

S-602

INTERNAT. HARVESTER

TRUCK DIV. - MTL.

1947-48



47-48
S. 602

MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 9 décembre 1947.

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

Monsieur,

Sujet: Conv. coll. entre The Montreal, Quebec
Motor Truck Branch of International Harvester Company of Ca-
nada, Limited et l'Association Canadienne des Travailleurs
de l'Automobile.

Je vous inclus une copie de cette convention conclue
sous la Loi des Syndicats Professionnels, (S.R.Q., 1941, chapitre 162
et amendements), datée du 14 novembre 1947 et déposée au ministère du
Travail sous le numéro 602.

Sincèrement à vous,

Le Sous-ministre

H-15



JUGE EUDORE ROIVIN.
PRESIDENT.

PIERRE-A. GOSSELIN.
MEMBRE.

BRUNAY BRAIS.
MEMBRE.

COMMISSION DE RELATIONS OUVRIERES DE LA PROVINCE DE QUEBEC.

LABOUR RELATIONS BOARD OF THE PROVINCE OF QUEBEC

286. RUE ST-JOSEPH.
QUEBEC.

4 EST. RUE NOTRE-DAME
MONTREAL.

A

Québec le 10 décembre, 1947.

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



RE:- The Montreal, Quebec, Motor Truck Branch
of International Harvester Company of Canada Limited,
&
L'Association Canadienne des Travailleurs de l'Automobile.

Monsieur le sous-ministre,

J'accuse réception de votre lettre
du 9 décembre, 1947, accompagnée pour dépôt
de deux copies certifiées d'une convention de travail,
en date du 14 novembre, 1947, intervenue entre
les parties ci-dessus mentionnées et déposée au minis-
tère du Travail, le 14 novembre, 1947,
sous le numéro 602.

Bien à vous,

P. E. Bernier

LO.

Par LL
Le secrétaire,

P. E. Bernier, LL.L.



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 9 décembre 1947.

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

Sujet: Convention collective entre The Montreal, Quebec,
Motor Truck Branch of International Harvester Company of
Canada, Limited et l'Association Canadienne des Travailleurs
de l'Automobile.

Monsieur,
Conformément aux prescriptions du deuxième paragraphe de l'article 19-A
de la Loi des Relations ouvrières (S.R.Q. chapitre 162-A et amendements), je
vous inclus, pour dépôt, deux copies certifiées de cette convention datée du
14 novembre 1947 et déposée au ministère du Travail le 14 novembre 1947
sous le numéro 602 en exécution de la Loi des Syndicats professionnels (S.R.Q.,
1941, chapitre 162 et amendements).

Sincèrement à vous,

Le sous-ministre



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 17 novembre 1947.

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

Sujet: Convention collective entre The Montreal, Que., Motor
Truck Branch of International Harvester Co. of Canada, Ltd., et l'Association Canadienne
des Travailleurs de l'Automobile.

Je vous inclus une copie du certificat constatant le dépôt
de cette convention collective enregistrée au ministère du Travail
en exécution de la Loi des Syndicats professionnels (S.R.Q., 1941,
chapitre 162 et amendements), le 14 novembre 1947 sous le numéro
602.

Sincèrement à vous,

Le sous-ministre

MC. incl.



DEPARTMENT OF LABOUR
PARLIAMENT BUILDINGS
QUEBEC

Quebec, November 17th, 1947.

The Motor Truck Branch of International
Harvester Company of Canada, Limited,
5615, St. Lawrence Blvd.,
Montreal.

c/o The Secretary

Dear Sir:-

Enclosed please find a certificate of the deposit made with the Department of Labour on Nov. 14th, 1947 under Number 602 of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between The Montreal, Quebec, Motor Truck Branch of International Harvester Company of Canada, Ltd., and "l'Association Canadienne des Travailleurs de l'Automobile".

The labour association party to the above mentioned agreement having been certified on Aug. 20th, 1947 as bargaining agent by the Quebec Labour Relations Board, the deposit of such agreement with the Department of Labour has also the effect of the deposit contemplated in the Labour Relations Act (R.S.Q., 1941, Chapter 162-A and amendments).

