDG.
 VANCOUVER-403 W. CORDOVA STREET

CABLE ADDRESS
 "MONCOTTON, MONTREAL"
 CODE-BENTLEY'S

ADMINISTRATION OFFICES AND MILLS

VALLEYFIELD
 QUE. CANADA



P. O. Box 250,
 Montreal, Que.
 22nd September, 1947.

Honorable Antonio Barrette,
 Minister of Labour,
 Parliament Buildings,
 Quebec, P.Q.

Dear Mr. Barrette:

With reference to our letter to you of the
 5th September.

We find that an error was made in the rate
 for beginners, and which was shown on the last
 sheet of Schedule A attached to our contract.

Attached you will find a copy of this sheet,
 and would ask that you kindly replace the one
 now on the files in your office.

Will you kindly return the sheet which you
 remove from Schedule A.

Yours very truly,

THE MONTREAL COTTONS LIMITED

W.G.E. Aird

Vice Pres. & Man. Dir.

W.G.E. Aird
 MA

Encl. 1

Quebec, September 8, 1947.

Mr. W.G.E. Aird, Vice President & Managing Director,
The Montreal Cottons Limited,
P. O. Box 250,
Montreal, Que.

Dear Mr. Aird:

I am in receipt of copy of a collective agreement entered into between The Montreal Cottons Limited and the United Textile Workers of America, Local #100.

I am glad to see that the parties have succeeded to arrive at an understanding without any unrest or trouble.

I understand that two copies of this agreement will be sent to the Labour Relations Board, 286 St. Joseph Street, Quebec, as required by the Labour Relations Act.

Yours very truly,

Minister of Labour
ANTONIO BARRETTE

P



THE MONTREAL COTTONS LIMITED

SALES OFFICES

MONTREAL-710 VICTORIA SQUARE
 TORONTO-73 RICHMOND ST. WEST
 HAMILTON-192 ROBERT ST.
 WINNIPEG-358 DONALD ST.
 EDMONTON-6TH FLOOR, REVILLON BLDG.
 VANCOUVER-403 W. CORDOVA STREET

CABLE ADDRESS
 "MONCOTTON, MONTREAL"
 CODE-BENTLEY'S

ADMINISTRATION OFFICES AND MILLS

VALLEYFIELD
 QUE. CANADA

P. O. Box 250,
 Montreal, Que.
 5th September, 1947.

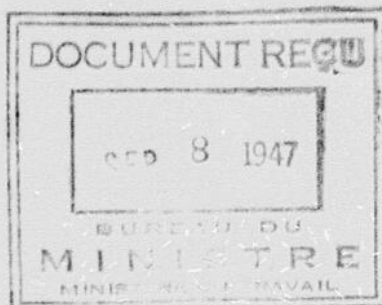
Registered Mail

Mr. Antonio Barrette,
 Minister of Labour,
 Parliament Buildings,
 Quebec, P.Q.

Dear Mr. Barrette:

Attached you will find signed copy of the contract we have today signed with the United Textile Workers of America, Local 100, also a copy of schedule A duly signed.

As you will note, this contract covers a period of one year, and will terminate on the 14th September, 1948.



Yours very truly,

THE MONTREAL COTTONS LIMITED

W.G.E. Aird

Vice Pres. & Man. Dir.

W.G.E. Aird
 MA

Encls.

COLLECTIVE LABOUR AGREEMENT

BY AND BETWEEN

THE MONTREAL COTTONS LIMITED, a body corporate having its head office in the City of Montreal, Quebec, hereinafter called the Company, with respect to its textile mills located in the City of Salaberry -de-Valleyfield, Quebec, hereinafter called the textile mills.

PARTY OF THE FIRST PART

AND

The United Textile Workers of America, chartered by the American Federation of Labour, having its head office in the City of Washington, District of Columbia, and its local Union No. 100 of the United Textile Workers of America At Valleyfield, Quebec, hereinafter called the Union.

PARTY OF THE SECOND PART

WITNESSETH ;

That the parties in consideration of the mutual covenants and undertakings hereinafter contained have agreed as follows ;

RECOGNITION

Article 1. The Union, having been duly certified under the Quebec Labour Relations Act is recognized by the Company as the collective representative for the employees of the said textile mills in matters pertaining to rates of pay, hours of work, and working conditions .

