

Q.H.-538

EDDY MATCH CO. -

Full.

1946-47

Microfilm

538

LABOUR AGREEMENT

1946

THE E.B. EDDY COMPANY

HULL, MILL

HULL, QUEBEC

Microfilmé

19/1653

LABOUR AGREEMENT

By and Between :

THE E.B. EDDY COMPANY HULL MILL, Hull, Quebec.

And :

THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS,
THE INTERNATIONAL BROTHERHOOD OF PULP SULPHITE, AND PAPER
MILL WORKERS.

Section I

GENERAL PURPOSE OF AGREEMENT

The general purpose of this agreement is in the mutual interest of the Employer and Employee to provide for the operation of the mills hereinafter mentioned under methods which will further, to the fullest extent possible, the safety and welfare of the employee and economy of operations ; quality and quantity of output, cleanliness of plant, and protection of property. It is recognized by this agreement to be the duty of the Company and the employee to co-operate fully, individually and collectively for the advancement of said conditions.

Section 2

RECOGNITION AND MEMBERSHIP

In order to secure the carrying out of the purpose of this agreement, the signatory Company recognizes the International Brotherhood of Paper Makers, and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers as the agencies representing their respective membership for the purpose of collective bargaining.

Any employee who is now a member, or who, after this date, becomes a member or is reinstated as a member, of the signatory Unions shall maintain such membership in good standing.

New employees being eligible for membership in the signatory Unions shall join such Union after thirty days, unless temporarily employed. However, as soon as a temporary employee is classed as a permanent employee, he shall become and remain a member in good standing of such Union.

Extra summer woodhandling crews, students and men employed on special construction work or other special work, from time to time, shall be classed as temporary employees.

When hiring new employees the Management will give preference to Union members, if such are available and are capable of doing the work efficiently.

If employees are to be promoted or laid off, the Management will give consideration to ability and service, and other things being equal, the principles of seniority will govern.

Union officials will be consulted prior to action being taken. The Management's decision on any changes will be final.

Employees eligible for membership in the Union, under the terms of this Agreement, includes all those employed inside and outside the mills, except Superintendents, Salaried Foremen, Office Force, Engineering Department, Storemen and Watchmen, and all other salaried employees.

Section 3

JURISDICTION

It is mutually agreed that the Company will not be responsible for any question of jurisdiction as between the organizations. The organizations agree to settle between themselves all questions of this character which may arise.

SECTION 4 TERM OF AGREEMENT

This agreement shall be in effect from May 1, 1946, up to and including May 1, 1947, and from year to year thereafter, subject to termination by either party on any May 1st, on thirty days' written notice given prior to such May 1st.

Either party desiring any change in this agreement at the expiration of the same, shall give to the other party thirty days' notice in writing, prior to such expiration, that a change is desired; otherwise, this agreement remains in force and effect for another year.

There will be no suspension or stoppage of work at any plant because of the termination of this agreement, or failure of renewal, except with the approval of the International Officers, of the Unions signatory to this agreement.

SECTION 5 ADJUSTMENTS OF COMPLAINTS

Complaints arising in any department of the plant shall be reported by the employee or employees affected to the Department Superintendent concerned, either in writing or verbally.

The Department Superintendent shall make a reply either in writing or verbally within forty-eight hours, stating the adjustment he has made of the complaint.

If the Department Superintendent fails to adjust the complaint in a satisfactory manner the question shall be referred to the Production Manager, who shall meet with the Employee or Employees and the Department Superintendent.

If the Production Manager fails to adjust the complaint in a satisfactory manner within five days, the local Union has the right to appeal to the International President of the International Union, who may either personally, or through his representative, refer the matter in dispute to the General Manager of the Company. If the General Manager or his representatives are unable to reach a satisfactory settlement of the complaint within ten days, it shall be referred to an impartial Board of Arbitration. The Company will have the right to select one member of the Arbitration Board, the employee or employees involved in the dispute one member, and the two arbitrators thus named shall choose a third arbitrator, who shall act as Chairman.

After the Board of Arbitration has been chosen by the foregoing procedure, this Board shall meet and hear evidence of both sides, and render a decision within fifteen days; said decision to be final and binding upon all parties to this agreement.

SECTION 6 MEETINGS

A Mutual Interest Board comprising representatives of the Unions and Management, under the chairmanship of the General Manager or his appointee, shall meet as necessary to discuss matters pertaining to employee welfare.

The practice of having regular monthly meetings of Employee-Management Committees will continue in force.

SECTION 7. INTERRUPTION OF WORK

No strikes, walk-outs, lock-outs, shall occur during the life of this agreement.

It is further understood and agreed that all rules, regulations and instructions of the Company, copy attached, which do not conflict with the provisions of this agreement, or with the Provincial or Federal laws, are affirmed, and will continue in force and effect during the life of this agreement or any extension thereof.

The parties to this agreement agree to abide by all Provincial and Federal laws, insofar as they apply to this agreement.

SECTION 8 WAGES

The classification and wage rates as shown on the attached schedule shall be effective during the life of this agreement.

Signed at Hull, Quebec, this 24th day of June, 1946.

THE E. B. EDDY COMPANY, HULL, QUEBEC

By.....(Sgd) W.S. KIDD...
Vice-President & General Manager

By.....(Sgd) R.G. JOHNSTONE.....
Production Manager

INTERNATIONAL BROTHERHOOD OF PAPER MAKERS
By.....(Sgd) J.A. DAOUST.....
INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS

By.....(Sgd) JOHN. P. BURKE.....
President

Per.....G. GRAVEL.....
Int. Rep.

INTERNATIONAL BROTHERHOOD OF PAPER MAKERS LOCAL THIRTY-FIVE
By.....(Sgd) ARTHUR COBILL.....
INTERNATIONAL BROTHERHOOD OF PAPER MAKERS-MAPLE LEAF LOCAL TWO HUNDRED and FORTY-THREE

By.....(Sgd) WILFRID FOURNIER.....
INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE and PAPER MILL WORKERS- EDDY LOCAL FIFTY

By.....(Sgd) JOHN GRAHAM.....
Witness: (Sgd)....D.O. McLENNAN

THE E. B. EDDY COMPANY
MILL RULES

Section 1.- SCHEDULE OF OPERATIONS

The regular operation of the Mill will be six days per week, with twenty-four hours of shut down on Sunday.

When necessary, by mutual agreement, any department may be operated for a longer period.

Section 2.- HOLIDAYS

Holidays, and the shutdown period for each holiday, shall be as follows:

- (a) New Year's Day.....32 hours
- (b) Dominion Day.....24 hours
- (c) Labour Day.....32 hours
- (d) Christmas Day.....32 hours

Each of the above holidays may be changed to a more suitable day when such change is mutually agreeable to the Management and the employees.

Wage earners with more than 90 days' service will be paid eight hours' pay at the rate of their regular job, for each of the Statutory Holidays as follows: Dominion Day, Labour Day, Christmas Day, and New Years Day.

Section 3.- VACATIONS

Vacation with pay plan dated May 1, 1945, will continue during the term of this agreement.

Employees with one to five years' service will receive one week's vacation with pay.

Employees with service of five years and over will receive two weeks vacation with pay.

Section 4.- SCHEDULE OF HOURS

A- Tour Workers- Tour workers will be organized into three shifts, and will work eight consecutive hours upon each shift as follows:

Tour "A"- from 8.00 a.m. to 4.00 p.m.

Tour "B"- from 4.00 p.m. to midnight

Tour "C"- from midnight to 8.00 a.m.

Shifts will rotate in sequence weekly.

B- Day Workers- The regular hours of employment for day workers will be scheduled for each department as follows, except that during certain seasons, or due to other exigencies of operation these hours may be reduced:

Department	Hours per Day
Bag.....	8 $\frac{1}{2}$
Coal Handling.....	8
Core Room- U.M.....	10
- L.M.....	10
Electrical Maintenance.....	8
Filtration.....	8
General Labour.....	8
General Works.....	8
Groundwood.....	8
Laboratories.....	8
Mechanical Maintenance.....	8
Motor Transportation.....	9
Newsprint.....	8
Power.....	8
Rail Transport.....	10
Specialty Mills- Machines.....	8
- General.....	8

-Material Handling.	9
Specialty Mill Finishing- General..	8
- S.C.....	10
- Printing.	10
- Trimmers.	8
Steam Plant.....	8
Sulphite.....	8
-Acid Tower.....	9
Tissue - Rewinders.....	8 1/2
- Onliwop.....	8 1/2
- Towel.....	8 1/2
- Serviettes.....	8 1/2
- Cases.....	8 1/2
- Core Machine.....	10
- Case sealing.....	10
Warehousing and Shipping- L.M.	9
- U.M.	9
Woodhandling.....	10
Wood Room-L.M.....	10
Wood Yard-L.M.....	10

Section 5.- OVERTIME AND EXTRA TIME

A.- Tour Workers- Tour workers will receive time-and-one-half for all time worked during the regular shutdown periods on Sundays and Holidays.

Tour workers required to work overtime on other than tour work will be paid time and one-half at the rate for the job on which they work.

In the event a tour worker is required to work after regular shift on tour work for Company convenience due to breakdowns, extra work or other circumstances created by the Company, time and one-half shall be paid. Vacancies caused by sickness, accidents, absenteeism, vacations, leave of absence, promotions and similar circumstances are not to be construed as Company convenience, and time and one-half will not be paid in such cases.

B.- DAY WORKERS- Day workers will receive time-and-one-half for all time worked over their regular scheduled day as specified above and will be allowed time-and-one-half for all time worked during the regular shutdown periods on Sunday and designated Mill Holidays.

C.- DAY OF REST- Where a man works eight (8) hours or more on Sunday he shall be entitled to, and expected to take, one day off during the week, to be mutually agreed between the man and his Department Head.

Provided that this clause does not in any way limit the right of the Management to lay men off during the week, during periods of restricted operation or in other circumstances which in the opinion of Management justify such action.

D- Special Call in Day Workers- Any employee who, after punching out and completing his day's work, is specially called in and required to go on duty for repair work will not receive less than four hours' time.

E.- Employees Reporting for Duty and Sent Home- Employees who are instructed to report at a certain hour or reporting for regular work, and when on reporting, no work is available because of a change in plans or an emergency situation, no time will be paid providing supervision has made every reasonable effort to advise the employee of this situation. Should investigation indicate negligency on the part of supervision in this respect, two hours' time will be paid.

F.- PUTTING ON WIRES- Tour employees called into the Mill to assist in putting on wires, shall be paid for six hours' time. When it is necessary to start putting on a wire more than one hour before the change of tour, the Employees who remain over their tour to complete putting on a wire, shall be allowed pay for the period worked, plus an extra hour's time.

G.- No Wires and Clothing on paper machines will be changed on Sundays except by mutual consent.

Section 6- STARTING AND STOPPING TIME

A- Tour Workers- When a tour begins, each Tour Worker is required to be in his place. At the end of a shift, no Tour Worker shall leave his place to wash up and dress until his mate has changed his clothes and reported to take on the responsibility of the position. If a Tour Worker does not report for his regular shift, his mate shall notify the Department Superintendent or Foreman. He shall then remain at his post until a substitute is secured, and, if necessary, he shall work an extra shift. It is the duty of a Tour Worker to report for his regular shift unless he has already arranged a leave of absence. If unavoidably prevented from reporting, he shall give his foreman at least two hours' notice before his tour goes on duty. After a Tour Worker has been absent from work, at least two hours' notice previous to the beginning of the tour in which he intends to resume duty, shall be given the Tour Boss.

B.- DAY WORKERS- Day workers shall be in their respective working places ready to begin work at their designated starting time. Machinery shall be started promptly and not stopped until three minutes before the designated stopping time. If a Day Worker is unavoidably prevented from reporting for his usual work, he shall notify his Foreman or Department Superintendent before the commencement of his duties.

Section 7- RATES OF PAY

Any employee will be paid for the number of hours actually spent in the Company's service at the rate which is established for the occupation,,except that such extra time and overtime allowances as are provided for in these rules will be paid in each case where work is done under conditions named.

Any exceptions to the above will be a matter for mutual agreement between the Management and the Union concerned.

Section 8- SENDING FOR MEALS

When a Tour Worker is unexpectedly requested to continue on duty for an extra shift, the Superintendent or Foreman in charge shall send some other Employee for this man's meals. No exception to this rule shall be made, except when in the judgment of the Department Superintendent or Foreman, the man working an extra shift has good and sufficient reason why some one else should not go to his home.

Section 9- INDIVIDUAL RESPONSIBILITY

Everything in and about the Plant shall be kept in good order, and each Employee will be held responsible for the condition of the part of the Plant under his control.

Section 10- CAUSES FOR DISCHARGE

The causes for immediate discharge are:

- (a) Incompetence.
 - (b) Bringing intoxicants into the Mill.
 - (c) Neglect of Duty.
 - (d) Smoking upon the Company's premises, except in designated places.
 - (e) Giving or taking of a Bribe of any nature as an inducement to obtaining work or retaining a position.
 - (f) Destruction or removal of the Company's property.
 - (g) Dishonesty.
 - (h) Reporting for duty under the influence of liquor. (Foreman or Superintendent to be the sole judge).
 - (i) Refusal to comply with the Company's rules.
 - (j) Disorderly conduct.
 - (k) Disobedience.
 - (l) Deliberate sleeping on Duty.
 - (m) Failing to report for duty without bona fide reasons.
- Nothing contained in these rules shall be deemed to restrain or limit the Company's right to discharge employees for just cause.

Section 11- WHISTLES

Mill whistles will be blown as local conditions require. Time of blowing whistles will be posted on Mill Bulletin Boards.

Section 12.- BULLETIN BOARDS

Notices shall not be posted in the Mill except on the Official Bulletin Boards. In each case, the approval of the Mill Management must be obtained before the notice is posted.

Section 13- DANGEROUS WORK

Employees are not excepted to do dangerous work. If ordered to do so, they may refuse without penalty on the ground of danger. Otherwise, they must assume all risks. They must familiarize themselves with their duties and hazards of same.

Section 14- CLOTHING

Employees working upon moving machinery must not wear clothing which can be readily entangled therein. Clothing not in use shall be kept in lockers provided for that purpose.

Section 15.- DEFECT IN MACHINERY

Employees must immediately report to the Manager, Superintendent, Foreman or man in charge, dangerous defects in machinery, and are forbidden to work thereon until the dangerous condition has been corrected.

Section 16- SAFEGUARDS

Safeguards must not be removed except by order of Foreman, Superintendent or Manager. If removed, they must be immediately replaced, or reason for not replacing same reported to the Manager, Superintendent, Foreman or the man in charge of the Department where the guard is located. Cleaners and Oilers must always replace guards when removed for the purpose of oiling and cleaning.

Section 17- ELEVATORS

All unauthorized Employees using elevators do so at their own risk. Stairs are provided for their use instead.

Section 18- REPORTING OF ACCIDENTS

Accidents must be reported at once by the injured employee, and by all witnesses, to the Department Superintendent or Foreman, and by him to the office. Injured employees requiring medical attendance shall notify the Personnel Department, and if physically unable to do so, such notice shall be given to the Department Superintendent or Foreman, and shall include the name of the physician.

Section 19- FIRE SERVICE

In case of fire, all Employees must assist in preventing destruction of the Company's property. Fire apparatus must not be removed from its place or used except in case of fire or by order from the Production Manager or Superintendent.

Section 20- DISCIPLINE OF MILL EMPLOYEES AND RECORDS OF SAME

There shall be three separate penalties applied where it is necessary to inflict discipline on any of the employees of the Company, consisting of:

- (a) Personal reprimands by the Production Manager; to be applied in cases of minor offenses, when the Production Manager is satisfied by the offending Employee the offence will not be repeated.
- (b) Suspension from work (without pay) for periods of from one to fifteen days, according to the gravity of the offence and the previous record of the Employee concerned. To be applied in cases of a first serious offence or continued or repeated minor ones when, in the judgment of the Production Manager, proper conduct and discipline on the part of such employees can be secured without resorting to the penalty of dismissal.
- (c) Extreme penalty or dismissal from service. To be applied in all cases of flagrant or wilful violations of the rules of the Company, or the law of the land where a thorough investigation proves the Employee concerned to be guilty and the General Manager is convinced dismissal is the only method by which discipline can be maintained. It may be also necessary to inflict this penalty in the case of an Employee who persists in continued and repeated minor violations of the Company's rules, as shown by the discipline record of such Employee.

APPLICATION OF DISCIPLINE:

Each Department Superintendent and Foreman shall have the authority to temporarily remove from service any Workman under his supervision who violates the rules of the Company or the law of the land while such Workman is on duty or on the Company's premises.

Whenever a Department Superintendent or Foreman exercises such authority, he shall furnish the Production Manager a report stating his reasons, including such recommendations as he considers the circumstances warrant.

He shall inform the Employee concerned of the reasons for such suspension, and explain to him his right to appeal to the General Manager.

The Production Manager shall notify the Employee concerned to present himself at the Production Manager's office at a stated time, in order that the cause of his suspension may be investigated and properly disposed of, so far as the discipline to be administered is concerned.

The Production Manager shall decide on the discipline to be inflicted after he has made a full investigation of all the circumstances connected with the case.

RECORD OF DISCIPLINE:

Complete records of each case of discipline administered, including suspensions and dismissals from service, shall be kept in a separate file at the office of the Personnel Manager. This Record shall consist of:

- (a) OFFENCE CHARGED.
- (b) Department Superintendent's or Foreman's report of same.
- (c) Production Manager's notice to Employee to report for disposition of each case.
- (d) Final disposition of the case.
- (e) Where the Employee concerned has previous records of discipline entered against him, dates of such records shall be included in report..

Section 21-

The Management has in operation in the Mills, a Safety Organization for the prevention of industrial accidents, and improvements of Mill Safety and Sanitation.

The Management and the Employees are expected to fully co-operate in the making known, and remedying of, dangerous or unsanitary conditions and practices.

Complaints, suggestions or recommendations with reference to either management, employment, safety or production, are always in order, and will be given attention.

THE E. B. Eddy COMPANY

COPY JOINT LABOUR AGREEMENT SIGNED MONTREAL, APRIL 17, 1947

Representatives of the Companies listed herein, Manufacturers of Pulp and Specialty Papers, meeting in joint conference with the International Brotherhood of Papermakers, International Brotherhood of Pulp, Sulphite and Paper Mill Workers and the International Association of Machinists as delegated representatives of the employees of these Companies, have agreed as follows:-

1. Subject to amendments as incorporated herein, the collective bargaining agreements in force for the period May 1, 1946 to April 30, 1947, will be extended to cover the period May 1, 1947 to April 30, 1948.
2. That a general increase totalling 14¢ (fourteen cents) per hour be granted.
3. That these rate increases apply from May 1, 1947 to April 30, 1948, with the understanding that every possible effort will be put forth to secure maximum production in all departments and that no additional requests be made for rate increases as a result of production increases during this period.
4. That there be a full work week, that is, that the machines operate a full week with the elimination of start up time and to include an arrangement whereby wires and clothing changes may be made on Sunday when requested. In other words, it is understood that maximum use will be made of all available producing hours.
5. That no local adjustments in rates be granted.
6. That the Unions co-operate actively in every possible manner to eliminate absenteeism.
7. That where clauses in existing agreements are not in accordance with these arrangements that they will be revised accordingly.

In witness thereof the parties have signed at Hull, Quebec, This _____ day of May, 1947.

THE E. B. EDDY COMPANY

Vice President & General Manager

Production Manager

HULL MILL

INTERNATIONAL BROTHERHOOD OF PAPER MAKERS

By _____

By _____

By _____

INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS

By _____

By _____

WITNESS:

Personnel Manager

538

AGREEMENT

Memorandum of Joint Agreement made and entered into between the Eddy Match Company, Limited, Berthierville, Quebec, (hereinafter referred to as the "Company" and Local Unions:

1. International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local No. 664.
2. International Brotherhood of Bookbinders, Montreal 1 Local No. 91.
3. Printing Pressmen & Assistants' Union, Local No. 52.

The term "employee" as used in this agreement shall not include foremen or supervisory employees, or employees under 16 years of age, or any office or clerical employees.

It is agreed that the terms and conditions of this contract shall apply only to the employees of the Berthierville, P.Q. plant of the Eddy Match Company, Limited.

Since ample provisions have been made in this agreement for settlement of differences between the Company and the Unions it is agreed that during the term of this agreement there shall be no lock-out on the part of the Company and no strike or cessation of work on the part of the Unions.

This agreement intended to be in accord with all Federal or Provincial laws and regulations relating to employment of labour and in any provision in which conflict arises, the laws and regulations shall govern therein without affecting other provisions of this agreement.

In the event of a strike or work stoppage, plant protection employees will carry on their usual duties at the plant without interference.

I- RECOGNITION

1. The Company recognizes the Unions during the term of this agreement as the sole Bargaining Agent of the employees for the purpose of Collective Bargaining on wages, hours of work and working conditions.

2. It is agreed nothing contained in this agreement shall be deemed to take away the right of any individual employee to present his or her personal grievance directly to the management.

3. It is agreed that there shall be no discrimination, threat or intimidation by either the Company or the Unions toward each other, or by either party toward any employee for membership, or non-membership in any lawful employee association or union.

4. It is agreed that no solicitation of membership or collection of dues shall be engaged in during the plant working hours.