Sincerely yours,

MC. encl.

Deputy Minister.



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 17 novembre 1947.

Monsieur R.L. Desjardins,
L'Association Canadienne des Travailleurs de l'Automobile,
1231 est, rue Demontigny,
Montréal.

Monsieur,

Je vous inclus un certificat constatant le dépôt fait au ministère du Travail, le 14 novembre 1947 sous le numéro 602, de la convention collective conclue sous la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements) et intervenue entre The Montreal, Quebec, Motor Truck Branch of International Harvester Company of Canada, Limited, et l'Association Canadienne des Travailleurs de l'Automobile.

La partie ouvrière ayant été reconnue le 20 août, 1947, comme agent négociateur par la Commission de Relations ouvrières de Québec, le dépôt de cette convention au ministère du Travail a aussi les effets du dépôt exigé par la Loi des Relations ouvrières (S.R.Q., 1941, chapitre 162-A et amendements).

Veillez agréer l'expression de mes meilleurs sentiments.

Le Sous-ministre

MC. incl.



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

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

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

Numéro **602**
Number

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

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

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

le ministère du Travail a reçu de **L'Association Canadienne des Travailleurs de**
the Department of Labour has received from
l'Automobile, Montréal, Québec

la convention mentionnée ci-après, laquelle a été déposée sous le numéro **602**
the hereinafter mentioned agreement, which has been deposited under Number

savoir:
to wit:

Une convention collective en date du **14 novembre 1947**
A collective agreement under date of

intervenue entre: **The Montreal, Quebec, Motor Truck Branch of International**
between: **Harvester Company of Canada, Limited et l'Association**
Canadienne des Travailleurs de l'Automobile. Cette convention
a pris effet le 14 novembre 1947, pour une période d'un an.
Renouvellement automatique.

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

Sceau - Seal

ce **dix-septième**
this

jour du mois de
day of the month of

novembre

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

MC.

.....
Sous-ministre

.....
Deputy Minister

La Fédération Nationale de la Métallurgie

AFFILIÉE A LA C. C. C. L.

THE NATIONAL METAL TRADES FEDERATION

AFFILIATED TO THE C. C. C. L.

ÉDIFICE DES SYNDICATS
1231 EST. RUE DE MONTIGNY
TÉL. FA. 3884
MONTRÉAL

Montréal, le 13 novembre 1947.

Honorable Antonio Barrette,
Ministère du Travail,
Hôtel du Gouvernement,
QUEBEC.

Monsieur le Ministre,

Vous trouverez sous ce pli une copie
authentique de la convention collective de travail inter-
venue entre:

D'UNE PART: THE MOTOR TRUCK BRANCH OF INTERNATIONAL HAR-
VESTER CO. OF CANADA LIMITED, at 5615 BOUL.
ST-LAURENT, MONTREAL.

DE SECONDE
PART:

L'ASSOCIATION CANADIENNE DES TRAVAILLEURS DE
L'AUTOMOBILE (THE ASSOCIATION OF CANADIAN AUTO-
MOBILE WORKERS) affiliée à la FEDERATION NATIONALE DE LA METALLURGIE, agent négociateur, cer-
tifié par la Commission des Relations Ouvrières
agissant pour et au nom des employés de Motor
Truck Branch of International Harvester Co. Of
Canada Limited.

Le tout soumis conformément à l'article
23 de la loi des Syndicats professionnels (ch. 162, S.R.Q.
1941).

Bien à vous,

L'ASSOCIATION CANADIENNE DES
TRAVAILLEURS DE L'AUTOMOBILE

PAR: -

S. T. Payne
S.-T. PAYNE,
représentant.

CONVENTIONS COLLECTIVES		Date	Par
VISA DE			
Estampille		✓	
Signatures		✓	
Incorporation		6-6-46	
Reconnaissance		20-3-47	
Numerotage		602	
Formule			

CONVENTIONS COLLECTIVES		Date	Par
VISA DE			
Estampille			
Signatures			
Incorporation			
Reconnaissance			
Numerotage			
Formule			

STP-TD

A G R E E M E N T

November THIS AGREEMENT, made and entered into this *14th* day of *November*, 1947, by and between THE ASSOCIATION OF CANADIAN AUTOMOBILE WORKERS, MONTREAL, QUEBEC (hereinafter referred to as the "Union") and the MONTREAL, QUEBEC, MOTOR TRUCK BRANCH OF INTERNATIONAL HARVESTER COMPANY OF CANADA, LIMITED (hereinafter referred to as the "Company").