TERM " EMPLOYEE "

Article 2. The term " employee " whenever found in this present agreement, includes all employees of the said textile mills except overseers, second hands, watchmen, surety personnel, office employees, mill clerks, sizers, testers, laboratory, personnel, time study men and all other members of the administrative staff of the said textile mills.

GRIEVANCE PROCEDURE

Article 3. (a) The Union shall designate from amongst the employees of each department a representative for that department to be known as a " shop committee " man". The shop committee man shall constitute and be the " Shop Committee".

The Union shall designate five shop committee men which five shall constitute and be the " Grievance Committee ". The Grievance Committee shall appoint one of their members to be " Grievance Committee Chairman ".

The Union shall submit in writing to the Company the names of every shop committee man and of every member of the Grievance Committee.

(b) In order to establish an orderly procedure for the handling of grievance both parties agree that grievances arising out of the operation or the interpretation of this contract shall be settled in the following manner ;

W.E.A.
R.K.R.

19/1236

- (i) Any employee feeling he has such a grievance and who wishes the grievance to be settled must first discuss his grievance with his own overseer, without or, if the employee desires, with the presence of his own departmental shop committee man. The overseer shall give his decision within three working days from the date the grievance was so submitted to him.
- (ii) Should there be dissatisfaction with the decision of the overseer the employee, either with or without his own departmental shop committee man, or represented by his departmental shop committee man must within three working days of the overseer's decision present the alleged grievance to his department superintendent, and the superintendent shall give his decision within six working days after the matter was so presented to him. Should the alleged grievance not be presented to the superintendent within the said three working days after the overseer's decision the grievance shall be deemed satisfactorily and finally settled.
- (iii) Should there then be dissatisfaction with the decision of the department superintendent the alleged grievance shall be reduced to writing and signed by the employee concerned and shall be submitted by the employee either with or without his own departmental shop committee man, or represented by his own department shop committee man, for consideration at the next meeting between the Assistant to the Managing Director of the Company and his assistants and the Grievance Committee. Should the grievance not be so submitted to the Assistant to the Managing Director and the Grievance Committee within three working days after the department superintendent's decision the grievance shall be deemed satisfactorily and finally settled.

The assistant to the Managing Director and the Grievance Committee shall meet at least once a month, and may meet more often if the Assistant to the Managing Director and the Grievance Committee are agreeable to so doing.

- (iv) All decisions reached by agreement between the Assistant to the Managing Director and the Grievance Committee shall be final and binding on the Company, the Union and the employees.
- (v) In the event that the alleged grievance is not settled between the Grievance Committee and the Assistant to the Managing Director, either the Company or the Union may make a written demand upon the other for an arbitration on the grievance by an Arbitration Board, all according to the arbitration procedure as set forth in Article 4 of this Agreement. Such a demand for arbitration must be made and served six working days from the date of the last conference at which the alleged grievance was discussed, otherwise it shall be deemed that the grievance has been finally and satisfactorily settled.
- (vi) It is agreed that at meetings between the Grievance Committee and the Assistant to the Managing Director and his assistants that the Union may have the assistance of the Business Agent of the Union and / or other designated representatives of the Union, and that such person or persons may attend the said meetings.

W.E.A.
R.K.R.

ARBITRATION

Article 4 : (a) Should a written demand for an arbitration as set forth in Article 3 (b) (v) be made the matter shall forthwith be submitted to an Arbitration Board which shall consist of three arbitrators, one to be appointed by each of the parties hereto and the third, who shall be the Chairman, to be appointed by the two arbitrators so named. Should either party fail to appoint the arbitrator within six working days after receipt of written request from the other party so to do such arbitrator shall be appointed by the Minister of Labour for the Province of Quebec, Should the first two arbitrators fail to agree on a third arbitrator the latter shall be appointed by the Minister of Labour for the Province of Quebec on application of either party.