5. The Unions recognize the right of the Company to manage, the plant and the right to govern and control any and all processes, procurements and methods of manufacture or planning.

6. The Unions recognize the right of the Company to direct the work of the employees and to hire, discharge, or suspend employees, demote them or transfer them, assign them to jobs or shifts, to determine the amount of work needed and lay off because of lack of work, all with due regard to seniority provisions herein.

7. The management of the Company will upon request notify the Committee in writing of the reason for the discharge of any employee covered by this agreement. Any such action of the Company which in the opinion of the Committee results in an employee or group of employees being unjustly dealt with or discriminated against, shall be considered a grievance to be dealt with under the grievance procedure herein.

19/2042

8. The Company agrees to maintain a bulletin board for posting and display of Union notices, and it is further agreed that all such notices shall first be submitted, duly signed by an authorized Union official, to the personnel officer, for approval before posting. The Unions agree that they will not distribute or post any pamphlets, advertising or political matter, cards, notices, or any other kind of literature within the plant or on company property except as provided above.

II- SENIORITY

1. In all cases of layoff, increases in staff and promotions (foremen, supervisory and office employees excepted) the following factors shall be considered by the Company in its absolute discretion:

(a) Length of service.

(b) Ability, skill and experience; knowledge, training and efficiency.

2. No employee shall have seniority status until he has been employed by the Company for three (3) months as a classified employee.

3. In case of equally qualified employees, seniority will be taken into consideration by the Company on all occasions when a layoff is necessary, and the Company agrees to discuss with the Committee of the Union any case or instance of hardship or injustice to an employee arising out of a layoff.

4. Continuous employment is broken by voluntarily leaving the employment of the Company or by discharge. Absence due to temporary layoff because of lack of work, illness or accident, or absence from employment whilst in the armed forces of the country will not constitute a break in continuous employment. Temporary layoff as defined for this purpose shall be for a period not exceeding six (6) months.

5. Regardless of seniority provisions above, an employee who has given long and faithful service to the Company and whose capacity is limited because of physical or mental handicap, or other infirmities, may be employed on suitable work at a wage agreeable to the Company and the Unions.

III- GRIEVANCES

1. There shall be ^a Grievance Committee consisting of from three (3) to five (5) employees, the names of such persons or any change in the personnel of such Committee shall immediately be notified to the Company. Such committee shall be recognized by the Company for purposes of negotiating disputes and grievances which may arise during the life of the agreement.

2. Should an employee feel that any provision of this agreement has not been complied with, he or she shall have the right to appeal personally or with the Grievance Committee, to the foreman of the department. In case the foreman is not able to adjust the matter to the employee's satisfaction, the complaint shall be put in writing, signed by the employee, and submitted by the Grievance Committee to the personnel officer who with the assistance of the superintendent will comprise the company grievance committee. In case a settlement is still not reached the complaint shall be referred to a designated representative of the Union^s and to the Plant Manager who shall decide the matter. Such decision reached shall be binding upon the Company and the Unions.

If no settlement is reached as a result of the foregoing procedure, either the Company or the Union shall have the right to invoke the conciliation procedure provided by the labour laws of the Province of Quebec.

Investigation with regard to complaints by employees that errors have been in calculating wages will be handed directly to the foreman who will discuss matter with the payroll department and report back to the employee. This will not be considered a grievance unless after investigation the employee is not satisfied, in which case he may report the matter as a grievance to the Grievance Committee.

IV- WORKING CONDITIONS

1. The normal working periods shall be as heretofore carried on in the Company's Berthierville plant according to the departments and nature of the work concerned. In the event that business conditions necessitate any change in such hours of work, the Company reserves the right to make such changes and shall promptly notify the Union thereof.

2. It is understood that an employee shall be at his work place and ready to assume his duties at the commencement of his normal working day and shall remain at this work and in his department during his working hours and shall not overstay authorized relief periods.

3. Leaving the premises of the plant during working hours without permission shall be cause for discharge.

4. The Company shall make reasonable provisions for the safety of the employees during the hours of their employment. Protective devices and other equipment provided by the Company to protect employees from injury shall be used by the employee.

5. The Unions agree that plant rules with regard to sanitation, boisterous conduct, abusive and obscene language, smoking in restricted areas shall be observed and that violation of the same may be made a reason for discharge.

6. In case an employee is absent from work on account of sickness or other reason, he shall notify his foreman without delay the cause of such absence.

V- STATUTORY HOLIDAYS

1. The following statutory holidays, or days celebrated as such, shall be observed:

New Year's Day, Epiphany, Good Friday, Ascension Day, St. John Baptiste Day, Dominion Day, Labour Day, All Saints' Day, Immaculate Conception and Christmas Day.

2. If by mutual agreement the plant continues to operate on any of the above named holidays overtime rates, as mentioned in paragraph two (2) of article VI- OVERTIME of this agreement, shall not apply.

3. Payment for two (2) statutory holidays, namely, Christmas Day 1949, and New Year's Day 1950, will be made to employees at their regular rate of pay, excepting as stated in paragraph four (4) of this section of the agreement.

4. Engineers, Firemen, Watchmen and the like who are regularly scheduled to work on Christmas Day and New Year's Day shall be paid at the rate of double time for these two (2) statutory holidays.

VI- OVERTIME

1. The rules regarding payment for overtime work shall continue as heretofore and shall also be subject to the following provisions:

2. Employees (other than those excepted in paragraph three (3) of this section) will be paid at the rate of time and one half for all work performed on Sundays and the following statutory holidays:

New Year's Day, Epiphany, Good Friday, Ascension Day, St. John Baptiste Day, Dominion Day, Labour Day, All Saints' Day, Immaculate Conception and Christmas Day.

3. Engineers, Firemen, Watchmen and the like who are regularly scheduled to work on Sunday, and said holidays, will be paid at straight time, but should they be required to work on their regular day of rest they shall be paid at the rate of time and one half all work performed on that day.

4. Hours worked on Sunday and/or Holidays, for which overtime is paid, shall not be counted in determining the length of work week for further overtime computations based on the length of the work week.

5. In computing hours worked on Sunday or a holiday, the overtime hours for which payment is made shall be contained within the twenty-four (24) hours period starting at midnight on the eve of the Sunday or holiday and continuing until midnight Sunday or the day of the holiday; excepting in the case of night shift employees where the day will commence at 7:00 a.m. Sunday, or the day of the holiday, and end at 7:00 a.m. the following day.

6. An employee shall not be required to take time off during his regular work week to avoid payment of overtime.

VII- VACATIONS

1. Vacations with pay will be granted to employees pursuant to the provisions of Ordinance 3 of the Minimum Wage Commission of the Province of Quebec.

2. Eligible employees who have completed five (5) years of continuous service as of April 30, 1949 shall receive either an additional week's pay or an additional week's vacation with pay. The Company shall determine whether a second week's vacation can be arranged and if not the employee will be paid an extra week's pay in lieu of the second week's vacation with pay.

3. Vacation periods shall be designated by the Company having regard to the desirability of the vacation time and plant operating schedule. The Company reserves the right to shut down the plant and provide for vacations all at one time or to distribute vacations and maintain plant operations with reduced personnel.

4. Extended absence due to sickness or accident, may receive special consideration in computing vacation credits.

VIII- WAGES

1. Existing wage scales shall be increased by ten cents (.10) per hour for all male and female employees working on an hourly or piece work rate.

2. These new wage scales shall be effective from December 21, 1948 and for the life of this agreement.

.....

This agreement shall be full force and effect for a period of one year from the date of signing below and from year to year thereafter unless modifications or changes are requested by either party by giving due written notice to the other at least 2 months prior to the above expiration date. Upon giving and receiving of such notice the parties shall negotiate the proposed changes, looking toward consummation of a new agreement prior

to the expiration date. In any event this agreement shall continue in full force and effect after the giving of such notice during negotiations for a new agreement.

Signed this 20th day of January 1949.

For Eddy Match Co. Ltd.

A.C. Millen

O. Dhevans

For Unions Richard Aubut

Local No. 664 Eugène Fréchette

Local No. 91 P.J. Galley

I.B.B.

Local No. 52

Roger Gagnon
Int Rep

538

THE E. B. EDDY COMPANY

Amendments to the existing Labour agreements between the E. B. Eddy Company and the signatory Unions for the period May 1, 1948 to April 30, 1949.

.....

Memorandum of Agreement at Specialty Mills Joint Negotiations in Toronto, Ontario, May 6, 1948.

1. WAGES. A ten percent increase on male rates 95 cents and over and on female rates, eleven percent on all male rates under 95 cents, All rates to be adjusted to the nearest cent.
2. Local adjustments will be considered on the basis of gross injustice or inequalities subject to the decision and ruling of Management.
3. The International Unions agree that Sunday operation to recover lost production shall be decided upon by agreement between the local unions and local managements subject to the sanction of the International Officers and in accordance with the provisions of the law and that time and one half shall be paid for all hours worked.
4. In regard to power shortage a committee of the local unions and managements concerned will be set up to ascertain the facts and appropriate action will be taken thereon.

Amendments agreed to locally:

HULL MILL

1. Recognition and Membership (Section 2)
(Paragraph 8, page 2)

Revised paragraph to read:

"Employees eligible for membership in the Union under the terms of the Agreement, include all those employed inside and outside the mills, except Superintendents, Salaried Foremen (except Boss Machine Tenders), Office Force, Engineering Department, Storemen and Watchmen, and all other salaried employees."

2. Mill Rules - Holidays (Section 2)
(Paragraphe 1, part 6, page 7)

Amend (b) from: Dominion Day - 24 hours
to: Dominion Day - 32 hours

3. Individual wage adjustments as per attached lists.
4. Subject to the amendments as specified above, the collective bargaining agreements in force for the period May 1, 1947 to April 30, 1948 are extended for the period May 1, 1948 to April 30, 1949.

19/1563¹³

- 2 -

In witness thereof the parties have signed at Hull,
Québec , this 20th , day of August, 1948.

THE E. B. EDDY COMPANY

Vice President & General Manager

Manager of Manufacturing

INTERNATIONAL BROTHERHOOD OF PAPER MAKERS

BY: _____
Vice President

President , Local 35

President , Local 34

President, Local 243

INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE & PAPER MULL WORKERS

BY: _____
Vice President

President, Local 50

President, Local 73

INTERNATIONAL ASSOCIATION OF MACHINISTS

BY: _____

For Local 412

THE E. B. EDDY COMPANY

HULL MILL

LOCAL ADJUSTMENTS GRANTED SUBSEQUENT TO JOINT LABOUR NEGOTIATIONS

	<u>Increase per hour</u>	<u>Adjusted Rate at May 1, 1948</u>
<u>INTERNATIONAL BROTHERHOOD OF PAPER MAKERS - LOCAL 35</u>		
<u>SPECIALTY MILLS</u>		
Repairman	5 cents	\$1.00
<u>SPECIALTY FINISHING</u>		
Sub-Foreman	5 cents	1.18
Boss Cutterman	5 cents	1.18
<u>INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS - LOCAL 50.</u>		
<u>TISSUE</u>		
Foreman & Machine Adjuster	5 cents	1.22
Foreman - Night	6 cents	1.17
Machine Adjuster	6 cents	1.17
Roll Mover	3 cents	.91
Weighman Case	4 cents	.88
Baler	4 cents	.88
<u>SULPHITE</u>		
Tour Boss	6 cents	1.31
<u>NEWSPRINT</u>		
Core Machine Helper	4 cents	.92
<u>OUTSIDE MAINTENANCE</u>		
Assistant Foreman	2 cents	1.18
Cement Finisher	1 cent	1.04

HULL MILL (NEWSPRINT)

SEPARATE LABOUR NEGOTIATIONS HELD IN HULL, QUEBEC, MAY 17, 1948
BETWEEN REPRESENTATIVES OF THE E. B. EDDY COMPANY AND THE INTER-
NATIONAL BROTHERHOOD OF PAPER MAKERS (NEWSPRINT) LOCAL 243.

MEMORANDUM OF AGREEMENT

The 1948 Newsprint Union Scale is adopted for Machine Crews,
tied to the base rate of 88 cents per hour. The following rate increases
will be effective May 1, 1948.

<u>NEWSPRINT:</u>	<u>Increase per Hour</u>	<u>Adjusted Rate at May 1, 1948</u>
Machine Tender	16 cents	\$2.10
Back Tender	22 cents	1.90
Third Hand	17 cents	1.54
Fourth Hand	18 cents	1.19
Fifth Hand	14 cents	1.10
Brace Hustler	10 cents	.95
Mixing Room Operator	21 cents	1.37
Cleaner & Felt Man	30 cents	1.19

OTTAWA MILL

INTERNATIONAL BROTHERHOOD OF
PAPER MAKERS - LOCAL 34

Adjusted Rate
at May 1, 1948

Machine Tender
Back Tender
Third Hand
Fourth Hand
Beaterman
Panel Board Operator
Assistant Shipping Foreman
Clothing Man

3 cents	\$1.47
3 cents	1.28
3 cents	1.17
4 cents	1.06
3 cents	.97
3 cents	1.00
1 cent	1.07
4 cents	1.06

Pulper Operator

5 cents .99

INTERNATIONAL BROTHERHOOD OF PULP,
SULPHITE AND PAPER MILL WORKERS -
LOCAL 73.

Tier
Sample Girl

1 cent	.92
3 cents	.78

Cure Man

4 cents .99

Board Mill Turbine Operator

3 cents .97

Cement Finisher

1 cent	1.04
--------	------

General Foreman

14 cents 1.18

538

LABOUR AGREEMENT - 1949

By and Between:

The E. B. Eddy Company, Hull and Ottawa Mills,
Hull, Quebec, and Ottawa, Ontario.

Hereinafter called the Company.

And:

In Hull Mill:

The International Brotherhood of Paper Makers.

The International Brotherhood of Pulp, Sulphite
and Paper Mill Workers.

In Ottawa Mill:

The International Brotherhood of Paper Makers.

The International Brotherhood of Pulp, Sulphite
and Paper Mill Workers.

The International Association of Machinists.

hereinafter called the Unions.

SECTION 1 - GENERAL PURPOSE OF AGREEMENT:

The general purpose of this Agreement is in the mutual interest of the employer and the employee to provide for the profitable operation of the Plant (or Plants) hereinafter mentioned under methods which will further, to the fullest extent possible, the safety and physical welfare of the employees, economy of operation, quality and quantity of output, cleanliness of plant, and protection of property. It is recognized by this Agreement to be the duty of the Company and the employees to cooperate fully, individually and collectively, for the advancement of said conditions.

SECTION 2 - RECOGNITION AND UNION MEMBERSHIP:

The Company recognizes the signatory Unions as the only agencies representing their respective membership for the purpose of collective bargaining. It is further understood that such bargaining shall at all times be with the signatory Unions collectively and not individually.

In the event of a Local Union intending to suspend a member for non-maintenance of membership, the signatory Company shall be notified by the Local in writing. It is further agreed that the Company shall not be asked to discharge any employee because of his expulsion from any of the Unions unless it shall be proven to the Company's satisfaction that such expulsion is in the best interests of both parties to this Agreement.

19/2172

New employees shall join one of the signatory Unions within thirty (30) days. It is understood that all permanent employees shall be eligible for membership in one of the signatory Unions on payment of the usual fees and dues.

Employees eligible for membership in the Union, under the terms of this Agreement, include all those employed inside and outside the mills, except Superintendents, Salaried Foremen (except Boss Machine Tenders), Office Force, Engineering Department, Storemen (except Trainees, men employed on special construction work or other special work, and all other salaried employees.

When hiring new employees it is agreed that the Company shall, in the first place, take into consideration the ability, both present and potential, of the prospective employee. All things being equal, Management will make every effort to give preference to Union members if such are available and capable of doing the work efficiently.

If employees are to be promoted or laid off, the Management will give consideration to ability and service, and other things being equal, the principles of seniority will govern. In cases of promotion where the man to be promoted is not the senior man according to the principles of seniority, Union officials will be consulted 48 working hours prior to final action being taken. The Management's decision on any changes will be final.

The Company reserves the right to require a medical examination of all new employees.

SECTION 2 (a) - GROUP INSURANCE PLAN - MEMBERSHIP:

Every employee who has applied for and obtained a policy in the Group Insurance Plan shall maintain such policy in good standing while the plan is in force. Every new regular employee shall be required to participate in the Plan within three (3) months of employment.

SECTION 2 (b) - RETIREMENT INCOME PLAN - MEMBERSHIP:

Every new employee shall be required to participate and maintain his equity in the Retirement Income Plan when he first meets the two conditions of eligibility; i.e. the attainment of thirty (30) years of age with five (5) years of continuous employment.

SECTION 3 - JURISDICTION:

The Management will not be required to act upon any question of jurisdiction that may arise between the individual Unions. All questions of jurisdiction shall be decided by the Unions themselves.

.....

SECTION 4 - TERM OF AGREEMENT:

This Agreement shall be in effect from May 1, 1949, to May 1, 1950, and from year to year thereafter subject to termination by either party on May 1st, in any year on thirty (30) days' written notice by the party desiring the change.

There will be no suspension or stoppage of work because of the termination of this Agreement or failure of renewal, except with the approval of the International Officers of the Unions signatory to this Agreement.

SECTION 5 - ADJUSTMENT OF COMPLAINTS:

Complaints arising in any department of the Plant shall be first reported by the employee or employees affected to the Foreman or Superintendent concerned, either in writing or verbally. Failing to receive a reply satisfactory to him, the employee should consult his Local Union who will then, in writing by the Secretary or by the duly appointed Adjustment Committee of the Local Union, take the matter up with the Department Superintendent.

The Department Superintendent shall make a reply in writing within forty-eight (48) hours, stating the adjustment he has made of the complaint. If the adjustment is still considered unsatisfactory by the Adjustment Committee of the Union, the question shall now be referred to the Personnel Manager who will consult the Mill Manager before meeting with the Committee and the Department Superintendent.

If the complaint is of a general nature involving policy, the Mill Manager will have the option of calling in the Committee of each of the signatory Unions to deal with it.

If the Mill Manager fails to adjust the matter within five (5) days, the Local Union has the right to appeal to the International President of the International Union concerned, who may either personally or through his representatives, refer the matter in dispute to the General Manager of the Company.

If the General Manager or his representative and the International President or his representatives are unable to reach a settlement within ten (10) days, it shall be referred to an impartial Board of Arbitration.

The Company will have the right to select one member of the Board of Arbitration; the Union involved one member. The two arbitrators thus named shall choose a third arbitrator who shall act as Chairman. In the event that the two arbitrators are unable to agree on the choice of a third arbitrator, the Federal Government shall be asked to name the Chairman.

After the Board of Arbitration has been chosen by the foregoing procedure, this Board shall meet and hear evidence on both sides and render a decision within fifteen (15) days; such decision to be final and binding on both parties to this Agreement.

After investigation of a case involving discharge, if it has been determined that an employee has been unjustly discharged or suspended, he shall be reinstated without loss of pay.

SECTION 6 - MEETINGS:

A Plant Employee-Management Committee, comprising representatives of the Unions and Management, under the Chairmanship of the Mill Manager, shall meet monthly when possible to discuss matters pertaining to employee welfare.

A General Safety Committee, comprising Superintendents, Foremen, Safety Committee Chairmen, and representatives of the Unions, under the Chairmanship of the Mill Manager or his appointee, shall meet monthly when possible to discuss matters pertaining to the Accident Prevention Programme.

SECTION 7 - INTERRUPTION OF WORK:

No strikes, walk-outs, lock-outs, shall occur during the life of this Agreement.

It is further understood and agreed that all rules, regulations and instructions of the Company, copy attached, which do not conflict with the provisions of this Agreement or with the Provincial or Federal laws, are affirmed, and will continue in force and effect during the life of this Agreement or any extension thereof.

The parties to this Agreement agree to abide by all the Provincial and Federal laws, insofar as they apply to this Agreement.

SECTION 8 - WAGES:

The classifications and wage rates as shown on the attached schedule shall be effective during the life of this Agreement .

.....

In witness thereof the parties have signed at Hull, Quebec
this 9th. day of September, 1949.

THE E.B. EDDY COMPANY

Unreadable signature
General Manager.

James Foote
Mill Manager.

INTERNATIONAL BROTHERHOOD OF PAPER MAKERS

J.A. Daoust
Vice President.

Lucien Pitre
President, Local 135.

Gaspard Courval
President, Local 34.

Cecil Moore
President, Local 243.

INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE & PAPER
MILL WORKERS.

L.P. Lacroix
Vice President.

J.W. Saxton
President, Local 50.

G. Dixon
President, Local 73.

INTERNATIONAL ASSOCIATION OF MACHINISTS.

By: A.G. Smith C.L.R.

J.Keith Fleming
for Local 412.

M I L L R U L E S :

SECTION 1 - SCHEDULE OF OPERATIONS:

The regular operation of the Mills will be six days per week, with twenty-four hours of shutdown on Sunday.

When necessary, by mutual agreement with the Local or Locals concerned, any department may operate for a longer period.

SECTION 2 - HOLIDAYS:

The following holidays shall be recognized by this Agreement, and the minimum shutdowns shall be as follows:

	<u>HULL MILL:</u>	<u>OTTAWA MILL:</u>
New Years Day	33 hours	33 hours
Easter Monday	32 hours	24 hours
Dominion Day	32 hours	32 hours
August Civic Holiday ..	32 hours	24 hours
Labour Day	32 hours	24 hours
Christmas Day	33 hours	33 hours

The shutdown for New Years Day and Christmas Day will begin at 11:00 P.M. on the night preceding the holiday. The shutdowns for Easter Monday, Dominion Day, August Civic Holiday, and Labour Day will begin at 12:00 midnight immediately preceding the holiday.