WITNESSETH

The purpose of this agreement is to assure employees certain desired working conditions, and to provide through collective bargaining for harmonious relationships between the Company and its employees; to secure an amicable and fair disposition of grievances; to prevent interruptions of work and stoppage of employees' payrolls; and to permit efficient operations of the Company's business and protection of the interests of the public. The Union recognizes that the ability of the Company to provide wages and working conditions satisfactory to its employees is, to a large extent, dependent on the co-operation of the employees in maintaining efficient and, so far as possible, stabilized and continuous operations in order that the market for the Company's products and service may be maintained and developed by prices fair and attractive to customers. In furtherance, therefore, of the above stated purpose, it is hereby agreed:

ARTICLE I

SCOPE OF AGREEMENT

It is agreed and understood between the Company and the Union that this agreement is limited to and embraces only such matters as are specifically set forth in the agreement, and that all other matters shall be subject to further negotiations.

ARTICLE II

RECOGNITION, NEGOTIATIONS AND GUARANTEES OF FREEDOM

The Company recognizes the Union as the sole representative for collective bargaining of the employees as designated herein, employed by the Company in its Montreal, Quebec, Motor Truck Service Station.

The Company agrees to meet and negotiate with the duly elected officers and representatives of the Union upon all matters relating to wages, hours of employment and other conditions of employment, provided that any individual employee or group of employees shall have the right at any time to present grievances to the Company.

The Company recognizes and will not interfere with the rights

of its employees to become members of the Union, and will not discriminate against, interfere with, restrain or coerce employees because of membership in the Union. The Union agrees not to intimidate or coerce employees into membership in the Union or to solicit membership or collect dues on Company time.

ARTICLE III

BARGAINING UNIT

This agreement shall cover all hourly paid employees of the Company in its Montreal, Quebec, Motor Truck Service Station except:

Foremen
Office clerks
Stock Room employees

ARTICLE IV

SETTLEMENT OF DIFFERENCES

Should any differences arise between the Company and the Union or employees as to the application of the provisions contained in this agreement, or should there be any complaint or grievance by an employee or the Union or the Company with respect thereto, an earnest effort shall be made to settle such matters immediately by negotiations under the following procedure:

1. Between the employee affected and his foreman, or between the employee affected, the Union shop representative and the foreman.
2. Between the employee affected, the Union shop representative and the Branch Manager.
3. Between representatives designated by the Union and the Branch Manager.
4. Between representatives designated by the Union and representatives designated by executives of the Company.
5. If a dispute concerning the observance of this agreement or the interpretation of any of its clauses has not been settled after all steps above provided have been exhausted, then, in order fairly to protect the interests of all concerned, such dispute shall be submitted to conciliation and arbitration in accordance with the provisions of the Quebec Trade Disputes Act (C.167, R.S.Q. 1941).

The Union will not authorize, assist, or support any strike or stoppage of work because of any matters covered by this agreement and for which the procedure for settlement herein provided is available, but has not been utilized.

The Union will not authorize, assist, or support any sit-down or slow-down strike for any cause.

Participation in any strike, slow-down or sit-down, or stoppage of work brought about either by action of the Union in violation of this agreement or by action of individuals or groups without Union authority, shall be just cause for dismissal or discipline by the Company of any or all employees participating therein.

The Company, on its part, agrees that in the case of a dispute under this agreement, there will be no lockout of employees because of such dispute as long as any of the procedure for settlement herein provided is available but has not been utilized. The Company will adhere to the provisions contained herein for the settlement of all disputes, and will, so far as it is within the Company's reasonable control, make every effort to continue Service Station operations while the dispute is being settled.