If the matter submitted to an Arbitration Board refers to tasks or work loads or wages rates, the Chairman of an Arbitration Board appointed under the provisions of the paragraph immediately above either by the first two named arbitrators or by the Minister of Labour for the Province of Quebec must be a competent textile engineer chosen from any of the following firms ;

J.D. Woods & Gordon Ltd.
15, Wellington W, Toronto.

Bigelow, Kent, Williard & Co.
580 Fifth Ave, New York.

Ralph E. Loper Co.
Fall River, Mass.

Moore, Thies & Morgan,
Charlotte, North Carolina

J.E. Sirrine Co.
Greenville, South Carolina.

American Association of Textile Consultants, New-York.

and from such other firms which the parties may mutually agree upon from time to time.

(b) An arbitration Board shall render its decision in writing and the majority decision of an Arbitration Board shall be final and binding upon the parties hereto, and all employees concerned.

(c) No Arbitration Board formed under this Agreement shall have the power to amend, alter or modify this Agreement, or to consider any matters except those which arise from it, or to give any decision inconsistent with the provisions, save insofar as the determination of wage rates under the procedure indicated in Article 5 of this Agreement is concerned.

PRODUCTIVITY

Article 5:

(a) It is recognized and agrees that it is the right of the Company to fix and institute changes in tasks or work assignments or wage rates. Due notification of

W.E.A.
R.K.R.

at least twelve working days will be given in advance by the Company to the Union of any impending fundamental changes.

(b) If there is any question as to the feasibility of the change in task or the suitability of new rates, a trial, period of sixty working days will be instituted in order to give a fair trial to the said wage rates and or tasks or work assignments. During this period employees will be paid according to the wages rates pertaining to the new task.

(c) If following the trial period there is no agreement between the parties, the Union, within twelve working days following the end of the trial period may take the question up according to the Grievance Procedure. If no grievance is instituted within this delay the wage rates or tasks in force during the trial period shall be deemed final and fully accepted by both parties. After a grievance is instituted the tasks and wage rates and working conditions in force during the trial period shall remain in force until the final decision on the grievance has been granted.

(d) Should the wage rates and tasks in force during the trial period be submitted to arbitration the decision of the Arbitration Board insofar as wages are concerned will be retroactive and will take effect from the time of the inauguration of the trial period. The amount of retroactive adjustments, if any, shall be determined by the Arbitration Board and shall be granted.

WEEKLY PAY

Article 6. Payment of wages earned will be made on a weekly basis as seen as the proper accounting machinery and staff are available and the pay day shall be Friday unless Friday is a holiday, in which case the pay day shall be the preceding Thursday.

Article 7. (a) Except in the cases mentioned in Paragraph (b) of this Article 7, no work shall be done on the following holidays ;

New Year's Day
Good Friday
St-Jean Baptiste Day
Dominion Day
Labour Day
Immaculate Conception Day
Christmas Day

and between the hours of 6. a.m. and 9. a.m. on All Saints Day and Ascension Day.

(b) Any employee required to work on Sunday or on New Year's Day, Good Friday, St-Jean Baptiste Day, Dominion Day, Labour Day, Immaculate Conception Day or Christmas Day shall receive his regular rate of pay plus a premium of 50% except personnel employed in the development and transmission of motive power and heat, and Kierman.

SENIORITY

Article 8. In questions involving layoffs, rehiring, promotions and demotions, the Company will give consideration to skill, competence, ability and assiduity. Should it find those factors equal as between individual employees seniority will be the guiding factor.

R.K.R.
W.E.A.

BULLETIN BOARDS

Article 9.- The Union shall be accorded the use of notice boards situated at appropriate places throughout the mill upon which to post notices of meetings of the Union. All such Union notices shall be properly authenticated and all notices that may be of a special nature shall be submitted to the Company's Personnel Department for approval before being posted.

SHIFTS WAGES AND OVERTIME

Article 10. (A) Day and Night Shifts

Employees working on a shift which commences between the hours of 6. a.m. and 6. P.M. shall be deemed to be " day shift " workers.

Employees working on a shift which commences between the hours of 6. p.m. and 6. a.m. shall be deemed to be " night shift " workers.