If New Years Day, Dominion Day, or Christmas Day should fall on a Monday, the Holiday will be of 24 hours' duration for Ottawa Mill employees.

Each of the above holidays may be changed to a more suitable day when such change is mutually agreeable to the Management and the Unions.

Any wage-earner who is on the payroll of the signatory Company on any of the holidays as specified above, will be granted eight hours' pay at the straight-time rate of his regular job, subject to compliance with all of the conditions, (a) and (b), set forth below.

- a) The employee must have not less than ninety (90) days' continuous service just preceding the holiday, and
- b) The employee must have worked his scheduled work day before, and his scheduled work day after, such holiday, unless failure to report for his regularly scheduled work day before or after the holiday was due to any of the following events.
 1. When the employee is on his regular authorized paid vacation.
 2. When the employee is unable to work by reason of an industrial accident as recognized by the Workmen's Compensation Board.

3. When the operation in which the employee is engaged is curtailed or discontinued by the decision of Management, and which curtailment or discontinuance changes or eliminates the employee's scheduled work day before, or his scheduled work day after, such holiday.
4. When a trade in shifts agreed upon between employees and approved in advance by Management results in a temporary change of the scheduled work day before, or the scheduled work day after, the holiday, provided the employee works the shifts agreed upon.

Any employee who is obliged to work on a paid holiday will be entitled to time and one-half for the time worked in addition to eight (8) hours holiday pay, and one day off without pay will be arranged at a time mutually convenient to such employee and the Management.

Any employee who is on regular vacation at the time of a paid mill holiday will receive pay for such mill holiday in addition to his regular vacation pay.

SECTION 3 - VACATIONS:

a) Eligibility:

1. Each employee on the payroll of the signatory Company who has completed one year of continuous service shall be granted one (1) week's vacation with pay during the scheduled Plant scheduled Plant Vacation Period immediately following his or her anniversary date of employment.
2. Each employee who has qualified for five (5) one-week vacation periods with pay shall be granted one additional week's vacation with pay each year.
3. The scheduled Plant Vacation Period shall be from May 1st. to September 30th. of each year.

b) Continuous Employment:

1. During the qualifying period there shall be no interruption of continuous service. Continuous employment will be broken by discharge for cause, voluntary resignation, lay-offs of three months or more, and other separations.
2. Time lost as a result of an accident as recognized by the Workmen's Compensation Board, suffered during the course of employment, or legitimate sickness, shall be considered as time worked for the purpose of qualifying for vacation.

c) Vacation Pay:

1. The vacation pay is to be computed on the number of hours designated as the employee's regular work week, but not to exceed 48 hours at the hourly rate of the employee's regular occupation.

c) Vacation Pay, (continued)

2. An employee may draw approximately 80% of his vacation pay if desired on the Friday prior to the beginning of his vacation period.
3. Vacation pay will not be allowed for vacations not taken.
4. In accepting vacation pay, each employee agrees that he will not engage in any gainful occupation during his scheduled vacation period.

d) General:

1. Vacations are not cumulative and must be taken within the vacation period.
2. Every effort shall be made to arrange vacations at a time suitable to the employee, but it is understood that seniority will usually govern. Management reserves the right to decide the allotment of vacation time.

e) Vacation Pay on Separation:

Upon termination of employment with the Company, the employee will receive vacation pay accumulated on the following basis.

1. Employees with less than three months service who terminate their employment at their own request are not entitled to a vacation pay credit.
2. Employees with less than three months service who terminate their employment but not at their own request shall receive a cash payment equal to 2% of gross earnings from the original date of employment to the preceding June 30th., and a further payment (in the form of Vacation with Pay Credit Stamps) equal to 2% of gross earnings from the preceding July 1st. to date of such termination.
3. Employees with more than three months service but less than one year's service shall receive a payment in cash equal to 2% of their gross earnings from the original date of employment to the preceding June 30th., and a further payment (in the form of Vacation with Pay Credit Stamps) covering 2% of gross earnings from the preceding July 1st. to date of termination.
4. Employees who have earned one week's vacation with pay under the Labour Agreement and who have not taken their vacation shall receive.

A cash payment covering the vacation earned from his anniversary date of employment to the preceding June 30th. calculated at 2% of his gross earnings during this period, and a further payment (in the form of Vacation with Pay Credit Stamps) equal to 2% of gross earnings during the period from July 1st. to termination date.

e) Vacation Pay on Separation:(continued)

5. Employees who have earned one week's vacation with pay under the Labour Agreement and have taken their vacation shall Receive:

A cash payment calculated at 2% of gross earnings from the period from his last anniversary date of employment to June 30th., and a further payment (in the form of Vacation with Pay Credit Stamps) equal to 2% of gross earnings during the period from July 1st. to termination date.

6. Employees who have qualified for two (2) weeks' vacation with pay under the Labour Agreement , and

- a) Who have not taken their vacation, shall receive whichever is the greater of the following two:

- 1) A cash payment covering the vacation earned from his anniversary date of employment to the preceding June 30th., calculated at 2% of his gross earnings during this period , and a further payment (in the form of Vacation with Pay Credit Stamps) equal to 2% of gross earnings during the period from July 1st. to termination date.

OR:

- ii) A cash payment equal to the vacation earned but not taken for the previous year's service as calculated under the Labour Agreement, plus an additional cash payment equal to the amount of earned vacation as calculated under the Labour Agreement from his last anniversary date of employment to the date of termination minus 2% of his gross earnings from July 1st, to date of termination which will be paid in the form of Vacation with Pay Credit Stamps.

- b) Who have taken their vacation , shall receive whichever is the greater of the following two:

- i) A cash payment covering the vacation earned from his anniversary date of employment to the preceding June 30th., calculated at 2% of gross earnings during this period, and a further payment (in the form of Vacation with Pay Credit Stamps) equal to 2% of gross earnings during the period from July 1st. to termination date;

OR:

- ii) A cash payment equal to the vacation earned as calculated under the Labour Agreement from his last anniversary date of employment to date of termination, minus 2% of gross earnings from July 1st. to termination date, which amount shall be paid in the form of vacation with Pay Credit Stamps.

In the case of Hull Mill employees, total accumulated vacation pay shall be made in the form of a cash payment with no use of Credit Stamps as mentioned in the previous clauses.

The earned vacation for employees who have qualified for two (2) weeks' vacation with pay is as follows:

One (1) day's vacation with pay shall be earned for each consecutive month of consecutive service.

SECTION 4 - SCHEDULE OF HOURS:

A - TOUR WORKERS:

Tour workers will be organized into three shifts and shall work eight consecutive hours on each shift. Shifts will change at 8:00 A.M., 4:00 P.M., and midnight. Whenever possible, shifts will rotate in sequence weekly.

B - DAY WORKERS:

The regular hours of employment for day workers will be scheduled for each department as follows, except that during certain seasons or due to exigencies of operation, these hours may be reduced.

C - DEPARTMENTAL WORKING HOURS:::

HULL MILL

<u>Department:</u>	<u>From:</u>	<u>To:</u>	<u>From:</u>	<u>To:</u>
Bag	8:00 A.M. 11:30 P.M.	12:00 P.M. 3:30 A.M.	12:30 P.M. 4:00 A.M.	4:30 P. 8:00 A.
Electrical Day Crew	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.
Shift Crew		3-shift basis		
Power		3-shift basis		
Filtration		3-shift basis		
Night Watchman	10:00 P.M.	6:00 A.M.		
Groundwood		3-shift basis		
General Labour	7:00 A.M.	12:00 P.M.	1:00 P.M.	4:00 P.
General Labour	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.
Instrument	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.
Laboratories		3-shift basis		
Day Crew	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.
Material Handling	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.

.....

C - DEPARTMENTAL WORKING HOURS: (continued)

HULL MILL (continued)

<u>Department:</u>	<u>From</u>	<u>To</u>	<u>From</u>	<u>To</u>
<u>MECHANICAL:</u>	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
<u>Upper Machine Shop:</u>				
Shift Crew	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
" "	4:00 P.M.	12:00 Midn.		
" "	12:00 Midn.	8:00 A.M.		
<u>P.M. Millwrights and Oilers, Upper, Mills.</u>		3-shift basis.		
<u>Lower Mechanical:</u>				
Newsprint Millwrights.	8:00 A.M.	4:00 P.M.		
Newsprint Oilers		3-shift basis.		
Shift Millwrights	4:00 P.M.	12:00 Midn.		
	12:00 Midn.	8:00 A.M.		
Shift Pipefitters	9:00 P.M.	12:00 Midn.	1:00 A.M.	6:00 A.M.
Sulphite Shift Oilers	9:00 P.M.	12:00 Midn.	1:00 A.M.	6:00 A.M.
<u>Upper & Lower Woodhandling:</u>				
Shift Crew:	7:00 A.M.	12:00 P.M.	1:00 P.M.	6:00 P.M.
" "	7:00 P.M.	12:00 Midn.	1:00 A.M.	6:00 A.M.
<u>NEWSPRINT:</u>		3-shift basis.		
Core Room	8:00 A.M.	12:00 P.M.	11:00 P.M.	5:00 P.M.
Shipping	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
Cleaners & Felt Men.	8:00 A.M.	4:00 P.M.		
<u>OUTSIDE MAINTENANCE:</u>	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
<u>SECURITY:</u>		3-shift basis.		
Night Watchman	5:00 P.M.	12:00 Midn.		
	12:00 Midn.	8:00 A.M.		
Office Cleaning	4:00 P.M.	12:00 Midn.		
	12:00 Midn.	8:00 A.M.		
<u>SPECIALTY FINISHING:</u>	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
Printer	7:30 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
Rewinders, Trimmers, Sheet Cutters and Supercalender		3-shift basis.		
<u>SPECIALTY MILLS:</u>		3-shift basis.		
Baler	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
Core Room	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
General	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
<u>STEAM PLANT:</u>		3-shift basis.		
Day Crew	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
Coal Handling	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
Truck & Bulldozer	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
				

C - DEPARTMENTAL WORKING HOURS: (continued)

HULL MILL: (continued)

<u>Department:</u>		<u>From</u>	<u>To</u>	<u>From</u>	<u>To</u>
<u>STORES</u>	Upper - Shift	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
	" "	8:00 A.M.	4:00 P.M.		
	" "	4:00 P.M.	12:00 Midn.		
<u>SULPHITE</u>			3-shift basis.		
	Acid Tower	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
<u>TISSUE</u>		8:00 A.M.	12:00 P.M.	12:30 P.M.	4:30 P.M.
		11:30 P.M.	3:30 A.M.	4:00 A.M.	8:00 A.M.
	Cleaner, Paste Man & Baler	9:00 A.M.	12:30 P.M.	1:30 P.M.	6:00 P.M.
<u>TRAFFIC</u>	Motor Transport	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
	Rail Transport	8:00 A.M.	6:00 P.M.		
	Warehousing and Shipping	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
<u>WOODHANDLING</u>	Upper & Lower Mills:				
	8-hour basis	7:00 A.M.	12:00 P.M.	1:00 P.M.	4:00 P.M.
	" (Foreman)	7:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
	" "	4:00 P.M.	12:00 Midn.		
	or 12:00 Midn.		8:00 A.M.		
	10-hour basis	7:00 A.M.	12:00 P.M.	1:00 P.M.	6:00 P.M.
	" (Foreman)	7:00 A.M.	12:00 P.M.	1:00 P.M.	7:00 P.M.
	"	7:00 P.M.	12:00 Midn.	1:00 A.M.	6:00 A.M.
<u>WOOD ROOM</u>	8-hour basis	7:00 A.M.	12:00 P.M.	1:00 P.M.	4:00 P.M.
	"	4:00 P.M.	12:00 Midn.		
	or 12:00 Midn.		8:00 A.M.		
	10-hour basis	7:00 A.M.	12:00 P.M.	1:00 P.M.	6:00 P.M.
	"	7:00 P.M.	12:00 Midn.	1:00 A.M.	6:00 A.M.

OTTAWA MILL

<u>DEPARTMENT:</u>		<u>FROM</u>	<u>TO</u>	<u>FROM</u>	<u>TO</u>
<u>BOARD MILL</u>			3-shift basis.		
	Handlers, Ship- pers Cleaners, Elevator Men.	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
		8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
<u>BOOMS:</u>		8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
<u>ELECTRICAL :</u>					
	Day Crew	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
	Shift Crew		3-shift basis.		
	Power		3-shift basis.		

.....

C - DEPARTMENTAL WORKING HOURS (continued)

OTTAWA MILL (continued)

<u>DEPARTMENT:</u>	<u>FROM</u>	<u>TO</u>	<u>FROM</u>	<u>TO</u>
<u>GROUNDWOOD</u>		3-shift basis		
<u>LABORATORIES</u>		3-shift basis		
Day Crew	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
<u>MATERIAL HANDLING</u>				
One shift basis	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
Two " "	7:00 A.M.	12:00 P.M.	1:00 P.M.	4:00 P.M.
(Woodhandling)	4:00 P.M.	12:00 Midn.		
<u>MECHANICAL</u>	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
P.M. Millwrights		3-shift basis.		
and Oilers		3-shift basis.		
Woodhandling Millwrights				
<u>OUTSIDE MAINTENANCE</u>	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
<u>SECURITY</u>		3-shift basis.		
Night Watchman	4:00 P.M.	12:00 Midn.		
	12:00 Midn.	8:00 A.M.		
Office Cleaning	4:00 P.M.	12:00 Midn.		
	12:00 Midn.	8:00 A.M.		
<u>SPECIALTY FINISHING</u>	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
Rotary Cutter, Trimmer,				
Rewinder, Supercalender		3-shift basis.		
<u>SPECIALTY MILLS</u>		3-shift basis.		
Core Room	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
Cleaner	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
<u>STEAM PLANT</u>		3-shift basis		
Day Crew	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
Coal Handling	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
<u>STORES</u>	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
<u>SULPHITE</u>		3-shift basis.		
Stone Tower	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
<u>WOOD ROOM</u>				
Day Basis	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
Shift Crew		3-shift basis.		
Drum Barker:				
1-shift	8:00 A.M.	12:00 P.M.	1:00 P.M.	5:00 P.M.
2-shift	7:00 A.M.	12:00 P.M.	1:00 P.M.	4:00 P.M.
	4:00 P.M.	12:00 Midn.		
3-shift		3-shift basis		

SECTION 5 - OVERTIME AND EXTRA TIME:

TOUR WORKERS:

A - GENERAL:

Tour workers will receive time and one-half for the time worked as follows :

- a) On Sundays and holidays.
- b) If they work beyond their regular shift on repair work.
- c) For time beyond eight hours after they have worked a long shift for more than one week, as covered by section 6.
- d) Tour workers required to work before or after their regular shift on other than tour work will be paid time and one-half at the rate of the irregular job for all time worked beyond eight hours.

In the event a tour worker is required to work before or after his regular shift on tour work for Company convenience due to breakdowns, extra work, or other circumstances created by the Company, time and one-half shall be paid.

Vacancies caused by sickness, accidents, absenteeism, vacations, leave of absence, promotions and similar circumstances, are not to be construed as Company convenience, and time and one-half will not be paid in such cases.

B - PUTTING ON WIRES:

Tour workers called into the mill to assist in putting on wires shall be paid for six hours' time. Employees who have finished THEIR REGULAR SHIFT AND REMAIN OVER TO PUT ON A WHOLE WIRE SHALL BE PAID SIX HOURS' TIME.

When it is necessary to start putting on a wire more than one hour before the change of tour, the employees who remain over their tour to complete putting on a wire shall be allowed pay for the period, worked, plus an extra hour's time.

When it is necessary to start putting on a wire less than one hour before the change of tour, the employees who remain over their tour to complete putting on a wire shall be allowed pay for six hours.

No wires and clothing on paper machines will be changed on Sundays.

The following is the interpretation of the above clause respecting Sunday felt and wire changes:

1. No 2 Paper Machine will be changed from a pick-up job to a straight Fourdrinier and vice versa on Sunday when requested.

.....

B - PUTTING ON WIRES (continued)

2. All drier felts will be installed on Sunday when requested.
3. Felts and wires will be removed from any of the machines on Sunday when requested where their removal will facilitate the mechanical and/ or washup procedure.
4. The early startup procedure is to be retained, and the putting on where necessary of felts and wires during this period is to be considered as part of the normal make-ready procedure.

The startup time cannot be increased beyond the previous time allowed, and is not to exceed one (1) hour.

DAY WORKERS :

C - GENERAL

Day workers shall be paid time and one-half for all work performed after their regular stopping time at night and before their regular starting time in the morning, except that starting time can be varied one hour from the designated starting time when previous arrangements have been made.

Day workers shall be paid time and one-half for all hours worked during regular shutdown periods on Sundays and on designated mill holidays.

When it is necessary to set up staggered shifts in the Maintenance Department, the first night worked on the irregular shift will be paid at the rate of time and one-half, provided that the staggered shifts continue for a minimum of at least two days or nights. Succeeding staggered shifts will be paid on a straight time basis, unless the hours worked exceed eight, when regular overtime payment will come into effect.

/for work/

Once a day worker has reported at his regular starting time, his designated hours cannot be changed for that day except in the case of emergency or by mutual consent.

Day workers who are transferred to tour work will be subject to the mill rules governing tour workers.

ALL WORKERS:

D - SPECIAL CALL-IN

Any workers specially called in for emergency repairs will be paid time and one-half for time worked outside of designated hours. A minimum of four hours will be paid for any call-in.

E - EMPLOYEES REPORTING FOR DUTY AND SENT HOME.

Employees who are instructed to report at a certain hour and when, on reporting, no work is available because of a change in plans or an emergency situation, no time will be paid provided supervision has made every reasonable effort to advise employees of this situation. Should investigation indicate negligence on the part of supervision in this respect, two hours' time will be paid.

ALL WORKERS: (continued)

F - SUNDAY:

Sunday maintenance work will commence at 8:00 A.M. with a paid lunch period, not to exceed 20 minutes, for those working in the afternoon .

Where a man works six hours or more on a Sunday he shall be entitled to and expected to take one day off during the week, to be mutually agreed between the man and his Department Head.

Provided that this clause does not in any way limit the right of Management to lay men off during the week, during periods of restricted operation or in other circumstances which, in the opinion of Management, justify such action.

Management will endeavour to minimize maintenance work on Sundays, and further agrees to make every reasonable effort to give each maintenance man one Sunday off per month.

.....Page 17 follows

SECTION 6 - STARTING AND STOPPING TIME:

A - TOUR WORKERS:

When a tour begins, each tour worker is required to be in his place. At the end of a shift, no tour worker shall leave his place to wash up and dress until his mate has changed his clothes and reported to take on the responsibility of the position. If a tour worker does not report for his shift, his mate shall notify his Foreman or Superintendent and shall then remain and carry on his work until a substitute is secured, failing which he shall work an extra shift.

It is the duty of a tour worker to report for his regular shift unless he has previously arranged with his Foreman for leave of absence. If unavoidably prevented from reporting through exceptional circumstances, he must give notice to his Foreman at least two hours before he goes on duty.

Where a tour worker has been absent from work for one or more shifts, he shall be required to give notice of intention to report for his next regular shift at least four hours before his tour commences.

When any shift worker has to take time off due to sickness, vacation etc., the men working on the same job on the other two shifts will work long hours for a maximum of one week unless a substitute is found for the absent worker. After one week, a substitute must be found, or failing this, they will receive time and one-half for their work beyond eight hours. In this respect, the Company does not favour 12-hour shifts, and they will be minimized as much as possible.

If extraordinary circumstances make it appear advisable for a man to work a 12-hour shift longer than one week at straight time, this shall be done only after mutual agreement with the employee's Union.

B - DAY WORKERS:

Day workers shall be in their respective working places ready to begin work at their designated starting time. Machinery will be started promptly and not stopped until three minutes before the designated stopping time.

If any day worker is unavoidably prevented from reporting to work, he must make every reasonable effort possible to notify his Foreman at least two hours previous to the scheduled starting time. Where a day worker has been absent from work for one or more days, he shall be required to give notice of his intention to report for his next regular day before 5:00 P.M. on the previous day.

.....

B - DAY WORKERS: (continued)

Employees must punch the time clock in advance of their starting time, and anyone more than three minutes and less than fifteen minutes late, will have one-quarter of an hour deducted from their time. If they are more than fifteen minutes late, they will have further periods of one-quarter of an hour deducted from their time

C - TIMEKEEPING REGULATIONS:

a) NEGLECTING TO PUNCH TIME CARDS:

Employees neglecting to punch their time cards will be penalized by having fifteen minutes time deducted from their wages.
(The Time Card must be initialled by the Superintendent or Foreman).

b) NOON-HOUR TIME CARD PUNCHING REGULATIONS - DAY WORKERS:

Day workers must punch their time cards "out" between 12:00 noon and 12:30 P.M. daily, and must not punch "in" again before 12:30 P.M.

This regulations applies whether or not an employee leaves the plant for his lunch period. A day worker who works through his lunch period is not expected to punch his time card "in" or "out", but if the lunch period is taken at any time other than from 12:00 noon to 1:00 P.M., a minimum of ten minutes must be allowed between punching "out" before going to lunch and punching "in" before returning to work.