ARTICLE V

FUNCTIONS OF MANAGEMENT

The management of the operations and the direction of the working force and of the affairs of the Company, including the right to hire, to make shop rules, suspend or discharge for just cause, to promote, to demote, and the right to relieve employees from duty because of lack of work, or other legitimate reasons, are vested exclusively in the Company, subject to the provisions of this agreement. No provision of this Article or any other article of this agreement shall be used for the purpose of discriminating against any member of the Union.

ARTICLE VI

DISCHARGE CASES

In the event an employee on the seniority list shall be discharged from employment and believes he has been unjustly dealt with, such discharge shall constitute a case to be handled in accordance with the method of adjustment of grievances herein provided. Should it be decided under the rules of this agreement that an injustice has been done with regard to the employee's discharge, the Company agrees to reinstate him and pay full compensation at his prevailing rate for the time lost. The Company must be notified of a claim of wrongful suspension or discharge within two (2) working days after same occurs.

Upon being notified of his discharge, it shall be the duty of the employee to leave his department. The Union shop representative shall be notified immediately and given the opportunity to review such discharge case with the employee and others before the records are closed. The wages of the employee shall cease at the time of his discharge excepting in cases where it is determined later that the Company's action was not warranted.

ARTICLE VII

DECREE COVERING GARAGE EMPLOYEES

Except in cases where the dispositions of the present agreement are more advantageous, the parties agree to be bound by the clauses and dispositions of Decree No. 148 governing Montreal garage employees in the same manner as if they were incorporated in the present agreement.

ARTICLE VIII

HOURS OF WORK - OVERTIME POLICY - STATUTORY HOLIDAYS

The normal working day shall consist of nine (9) hours exclusive of a lunch period of one (1) hour, Monday to Friday, inclusive, with four (4) hours of work on Saturday morning.

The normal working week shall consist of forty-nine (49) hours.

Overtime beyond the normal working day, or work on statutory holidays, will be performed only when absolutely necessary and will be paid for at regular hourly rates increased by 50 per cent.

In accordance with the provisions of Order-in-Council No. 148 of the Province of Quebec, all employees covered by this agreement will be reimbursed for wages lost by reason of the Service Station being closed on the following holidays:

New Year's Day
Labour Day
Christmas Day

In addition, those employees who qualify will also be reimbursed for wages lost by reason of the Service Station being closed on the following holidays when such holidays fall within the regular contract work week:

Good Friday
St. John the Baptist Day
Dominion Day

The requirements necessary to qualify for pay for the Good Friday, St. John the Baptist Day and Dominion Day holidays when not worked are as follows:

Employees must have been on the payroll and have maintained their service in good standing for at least three months prior to the holiday and work a full shift on their last scheduled working day before and their first scheduled working day following such holiday.

ARTICLE IX

WAGES

The present prevailing general wage rates shall remain in effect until either party proposes an increase or decrease, when sincere effort will be made through collective bargaining to arrive at a satisfactory conclusion.

ARTICLE X

VACATIONS

Vacations for employees covered by this agreement shall be granted in accordance with the provisions of Order-in-Council No. 143 of the Province of Quebec.

ARTICLE XI

LEAVE OF ABSENCE - UNION BUSINESS

For the purpose of facilitating the affairs of the Union, the Company shall, upon the written request of the Union, grant a leave of absence without pay to one Union member. Such member during such leave of absence shall retain all service and seniority rights as though employed by the Company. Absence under this provision shall not exceed the duration of this agreement.

ARTICLE XII

APPRENTICES

The employment of apprentices shall be in accordance with Order-in-Council No. 143 of the Province of Quebec. Apprentices shall be limited to one to every two journeymen mechanics. Mechanics will cooperate fully in the training of such apprentices.

ARTICLE XIII

SENIORITY

1. New employees shall serve a probationary period of three

(3) months. No seniority rights shall be earned by probationary employees, except that at the termination of such probationary period the employee's seniority service shall be calculated from the most recent date of employment.

2. In cases of increase and decrease of forces, seniority shall prevail, provided employees to be retained or recalled by reason of seniority are qualified to perform the type of work available.