(b) Rates of Wages

Day shift workers, with the exception of employees engaged in the development and transmission of motive power and heat, and kiemen, shall be paid for the first 45 hours of work in any one week the rates of wages set forth under the heading entitled " March 25, 1946, plus 3¢ in Schedule "A" attached to this contract. (The rates in Schedule "A" shall be the rates of wages which became effective March 25th, 1946 plus 3¢ per hour, or the equivalent in piece work rates in the case of piece workers, in each and every case).

Night shift workers, with the exception of employees engaged in the development and transmission of motive power and heat, and kiemen, shall be paid for the first 50 hours in any one week the rates of wages set forth in Schedule "A" plus a premium of 5¢ per hour, or the equivalent in piece work rates in the case of piece workers.

The rates of wages cited above shall be retroactive to September 9th, 1946 and shall remain in effect up to and including February 22nd, 1947, Effective as of February 23rd, 1947, all rates of Schedule "A" for both day and night shift workers are to be increased by a further 2¢ per hour, or the equivalent in piece work rates in the case of piece workers, and the thereby increased rates shall thereafter remain in effect up to and including September 8th, 1947.

Employees engaged in the development and transmission of motive power and heat, and kiemen, working on either day or night shifts, shall be paid the rates of wages set forth in Schedule "A" for all hours worked ; the provisions for overtime as hereinafter set forth do not apply to this group.

(c) Overtime

All hours worked in any one week in excess of 45 hours for day shift workers and / or 50 hours for night shift workers shall carry a premium of 50% of the worker's regular hourly rate, or if on piece work of the worker's average hourly piece work earnings during that week, as the case may be.

W.E.A.
R.K.B.

Article 10 (a) Cont'd.

The Company insofar as conditions of production and business will permit, will continue the present daily and weekly hours of work, namely, 50 hours per week per day shift, and 55 hours per week per night shift.

This overtime provision shall be retroactive to September 9th, 1946, and all time worked since that date shall be paid for as if this overtime clause had been in effect from that date onward.

ANNUAL HOLIDAYS WITH PAY

Article 11. The Company reaffirms its policy to grant one week's holidays to employees in its employ at the time of the holidays, with pay at the rate of 2% of the gross earnings of the employee during the twelve months preceding the last pay period but one prior to the holiday or since the date of employment, should the period of employment be less than twelve months.

DISCIPLINE

Article 12. (a) To effect maintenance of discipline and good order, the Company and the Union agree upon the adoption of the following methods and procedure ;

- (1) Personal reprimand by the superintendant, assistant- superintendent, the overseer or the second- hand where the situation so warrants.
- (ii) Suspension from work without pay for a period of from one to three days in the case of a second offence.
- (iii) Dismissal from the employ of the Company for a third offence.
- (iv) In a case which, in the opinion of the Company, is a serious offence or a matter seriously affecting the maintenance of discipline amongst the employees, the above procedure can be dispensed with and the employee dealt with summarily by the Company, including dismissal.
- (v) Should an employee of the Company be dismissed and feel that his dismissal is unjustified, the said dismissal may within a period of six working days from the date of the dismissal become a discussable grievance in accordance with the Grievance Procedure article set out in this Agreement.

NO STOPPAGE OF WORK

Article 13; (a) The Union or its members shall not cause, aid or abet, or take part in any strike, slow down of production, stoppage of work, or picketing, even peaceful, for any cause whatsoever during the lifetime of this contract.

(b) The Company agrees not to engage in any lockout and to maintain as steady a program of operations as may be consistent with sound business judgment and operating efficiency.

(c) No employee, whether a Union member or not, shall cause or take part in a strike, slow-down of production, stoppage of work or picketing, for any cause whatsoever. Should an employee do so, he

W.E.A.
R.K.R.

shall be deemed to have broken this Agreement and shall be dismissed from the Company, and such employee will lose by any such act all privileges of reinstatement.

Article 14 . The parties agree that it shall be the right and the responsibility of the Company to classify its employees in accordance with the different occupational classifications contained, in the list attached to this contract entitled "Schedule "A" and to decide in which one of the said occupational classifications each and every employee belongs.