Each infraction of the above regulation carries with it the customary fifteen-minute penalty.

SECTION 7 - RATES OF PAY:

Any employee will be paid for the number of hours actually spent in the Company's service at the rate which is established for the occupation, except that such extra time and overtime allowances as are provided for in these rules will be paid in each case where work is done under conditions named.

SECTION 8 - WORKING HOURS ON ELECTION DAYS:

Notices will be posted periodically throughout the plant respecting Federal, Ontario and Quebec elections, and municipal elections in Ottawa, Eastview, Westboro and Hull. The provisions of the Dominion Elections Acts, as applicable, will govern the time off duty allowed to eligible voters.

SECTION 9 - INDIVIDUAL RESPONSIBILITY:

Everything in and about the plant shall be kept in good order, and each employee will be held responsible for the condition of the part of the plant under his control.

.....

SECTION 10 - DISCIPLINE OF MILL EMPLOYEES:

There shall be three separate penalties applied where it is necessary to inflict discipline on any of the employees of the Company, consisting of.

- a) Personal reprimands by the Mill Manager or Superintendents; to be applied in cases of minor offences, where Management is satisfied by the offending employee that the offence will not be repeated.
- b) Suspension from work (without pay) for periods of from one to fifteen days, according to the gravity of the offence and the previous record of the employee concerned.

To be applied in cases of a first serious offence or continued or repeated minor ones when, in the judgement of the Mill Manager or Superintendents, proper conduct and discipline can be secured without resorting to the extreme penalty of dismissal.

- c) Extreme penalty or dismissal from service. To be applied in all cases of flagrant or wilful violations of the rules of the Company or the laws of the land where a thorough investigation proves the employee concerned to be guilty, and the Mill Manager or Superintendent is convinced dismissal is the only method by which discipline can be maintained. It may also be necessary to inflict this penalty in the case of an employee who persists in continued and repeated minor violations of the Company's rules, as shown by the disciplinary record of such employee.

APPLICATION OF DISCIPLINE:

Each Superintendent and Foreman shall have the authority to temporarily remove from service any workman under his supervision who violates the rules of the Company or the laws of the land while such workman is on the Company's premises.

Whenever a Foreman exercises such authority, he shall furnish his Superintendent with a report stating his reasons, including such recommendations he considers the circumstances warrant. After consideration of the circumstances, the Superintendent will authorize the necessary action which will be reported to Management through the regular procedures.

The employee shall be informed of the reasons for such action being taken, and his right of appeal to the Mill Manager explained to him.

WARNING NOTICE:

In all cases where an employee is charged with an offence, the Superintendent shall initiate a "Warning Notice" form. The Warning Notice will detail the offence with which the employee is charged, and state the penalty inflicted.

The Superintendent, Foreman and employee concerned will sign this notice, and the original copy shall be given to the employee. Copies of the Warning Notice will be forwarded to the Personnel Department and the employee's Union President.

.....

SECTION 11 - CAUSES FOR DISCHARGE:

Among the causes for immediate discharge are:

- a) Incompetence.
- b) Bringing intoxicants into, or consuming intoxicants in the mill or on mill premises.
- c) Reporting for duty under the influence of liquor.
- d) Disobedience in the line of duty.
- e) Smoking: (i) in other than permitted areas.
(ii) more frequently than scheduled.
(iii) longer than permitted intervals.
The location of Departmental Smoking Areas will be posted on mill notice boards, and these areas clearly indicated.
- f) Deliberate destruction or removal of Company's or other employee's property.
- g) Disorderly conduct.
- h) Neglect of duty.
- i) Dishonesty.
- j) Sleeping on duty.
- k) Giving or taking a bribe of any nature as an inducement to obtaining work or retaining a position.
- l) Failure to report for work without bona fide reasons.
- m) Reading of books, magazines or newspapers while on duty, except where required in the line of duty.
- n) Removing books or magazines from Raw Material Storage for private purposes.
- o) Gross carelessness with respect to Company's buildings, materials and equipment.
- p) Refusal to comply with Company rules.
- q) Punching of other employees' time cards.

Nothing contained in these rules shall be deemed to restrain or limit the Company's right to discharge employees for just cause.

SECTION 12 - ABSENTEEISM WITHOUT LEAVE:

The following penalties will be imposed on employees who are absent without leave without prior permission from their respective Department Heads.

- 1st. Offence - a warning in writing from the Department Superintendent.
- 2nd. Offence - three compulsory days off without pay.
- 3rd. Offence - possible discharge.

.....

The above penalties shall be subject to the following regulations.

- a) An employee's record will be automatically cleared after a period of six months without an offence.
- b) Each day of absence without prior permission can be considered one offence.
- c) As written into the existing Agreement, if an employee is unavoidably prevented from reporting for duty, he must give notice to his Foreman at least two hours before his shift goes on duty. If this notice is not given, there shall be no other alternative than to consider that the employee is absent without leave. If proper notice is given, it will remain with the jurisdiction of the Department Head to determine whether or not there is bona fide reason for not reporting for duty.
- d) Penalties imposed for absence without leave will be subject to review under Section 5, Adjustment of Complaints, in the existing Agreement.

SECTION 13 - ENTERING AND LEAVING THE PLANT:

All employees should enter the mill only when reporting for a regular shift. If it is necessary, for some other reason, that they enter the mill, the permission of the Security Supervisor or the Personnel Department should be obtained. x

SECTION 14 - WHISTLES:

Mill whistles will be blown as local conditions require. Time of blowing whistles will be posted on mill bulletin boards.

SECTION 15 - BULLETIN BOARDS:

Notices shall not be posted in the mill, except on the official bulletin boards. In each case, the approval of the Mill Management must be obtained before a notice is posted.

.....

x No employee will leave the plant during his scheduled hours of work without prior permission of his Foreman, and will punch out unless on Company business authorized by his Foreman.

SECTION 16 - SAFETY:

GENERAL:

Employees and the signatory Company are to comply with the established Safety Rules as amended by the Safety Committees from time to time. Employees will not be expected to operate with unsafe equipment or under unsafe working conditions. Employees are expected to report immediately any unsafe equipment.

The Local Unions and the Company shall cooperate in selecting one or more Safety Committees which will meet at least once a month to consider all safety problems.

The signatory Unions undertake to promote safety education among their members in an effort to overcome accidents.

SAFEGUARDS:

Safeguards must not be removed except by order of Foreman, Superintendent or Manager. If removed, they must be replaced immediately, or reason for not replacing same reported to the Manager, Superintendent, Foreman, or man in charge of the Department where the guard is located. Cleaners and oilers must always replace guards when removed for the purpose of oiling and cleaning.

ELEVATORS:

All unauthorized employees using elevators do so at their own risk. Stairs are provided for their use instead.

CLOTHING:

Employees working upon moving machinery must not wear clothing which can readily be entangled therein. Clothing not in use shall be kept in lockers provided for that purpose.

REPORTING OF ACCIDENTS:

All injuries must be reported at once by the injured employee and by all witnesses to the Department Superintendent or Foreman, and by him to the Company Nurse. If the Nurse is not immediately available, the Department Superintendent or Foreman shall notify the Personnel Department.

SECTION 17 - FIRE SERVICE:

In case of fire, all employees must assist in preventing destruction of the Company's property. Fire apparatus must not be removed from its place or used except in case of fire or by order from the Mill Manager or Superintendent.

.....

RHH/fmg
9/7/49.

APPENDIX " A " TO 1949-50 LABOUR AGREEMENT

MEMORANDUM OF AGREEMENT AT SPECIALTY MILLS JOINT NEGOTIATIONS :::
HELD IN MONTREAL, QUE. ON MAY 20th., 1949.

The following agreements were ratified after discussion at the Joint Conference, Montreal, Que., held on May 20, 1949 -

Agreement No. 1

The Companies agree to appoint a Committee to study the adoption of a standard classification plan for all mechanics.

Agreement No. 2.

The manufacturers agree to carefully watch maintenance work on Sunday with a view to proper planning in order to reduce it to a minimum, and are agreeable to making every reasonable effort to give each maintenance man one Sunday off per month.

Agreement No. 3

The Companies will fully inform their Locals of all details and workings of the Group Insurance Policies applicable to their members.

Agreement No. 4

The Companies will grant two (2) additional paid holidays, arrangements for same to be determined with the local Unions, so as to provide for minimum interference with operations.

Agreement No. 5

The Companies stated that they would study the effect of a three-week vacation after 25 years' service.

Agreement No. 6

The Companies agree to delete the general clause inserted in the contracts last year concerning the changing of wires and felts on Sundays, but the Unions agree to continue in force the provisions regarding early startup and shutdown.

APPENDIX "B" TO 1949-50 LABOUR AGREEMENT

LOCAL ADJUSTMENTS GRANTED SUBSEQUENT TO JOINT LABOUR NEGOTIATIONS

HULL MILL

INTERNATIONAL BROTHERHOOD OF PULP,
SULPHITE, AND PAPER MILL WORKERS -
LOCAL 50.

Increase Adjusted Rate
per Hour at May 1, 1949.

TRAFFIC:

Electric Lift Truck Operator:

reclassified as -

Electric Truck Operator
and Assistant Checker.

.03 .97

MECHANICAL:

Lower Mill Roll Grinder:

reclassified as -

Machinist Class "A"

.03 1.17

WOOD ROOM:

Lower Mill Wood Room Foreman

.02 1.11

TISSUE:

Bag Tier (Male)

.03 .75

SULPHITE:

Bleach Plant Operator

.05 1.11

Increase Adjusted Rate
per Hour at July 1, 1949.

SULPHITE:

Tour Boss

.09 1.40

.....

APPENDIX "B" TO 1949-50 LABOUR AGREEMENT (continued)

LOCAL ADJUSTMENTS GRANTED SUBSEQUENT TO JOINT LABOUR NEGOTIATIONS

OTTAWA MILL

INTERNATIONAL BROTHERHOOD OF
PAPER MAKERS - LOCAL 34

	<u>Increase per Hour</u>	<u>Adjusted at May 1, 1949</u>
<u>BOARD MILL</u>		
Panel Board Operator	.02	1.02
Colourman	.03	1.17
<u>SPECIALTY FINISHING</u>		
Cutter Room-Foreman	.06	1.10
<u>SPECIALTY MILLS</u>		
Fourth Hand, No. 9 Paper Machine	.04	1.07
Fourth Hand, No. 10 Paper Machine	.06	1.09
Fourth Hand, No. 11 Paper Machine	.06	1.09

INTERNATIONAL BROTHERHOOD OF PULP,
SULPHITE, AND PAPER MILL WORKERS -
LOCAL 73

GROUNDWOOD

Foreman	.03	1.14
<u>SPECIALTY MILLS</u>		
Cleaner	.01	.92

STEAM PAINT

"A" Fireman (with 3rd. Class Certificate)	.07	1.08
"A" Fireman (with 4th. Class Certificate)	.04	1.05

MATERIAL HANDLING

Handling Foreman (Rehandling)	.04	1.04
Handling Foreman (Garage)	.04	1.04

THE E. B. EDDY COMPANY

HULL MILL

SCHEDULE OF RATES:

AS AT MAY 1, 1949:

<u>DEPARTMENT:</u>	<u>PAGE:</u>
Electrical	1
Filtration	2
Groundwood & Upper Woodhandling	3
Instrument	4
Lower Woodhandling	5
Material Handling	6
Mechanical	7 - 8
Newsprint	9
Outside Maintenance	10
Security	11
Specialty Finishing	12
Specialty Mills	13 - 14
Steam	15
Stores	16
Sulphite & Woodroom	17
Sundries	18
Technical	19
Tissue	20 - 21
Traffic	22

RHH/fmg
7/9/49.

THE E. B. EDDY COMPANYHULL MILLELECTRICAL DEPARTMENTJob Title:Rate:Power:

Power House Operator	1.17
Power House Wheelman	.99
General Labour	.88

Electrical Maintenance:

Electrician - Class "A"	1.12
- Class "B"	1.07
- Shift (Class "B")	1.07
- Motor Tender (Groundwood)	.99
- Helper	.93
- Apprentice	.74 - 1.07
General Labour	.88

THE E. B. EDDY COMPANYHULL MILLFILTRATION PLANT:Job Title:Rate:

Filtration Plant Operator

1.10

Watchman

.88

THE E. B. EDDY COMPANYHULL MILLGROUNDWOOD AND UPPER WOODHANDLING DEPARTMENT:Job Title:Rate:Woodhandling:

Foreman	1.04
Sawyer	.91
Assistant Sawyer	.89
General Labour	.88

Wood Yard:

Foreman - Shift	.93
Knife Barker Operator	.90
General Labour	.88

Groundwood Mill:

Tour Boss	1.29
Grinderman	.99
Stock Runner	.99
Trucker	.88
Wet Machine Operator	.90
General Labour	.88

THE E. B. EDDY COMPANYHULL MILLINSTRUMENT DEPARTMENTJob Title:Rate:

Instrument Mechanic

1.07

Instrument Apprentice

.74 - 1.07

THE E. B. EDDY COMPANY

MILL MILL

LOWER WOODHANDLING DEPARTMENT

<u>Job Title</u>	<u>Rate</u>
<u>Wood Yard -Lower Mills</u>	
Sub-Foreman	1.04
Crane Operator	.95
Sawyer	.91
Sawyer -Assistant	.89
Scaler	.92
Sorter	.92
General Labour	.88

THE E. B. EDDY COMPANYHULL MILLMATERIAL HANDLING DEPARTMENTJob Title:Rate:

Foreman	1.11
Lift Truck Operator (Gaz)	.94
Tractor Driver	.94
General Labour	.88

THE E. B. EDDY COMPANYHULL MILLMECHANICAL DEPARTMENT

<u>Job Title:</u>	<u>Rate:</u>
Sub-Foreman - Lower Machine Shop	1.28
Boas Machinist	1.22
Machinist - Class "A"	1.17
- Class "B"	1.11
- Apprentice	.74 - 1.11
- Helper	.93
Welder - Class "A"	1.17
- Class "B"	1.11
- Helper	.93
Blacksmith	1.07
Blacksmith Helper	.93
Roll Grinder	1.14
Knife Grinder	1.07
Tinsmith - Class "A"	1.11
- Class "B"	1.06
- Apprentice	.74 - 1.06
Foreman - Millwright	1.21
Boas Millwright - Groundwood	1.18
Millwright - Class "A"	1.12
- Class "A" (Newsprint)	1.17
- Class "B"	1.07
- Helper	.93
Boas Pipefitter	1.12
Pipefitter - Class "A"	1.09
- Class "B"	1.04
- Apprentice	.74 - 1.04
- Helper	.93
Foreman - Carpenter Shop	1.21
Boas Carpenter	1.14
Pattern Maker	1.17
Carpenter -- Class "A"	1.09
- Class "B"	1.04
- Helper	.93
Lumber Scaler	.94

THE E. B. EDDY COMPANYHULL MILLMECHANICAL DEPARTMENT (continued)

<u>Job Title:</u>	<u>Rate:</u>
Foreman - Painter	1.11
Boss Painter	1.06
Painter - Class "A"	1.01
- Class "B"	.95
- Helper	.93
 Boss Oiler	 1.16
Oiler - Newsprint	1.06
- All other	.94
 Foreman - General Service	 1.18
Sub-Foreman - General Service	1.04
Bear Cat Operator	1.00
 Truck Driver	 .94
 General Labour	 .88

THE E. B. EDDY COMPANYHULL MILLNEWSPRINT MILL:

8 Machine - Fourdrinier - Chas. Walmsley ;
Trim - 223" , Wire width - 234" .

Job Title:Rate:

Machine Tender	2.10
Backtender	1.90
Third Hand	1.54
Fourth Hand	1.19
Fifth Hand	1.10
Broke Hustler	.95
Broke Beaterman	.92
Mixing Room Operator	1.37
 Boss Finisher	 1.33
Finisher	.94
Weigher	.98
Car Loader	.98
Electric Truck Operator	.98
Oiler	1.06
Cleaner & Felt Man	1.19
Core Machine Operator	.99
Core Machine Helper	.92
General Labour	.88

THE E. B. EDDY COMPANYHULL MILLOUTSIDE MAINTENANCE DEPARTMENT :

<u>Job Title:</u>	<u>Rate:</u>
Assistant Foreman	1.18
Foreman - Track Maintenance	1.08
Millwright - Class "A"	1.12
- Class "B"	1.07
- Helper	.93
Welder - Class "B"	1.11
Cement Finisher	1.04
General Labour	.88

THE E. B. EDDY COMPANYHULL MILLSECURITY DEPARTMENTJob Title:Rate:

Senior Watchman

.99

Watchman

.88

General:

Gardener

.93

General Labour

.88

Office Cleaner

.88

Charwoman

.79

THE E. B. EDDY COMPANYHULL MILLSPECIALTY FINISHING DEPARTMENT:Job Title:Rate:

Foreman	1.18
Sub-Foreman - Export Casing	1.05
Boss Cutterman	1.18
Cutterman - Large	.93
- Small	.91
- Helper (Large)	.88
Cutter Boy	.75
Supercalender Operator	1.08
Supercalender Helper	.93
Printer	1.06
Printer Helper (Apprentice)	.75 - 1.06
Rewinder Operator - Small	.91
- Helper	.75
Trimmer Operator - Large	1.00
- Small	.92
- Helper (Large)	.88
Tier	.92
Broke Hustler	.88
Electric Truck Operator	.93
Cleaner	.88
Elevator Operator	.88
Ream Sealer	.88
Sample Room Clerk (Male)	.92
Office Clerk (Male)	.92
Stenciller (Bundles & Skids)	.91
Ream Lifter	.88
Shipping Roll Finisher	.92
General Help	.88
Embosser Operator	.92
Wrapper - 1st. six months	.64
- 2nd. six months	.67
- experienced	.70

Female:

Checker - Ream	.87
- Paper	.80
Sample Room Girl	.80
Sample Room Helper	.70
Sorter - 1st. six months	.64
- 2nd. six months	.67
- experienced	.70
Stenciller (Bundles & Skids)	.87
Labeller (Ream Packages)	.73
Printer Helper	.70
Cutter Helper (Layboy)	.75

THE E. B. EDDY COMPANY
HULL MILL
SPECIALTY MILLS DEPARTMENT

<u>Job Title:</u>	<u>Rate:</u>
<u>#1 Machine - Fourdrinier - Pusey & Jones</u>	
Width 100". Trim 90".	
Machine Tender	1.40
Backtender	1.14
Third Hand	1.02
Fourth Hand	.92
<u>#2 Machine - Fourdrinier - Pusey & Jones</u>	
Width 120". Trim 106".	
Machine Tender	1.46
Backtender	1.23
Third Hand	1.07
Fourth Hand	.94
Plug Rolls	.88
<u>#4 Machine - Harper - Bagley & Sewall</u>	
Width 84". Trim 70".	
Machine Tender	1.36
Backtender	1.14
Third Hand	.97
<u>#5 Machine - Fourdrinier - Ballot Iron Works</u>	
Width 100". Trim 90".	
Machine Tender	1.40
Backtender	1.14
Third Hand	1.02
Fourth Hand	.92
<u>#6 Machine - Fourdrinier - Bagley & Sewall</u>	
Width 100". Trim 90".	
Machine Tender	1.40
Backtender	1.14
Third Hand	1.02
Fourth Hand	.92
Plug Rolls	.88
<u>#7 Machine - Harper - Bagley & Sewall</u>	
Width 84". Trim 72".	
Machine Tender	1.36
Backtender	1.14
Third Hand	.97

THE E. B. EDDY COMPANYHULL MILLSPECIALTY MILLS DEPARTMENT (continued)Job Title:Rate:General:

Tour Boss	1.65
Repairman	1.27
Repairman	1.00
Clothing & Tub-Sizing Man	1.02
Felt & Wire Man	1.99
Head Cleaner	.99
Machine Cleaner	.92
Broke Hustler	.93
Elevator Man	.88
Core Man	.99
Baler	.88
General Labour	.88

Beater Room:

Beater Engineer - "A" Mill	1.44
- "B" Mill	1.40
- #7 Machine	1.14
Colour Man - "A" Mill	1.07
- "B" Mill	1.00
Clay & Size Man Helper	.93
Beaterman Dumper	.99
Beaterman	.97
Spare Man	.93
Broke Room Attendant	.99
Broke Room Helper	.88
General Labour	.88

Clay & Size
Man I.00

.....

THE E. B. EDDY COMPANYHULL MILLSTEAM DEPARTMENTJob Title:Rate:

Shift Foreman - Temporary	1.17
Fireman - Class "A" (with 3rd. Class Certificate)	1.08
- Class "A" (with 4th. Class Certificate)	1.05
- Class "B"	.98
- Class "C"	.93
Repairman	1.09
Repairman Helper	.93
Bricklayer	1.06
Bricklayer Helper	.93
Bulldozer Operator	1.00
Coal Truck Driver	.94
Coal Crusher Operator	.93
Coal Belt Operator	.91
General Labour	.88

.....

THE E. B. EDDY COMPANYHULL MILLSTORES DEPARTMENTJOB TITLE:RATE:

Receiving Clerk

.93

Storekeeper

.94

Stores Helper

.88

.....