3. When a lay-off becomes necessary, probationary employees will be laid off first; thereafter, the Company will lay employees off in accordance with their qualifications and seniority.

4. (a) In determining an employee's length of service for seniority and employment purposes, total service shall be computed from the date of employment.

(b) Employee status and seniority shall both terminate when:

(1) An employee voluntarily leaves the Company's employ.

(2) An employee is discharged for cause.

(3) Due to lay-off because of no work, a period of more than one year has elapsed since the employee last worked for the Company.

(4) An employee who has been laid off because of no work fails to report, when recalled, within a period of five days.

(5) An employee fails to report for work at termination of leave of absence or furlough.

Former employees re-entering service after their employee status and seniority have been terminated by any of the foregoing reasons shall be considered new employees.

Notwithstanding any of the provisions of this Article, the Company, in order to maintain the quality of the service rendered its customers, reserves the right to replace any employee covered by this agreement with one of greater ability whenever possible.

It is agreed that one officially designated Union representative employed in the Company's Motor Truck Service Station shall be accorded a preferred seniority. Whenever the Union desires to substitute another person for the one then having preferred seniority, it shall notify the

Company in writing, and thereafter the person whose preferred seniority has ceased shall resume his regular seniority. In no case shall the Company be under obligation to assign work because of preferred seniority status to a person who is not capable of doing the work available.

All provisions of the above Seniority Article shall be subject to The Reinstatement in Civil Employment Act, 1942.

A seniority list of the employees covered herein shall be compiled from the Company's regular employment records and furnished to the Union.

ARTICLE XIV

BULLETIN BOARD

For the sole use of the Union, the Company will erect and maintain a bulletin board. The location of the same shall be mutually determined. The board may be used for the purpose of disseminating information concerning meetings, elections, social events and other affairs of general interest. Under no circumstances may it be used for advertising, for political matter, for distributing pamphlets or circulars or for propaganda of any sort. No matter shall be posted until it has been submitted and approved by the Branch Manager or some person designated by him for that purpose.

ARTICLE XV

FURLOUGHS AND LEAVES OF ABSENCE

A furlough, except as otherwise provided herein, shall be understood to mean an absence from work, requested by the employee and consented to by the management, covering an agreed period of time and for such reasons as: settlement of an estate, serious illness or death of a member of the family, or an extended trip, but furloughs shall not be granted to accept other employment of any kind. The Company agrees, as a matter of policy, to grant furloughs for the above named reasons if it is practical to do so.

When an employee requests a leave of absence for the purpose of accepting employment of any nature elsewhere, the following rules will govern:

- (a) Permission will be denied if the employee is working on a schedule of four days or more per week; however,
- (b) Consideration will be given if the employee is working less than four days per week and, if granted, shall be classified as a lay-off and be subject to all rules and regulations governing laid off employees.

ARTICLE XVI

DISCIPLINE

The Union agrees to discipline any member who does motor truck repair work other than for the Company. The Company agrees to notify the Union of any such violation of which they may have knowledge. The Union agrees that in such cases the Company may discharge any employee covered by this agreement who after regular working hours does motor truck repair work other than for the Company.

ARTICLE XVII

SAFETY AND SANITATION

The Company agrees to continue to furnish healthful working conditions at all times and to provide adequate and modern devices with regard to safety and sanitation. Whatever machinery and equipment the Company furnishes shall meet with all the required legal standards of safety and sanitation. Any recommendations or complaints under this Article will be the subject of negotiations under the procedure provided for in this agreement. The Union agrees that it will endeavour to have its members observe all safety rules.

ARTICLE XVIII

CHECK-OFF OF UNION DUES

It is hereby agreed that for the duration of this agreement, upon authorization in writing by any employee covered by the agreement and in the manner as set out in Schedule "A" below, the Company will deduct Union dues in an amount not to exceed one dollar (\$1.00) per month from the first pay in each month of such employee and transmit the same to the Secretary-Treasurer of the Union within a period of eight days following such deduction. Such authorization shall be irrevocable up to a period of fifteen days immediately preceding the yearly anniversary date of the signing of the agreement. During such fifteen-day period any employee may revoke his authorization for deduction of Union dues in the manner as set out in Schedule "B" below. Orders both authorizing and revoking the deduction of Union dues shall be made in duplicate and one copy shall be forwarded to the Secretary-Treasurer of the Union.