VOLUNTARY REVOCABLE CHECK-OFF

Article 15 ; (a) The Company will during the term of this Agreement, honour an order by an employee for the deduction and remittance of his union dues as set out in Form A hereto. Such an order shall be revocable at any time by notice to the Company set out in Form B .Orders shall be signed in duplicate by the employee concerned.

When the Company remits dues to the Union Treasurer it shall name the employees from whose pay dues were deducted and it shall name the employees who have revoked their orders since the last remittance was made.

FORM A.

.....
Date

I hereby order the Montreal Cottons Limited to deduct the sum of \$1.00 from my first pay each calendar month, and to remit the same to the Treasurer of Local 100 of the United Textile Workers of America.

.....
EMPLOYEE

WITNESS :

.....

FORM B.

.....
Date

I hereby revoke the order given by me to the Montreal Cottons Limited on..... to deduct my union dues and remit the same to the Treasurer of Local 100 United Textile Workers of America, and request that no further deductions be made for union dues from my pay.

.....
EMPLOYEE

WITNESS:

.....

W.E.A.
R.K.R.

(b) The Company and the Union agree that they will not at any time coerce or intimidate any employee to induce him either to accept or to refuse to accept the checkoff. They agree further that they will not coerce or intimidate or discriminate against any employee because he accepts, cancels, or refuses to accept or cancel his checkoff order.

Article 16. The present agreement shall be in force for a period of one year commencing on the 9th day of September, 1946, and terminating on the 8th day of September, 1947. It shall be automatically renewed for a further period of one year as and from the 9th day of September, 1947, unless one of the parties hereto give a written notice of termination to the other party hereto not more than sixty days nor less than thirty days prior to the 8th day of September, 1947, and thereafter this Agreement shall be automatically renewed for a similar period of one year, and so on, upon failure by one of the parties to give a written notice to the other party within a delay which shall not be more than sixty days nor less than thirty days prior to the expiration of each period.

IN WITNESS WHEREOF the parties hereto have executed an original and nine copies hereof, at Valleyfield, Quebec, this 29th day of November, 1946.

THE MONTREAL COTTONS LIMITED

W.E. Aird

Vice-President and Managing Director

Signature ilisible

Personel Manager

UNITED TEXTILE WORKERS OF AMERICA

Signature ilisible

Canadian Director

LOCAL 100 UNITED TEXTILE WORKERS
OF AMERICA

Treffé Leduc

President

René Richer

Secretary

THE MONTREAL COTTONS LIMITED

VALLEYFIELD, QUEBEC.

November 27th, 1946.

SCHEDULE "A"COMPARISON OF WAGE RATESRATES PER HOUR
The Montreal Cottons LimitedMarch.
25/46March 25/46
Plus 3¢OccupationCOTTON WAREHOUSE

Cotton Weigher & Warehouseman	\$.5750	\$.6050
Placing Mixings	.5000	.5300
Surette Pickers	.4500	.4800
Waste Weigher - Gault Mill	.5500	.5800
Press Men	.5250	.5550
Waste Man	.5250	.5550
Waste Picker- women	.4000	.4300

CARD ROOM

Section Hands	(.6000	.6300
	(.6500	.6800
	(.6750	.7050
	(.7000	.7300
Picker Tender	.6000	.6300
Picker Section Hand	.6250	.6550
Head Grinder	.7250	.7550
Asst. Grinders	.6250	.6550
Oiler	.5000	.5300
Card Tender	.5750	.6050
Card Stripper	.5750	.6050
Sweeper	.3500	.3800
Head Scourer	.5500	.5800
Scourer	.5000	.5300
Opener Tender	.5500	.5800
Roving Men	.5000	.5300
Waste Machine Tenders Day	.4250	.4550
Night	.4500	.4800
Scrubber	.4750	.5050
Flyer Balancer	.5250	.5550
Clothing Cylinders & Doffers	.6000	.6300
Helper	.4750	.5050

SPINNING ROOM

Spindle Setter	.6500	.6800
Securers	.5000	.5300
Spindle Oiler	.5000	.5300
Roving Man	.4750	.5050
Tape & Band Man	.4750	.5050
Frame Cleaner	.3800	.4100
Scrubber	.4750	.5050
Sweeper	.3500	.3800
Truckers	.5000	.5300
Bobbin Strippers	.3800	.4100
Waste Boys	.3800	.4100
Head Doffers- Day	.5000	.5300
Night	.5500	.5800
Doffers Day	.4250	.4550
Night	.5000	.5300

W .E. Aird.