THE E. B. EDDY COMPANYHULL MILLSULPHITE & WOODROOM DEPARTMENTS:JOB TITLE:RATE:

Tour Boss	1.40
Cook	1.25
- 2nd.	1.02
- Helper	.93
Acid Maker	1.11
Stone Tower Man	.91
Stone Tower Man Helper	.88
Blow Pit Man	.94
Blow Pit Man Helper	.91
Unbleached Screen Operator	.94
Unbleached Screen Operator Helper	.91
Pulp Machine Tender	1.01
Wet Machine Table Man	.93
Screenings Wet Machine Operator	.91
Wet Machine Operator	.91
Trucker	.93
General Labour	.88

BLEACH PLANT:

Bleach Plant Operator	1.11
Washerman	1.02
Bleach Plant Helper	.91
Bleach Screen Operator	.94
Chlorinator	1.01

WOOD ROOM:

Foreman	1.11
Shift Foreman	1.02
Saw Filer	1.01
- Helper	.93
Sawyer	.91
- Assistant	.89
Wood Pecker	.93
Disc Barker	.91
Rosser Man	.91
Drum Feed Man	.91
Conveyorman	.91
Sorter	.91
Knot Borer	.91
Cut-Off Saw Man	.91
Cleaner	.91
Chipperman	.94
Chip Bin Man	.89

.....

THE E. B. EDDY COMPANYHULL MILLSUNDRY LABOUR POOLJOB TITLE:

General Labour

RATE:

.88

.....

THE E. P. EDDY COMPANYHULL MILLTECHNICAL DEPARTMENTJOB TITLE:RATE:Upper Mills:

Tester - Paper (Shift)	1.02
Tester - Days (in training)	.99
Tester - Freeness (Days)	.95

Lower Mills:

Tester - Newsprint (Shift)	.99
Tester - Sulphite (Shift)	.99
Tester - Bleach Plant (Shift)	.99
Tester - Days (in training)	.99
Tester - Freeness (Days)	.95

Groundwood Mill:

Tester - Freeness (Shift)	.95
---------------------------	-----

.....

THE E. B. EDDY COMPANYHULL MILLTISSUE DEPARTMENTJOB TITLE:RATE:Cases:

Foreman	1.08
Stitching	.89
Labelling	.88
Pasting & Sealing	.75
Piling Cases	.75
Putting Cases on Slide	.75
Case Weigher	.88
General Help	.72

Cores:

Tube Operator	.94
- Helper	.92

TOILET:

REwinder Operator (alone)	1.08
- with Core Boy	1.03
Spare Rewinder Operator	1.03
Core Boy	.75
Putting Rolls on Rewinders	.75
Onliwon Operator	.84
Onliwon Toilet Bandsaw Operator	.84
Roll Wrapper Operator	.93

TOWELS:

Machine Operator	.82
Onliwon Towel Bandsaw Operator	.84
Banding Towels	.74
Bandsaw Towel Packer	.68

SERVIENTTES:

Chief Operator	1.08
Serviette Machine Operator	.82
Serviette Packer	.75
Tray Cloth Operator	.89

.....

THE E. B. EDDY COMPANYHULL MILLTISSUE DEPARTMENT (continued)JOB TITLE:RATE:General:

Night Foreman	1.17
Foreman & Machine Adjuster	1.22
Machine Adjuster	1.17
Roll Mover	.91
Baler	.88
General Help	.72
Paste Maker	.88
Cleaner	.88
Clerk-General	.75

FEMALE:

Wrapper & Bander (Rolls)	.74
Bandsaw Towel Packer	.68
General Help - 1st. six months	.61
- 2nd. six months	.64
- experienced	.68

Bag Room:

Foreman & Machine Adjuster	1.20
Machine Adjuster - Helper	.93
Bag Tier	.75
Bag bundling & Pressing	.88
Paste Man	.88

.....

THE E. B. EDDY COMPANYHULL MILLTRAFFIC DEPARTMENT:JOB TITLE:RATE:

Foreman - Shipping	1.17
Senior Shipper	1.09
L.C.L. Shipper	1.01
City Shipper	1.01
Warehouseman & Checker	1.00
Car Loader	.91
Electric Truck Operator & Assistant Checker	.97
Electric Truck Operator	.94
Truck Driver	.94
General Labour	.88
Locomotive Engineer	1.16
Conductor	1.09
Brakeman	.98

.....

AGREEMENT

Memorandum of joint Agreement made and entered into between the Eddy Match Company, Limited, Berthierville, Quebec, (hereinafter referred to as the "Company" and Local Unions:

1. International Brotherhood of Pulp, Sulphite and Paper Mill Workers. Local No. 664.
2. International Brotherhood of Bookbinders, Montreal Local No. 91.
3. Printing Pressmen & Assistants' Union, Local No. 52.

The term "Employee" as used in this agreement shall not include foremen or supervisory employees, or employees under 16 years of age, or any office or clerical employees.

It is agreed that the terms and conditions of this contract shall apply only to the employees of the Berthierville, P.Q. plant of the Eddy Match, Company, Limited.

Since ample provisions have been made in this agreement for settlement of differences between the Company and the Unions it is agreed that during the term of this agreement there shall be no lock-out on the part of the Company and no strike or cessation of work on the part of the Unions.

This agreement is intended to be in accord with all Federal or Provincial laws and regulations relating to employment of labour and in any provision in which conflict arises, the laws and regulations shall govern therein without affecting other provisions of this agreement.

In the event of a strike or work stoppage, plant protection employees will carry on their usual duties at the plant without interference.

I. RECOGNITION

1. The Company recognizes the Unions during the term of this agreement as the sole bargaining Agent of the employees for the purpose of Collective Bargaining on wages, hours of work and working conditions.

2. It is agreed that nothing contained in this agreement shall be deemed to take away the right of any individual employee to present his or her personal grievance directly to the management.

3. It is agreed that there shall be no discrimination, threat or intimidation by either the Company or the Unions toward each other, or by either party toward any employee for membership, or non-membership in any lawful employee association or union.

4. It is agreed that no solicitation of membership or collection of dues shall be engaged in during the plant working hours.

5. The Unions recognize the right of the Company to manage, the plant and the right to govern and control any and all processes, procurements and methods of manufacture or planning.

6. The Unions recognize the right of the Company to direct the work of the employees and to hire, discharge, or suspend employees, demote them or transfer them, assign them to jobs or shifts, to determine the amount of work needed and lay off because of lack of work, all with due regard to seniority provisions herein.

7. The management of the Company will upon request notify the Committee in writing of the reason for the discharge of any employee covered by this agreement. Any such action of the Company which in the opinion of the Committee results in an employee or group of employees being unjustly dealt with or discriminated against, shall be considered a grievance to be dealt with under the grievance procedure herein.

8. The Company agrees to maintain a bulletin board for posting and display of Union notices, and it is further agreed that all such notices shall first be submitted, duly signed by an authorized Union Official, to the personnel officer, for approval before posting. The Unions agree that they will not distribute or post any pamphlets, advertising, or political matter, cards, notices, or any other kind of literature within the plant or on company property except as provided above.

II. SENIORITY

1. In all cases of layoff, increases in staff and promotion (foreman, supervisory and office employees excepted) the following factors shall be considered by the Company in its absolute discretion:

(a) Length of service

(b) Ability, skill and experience, knowledge, training and efficiency.

2. No employee shall have seniority status until he has been employed by the Company for three (3) months as a classified employee.

3. In case of equally qualified employees, seniority will be taken into consideration by the Company on all occasions when a layoff is necessary, and the Company agrees to discuss with the Committee of the Union any case or instance of hardship or injustice to an employee arising out of a layoff.

4. Continuous employment is broken by voluntarily leaving the employment of the Company or by discharge. Absence due to temporary layoff because of lack of work, illness or accident, or absence from employment whilst in the armed forces of the country will not constitute a break in continuous employment. Temporary layoff as defined for this purpose shall be for a period not exceeding six (6) months.

5. Regardless of seniority provisions above, an employee who has given long and faithful service to the Company and whose capacity is limited because of physical or mental handicap or other infirmities, may be employed on suitable work at a wage agreeable to the Company and the Unions.

III. GRIEVANCES

1. There shall be a Grievance Committee consisting of from three (3) to five (5) employees, the names of such persons or any change in the personnel of such Committee shall immediately be notified to the Company. Such Committee shall be recognized by the Company for purposes of negotiating disputes and grievances which may arise during the life of the agreement.

2. Should an employee feel that any provision of this agreement has not been complied with, he or she shall have the right to appeal personally or with the Grievance Committee, to the foreman of the department. In case the foreman is not able to adjust the matter to the employee's satisfaction, the complaint shall be put in writing, signed by the employee, and submitted by the Grievance Committee to the personnel officer who with the assistance of the superintendent will comprise the company grievance committee. In case a settlement is still not reached the complaint shall be referred to the designated representative of the Unions and to the Plant Manager who shall decide the matter. Such decision reached shall be binding upon the Company and the Unions.

If no settlement is reached as a result of the foregoing procedure, either the Company or the Union shall have the right to invoke the conciliation procedure provided by the labour laws of the Province of Quebec.

3. Investigations with regard to complaints by employees that errors have been made in calculating wages will be handed directly to the foreman who will discuss the matter with the payroll department and report back to the employee. This will not be considered a grievance unless after investigation the employee is not satisfied, in which case he may report the matter as a grievance to the Grievance Committee.

IV. WORKING CONDITIONS

1. It is understood that an employee shall be at his work place and ready to assume his duties at the commencement of his normal working day and shall remain at this work and in his department during his working hours and shall not overstay authorized relief periods.

2. Leaving the premises of the plant during working hours without permission shall be cause for discharge.

3. The Company shall make reasonable provisions for the safety of the employees during the hours of their employment. Protective devices and other equipment provided by the company to protect employees from injury shall be used by the employee.

4. The Unions agree that plant rules with regard to sanitation, boisterous conduct, abusive and obscene language, smoking in restricted areas shall be observed and the violation of the same may be made a reason for discharge.

5. In case an employee is absent from work on account of sickness or for other reasons, he shall notify his foreman without delay. If an employee is absent without leave for a period of more than two consecutive working days it shall be deemed sufficient cause for dismissal.

V.- HOURS OF WORK

1. The regular work week for employees shall consist of forty-eight (48) hours from Monday to Saturday inclusive, and the regular work day shall not exceed nine (9) hours in any one day from Monday through Friday and four (4) hours on Saturday, excepting as stated in paragraphs two (2) and three (3) of this article.

2. The regular work week for maintenance men and service men shall consist of fifty-four (54) hours from Monday to Saturday inclusive and the regular work day shall not exceed ten (10) hours in any one day from Monday through Friday and four (4) hours on Saturday.

3. The regular work week for watchmen and janitors shall consist of sixty (60) hours from Sunday to Saturday inclusive and the regular work day shall not exceed twelve (12) hours in any one day.

4. In the event that business conditions necessitate any change in the schedule of hours stated in the preceding paragraphs, the Company reserves the right to make such changes within the limitations of the above mentioned daily and weekly hours.

VI.- OVERTIME

1. Employees shall be paid at the rate of one and one-half times their regular rate for hours worked in excess of nine (9) hours per day from Monday through Friday and four (4) hours on "Saturday", or over forty-eight (48) hours in any one week excepting as otherwise stated in the following paragraphs of this article.

2. Maintenance men and service men shall be paid at the rate of one and one-half times their regular rate for hours worked in excess of ten (10) hours per day from Monday through Friday and four (4) hours on Saturday.

3. Watchmen and janitors shall be paid at the rate of one and one-half times their regular rate for hours worked in excess of twelve (12) hours per day or sixty (60) hours per week.

4. When both the hours per day and the hours per week have been exceeded, the employee will be paid overtime rates for the excessive hours per day or excessive hours per week, but not for both.

5. Employees (other than those excepted in paragraph six (6) of this article) will be paid at the rate of time and one-half for all work performed on Sundays and the following Statutory holidays: Epiphany, St John Baptiste Day and All Saints Day.

6. Engineers, Firemen, Watchmen and the like who are regularly scheduled to work on Sunday and said holidays will be paid at straight time for their regular hours, but should they be required to work on their regular day of rest, they shall be paid at the rate of time and one-half for all work performed on that day.

for 7. In computing hours worked on Sunday or a holiday, the overtime hours/which payment is made shall be contained within the twenty-four (24) hour period starting at midnight on the eve of the Sunday or holiday and continuing until midnight Sunday or the day of the holiday: excepting in the case of night shift employees where the day will commence at 7.00 A.M. Sunday, or the day of the holiday, and end at 7.00 A.M. the following day.

8. An employee shall not be required to take time off during his regular work week to avoid payment of overtime.

VII- STATUTORY HOLIDAYS

1. The following statutory holidays or days celebrated as such, shall be paid for at the regular rates of pay; when no work is performed:

- (a) New Year's Day
- (b) Ascension Day
- (c) Labour Day
- (d) Immaculate Conception Day
- (e) Christmas Day

2. In as much as the employees will be paid a full day's pay at their regular rates for each of the above named statutory holidays when no work is performed, should they be required to work on any of these days, they shall be paid at straight time rates for all work performed during their regular hours.

VIII- VACATIONS

1. Vacations with pay will be granted to employees pursuant to the provisions of Ordinance 3 of the Minimum Wage Commission of the Province of Quebec.

2. Eligible employees who have completed five (5) years of continuous service as of April 30, 1950, shall receive either an additional week's pay or an additional week's vacation with pay. The Company shall determine whether a second week's vacation can be arranged and if not the employee will be paid an extra week's pay in lieu of the second week's vacation with pay.

3. Vacation periods shall be designated by the Company having regard to the desirability of the vacation time and plant operating schedule. The Company reserves the right to shut down the plant and provide for vacations all at one time or to distribute vacations and maintain plant operations with reduced personnel.

4. Extended absence due to sickness or accident, may receive special consideration in computing vacation credits.

IX- WAGES

1. Wages shall be paid in accordance with the attached wage schedule and shall form a part of this agreement.

2. The starting rate for female help shall be .45 per hour and this shall be increased by .05 per hour at the end of onemonth's continuous employment. After two months of continuous employment the employee shall be paid the rate of the job assigned.

3. It is agreed to eliminate the present piece work system in all departments throughout the plant, but the Company reserves the right to institute a piece work system to apply to any operation in the plant where it is deemed necessary to maintain production.

.....

DURATION

This agreement shall be in full force and effect for a period of one year from January 20th, 1950 and from year to year thereafter unless modifications or changes are requested by either party by giving due written notice to the other at least 2 months prior to the above expiration date. Upon giving and receiving of such notice the parties shall negotiate the proposed changes, looking toward consummation of a new agreement prior to the expiration date. In any event this agreement shall continue in full force and effect after the giving of such notice and during negotiations for a new agreement.

Signed this 6th day of February 1950.

For Eddy Match Co. Ltd.

Unreadable

Unreadable

I.B. of B.

For Unions

Int. Brotherhood Pulp. Sul. P.M.W.

Local. No. 884 Richard Aubert
Eugène Fréchette

Local No. 91 P.J. Galley

Local. 52. Pressiers et Assistants de Montréal

Roger Gagnon. Prov. Repre.

Local No. 52.

Berthierville, Que.

January 20th, 1950.

Rate Schedule effective as of January 21, 1950

MATCH ROOM

Hourly Rate

D3 Machines C.S. & D.

Block Feeder	.65
Operator	.70
Picker	.60
Ins. Slider	.60
Out. Slider	.60
Wrapper Oper.	.63

D2 Machines C.S. & D.

Block Feeder	.55
Operator	.70
Porter	.55
Picker	.55
Box Feeders	.55
Hand Sliders	.55
Hand Wrap. (Small)	.55
" " (Large)	.55

100 Stick Machines S&D

Splint Feeder	.55
Operator	.70
Porter	.55
Picker	.55
Box & Cover Checker	.60
Reconditioning	.55
Hand Sliders	.55
Wrap. Mach. Oper.	.63
Hand. Wrap (Small)	.55
" " (Large)	.60

Match Room General

	Charge Hand	.79
x	Assemble Cases	.70
	" " Help	.67
	Block Porters	.70
	Splint	.65
	General Porters	.70
	" " " "	.67
	" " " "	.65
	Relief & Culling Matches	.65
	" " " "	.57
	" " " "	.55
	General Work	.55

x Rate for present employee .62 per hr.

~~INSTRUCTIONS.~~

~~EXPLANATIONS.~~

S.O.B. Department

	Vener Mach. Oper.	.75
	Skillet " "	.55
	Friction " "	.77
	" " " Tailer	.60
Label Mach. Oper. .55	Sorting, Culling & Inspecting Skillets	.55
	Wrapping S.O.B.	.55

Eddy Match Co., Limited
Berthierville, Que.

January 20th, 1950.

Book Match Department

Hourly Rate

C. S. & D. Machine Oper.	.75
" " " " "	.70
" " " " Taler	.55
Friction " " Oper.	.70
Rotary Slitter Oper.	.70
" " " Taler	.65

#1- 5- Bookers

Feeding Combs	.60
Fill Case & Cadd	.60

6- 7 Bookers

Operator	.70
Feeding Combs	.60
Fill Case & Cadd	.60
Assembling Cases	.65
Case Sealer & Porter	.63
Caddy Mach. Oper.	.60
Booking Mach. Adjust.	.80

Composition Dept.

Dry Powder Mixer	.98
Composition	.89
" Grinder	.95
" Temperer	.83
" Night Man	.80
" " Cleaner	.79
" Trucker	.75
" Guager	.77
" Glue	.79

Box & Bar Dept.

Charge Hand	.85
Oper. #3 Box Mach.	.82
" #3 " "	.70
" Pocket Box Mach.	.70
" #3 Bar Machine	.79
" Pocket Bar Machine	.79
" " " " "	.65
" Slitter & Rewind	.65
" Belter	.55
" Box Machine Porter	.65

Widly Match Co. Limited
Berthierville, Que.

January 20th, 1950.

Printing Department

Hourly Rate

Miehle Press Oper.	1.00
" " " (Hand)	
" " " (Fed)	.72
" " " App.	.65
Chambon Press Oper.	.85
Rotary Wrapping Press	1.00
Kelly Press Oper.	1.00
" " " "	.90
" " " App.	.78
" " " "	.74
Kluge Press Oper.	.77
" " " App.	.70
" " " "	.63
Chandler Press Oper.	.63
" " " "	.60
New Bra " "	.63
" " " "	.60
Ludlow Charge Hand	1.03
" Operators	.82
" "	.74
" "	.74
Ass't Charge Hand	1.03
Makeready Platen Press	1.03
Order Clerk & Proof Reader	.94
" " " " "	.78
Stockkeeper	.86
Cutter Operator	.86
" " " Appr.	.65
" Tailor	.65

Testing & Clerks

Testing Rm. Charge Ed.	.85
# I.P.T.S. Inspector	.63
Testing Matches	.63
Counter Girl	.63
Temperature Girl	.63
Inspectress	.63
Laboratory Girl	.70
Supt. Clerk	.70

Rate for present employee .78 per hr.

Shipping & Receiving

Shipper	.77
Loading Cases	.77
" "	.69
Stockroom	.77
" "	.65

Watchmen & General

Gatekeeper	.75
Watchmen	.72
" "	.65
Gen. Yard Work	.70
" " "	.67
" " "	.65
Lift Truck Oper.	.70
Messenger	.70
Dining Rm. Attd't.	.65
" " "	.56

Eddy Match Co. Limited
Berthierville, Que.

January 20th 1950.

Maintenance Dept.

Boiler House

Hourly Rate

Fireman	.83
"	.74
Gen. Work	.70

Adjusters

Match Mach.	.95
" "	.94
" "	.90
Oiler	.80
Oiler	.78
"	.70

Machinists Etc.

Machinist	1.15
"	1.05
"	1.03
"	.99
"	.95
"	.94
"	.93
"	.90
"	.88
Electrician	1.15
" Helper	.73
"	.65
Steamfitter	1.00
Tinsmith	1.00
" Helper	.70
Carpenter	1.00
"	.96
Millwright	.97
"	.90
"	.80
"	.75
Match Die Maker	.91
Painter	.84
"	.75

March. 13. 1950.

Mr. A.C. Millen,
Manager
Eddy Match, Co. Ltd.
Berthierville, Que.

Dear Mr. Millen.

Since the established weekly hours of the machine shop at Berthierville is Forty-eight (48) hours per week, we have agreed with the unions request that this group will be paid overtime rates on the same basis as other departments working Forty-eight (48) hours per week; this group will now be paid overtime in accordance with clause I of the article VI. "OVERTIME" of the agreement which reads as follows:

"Employees shall be paid at the rate of one and one-half times their regular rates for hours worked in excess of NINE (9) hours per day from Monday through Friday and Four (4) hours on Saturday or Forty-eight (48) hours in any one week excepting as otherwise stated in the following paragraphs of this article!"

Included with the machine shop group are the steamfitters, tinsmiths, carpenters, mach die makers and painters, therefore, overtime payments to these employees shall be made on the same basis.

These overtime payments are to be effective from March 13th, 1950.

We have also agreed that employees regularly employed on the day shift that are required to work the night shift will be paid a flat bonus of Two dollars (\$2. 0) per week over and above their regular rates of pay as long as they are employed on night work, this does not apply to Engineers, Firemen, Watchmen, Night Composition Men and the like who have been and are regularly employed on night shift work, neither does it apply to employees who start the day during regular day shift hours.

This bonus is to become effective March 13th, 1950 and immediately when the night shift has been discontinued, the payment of the bonus is to stop and the employees or employee, affected will be paid their regular day rate for the job assigned.