The Company will, at the time of making each such payment to the Secretary-Treasurer of the Union, name the employees from whose pay such payment has been deducted.

The above check-off of Union dues provision shall become and remain effective only during such time as more than fifty per cent of

Company employees, eligible for membership in the Union, as covered in Article III of this agreement, authorize and keep in force such authorization for deduction of Union dues from their wages. If at any time employee authorizations for deduction of Union dues fall below fifty-one per cent of the employees in the appropriate unit, the Company will so notify the Union, and will allow a period of ninety days to elapse in which employee authorizations may again be brought up to the required percentage, failing which the above provision will terminate.

SCHEDULE "A"

Date

To International Harvester Company of Canada, Limited,
Montreal, Quebec.

You are hereby authorized to deduct Union dues in an amount not to exceed one dollar (\$1.00) from my first payment of wages in each calendar month and to remit same to the Secretary-Treasurer of The Association of Canadian Automobile Workers.

Employee

Witness:

Address

Office Manager

SCHEDULE "B"

Date

To International Harvester Company of Canada, Limited,
Montreal, Quebec.

I hereby give notice to revoke the authority given by me to the International Harvester Company of Canada, Limited, to deduct my Union dues and to remit the same to the Secretary-Treasurer of The Association of Canadian Automobile Workers, and request that no further Union dues be deducted from my wages.

Employee

Witness:

Address

Office Manager

ARTICLE XIX

DURATION OF AGREEMENT

This agreement shall be effective from the date of its deposition as defined by law and shall remain in effect for a period of one year and thereafter from year to year unless one party shall give notice in writing to the other, within a period of not more than sixty (60) days nor less than thirty (30) days of its expiration, of a desire to change or terminate the agreement.

IN WITNESS WHEREOF the parties hereto have hereunto set their hands and seals the day and year first above written.

ASSOCIATION OF CANADIAN AUTOMOBILE WORKERS
MONTREAL, QUEBEC

By *R. L. Desjardins*
Roger W. Lewis
A. Regal

INTERNATIONAL HARVESTER COMPANY
OF CANADA, LIMITED
MONTREAL, QUEBEC

By *Tred Shaw*
Branch Manager

Motor Truck Branch
5615 St. Lawrence Boulevard
Montreal, Quebec.

WAGE SUPPLEMENT

WAGE SUPPLEMENT to labour agreement signed November 14/47
between the Association of Canadian Automobile Workers and the Montreal,
Quebec, Motor Truck Branch of International Harvester Company of Canada,
Limited.

WAGES: The rates in effect for the position classifications
set forth below are as follows:

JOURNEYMEN (DAY):

1st Class	\$1.05 per hour
2nd Class	.90 " "
3rd Class	.80 " "

APPRENTICE JOURNEYMEN (DAY):

1st six months	.40 per hour
2nd six months	.45 " "
2nd year	.50 " "
3rd year	.60 " "

JOURNEYMEN (NIGHT):

1st Class	1.15 per hour
2nd Class	1.00 " "
3rd Class	.90 " "

APPRENTICE JOURNEYMEN (NIGHT):

1st six months	.45 per hour
2nd six months	.50 " "
2nd year	.55 " "
3rd year	.70 " "

SERVICE MEN:

Less than 4 months	.50 per hour
After 4 months	.60 " "
All other non-classified	.50 per hour

ASSOCIATION OF CANADIAN AUTOMOBILE WORKERS
MONTREAL, QUEBEC

By

[Signature]
Roger W. [Signature]
[Signature]

INTERNATIONAL HARVESTER COMPANY
OF CANADA, LIMITED
MONTREAL, QUEBEC

By

[Signature]
Branch Manager

Motor Truck Branch
5615 St. Lawrence Boulevard
Montreal, Quebec.