W.E.A.
R.K.R.

THE MONTREAL COTTONS LIMITED November 27th 1946.
VALLEYFIELD, QUEBEC

COMPARISON OF WAGE RATES

<u>Occupation</u>	<u>RATES PER HOUR</u>	
	<u>The Montreal Cottons Limited</u> <u>March. 25/46</u>	<u>March. 25/46</u> <u>Plus 3-c</u>
<u>SPOOLING, WARPING, DRESSING & DRAWING- IN</u>		
Beam Trucker	\$ 4750	\$ 5050
Yarn Giver	• 4750	• 5050
Slasher Tender	• 6750	• 7050
Size Mizer	• 6250	• 6550
Slasher Tender Helper	• 5750	• 6050
Reed Fixer	• 5500	• 5800
Beam Men	• 5000	• 5300
Tailing Machine Girl	• 4250	• 4550
Sweeper	• 3500	• 3800
<u>WEAVE ROOM</u>		
Loom Fixer	• 7500	• 7800
Warp & Weft Truckers	• 5250	• 5550
Conditioning Room Man	• 5250	• 5550
Bobbin Strippers- Day	• 4250	• 4550
Night	• 4750	• 5050
Warp Tyer	• 6750	• 7050
Smash Piecer	• 6250	• 6550
Cloth Doffer	• 5250	• 5550
Loom Cleaner	• 4750	• 5050
Sweeper	• 3500	• 3800
Bobbin Trucker	• 4750	• 5050
Scrubber	• 4750	• 5050
Float Mender	• 4750	• 5050
Battery Hands	• 4250	• 4550
<u>CLOTH ROOM</u>		
Burlers	• 3800	• 4100
Graders	• 5250	• 5550
Shearer Tenders	• 5250-	• 5550 -
	• 5750	• 6050
Press Men	• 5250	• 5550
Folder Tender	• 5250	• 5550
Burler Loaders	• 5000	• 5300
Cloth Weigher	• 5250	• 5550
Scrubber	• 4750	• 5050
<u>YARN PROCESSING</u>		
Yarn Giver	• 5500	• 5800
Yarn Inspector	• 5000	• 5300
Section Hand	• 6000	• 6300
Packer	• 5500	• 5800
Multiple Winder Tenders	• 4250	• 4550
# 12 Foster Spring Winders	• 4250	• 4550
" 50 Universal Winder Tenders	• 4250	• 4550

W.E.A.
R.K.R.

THE MONTREAL COTTONS LIMITED

VALLEYFIELD .QUEBEC

November 27th, 1946.

COMPARISON OF WAGE RATES

PIECE WORKERS OBJECTIVE RATES

<u>Occupation</u>	<u>RATES PER HOUR</u>	
	<u>The Montreal Cottons Limited</u> March. 25/46	March. 25/46 Plus 3¢
<u>CARD ROOM</u>		
Draw Frame Tenders (32 to 48 sps.)	\$.5250	\$.5550
Slubber & Inter. Dr. Tenders	.5750	.6050
Interm. & Rev. Tenders	.5500	.5800
Fly Frame Doers	.4500	.4800
Comber Tenders- Day	.5000	.5300
Night	.5250	.5550
<u>SPINNING ROOM</u>		
Spinners- Warp- Weft- Day	.5000	.5300
Night	.5500	.5800
<u>SPOOLING, WARPING, DRESSING, & DRAWING-IN</u>		
Spooler- Tenders- Reg.	.4500	.4800
Warper Tenders- B.C. - Day	.5000	.5300
Night	.5500	.5800
Sppoler Tenders- B.C. Day	.5000	.5300
Night	.5500	.5800
Warp Tying Mach. Op.	.6250	.6550
<u>WEAVE ROOM</u>		
Weavers	.6250	.6550
<u>YARN PROCESSING</u>		
Winder Tenders- Cone or Tube-		
Day	.5000	.5300
Night	.5500	.5800
Quiller Tenders- Day	.5000	.5300
Night	.5500	.5800
<u>TWISTING DEPT.</u>		
Twister Tenders- Day	.5000	.5300
Night	.5500	.5800

W.E.A.
R.K.R.