We would ask you to please advise the payroll department accordingly of these revisions to the contract and make the changes effective immediately.

Thanking you.

Yours very truly.

C. D. Levans.

(Copy by P.J. Galley)
for the unions and
L.R.E.

THE E.B. EDDY COMPANY.LABOUR AGREEMENT - 1950TABLE OF CONTENTS.

<u>Section.</u>		<u>Page</u>
1	General Purpose of Agreement	1
2	Recognition and Union Membership	1
2 (a)	Group Insurance Plan Membership	2
2 (b)	Retirement Income Plan - Membership	2
3	Jurisdiction	3
4	Term of Agreement	3
5	Individual Responsibility	3
6	Interruption of Work.	3
7	Schedule of Operations	3
8	Schedule of hours:-	
	"A" Tour Workers.	3
	"B" Day Workers.	4
9	Working Hours on Election Days	4
10	Wages	4
11	Rates of Pay	4
12	Local Adjustments	5
13	Overtime 9 Tour Workers.)	5
14	Overtime (Day Workers.)	6
15	Special Call-In (All Workers.)	6
16	Sunday Work and Scheduled Days off:	
	"A" Tour workers.	7
	B Maintenance Day Workers.	7
17	Putting on Wires 'Week Days)	8
18	Clothing Changes (Sundays)	8
19	Early Startup Procedure	8
20	Employees Reporting for Duty and Sent Home.	8

Section.

21	Starting and Stopping Time:	
	A - Tour Workers.	9
	B Day Workers.	9
	C Timekeeping Regulations.	10
22	Return to Work Notice of Intention:	
	A Tour Workers.	11
	B Day Workers.	11
23	Statutory Holidays	11
24	Vacations.	13
25	Discipline of Mill Employees:	
	A Disciplinary Measures	15
	B Application of Discipline	16
	C Warning Notices.	16
26	Absence Without Leave	16
27	Causes for discharge	17
28	Adjustment of Complaints	18
29	Transaction of Union Business During Working Hours.	19
30	Entering and Leaving the Plant.	19
31	Whistles	19
32	Bulletin Boards.	20
33	Meetings. Company Scheduled	20
34	Safety.	20
35	Fire Service.	21
	Signatures.	22
	Statements of Policy on the Part of the Company:	23
	No. 1 Vacation Pay on Separation	24
	No. 2 Company Reinstatement Policy.-	29

LABOUR AGREEMENT - 1950

By and Between

The E.B. Eddy Company, Hull Quebec.

hereinafter called the Company.

and The International Brotherhood of Papermakers
and its affiliated Locals 34, 35, and 243

The International Brotherhood of Pulp Sulphite
and Paper Mill Workers and its affiliated
locals 50 and 73.-

The International Association of Machinists
and its affiliated Local 412.

hereinafter called the Unions.-

SECTION 1 GENERAL PURPOSE OF AGREEMENT.

The general purpose of this agreement is in the mutual interest of the employer and the employee to provide for the profitable operation of the mills of the Company located in Hull, Quebec and Ottawa, Ontario under methods which will further to the fullest extent possible, the safety and physical welfare of the employees economy of operation, quality and quantity of # recognized by this Agreement to be the duty of the Company and the employees to cooperate fully, individually and collectively for the advancement of said conditions.

SECTION 2. RECOGNITION AND UNION MEMBERSHIP.

The Company recognizes the signatory Union as the only agencies representing their respective membership for the purpose of collective bargaining. It is further understood that such bargaining shall at all times be with the signatory Unions collectively and not individually.

Any employee who is now a member or who, after this date, becomes a member or is reinstated as a member of any of the signatory Unions shall as a condition of continued employment maintain such membership in good standing.-

New employees, eligible for membership in one of the signatory Unions, shall as a condition of employment, join such Union after thirty (30) days.-

out put, cleanliness of plant, and protection of property. It is

In the event of a Local Union intending to suspend a member for non-maintenance of membership or to expel a member for cause, the signatory Company shall be notified by the Local at least fourteen (14) days previous to the effective date of such action.-

Employees eligible for membership in the Union, under the terms of this Agreement, include all those employed inside and outside the Mills, except Superintendents, salaried Foremen (except Boss Machine Tenders.) Office Force, Engineering Department Storemen (except Issue Clerks.) Watchmen, Office Cleaning staff, and all other salaried employees not working within the jurisdiction of these Unions.-

When hiring new employees it is agreed that the Company shall, allthings being equal, give preference to Union members if such are available and capable of doing the work efficiently .

If employees are to be promoted or laid off, the principles of seniority will govern, other things being equal. In any cases of promotion, or lay-off where the man to be promoted or laid off is not the senior man according to the principles of seniority, the Local Union concerned shall be consulted by the Management prior to discussion with the employees involved, and the Unions shall be privileged to present recommendations which will be considered by the Management prior to action being taken. In cases where time does not permit such prior consultation, the Management, may take temporary action until the recommendations of the Union concerned can be obtained. It is understood that in all such decisions Management shall exercise the final discretion.-

The Company reserves the right to require a medical examination of all new employees.

SECTION 2 (a) GROUP INSURANCE PLAN - MEMBERSHIP.

Every employee who has applied for and obtained a policy in the Group Insurance Plan shall maintain such policy in good standing while the Plan is in force. Every new regular employee shall be required to participate in the Plan within three (3) months of employment-

SECTION 2 (b) RETIREMENT INCOME PLAN MEMBERSHIP.

Every new regular employee shall be required to participate and maintain his equity in the Retirement Income Plan when he first meets the two conditions of eligibility i.e. the attainment of thirty (30) years of age with five (5) years of continuous employment.

All employees who are now members of the Retirement Income plan shall be required to maintain their equity in the said Plan.-

SECTION 3. JURISDICTION.

The Management will not be required to act upon any question of jurisdiction that may arise between the individual Unions. All questions of jurisdiction shall be decided by the Unions themselves. There shall be no work stoppage as a result of jurisdictional disputes.-

SECTION 4. TERM OF AGREEMENT.

This Agreement shall be in effect from May 1, 1950. to May 1 1951 and from year to year thereafter subject to termination by either party on May 1st, in any year on thirty (30) days written notice by the party desiring the change.-

There will be no suspension or stoppage of work because of the termination of this Agreement or failure of renewal except with the approval of the International Officers of the Unions signatory to this Agreement.-

SECTION 5. INDIVIDUAL RESPONSIBILITY.

Everything in and about the Plant shall be kept in good order, and each employee will be held responsible for the condition of the part of the plant under his control.

SECTION 6. INTERRUPTION OF WORK.

No strikes, walk-outs lockouts, shall occur during the life of this Agreement.-

It is further understood and agreed that all rules regulations and instructions of the Company do not conflict with the provisions of this Agreement or the Provincial or Federal laws are affirmed and form part of this Agreement, and will continue in force and effect during the life of this Agreement or any extension thereof.-

The parties to this agreement to abide by all the Provincial and Federal laws insofar as they apply to this Agreement.-

SECTION 7. SCHEDULE OF OPERATIONS.

The regular operation of the Mills will be six days per week, with twenty four hours of shutdown on Sunday.

When necessary by mutual agreement with the Local or Locals, concerned any department may operate for a longer period.-

SECTION 8 SCHEDULE OF HOURS.

A. TOUR WORKERS.

Tour or shift workers are those who are engaged on a continuous 24 hour operation having ~~three rotating~~ hour shifts.-

SECTION 8 SCHEDULE OF HOURS (CONTINUED.)

A - Tour Workers. Continued.-

Tour workers will be organized into three shifts and shall work eight consecutive hours on each shift- Shifts will change at 8.00 A.M. 4.00 P.M. and midnight and whenever possible, shifts will rotate in sequence weekly.-

B. DAY WORKERS.

Day workers are all employees who do not come within the classification of tour workers as defined in "A" above.

The regular hours of employment for day workers will be scheduled for each department, except that during certain seasons or due to exigencies of operation, these hours may be reduced.-

Once a day worker has reported for work at his regular starting time, his designated hours cannot be changed for that day except in the case of emergency or by mutual consent.-

SECTION 9. WORKING HOURS ON ELECTION DAYS.

Notices will be posted periodically throughout the Plant respecting Federal Provincial and municipal elections The provisions of the Dominion Elections Acts, as applicable, will govern the time off duty allowed to eligible voters.-

SECTION 10 WAGES.

The classifications and wage rates as shown on the attached schedule shall be effective during the life of this Agreement.-

SECTION 11. RATES OF PAY.

When an employee is temporarily required to do work other than that at which he is regularly employed the regular rate of the temporary occupation shall apply, However, if the regular rate of the temporary occupation should be less, the employee's regular rate shall apply unless his regular job is not available or the temporary transfer is at his own request, in which cases the lower rate shall apply.-

When a wage earner (except Lead Hand), Sub-Foremen and other employees of supervisory status, is temporarily promoted to a supervisory position regularly occupied by a salaried employee, he shall during the term of the temporary promotion, receive additional compensation of 10 cents per hour or an hourly rate equal to the salary regularly paid for the position, whichever is lower.-

SECTION 12 LOCAL ADJUSTMENTS.

Adjustments will be considered annually on the basis of requests submitted not later than February 28th for discussion and settlement locally prior to the annual wage conference, and to be effective May 1st.

Request for adjustments will be screened by Union officials prior to submission of these to the Company and those affecting wages will be confined to inequalities arising from changes in job conditions.-

Adjustment requests will be discussed in good faith by both parties and will be negotiated locally to take effect as of May 1st.-

SECTION 13 OVERTIME (TOUR WORKERS.)

Tour workers will receive time and one-half for the time worked as follows:-

- (a) On Sundays and holidays.
- (b) For hours worked beyond their regular shift on repair work.
- (c) For time beyond eight hours after they have worked a long shift for more than six consecutive working days as covered by Section 21.-
- (d) Tour workers required to work before or after their regular shift on other than tour work will be paid time and one-half at the rate of the irregular job for all time worked beyond eight hours.-
- (e) In the event a tour worker is required to work before or after his regular shift on tour work for Company convenience due to breakdowns extra work, or other circumstances created by the Company, time and one-half shall be paid.-

Vacancies caused by sickness, accidents, absenteeism, vacations, leave of absence promotions and similar circumstances are not to be construed as Company convenience, and time and one-half will not be paid in such cases.-

- (f) Any employee who is obliged to work on a paid holiday will be entitled to time and one-half for the time worked in addition to eight (8) hours holiday pay, and one day off without pay will be arranged at a time mutually convenient to such employee and the Management.-

SECTION 14 OVERTIME (DAY WORKERS.)

Day workers will receive time and one-half for time worked as follows:-

- (a) For all hours worked after their regular stopping time at night and before their regular starting time in the morning.-
- (b) For all hours worked during regular shutdown periods on Sundays and on designated mill holidays.-
- (c) For one hour when required to work through their regular scheduled one hour lunch period for Company convenience unless the employee elects to leave the plant one hour before his regular stopping time or unless he elects to take his regular lunch period before or after the regular time.-
- (d) When it is necessary to set up staggered shifts, the first night worked on the irregular shift will be paid at the rate of time and one half provided that the staggered shifts continue for a minimum of at least two (2) days or nights. Succeeding staggered shifts will be paid on a straight time basis unless the hours exceed eight , when regular overtime payment will come into effect.-
- (e) Day workers who are transferred to tour work shall be subject to the regulations governing tour workers.
- (f) Any employee who is obliged to work on a paid holiday will be entitled to time and one-half for the time worked in addition to eight (8) hours holiday pay, and one day off without pay will be arranged at a time mutually convenient to such employee and the Management.

SECTION 15 SPECIAL CALL IN ALL WORKERS.)

- (a) All workers specially called in to work will be paid time and one half for the time worked until the job is completed.-
- (b) Where an employee who has been called in works six (6) hours or more immediately before the commencement of his regular shift, and is then required to work his regular shift, he shall be paid time and one-half for all hours worked.
- (c) Where an employee has been called in six (6) hours or more before the commencement of his regular shift and the job is completed one (1) hours or less previous to the commencement of his regular shift, if he is required to work his regular shift, time and one-half shall be paid for the elapsed time between completion of the job and commencement of his regular shift.-

SECTION 15 SPECIAL(CALL-IN) All workers continued

- (d) A minimum of four hours' will be paid for any call-in, except that any worker notified before the end of his shift to go on duty less than two hours after he has completed his regular tour will be paid time and one half for the actual period worked, and the minimum of four hours' payment will not apply.-

SECTION 16 SUNDAY WORK AND SCHEDULED DAYS OFF .

A - TOUR WORKERS.

Where tour workers in the Maintenance and Service Departments i.e. shift Millwrights Shift Oilers, Shift Pipe-fitters Shift Electricians, Power House Operators and Wheelmen, Steam Plant personnel) work six (6) hours or more on a Sunday they shall be entitled to and expected to take one day off during the following week (Monday to Saturday inclusive) the specific day off to be mutually agreed between the man and his Superintendent.

A holiday occurring during the week will not constitute a day off for having worked the previous Sunday.-

B. MAINTENANCE DAY WORKERS.

Sunday maintenance work will commence at 8.00 A.M. with a paid lunch period, not to exceed 20 minutes for those working in the afternoon.-

Management will endeavour to minimize maintenance work on Sundays, and further agrees to give each maintenance man at least one Sunday off in four, or a minimum of 13 Sundays in any year. Sundays falling immediately before a Monday holiday to be counted as Sundays off.-

Where a maintenance man works six (6) hours or more on a Sunday he shall be entitled to and expected to take one day off during the following Monday to Friday inclusive the specific day to be mutually agreed between the man and his Superintendent.

However, when the following Sunday is designated as the employee's Sunday off, every effort will be made to arrange for his one day off in the current week to be taken from Friday noon (one half day) through Saturday morning (one half day.)

A holiday occurring during the week will not constitute a day off for having worked the previous Sunday.-

When it is necessary to postpone a maintenance worker's scheduled day off, a minimum of 24 hours' notice must be given, otherwise time and one-half will be paid for the time worked.

When it is necessary to cancel a maintenance worker's scheduled day off, time and one-half will be paid for the time worked on the day in question.-

SECTION 17 PUTTING ON WIRES WEEK DAYS.

Tour workers called into the mill to assist in putting on wires shall be paid for six (6) hours' time. Employees who have finished their regular shift and remain over to put on a whole wire shall be paid six (6) hours' time.

When it is necessary to start putting on a wire more than one hour before the change of tour, the employees who remain over their tour to complete putting on a wire shall be allowed pay for the period worked, plus an extra hour's time.-

When it is necessary to start putting on a wire less than one hour before the change of tour, the employees who remain over their tour to complete putting on a wire shall be allowed pay for six (6) hours.-

Section 18 CLOTHING CHANGES SUNDAYS.

- (a) Felts and wires will be changed on Sundays as hereunder Hull and Ottawa Specialty Paper Machines by Clothing Crew assisted by day workers selected from volunteers who will then become part of a regular Sunday wire and felt crew.
- (b) Board Machine by regular Sunday felt and cylinder crew.
- (c) Newsprint Machine By Machine Crew completing their tour on the preceding Saturday midnight assisted by Clothing Crew and also by day workers selected from volunteers who will then become part of a regular Sunday wire and felt crew.-

SECTION 19. EARLY STARTUP PROCEDURE.

The Paper Machines will start up after a scheduled weekend or holiday shutdown in accordance with the following schedule:-

Hull and Ottawa Specialty Machines One half hour before the designated starting time.

Board Machine: One half hour before the designated starting time.

NEWSPRINT MACHINE One (1) hour before the designated starting time.

In addition to the regular machine crews, other employees who are required to assist in early startup will be expected to conform with the above schedule.-

SECTION 20 EMPLOYEES REPORTING FOR DUTY AND SENT HOME.

Employees who are instructed to report at a certain hour and when on reporting no work is available because of a change in plans or an emergency situation, no time will be paid provided supervision has made every reasonable effort to advise employees of this situation, Should investigation indicate negligence on the part of supervision in this respect, two (2) hours' time will be paid.-

SECTION 21 STARTING AND STOPPING TIME.

A. TOUR WORKERS.

When a tour begins, each tour worker is required to be in his place. At the end of a shift, no tour worker shall leave his place to washup and dress until his mate has changed his clothes and reported to take on the responsibility of the position. If a tour worker does not report for his shift, his mate shall notify his Foreman or Superintendent and shall then remain and carry on his work until a substitute is secured failing which he shall carry on an extra shift.-

It is the duty of a tour worker to report for his regular shift unless he has previously arranged with his Foreman for leave of absence. If unavoidably prevented from reporting through exceptional circumstances, he must give notice to his Foreman at least two hours before he goes on duty.-

When any shift worker has to take^{time} off due to sickness, vacation etc., the men working on the same job on the other two shifts will work long hours for a maximum of one week unless a substitute is found for the absent worker. After one week, a substitute must be found, or failing this, they will receive time and one-half for their work beyond eight hours. In this respect the Company does not favour 12 hour shifts, and they will be minimized as much as possible.

B. DAY WORKERS.

Day workers shall be in their respective working places ready to begin work at their designated starting time. Machinery will be started promptly and not stopped until three minutes before the designated stopping time.-

If any day worker is unavoidably prevented from reporting to work, he must make every reasonable effort possible to notify his Foreman at least two hours previous to the scheduled starting time.-

Each employee must punch the time clock in advance of his starting time, and anyone more than three minutes and less than fifteen minutes late will have ^{minutes} one-quarter of an hour deducted from his time. If more than fifteen ^{minutes} late, additional periods of one quarter of an hour will be deducted.

SECTION 21 STARTING AND STOPPING TIME. CONTINUED.

C. TIMEKEEPING REGULATIONS.

(1) Neglecting to Punch Time Cards.

Employees neglecting to punch their time cards will be penalized by having fifteen minutes, time deducted from from their wages for each omission.-

Starting or stopping time omitted will be entered and individually initialled by the Superintendent.-

(2) Noon-Hour Time Card Punching Regulations Day Workers.

Day workers must punch their time cards, out between 12.00 noon and 12.20 P.M. daily and must not punch "in " again before 12.30 P.M. This will not apply to half-hour lunch periods when simultaneous punching "out " and "in" will be allowed.-

This regulation applies whether or not an employee leaves the plant for his lunch period.-

A day worker who works through his lunch period will not punch his time card "in " or "Out "

If an hour lunch period is taken at any time other than from 12.00 noon to 1.00 P.M. a minimum of ten minutes must be allowed between punching "out " before going to lunch and punching "in" before returning to work. Each infraction of this regulation carries a fifteen minute penalty.

(3) Absence from Work of Over Six (6) Calendar Days.

The time card of an employee absent from work for sickness or accident for more than six (6) calendar days will be removed from the rack and it will be necessary for such employees to first obtain clearance from the Company Nurse before being allowed to resume regular duties.

(4) Attendance at Company Scheduled Meetings.

An employee who leaves his work to attend a meeting or induction class will punch "out" on the reverse side of his time card. If resuming work during the same shift or day he will punch "in " on the reverse side of his time card.-

Payment for Company scheduled meetings will be arranged with the Paymaster through the Department Superintendent or the Personnel Department in accordance with Section 33 (c)

SECTION 22. RETURN TO WORK NOTICE OF INTENTION.**A.- TOUR WORKERS.**

Where a tour worker has been absent from work for one or more shifts, he shall be required to give notice of intention to report for his next regular shift as follows:-

For 8 to 4 shift	by 4.00 P.M. on previous day
For 4 to 12 shift.	by 12.00 noon on the same day
For 12 to 8 shift.	by 4.00 P.M. on the same day

Attention is directed to Section 21 C Timekeeping Regulations (paragraph 3) regarding procedure to be followed in cases of absence from work of over six calendar days.-

B. DAY WORKERS.

Where a day worker has been absent from work for one or more days, he shall be required to give notice of intention to report for his next regular day before 5.00 P.M. on the previous day.-

Attention is directed to Section 21 C Timekeeping Regulations (paragraph 3) regarding procedure to be followed in cases of absences from work of over six calendar days.

SECTION 23. STATUTORY HOLIDAYS.

The following holidays shall be recognized by this Agreement and the minimum shutdowns shall be as follows:-

	<u>Hull Mill.</u>	<u>Ottawa Mill.</u>
NewYears Day	33 hours	33 hours
Easter Monday	32 hours	24 hours
Dominion Day	32 hours	32 hours
August Civic Holiday	32 hours	24 hours
Labour Day	32 hours	24 hours
Christmas Day	33 hours	33 hours.

If new Years Day, Dominion Day, or Christmas Day should fall on a Monday, the holiday will be of 24 hours duration for Ottawa Mill employees.-

The shutdown for New Years Day and Christmas Day will begin at 11.00 P.M. on the night preceding the holiday.

The shutdown for Dominion Day will begin at 12.00 midnight immediately preceding the holiday except that should the holiday fall on a Monday the shutdown for the Ottawa Mill will begin at 8.00 a.m. on the previous Sunday.†

SECTION 23 STATUTORY HOLIDAYS (CONTINUED)

The shutdowns for Easter Monday, August Civic Holiday and Labour Day will begin at 12.00 midnight immediately preceding the holiday in the Hull Mill only, and in the Ottawa Mill at 8.00 A.M. on the Sunday immediately preceding the holiday.-

Each of the above holidays may be changed to a more suitable day when such change is mutually agreeable to the Management and the Unions.-

Any wage earner who is on the payroll of the signatory Company on any of the holidays as specified above, except those on authorized leave of absence for personal business reasons will be granted eight hours' pay at the straight time rate of his regular job, subject to compliance with all of the conditions (a) and (b) as set forth below.-

- (a) The employee must have not less than thirty (30) days continuous service just preceding the holiday.
- (b) The employee must have worked his scheduled work day before and his scheduled work day after, such holiday unless failure to report for his regularly scheduled work day before or after the holiday was due to any of the following events:-
 - 1. When the employee is on his regular authorized paid vacation.
 - 2. When the employee is unable to work by reason of an industrial accident as recognized by the Workmen's Compensation Board.-
 - 3. When the operation in which the employee is engaged is curtailed or discontinued by the decision of Management, and which curtailment or discontinuance reduces or eliminates the employee's scheduled work day before or his scheduled work day after, such holiday.-
 - 4. When a trade in shifts agreed upon between employees and approved in advance by Management results in a temporary change of the scheduled work day before or the scheduled work day after the holiday, provided the employee works the shifts agreed upon.-

Any employee who is obliged to work on a paid holiday will be entitled to time and one-half for the time worked in addition to eight (8) hours holiday pay, and one day off without pay will be arranged at a time mutually convenient to such employee and the Management.

Any employee who is on regular vacation at the time of a paid mill holiday will receive pay for such holiday in addition to his regular vacation pay.-

SECTION 24 VACATIONS.

(a) Eligibility.

1. Each employee on the payroll of the signatory Company who has completed one year of continuous service on or before May 1st in any year shall be granted one (1) week's vacation with pay during the scheduled Plant Vacation Period.-

Employees with less than one year's continuous service as at May 1st, in any year shall be granted vacation with pay to be computed at the rate of one-half day per month of consecutive service from their original date of employment to May 1st. such vacation to be taken during the scheduled Plant Vacation Period in that year.-

2. Each employee on the payroll of the signatory Company who has completed five years of continuous service on or before May 1st in any year shall be granted two (2) week's vacation with pay during the scheduled Plant Vacation Period.-

Employees with four years but less than five years of continuous service as at May 1st, in any year shall be granted one (1) week's vacation with pay plus additional vacation with pay to be computed at the rate of one-half day per month of consecutive service from their anniversary date of employment to May 1st, such vacation to be taken during the scheduled Plant Vacation Period in that year.-

3. Each employee on the payroll of the signatory Company who has completed fifteen years of continuous service on or before May 1st, in any year shall be granted two (2) week's vacation with pay during the scheduled Plant Vacation Period in that year plus one (1) additional week's vacation with pay during the period October 1st, to April 30th immediately following the scheduled Plant Vacation Period in that year.-

Employees with fourteen years but less than fifteen years of service as at May 1st, in any year shall be granted two (2) week's vacation with pay during the scheduled Plant Vacation Period in that year plus additional vacation with pay to be computed at the rate of one-half day per month of consecutive service from their anniversary date of employment to May 1st., such vacation to be taken during the period October 1st. to April 30th immediately following the scheduled Plant Vacation Period in that year.-

SECTION 24. VACATIONS CONTINUED.

(a) Eligibility (continued)

In special circumstances, arrangements to take the third week's (or fraction thereof) vacation within the scheduled Plant Vacation Period may be authorized by the Department Manager involved, provided that this concession can be granted without interference to full and efficient operation.-

4. The scheduled Plant Vacation Period shall be from May 1st. to September 30th each year.-

(b) Continuous Employment.

1. During the qualifying period there shall be no interruption of continuous service. Continuous service will be broken by discharge for cause, voluntary resignation and lay-offs of three months or more.

Earned vacation will be reduced during periods of leaves of absence for personal business reasons at the rate of 1/8 of a day for each complete week of absence. Calculation of such deduction will be to the next lowest half day.

2. Time lost as a result of an accident as recognized by the Workmen's Compensation Board, suffered during the course of employment or legitimate sickness, shall be considered as time worked for the purpose of qualifying for vacation.

(c) Vacation Pay.

1. Full weeks of vacation are to be computed on the basis of 48 hours at the hourly rate of the employee's regular occupation.-
2. Vacation pay for partial weeks of vacation is to be computed at the rate of 1/8 of a day's pay for each complete week of consecutive service. Calculation of such pay will be to the next lowest half day. No vacation (time off duty) of less than one half day shall be granted.-
3. If an employee is temporarily promoted for six consecutive months or more immediately preceding his vacation, he shall receive vacation pay at his current hourly rate.
4. An employee may draw approximately 80% of his vacation pay, if desired on the Friday prior to the beginning of his vacation period.-
5. Vacation pay will not be allowed for vacations not taken.
6. In accepting vacation pay, each employee agrees that he will not engage in any gainful occupation during his scheduled vacation.

SECTION 24 VACATIONS (Continued)

(d) General.

1. Vacations are not cumulative and must be taken within the vacation period, except the third week of a 3 week vacation
2. Every effort shall be made to arrange vacations at a time suitable to the employee, but it is understood that seniority will usually govern. Management reserves the right to decide the allotment of vacation time.

VACATION PAY ON SEPARATION.

(see "Statements of Policy on the Part of the Company" No. 1)

SECTION 25. DISCIPLINE OF MILL EMPLOYEES.

A.- DISCIPLINARY MEASURES.

Depending upon the nature, repetition, and degree of the offence, the following penalties are to be applied where necessary to secure proper conduct and discipline:-

- (1) Personal reprimands by the Mill Managers, Department Heads or Superintendents, where Management is satisfied by the offending employee that the offence will not be repeated.
- (2) Suspension from work (without pay) for periods of from one to fifteen days, according to the gravity of the offense, and the previous record of the employee concerned.-

To be applied in cases of a first serious offence or continued or repeated minor ones when, in the judgement of the Mill Managers, Department Heads or Superintendents, proper conduct and discipline can be secured without resorting to the extreme penalty of dismissal.-

- (3) Extreme penalty or dismissal from service.

To be applied in all cases of flagrant or wilful violations of the rules of the Company or the laws of the land where a thorough investigation proves the employee to be guilty and the Manager of Manufacturing, Mill Manager, Department# is the only method by which discipline can be maintained. It may also be necessary to inflict this penalty in the case of an employee who persists in continued and repeated minor violations of the Company's rules, as shown by the disciplinary record of such employee.-

Head, or Superintendent is convinced dismissal.

SECTION 25. DISCIPLINE OF MILL EMPLOYEES (continued)

B. APPLICATION OF DISCIPLINE.

Each Superintendent and Foreman shall have the authority to temporarily remove from service any workman under his supervision who violates the rules of the Company or the laws of the land while such workman is on duty or on the Company's premises.-

Whenever a Foreman exercises such authority , he shall furnish his Superintendent with a report stating his reasons, including such recommendations he considers the circumstances warrant. After consideration of the circumstances and discussion with the Shop Steward, the Superintendent will authorize the necessary action which will be reported to Management through the regular procedures.-

The employee shall be informed of the reasons for such action being taken, and his right of appeal to the Manager of Manufacturing explained to him.-

C.- WARNING NOTICE.

In order to maintain a record of offences committed by employees who, having been verbally cautioned continue to repeat such offences a Warning Notice form shall be initiated by the Foreman concerned and approved by the Department Superintendent.-

In all cases where the offence committed is that of absence without leave, a Warning Notice shall be initiated for the first offence as provided for in Section 26. Absence Without Leave.-

The Superintendent or Foreman shall first discuss the charge with the employee and his shop Steward after which the Superintendent, Foreman Shop Steward and the employee concerned shall sign the notice.-

Copies of the Warning Notice will be forwarded to the employee's Union President and to the Personnel Department.-

SECTION 26 ABSENCE WITHOUT LEAVE.

The following penalties will be applied to employees who are absent without leave without prior permission from their respective Department Heads:-

1st Offence A Warning Notice shall be issued by the Department Superintendent in the first instance of absence without leave In this regard "Warning Notice " procedure as outlined in Section 25, will be carried out.-

ABSENCE WITHOUT LEAVE. (continued)

2nd Offence. three (3) compulsory days off without pay.

3rd Offence. possible discharge.-

The above penalties shall be subject to the following regulations.-

- (a) An employee's record of absence without leave will be automatically cleared after a period of six months without an offence.-
- (b) Each day of absence without prior permission can be considered one offence.-
- (c) As written into the existing Agreement, if an employee is unavoidably prevented from reporting for duty, he must give notice to his Foreman at least two hours before his shift goes on duty. If this notice, is not given, there shall be no other alternative than to consider that the employee is absent without leave. If proper notice is given, it will remain with the jurisdiction of the Department Head to determine whether or not there is a bona fide reason for not reporting for duty.-
- (d) Penalties imposed for absence without leave will be subject to review under Section 28" Adjustment of Complaints in the existing Agreement.-

SECTION 27 CAUSES FOR DISCHARGE.

Among the causes for immediate discharge are:

- (a) Incompetence.
- (b) Failure to report for work without bona fide reasons or refusal to comply with Company rules or disobedience in the line of duty.
- (c) Dishonesty, or giving or taking a bribe of any nature as an inducement to obtaining work or retaining a position.-
- (d) Disorderly conduct, or bringing intoxicants into or consuming intoxicants in the mill or on mill premises reporting for duty under the influence of liquor.
- (e) Deliberate destruction or removal of Company's or other employee's property or gross ~~carelessness~~ carelessness with respect to Company's buildings, materials and equipment.
- (f) Neglect of duty sleeping on duty, or smoking in other than permitted areas or other abuse of smoking regulations.-

CAUSES FOR DISCHARGE (continued)

- (g) Reading of books, magazines or newspapers while on duty except where required in the line of duty; removing books or magazines from Raw Material Storage for private purposes.
- (h) Punching of other employees' time cards.
- (i) Gambling on mill premises.-

Nothing contained in these rules shall be deemed to restrain or limit the Company's right to discharge employees for just cause.-

SECTION 28 ADJUSTMENT OF COMPLAINTS.

Should there be any dispute or complaint as to the interpretation of any of the clauses of this Agreement, or any complaint arising out of the operation of this Agreement except in the case of discharge or suspension, the employee shall continue to work as per the conditions existing, prior to the time of the complaint or dispute, and such complaint or dispute shall first be taken up with the Shop Steward or a member of the Local Union Adjustment Committee and either of these together with the employee concerned shall discuss it with the Foreman concerned.

Upon failure to receive a satisfactory reply, the grievance shall be reduced to writing by the Union and taken up by the Shop Steward or a member of the Local Union Adjustment Committee with the Department Superintendent who shall make a reply in writing within 48 hours. If the grievance still remains unsettled it will be referred to the Mill Manager or Department Manager and the Local Union Adjustment Committee. The Personnel Manager will be present at this discussion.-

The Mill Manager or Department Manager shall make a reply in writing within 48 hours stating the adjustment he has made of the grievance. If the adjustment is considered unsatisfactory by the Local Union Adjustment Committee the question shall be referred to the Manager of Manufacturing.

If the complaint is of a nature affecting more than one Local Union, the Manager of Manufacturing or the Local Unions concerned will have the option of calling in the president of the other Local Unions affected.-

If the Manager of Manufacturing fails to adjust the matter to the satisfaction of the Local Union Adjustment Committee or Committees within 48 hours the matter shall be referred to the General Manager.-

If the General Manager is unable to settle the Complaint or dispute to the satisfaction of the Local Union Adjustment Committee or Committees within a three day period, it will be referred by the Local Union Adjustment Committee to the President of the International Union concerned or his accredited representative who will study the case with the General Manager and the Local Union Adjustment Committee. If a decision is not arrived at within a period of five days from the commencement of the study, the complaint or dispute will be referred to an impartial Board of Arbitration.-

SECTION 28 ADJUSTMENT OF COMPLAINTS (CONTINUED)

The Company will have the right to select one member of the Arbitration Board and the Union shall select one member; then the two arbitrators thus named will choose a third Arbitrator who shall act as Chairman. Upon failure to agree on the choice of a third member, the Department of labour of the Federal Government shall be asked to name the Chairman.-

After the Board of Arbitration has been chosen by the foregoing procedure, this Board shall meet and hear evidence on both sides and render a decision within fifteen (15) days after it has concluded its hearings said decision to be final and binding upon all parties of this Agreement.-

In the case of discharge or suspension which the Board of Arbitration has determined to have been unjust the Board shall order the reinstatement of the employee and shall award him back pay. In the case of back pay, should there be any doubt in the opinion of the Board, the Board may order all or part back pay as it deems fit.-

It is understood that in all discussion concerning grievances, any International Officer may accompany the Local Union Adjustment Committees in their meetings, and the International Officers may call upon members of the Local Union Adjustment Committees or any other employee directly concerned to accompany them in their meetings with Company officials.-

SECTION 29. TRANSACTION OF UNION BUSINESS DURING WORKING HOURS .

Employees shall be permitted leave of absence when required to attend conventions, committee meetings negotiations, or any other pertinent business, of their labour organization provided that three calendar days' notice is given the Department Superintendent stating the expected period of absence and the expected date of return to duty.-

It is agreed that no Union activities except those to which both parties to this Agreement may mutually consent shall take place in the mill properties during working hours.-

SECTION 30 ENTERING AND LEAVING THE PLANT.

All employees will enter the mill only when reporting for a regular shift. If it is necessary for some other reason, that they enter the mill the permission of the Safety Superintendent or the Personnel Department will be obtained.-

No employee will leave the Plant during his scheduled hours of work without prior permission of his Foreman and will punch "out " unless on Company business authorized by his Foreman.-

SECTION 31 WHISTLES.

Mill whistles will be blown as local conditions require. Time of blowing whistles will be posted on mill bulletin boards.-

SECTION 32 BULLETIN BOARDS.

Notices shall not be posted in the mill, except on the official bulletin boards. In each case, the approval of the Mill Management must be obtained before a notice is posted.-

SECTION 33 MEETINGS COMPANY SCHEDULED.

(a) A Plant Employee Management Committee comprising representatives of the Unions and Management under the Chairmanship of the Manager of Manufacturing, shall meet monthly when possible to discuss matters pertaining to employee welfare.

(b) A General Safety Committee comprising Superintendents, Foremen, Safety Committee Chairmen and representatives of the Unions under the Chairmanship of the Manager of Manufacturing or his appointee, shall meet monthly when possible to discuss matters pertaining to the Accident, prevention Programme.-

(c) Employees attending Company scheduled meetings will be paid for the time involved as follows:-

(i) When the meeting is held during the employee's regular day or shift, the employee will be paid for his regular day or shift and will not lose any time because of attending the meeting.-

(ii) When the meeting is held during an off-shift period or day, and the employee comes in specially to attend a standard payment of two (2) hours only will be allowed for the following meetings or combination of these meetings.-

General Safety Meeting.

Departmental Safety Meeting.

xx Department Employee-
Management Committee
Meeting

xx Plant Employee- Management Committee meeting.
Attention is directed to Section 21 - C Timekeeping Regulations (paragraph 4) regarding procedure to be followed by employees leaving their work to attend Company scheduled meetings.-

SECTION 34. SAFETY.

(a) Employees and the signatory Company are to comply with the established Safety Rules as amended by the Safety Committees from time to time. Employees will not be expected to operate with unsafe equipment or under unsafe working conditions. Employees are expected to report immediately any unsafe equipment.-

SECTION 34 SAFETY (continued)

(a) General continued.

The local Unions and the Company shall cooperate in selecting one or more Safety Committees which will meet at least once a month to consider all safety problems.

The signatory Unions undertake to promote safety education among their members in an effort to overcome accidents.-

(b) Safeguards.

Safeguards must not be removed except by order of Foreman, Superintendent or Manager. If removed, they must be replaced immediately or reason for not replacing same reported to Manager, Superintendent, Foreman or man in charge of the department where the guard is located. Cleaners and oilers must always replace guards when removed for the purpose of cleaning and oiling.-

(d) Elevators.

All unauthorized employees using elevators do so at their own risk. Stairs are provided for their use instead.-

(d) Clothing.

Employees working upon or near moving machinery must not wear clothing which can readily be entangled therein. Clothing not in use shall be kept in lockers provided for that purpose.-

(e) Reporting of Accidents.

All injuries must be reported at once by the injured employee and by all witnesses to the Department Superintendent or Foreman and by him to the Company Nurse. If the Nurse is not immediately available the Department Superintendent or Foreman shall notify the Personnel Department.

SECTION 35. FIRE SERVICE.

In case of fire, all employees must assist in preventing destruction of the Company's property. Fire apparatus must not be removed from its place or used except in case of fire or by order of the Manager of Manufacturing.-

(22)

In witness thereof the parties have signed at Hull
Quebec, this 16th day of August, 1950.

THE E.B. EDDY COMPANY.

unreadable signature.
General Manager.

D.A. Currie.
Manager of Manufacturing.

INTERNATIONAL BROTHERHOOD OF PAPER_MAKERS.

J.A. DAOUST.
Vice President & Canadian Director.

G. Courval.
President Local 34.

Lucien A Pitre.
President Local 35.-

Cecil Moore.
President Local 243.-

INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE & PAPER
MILL WORKERS -

John P. Burke Per Pat Connelly.
President.

John Graham.
President Local 50.

T. Sauvé.
President Local 73.-

INTERNATIONAL ASSOCIATION OF MACHINISTS.

By G. P. Schollie Per J. Keith Flemming.

J. Keith Flemming.
Per Local 412.-

STATEMENTS OF POLICY

ON the PART OF THE COMPANY

Following are statements of Policy on the
Parts of the Company, discussed with and
agreed to by the Unions.-

No. 1.

VACATION PAY ON SEPARATION.

Upon termination of employment with the Company, the employee will receive vacation pay accumulated on the following basis:-

1. Employees with less than three months' service who terminate their employment at their own request are not entitled to a vacation pay credit.
2. Employees with less than three months' service who terminate their employment but not at their own request shall receive payment equal to 2% of gross earnings from the original date of employment to date of separation.-

Ottawa Mill Employees Only

If the date of separation is after June 30th, the payment for the period worked from July 1st, to date of separation will be made in the form of Vacation with Pay Credit Stamps, but a cash payment will be made for the period worked before and including June 30th.

3. Employees with more than three months' service but less than one year's service shall receive payment equal to 2% of gross earnings from the original date of employment to date of separation.-

Ottawa Mill Employees Only.

If the date of separation is after June 30th, the payment for the period worked from July 1st, to date of separation will be made in the form of Vacation with Pay Credit Stamps but a cash payment will be made for the period worked before and including June 30th. From the amount calculated will be deducted any vacation payment for vacation taken in the current year. Any such deduction will first exhaust the cash payment.-

4. Employees Who Have Earned One Week's Vacation with pay.
(a) And have taken their vacation shall receive a cash payment covering the period from the preceding May 1st. to date of termination calculated at 2% of gross earnings during this period.-

Vacation Pay on Separation (Continued)

4.- Employees Who have earned one week's Vacation With pay
(a) and Have taken their vacation (continued)

Ottawa Mill Employees Only.

If the date of separation is after June 30th., the payment for the period worked from July 1st. to date of separation will be made in the form of Vacation with Pay Credit Stamps, but a cash payment will be made for the period worked before and including June 30th.

(b) and have not taken. their vacation shall receive a cash payment covering the period from May 1st, in the preceding year to date of termination calculated at 2% of gross earnings during this period.

Ottawa Mill Employees Only.

If the date of separation is after June 30th., the payment for the period worked from the preceding July 1st, to date of separation will be made in the form of Vacation with Pay Credit Stamps but a cash payment will be made for the period worked before and including June 30th.-

5. Employees with four years but less than five years of service shall receive a cash payment equal to 2% of gross earnings covering the period from their last anniversary date of employment to date of separation.

Ottawa Mill Employees Only.

If the date of separation is after June 30th., the payment for the period worked from July 1st. to date of separation will be made in the form of Vacation with Pay credit Stamps, but a cash payment will be made for the period worked before and including June 30th. From the amount calculated will be deducted any vacation payment for vacation taken in the current year. Any such deduction will first exhaust the cash payment.-

Vacation Pay on Separation (Continued.)

6. Employees Who have Earned Two Weeks ' Vacation With Pay.

(a) and have taken their vacation, shall receive payment covering the period from the preceding May 1st, to date of separation calculated on the greater of the following:

2% of gross earnings for the period involved.-

OR

As calculated in accordance with paras. 1 and 2 of sub-section (c) Vacation Pay of this Agreement.

Ottawa Mill Employees Only:-

If the date of separation is after June 30th., the payment for the period worked from July 1st, to date of separation will be made in the form of Vacation with Pay credit Stamps, but a cash payment will be made for the period worked before and including June 30th.

(b) and have not taken. their vacation shall receive a cash payment covering the period from May 1st, in the preceding year to date of separation calculated on the greater of the following.-

2% of gross earnings for the period involved.-

OR

As calculated in accordance with paras. 1 and 2 of sub-section (c) Vacation Pay of this Agreement.-

Ottawa Mill Employees Only:-

If the date of separation is after June 30th, the payment for the period worked from the preceding July 1st to date of separation will be made in the form of Vacation with pay Credit Stamps, but a cash payment will be made for the period worked before and including June 30th.-

Vacation Pay on Separation (Continued)

7. Employees with fourteen years but less than fifteen years of service shall receive a cash payment covering the period from their last anniversary date of employment to date of separation calculated on the greater of the following.-

2% of gross earnings for the period, involved.