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

November 27th, 1946.

COMPARISON OF WAGE RATES

CONVERTING DIVISION

<u>Occupation</u>	<u>RATES PER HOUR</u>	
	<u>The Montreal Cottons Limited</u>	
	<u>March.</u> <u>25/46</u>	<u>March.</u> <u>25/46</u> <u>Plus 3¢</u>
<u>GREY STORAGE</u>		
Floorman	\$.6000	\$.6300
Trucker & Sorter	.5400	.5700
Truckers	.5400	.5700
Sewers	.4250	.4550
Floorboy	.3800	.4100
<u>SINGER</u>		
Charge Hand	.6250	.6550
Tender	.5250	.5550
Helper	.5000	.5300
<u>MERCER</u>		
Charge Hand	.6250	.6550
Truckers	.5500	.5800
Chemical Mixer	.5250	.5550
<u>WOOL - DAY</u>		
Kier Charge Hand	.5750	.6050
Machine Tender	.4750	.5050
Machine Tenders	.4250	.4550
Kier Boys	.3800	.4100
Jackson E. & Chemic Mixer	.5750	.6050
<u>DRYING & WINDING- DAY</u>		
White Can Tenders	.5250	.5550
White Can Tenders Helper	.5000	.5300
Gause Stenter Men	.5000	.5300
Van VI- Dryer Tenders	.5500	.5800
" " Helper	.5000	.5300
Col. Can. Tender	.5500	.5800
" " Helper	.5000	.5300
<u>DYEHOUSE</u>		
Booker	.4500	.4800
Colour Mixers	.7000	.7300
Jig Tenders	.7000	.7300
Pad Section Hands	.6000	.6300
Pad Tender	.4500	.4800
Vessel Tenders- Class A	.6000	.6300
" " " " B	.5500	.5800
Continuous Dyeing Range-		
Tender	.6000	.6300
Tender Asst.	.5500	.5800
Pack Tender	.5250	.5550

W.E.A.
R.K.R.

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

November 27th, 1946

COMPARISON OF WAGE RATES

CONVERTING DIVISION

<u>Occupation</u>	<u>RATES PER HOUR</u>	
	<u>The Montreal Cottons Limited</u> March. 25/46	March. 25/46 Plus 3¢
<u>STENTERING - DAY</u>		
Starch Mixer	\$.5950	\$.6250
Backfiller Tender	.5650	.5950
Sewer	.4250	.4550
Jig Stenter Men	.5650	.5950
Reg. " "	.5400	.5700
clip Boys	.3750	.4050
<u>CALENDER ROOM- COTTON</u>		
Marrow Sewer	.4250	.4550
Calendar Tenders	.5500	.5800
" Helpers	.5000	.5300
Schreiner Tenders	.5500	.5800
Winder & Damper T.	.5250	.5550
Dry Frame Tender	.5500	.5800
" " Helper	.4250	.4550
<u>CALENDAR ROOM- RAYON</u>		
Startch Mixer	.5500	.5800
Calendar Tender	.5500	.5800
Dry Frame Tender	.5500	.5800
" " Helper	.4250	.4550
<u>NAPPING</u>		
Tenders	.5250	.5550
<u>NAKING- UP ROOM- COTTON</u>		
Production Checker	.4250	.4550
Service Clerk	.4500	.4800
Checker	.4500	.4800
Reports Checker	.4250	.4550
Callman	.5500	.5800
Mill Sec. Inspector	.4750	.5050
Scheffield Folders	.5750	.6050
Plaiting Machine Tenders	.4250	.4550
Hand Foler & Inspector	.5750	.6050
Table Inspectors	.4250	.4550
Hand Folder Inspector	.5500	.5800
Hand Folders- Male	.5750	.6050
Ticketers	.3800	.4100
Winder & Inspector	.5750	.6050
Winders	.5250	.5550
Papering & Ticketing	.3800	.4100
" " " Draperies	.5500	.5800
Shader & Grader	.5500	.5800
" " Helper	.4250	.4550
Head Fent Girl	.4250	.4550
Fent Room Girls	.3500	.3800
Papering Boards	.3800	.4100

W.E.A.
R.K.R.

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC.

November, 27th, 1946

COMPARISON OF WAGE RATES
CONVERTING DIVISION

<u>Occupation</u>	<u>RATES PER HOUR</u>	
	<u>The Montreal Cottons Limited</u> <u>March.</u> <u>25/46</u>	<u>March.</u> <u>25/46</u> <u>Plus 3¢</u>
<u>MAKING-UP ROOM - RAYON</u>		
Perch Inspector	\$5250	\$5550
Hand Inspector	4250	4550
Winders	4250	4550
Doublers	4250	4550
<u>SEWING ROOM</u>		
Section Hand	.6250	.6550
Cutters	.3800	.4100
Sewers	.3800	.4100
Parcelling	.3800	.4100
<u>SAMPLE ROOM</u>		
Bookmakers	.3800	.4100
Cutter	.3800	.4100
<u>WAREHOUSE & PACKING</u>		
Checker	.3800	.4100
Add. Machine & Clerk (Billing Machine Operators)	.4250	.4550
Adding Machine Operators	.3800	.4100
Head Callman	.5750	.6050
Asst. Callman	.5000	.5300
Spec. Packer	.5500	.5800
Packer	.5250	.5550
Packers	.5000	.5300
Bale Checker	.5250	.5550
Press Tenders	.5000	.5300
Case Maker	.5000	.5300
Cartonmaker	.5000	.5300
Stock Clerk	.5000	.5300
Case Lifter	.5000	.5300
Stenciller	.5000	.5300

W.E.A.
R.K.R.

THE MONTREAL COTTONS LIMITED
VALLEYFIELD QUEBEC . November 27th 1946.

COMPARISON OF WAGE RATES

MAINTENANCE MECHANICAL MILL GENERAL & YARD

		<u>RATES PER HOUR</u>	
		<u>The Montreal Cottons Limited</u>	
<u>Occupation</u>		<u>March.</u>	<u>March. 25/46</u>
		<u>25/46</u>	<u>Plus 3¢</u>
Machinists	) Range of rates applying to these occupations.	(.6250	.6550)
Blacksmiths		(.6500	.6800)
Tinsmiths		(.6750	.7050)
Electricians		(.7000	.7300)
Pipefitters		(.7250	.7550)
Carpenters		(.7500	.7800)
Millwrights		(.7750	.8050)
		(.8000	.8300)
		(.8250	.8550)
		(.8500	.8800)
Welder		1.0500	1.0800
Painters		.6750	.7050
Helpers, Apprentices & Improvers		(.3500	.3800)
		(.4000	.4300)
		(.4250	.4550)
		(.4500	.4800)
		(.4750	.5050)
		(.5000	.5300)
		(.5250	.5550)
		(.5500	.5800)
		(.5750	.6050)
		(.6000	.6300)
Humidity Men		(.5250	.5550)
		(.5750	.6050)
		(.6250	.6550)
		(.6750	.7050)
Firemen- 2nd Class		.6500	.6800
4th Class		.5750	.6050
Boiler Cleaners		.5500	.5800
Firemen 's Helper		.5500	.5800
Yard Labourers		.5250	.5550
Belt Man		.7250	.7550
" " Asst.		.5750	.6050
Shaft Oiler		.5250	.5550
Elevator Men		(.4500	.4800)
		(.4750	.5050)
		(.5000	.5300)
Electric Boiler Operators		.5500	.5800
Switchboard Operators		.5500	.5800

W.E.A.
R.K.R.

THE MONTREAL COTTONS LIMITED
VALLEYFIELD .QUEBEC.

November, 27th, 1946.

<u>STARTING RATES</u>	<u>DAY</u>	<u>NIGHT</u>
All Females	35¢	
Males -under 18 years of age	35¢	
18- 20 years of age	40¢	40¢
21 years of age & over	42½¢	42½¢

W.E.A .
R.K.R.