OR

As calculated in accordance with paras. 1 and 2 of sub-section (c) Vacation Pay of this Agreement.-

Ottawa Mill Employees Only.

If the date of separation is after June 30th., the payment for the period worked from the preceding July 1st, to date of separation will be made in the form of Vacation with pay Credit Stamps but a cash payment will be made for the period worked before and including June 30th. From the amount calculated will be deducted any vacation payment for vacation taken in the current year. Any such deduction will first exhaust the cash payment.-

8. Employees Who have Earned Three Weeks' Vacation With pay.

- (a) and Have taken. their vacation, shall receive payment covering the period from the preceding May 1st. to date of separation calculated on the greater of the following.-

2% of gross earnings for the period involved.

OR

As calculated in accordance with paras. 1 and 2 of sub-section (c) Vacation Pay of this Agreement.-

Ottawa Mill Employees Only.

If the date of separation is after June 30th, the payment for the period worked from July 1st. to date of separation will be made in the form of Vacation with Pay Credit Stamps, but a cash payment will be made for the period worked before and including June 30th.-

Vacation Pay of Separation (Continued)

8. Employees Who Have Earned Three Weeks' Vacation With Pay (Cont'd)

(b) and have not taken. their vacation, shall receive a cash payment covering the period worked from May 1st. in the preceding year to date of separation calculated on the greater of the following.

2% of gross earnings for the period involved.

OR

As calculated in accordance with paras. 1 and 2 of sub-section (c) Vacation Pay - of this Agreement.-

Ottawa Mill Employees Only.

If the date of separation is after June 30th., the payment for the period worked from the preceding July 1st to date of separation will be paid in the form of Vacation with pay Credit Stamps but a cash payment will be made for the period worked before and including June 30th.-

No. - 2 -

COMPANY REINSTATEMENT POLICY.

Purpose.

To establish a definite Company Policy to govern the status of employees who are temporarily separated from the Company's employment and later return to work.

General Company Interpretation of continuous Service.

Continuous service is not broken by recognized leaves of absence, lay-offs of less than three months, or vacation with pay. It is broken by resignation or discharge.

Separation Procedure.

Upon separation from the Company's service for any reason an employee shall draw in addition to wages for hours worked payment of accumulated vacation pay to date of separation in accordance with the Company's Vacation with Pay Plan. Also he shall be given his Unemployment Insurance Book to enable him to file claim for unemployment benefits.

Group Insurance coverage will automatically terminate on separation.-

After three months of separation, a refund cheque will be issued for all contributions made by the former employee to the Retirement Income Plan.

Return to Work After Separation of Less Than Three Months.

Employees returning to work within three months from, date of separation shall be reinstated without a break in service, and thus allowed full occupational and departmental seniority, as well as continuity of employment in qualifying for the Vacation with Pay Plan and paid statutory holidays.

COMPANY REINSTATEMENT POLICY CONTINUED.

Return to work After Separation of Less Than three Months (Continued)

Former standing in the Group Insurance Plan and the Retirement Income Plan shall be regained without further qualifying periods.-

These employees will be required to refund to the Company the amount of vacation payment received at date of separation. Suitable arrangements may be made through the Personnel Department for the refund of this amount on the installment basis.

Because employee contributions to the Retirement Income Plan are based on actual earnings, no arrears in contributions will accumulate during the lay-off period. However, all previous contributions by the employee and the Company on his behalf shall remain to the credit of the employee.

Return to Work After Separation of More Than Three Months

Employees returning to work after three months from date of separation will be reemployed and treated as new employees in all respects.-

THE E.B. EDDY COMPANY.

HULL MILL.

SCHEDULE OF RATES.

AS OF MAY 1, 1950.

<u>Department.</u>	<u>Page.</u>
Electrical	1
Filtration	2
Groundwood	3
Instrument	3A
Material Handling	4
Mechanical	5
Newsprint	7
Outside Maintenance	8
Quality Control	9
Security	10
Specialty Finishing	11
Specialty Mills	13
Steam	15
Stores	16
Sulphite	17
Technical	18
Tissue	19
Woodhandling.	21

THE E.B. EDDY COMPANY.

HULL MILL.

ELECTRICAL DEPARTMENT.

(Section A.- Upper Mill.)
Section D- Lower Mill)

(Section F Groundwood Power House.)

<u>Job Title.</u>	<u>RATE.</u>
<u>Power</u>	
Power House Operator	1.27
Power House Wheelman	1.13
Rake Operator	1.05
Labourer	.95
<u>Electrical Maintenance.</u>	
Electrician Lead Hand	1.39
Class "A"	1.30
Class "B"	1.20
Shift (Class B)	1.20
Motor Tender (Groundwood)	1.06
Helper "B"	1.01
Apprentice.	.81 1.20
Labourer	.95

THE E.B. EDDY COMPANY.

HULL MILL.

FILTRATION PLANT.

(Section L)

Job Title.

Rate.

Filtration Plant Operator

1.20

Watchman

.95

THE E.B. EDDY COMPANY.

HULL MILL.

GROUNDWOOD DEPARTMENT.

(Section F.)

<u>Job Title.</u>	<u>Rate.</u>
Tour Foreman	1.40
Grinderman	1.10
Stock Runner	1.10
Woodhandler	.97
Wet Machine Operator	.97
Labourer	.95

THE E.B. EDDY COMPANY.HULL MILL.INSTRUMENT DEPARTMENT.

(Section B)

<u>Job Title.</u>		<u>Rate.</u>
Instrument Mechanic	Class "A"	1.30
	Class "B"	1.20
	Helper "B"	1.01 (temporary)
Instrument Apprentice.	. 81 -	1.20

THE E.B. EDDY COMPANY.

HULL MILL.

MATERIAL HANDLING DEPARTMENT.

	<u>Job Title.</u>	<u>Rate.</u>
Sect. A)	Upper Mill Material Handling.	1.18
	Truck Driver	1.01
	Labourer	.95
Sect. L.	<u>Lower Mill Material Handling.</u>	
	Lead Hand	1.11
	Bulldozer Operator	1.07
	Labourer	.95
Sect. B.)	<u>Garage.</u>	
	Garage Mechanic	1.20
	Truck Driver	1.01
	Labourer	.95
Sect. A.)	<u>Shipping.</u>	
	Foreman	1.24
#	Senior Shipper	1.16
	Lead Hand Shipper	1.14
	Checker	1.07
	Truck & Assistant Checker	1.04
	Truck Driver	1.01
	Car Stower	.98
	Labourer	.95
Sect. L.)	<u>Train Crew.</u>	
	Locomotive Engineer	1.23
	Conductor	1.16
	Brakeman	1.05
#	Bresent incumbent only. All replacements to this occupation will be classified and paid as Lead Hand Shipper.-	

THE E.B. EDDY COMPANY.

HULL MILL.

MECHANICAL DEPARTMENT.

Section A. - Millwrights U/M
General Service U/M
B. Machine Shop U/M
Carpenter Shop
Pipefitters U/M
Painters.

Section D. Machine Shop L/M
Pipefitters L/M
Millwrights L/M
General Service L/M
Oilers L/M
I. Oilers Spec. Mills.

Section H - Oilers Newsprint.

<u>Job Title.</u>	<u>Rate.</u>
Machinist - Lead Hand	1.39
Class "A"	1.30
Class "B"	1.20
Apprentice	1.20
Helper "A"	1.05
Helper "B"	1.01
Welder Class "A"	1.30
Class "B"	1.20
Blacksmith.	1.25
Helper "A"	1.05
Helper "B"	1.01
Roll Grinder	1.30
Knife Grinder	1.20
Saw Filer & Knife Grinder	1.20
Tinsmith Class "A"	1.30
Class "B"	1.20
Apprentice	1.20
Helper "A"	1.05
Helper "B"	1.01
Millwright Lead Hand	1.39
Lead Hand (GWD)	1.39
Class "A"	1.30
Class "B"	1.20
Helper "A"	1.05
Helper "B"	1.01
Pipefitter Lead Hand	1.34
Class "A"	1.25
Class "B"	1.18
Apprentice	1.18
Helper "A"	1.05
Helper "B"	1.01

THE E.B. EDDY COMPANY.

HULL MILL.

MECHANICAL DEPARTMENT (continued.)

<u>Job Title.</u>	<u>Rate.</u>
Carpenter	
Lead Hand	1.34
Class "A"	1.25
Class "B"	1.18
Helper "A"	1.05
Helper "B"	1.01
Pattern Maker	1.30
PAINTER - Lead Hand	
Class "A"	1.23
Class "B"	1.14
Helper	1.07
	1.01
Foreman Oiler	
Oiler Newsprint	1.23
All others.	1.15
	1.07
Rigger	
Helper	1.25
	1.01
Bear Cat Operator	
	1.07
Truck Driver	
	1.01
Labourer	
	.95

THE E.B. EDDY COMPANY.

7.

HULL MILL.

NEWSPRINT MILL.

(Section H.)

8 Machine Mouldrinier Chas. Walmsley.
Trim 223 Wire Width 234"

<u>Job Title.</u>	<u>Rate.</u>
Machine Tender	2.17
Backtender	1.97
Third Hand	1.61
Fourth Hand	1.26
Fifth Hand	1.17
Broke Hustler	1.02
 Broke Beaterman	 .99
 Mixing Room Operator	 1.44
 Finisher	 1.01
Weigher	1.05
Car Loader	1.05
Electric Truck Operator	1.05
 Cleaner and Felt Man	 1.26
 Core Machine Operator	 1.08
Core Machine Helper	1.01
 Machine Cleaner	 .99
 Labourer	 .95

THE E.B. EDDY COMPANY.

HULL MILL.

OUTSIDE MAINTENANCE DEPARTMENT.

(Section 1 Upper Mill & Track Maintenance.)

(Section L. Lower Mill.)

<u>Job Title.</u>	<u>Rate.</u>
Lead Hand Millwright	1.39
Millwright Class "A"	1.30
Class "B"	1.20
Helper "A"	1.05
Helper "B"	1.01
Welder Class "B"	1.20
Cement Finisher	1.18
Labourer	.95
Lead Hand Track Maintenance	1.16
Track Maintenance Helper	1.01

THE E.B. EDDY COMPANY.

HULL MILL

QUALITY CONTROL DEPARTMENT.

Section 1 Upper Mill.
Section L Lower Mill.

<u>Job Title.</u>	<u>Rate.</u>
<u>Upper Mill.</u>	
Tester Paper (shift)	1.12
Tester Days (in training)	1.06
<u>Lower Mill.</u>	
Tester Newsprint (shift)	1.06

10.

THE E.B. EDDY COMPANY.

HULL MILL.

SECURITY DEPARTMENT.

(Section 1 Upper Mill)
Section L. Lower Mill)

Job Title.

Rate.

Senior Watchman
Watchman

1.06
.95

General.

Gardener
Office Cleaner
Charwoman.

1.00
.95
.86

THE E.B. EDDY COMPANY.

11.

HULL MILL.

SPECIALTY FINISHING DEPARTMENT.

(Section e)

<u>Job Title.</u>	<u>Rate.</u>
Floor Foreman	1.35
Sub-Foreman	1.25
Lead Hand Expert Casing.	1.12
Boss Cutterman	1.25
Rotary Cutter Operator 110"	1.08
82" - 92"	1.00
84"	1.00
62"	.98
	.95
	.82
Supercalender Operator	1.15
Supercalender Helper	1.00
Printer	1.30
Printer Helper (Apprentice)	.82 1.30
Rewinder Operator 50"	1.02
Rewinder Helper 50"	.82
Trimmer Operator large	1.07
small	.99
Trimmer Helper (Large)	.95
Bundle Packer	.99
Broke Hustler	.95
Electric Truck Operator	1.01
Cleaner	.95
Elevator Operator	.95
Ream Sealer	.95
Ream Lifter	.95
Sample Room Clerk (Male)	.99
Office Clerk (Male)	.99
Clerk Stenciller	1.04
Shipping	.99
General Help	.95
Embossing Operator	.99
Wrapper 1st six months	.71
2nd six months	.74
Experienced.	.77

THE E.B. EDDY COMPANY.HULL MILL.SPECIALTY FINISHING DEPARTMENT (CONTINUED)

<u>Job Title.</u>	<u>Rate.</u>
<u>Female.</u>	
Checker Ream	.94
Paper	.87
Sample Room Girls	.87
Sample Room Helper	.77
Sorter 1st six months	.71
2nd six months	.74
experienced.	.77
Stenciller (Bundles & Skids)	.94
Labeller (Ream Packages)	.80
Printer Helper	.77
Cutter Helper (Layboy)	.82

THE E.B. EDDY COMPANY.HULL MILL.SPECIALTY MILLS DEPARTMENT.

(Section G - Specialty Paper Mills)
 Section 1 Specialty Beaters.)

<u>Job Title.</u>	<u>Rate</u>
<u>SPECIALTY PAPER MACHINES.</u>	
# 1 Machine - Fourdrinier Pusey & Jones. Width 100" Trim 90"	
Machine Tender	1.47
Backtender	1.21
Third Hand	1.09
Fourth Hand.	.99
# 2 Machine Fourdrinier Pusey & Jones. Width 120" Trim 106.	
Machine Tender	1.53
Backtender	1.30
Third Hand	1.14
Fourth Hand	1.01
Plug Rolls	.95
# 4 Machine Harper Bagley & Sewall. Width 84" Trim 70"	
Machine Tender	1.43
Backtender	1.21
Third Hand	1.04
# 5 Machine Fourdrinier Beliot Iron Works. Width 100" Trim 90"	
Machine Tender	1.47
Backtender	1.21
Third Hand	1.09
Fourth Hand	.99
# 6 Machine Fourdrinier Bagley & Sewall. Width 100" Trim 90"	
Machine Tender	1.47
Backtender	1.21
Third Hand	1.09
Fourth Hand	.99
Plug Rolls	.95

THE E.B. EDDY COMPANY.PULL MILL.SPECIALTY MILLS DEPARTMENT (CONTINUED)

<u>Job Title.</u>	<u>Rate.</u>
<u>Specialty Paper Machines</u>	
<u># 7 Machine Harper Bagley & Sewal</u>	
<u>Width 84" Trim 72"</u>	
Machine Tender	1.43
Backtender	1.21
Third Hand	1.04
<u>General Help Specialty Paper Machines.</u>	
Tour Boss	1.72
Clothing Man	1.40
Clothing Helper	1.07
Tub Size Man	1.12
Felt & Wire Man	1.06
Machine Cleaner	.99
Core Man	1.06
Labourer	.95
<u>Specialty Beaters.</u>	
Beaterman	1.06
# Beater Helper	1.00
<u>General Help Specialty Beaters</u>	
Beater Engineer "A" Mill	1.51
"B" Mill	1.47
# 7 Machine	1.21
Colour Man "A" Mill	1.19
"B" Mill	1.12
Clay and Size Man	1.07
Clay and Size Helper	1.00
Broke Room Attendant	1.06
Broke Room Helper	.95
Broke Hustler	1.00
Head Cleaner	1.06
Baler	.95
Elevator Operator	.95
Labourer	.95
# Present Incumbent Only	1.04

THE E.B. EDDY COMPANY.

HULL MILL.

STEAM DEPARTMENT.

(Section F Upper Mill)
(Section D Lower Mill)

<u>Job Title.</u>	<u>Rate.</u>
Shift Foreman.	1.34
Fireman - Class "A" (with 3rd Class Certificate.)	1.22
Class "B" (with 4th class Certificate.)	1.11
Helper	1.05
Repairman (with 3rd Class Certificate)	1.30
Repairman Helper "A "	1.05
Bricklayer	1.18
Bricklayer Helper "B"	1.01
Coal Crusher Operator	1.00
Coal Belt Operator	.98
Ashman	.95
Labourer	.95

THE E.B. EDDY COMPANY.

HULL MILL.

STORES DEPARTMENT.

(Section B. Upper Mill)
Section D Lower Mill)

Job Title.Rate.

Storekeeper
Receiving Clerk
Stores Helper
Stores Issue Clerk

1.01
1.00
.97
.97

THE E.B. EDDY COMPANY.

HULL MILL.

SULPHITE DEPARTMENT.

(Section J)

<u>Job Title.</u>	<u>Rate.</u>
Tour Boss.	1.52
Cook 1st	1.35
2nd	1.09
Helper	1.00
Acid Maker	1.18
Stone Tower Man	.98
Stone Tower Helper	.95
Blow Pit Man	1.01
Blow Pit Helper	.98
Unbleached Screen Operator	1.01
Unbleached Screen Helper	.98
Pulp Machine Tender	1.10
Pulp Machine Table Man	1.01
Screenings Wet Machine Operator	.98
Wet Machine Operator	.98
Trucker	1.01
Labourer	.95
<u>Bleach Plant.</u>	
Bleach Plant Operator	1.22
Bleach Plant Helper	1.00
Bleach Screen Operator	1.01
Washerman	1.09
Chlorinator	1.08

THE E.B. EDDY COMPANY.

HULL MILL.

TECHNICAL DEPARTMENT.

<u>Job Title.</u>	<u>Rate.</u>
Sect. 1) <u>Upper Mills.</u>	
Tester Freeness (Days)	1.02
Sect. F.) <u>Groundwood Mill.</u>	
Tester Freeness (Shift.)	1.02
Sect. L. <u>Lower Mills.</u>	
Tester - Newsprint (Shift)	1.06
Sulphite (Shift)	1.06
Bleach Plant (Shift.)	1.06
Days In Training)	1.06
Freeness (Days)	1.02

THE E. B. EDDY COMPANY.Hull Mill.TISSUE DEPARTMENT.

(Section C.)

<u>Job Title.</u>	<u>Rate.</u>
<u>Cases.</u>	
Case Foreman	1.15
Case Stitcher	.96
Case Labeller	.95
Case Weigher	.95
Case Paster & Sealer	.82
Case Conveyorman	.82
Case Piler	.82
General Help.	.79
<u>Cores.</u>	
Core Machine Operator	1.15
<u>Toilet</u>	
Rewinder Operator (alone)	1.15
(with core boy)	1.10
Spare Rewinder Operator	1.10
Roll Wrapper Operator	1.00
Onliwon Toilet Machine Operator	.91
Onliwon Toilet Bandsaw Operator	.91
Rewinder Roll Loader	.82
Core Boy	.82
<u>Towels.</u>	
Onliwon Towel Bandsaw Operator	.91
Towel Machine Operator	.89
Towel Bander	.81
Bandsaw Towel Packer	.75
<u>Serviettes.</u>	
Chief Serviette Operator	1.20
Tray Cloth Machine Operator	.96
Serviette Machine Operator	.89
Serviette Packer	.82

THE E.B. EDDY COMPANY.HULL MILL.

TISSUE DEPARTMENT Continued.

<u>Job Title.</u>	<u>Rate.</u>
Foreman & Machine Adjuster	1.43
Night Supervisor	1.30
Converting Machine Millwright "A"	1.30
Paste Maker & Cleaner	1.00
Roll Mover.	.98
Baler	.95
Cleaner	.95
General Help	.79

Female.

Roll Wrapper & Bander	.81
Bandsaw Towel Packer	.75
General Help 1st six months	.68
2nd six months	.71
Experienced.	.75
Clerk General	.81

Bag Room.

Foreman & Machine Adjuster	1.33
Bag Converting Machine Millwright "B"	1.20
Bag Converting Machine Adjuster	1.05
Bag Bundler & Presser	.95
Bag Tier	.82
Paste Man	.95

21

THE E.B. EDDY COMPANY.

HULL MILL.

WOODHANDLING DEPARTMENT.

(Section F Upper Mill)
(Section J. Wood Room Lower Mill)
(Section L. Wood Yard Lower Mill)

<u>Job Title.</u>	<u>Rate.</u>
<u>LOWER MILLS.</u>	
Woodhandling Shift Foreman	1.20
<u>Wood Yard.</u>	
Crawler Crane Operator	1.15
Head Conveyorman	1.00
Conveyorman	.98
Sawyer	.99
Sawyer - Assistant	.97
Sorter	.99
Yardman	.96
Labourer	.95
<u>Wood Room.</u>	
Shift Foreman	1.11
Woodpecker Operator	1.00
Chipperman	1.01
Chip Bin Man	.96
Sawyer	.99
Sawyer - Assistant	.97
Sorter	.99
Conveyorman	.98
Hand Cleaner	.98
Labourer	.95
<u>UPPER MILLS.</u>	
Woodhandling Shift Foreman	1.20
Head Conveyorman	1.00
Conveyorman	.97
Sawyer	.99
Sawyer - Assistant	.97
Hand Cleaner	.97
Yardman	.96
Labourer.	.95

THE E.B. EDDY COMPANY.

OTTAWA MILL.

SCHEDULE OF RATES.

AS OF MAY 1, 1950

<u>Department.</u>	<u>Page</u>
Board Mill	1
Booms 'Woodlands '	2
Electrical	3
Groundwood	4
Instrument	4A
Material Handling	5
Mechanical	6
Outside Maintenance	7
Quality Control.	8
Security	9
Specialty Finishing	10
Specialty Mills	11
Stores	13
Steam	14
Sulphite	15
Technical	16
Woodhandling	17

THE E.B. EDDY COMPANY.

OTTAWA MILL.

BOARD MILL.

Section W.-

Board Machine No. 12 Black & Clauson
Trim 112" Wire width 124"

<u>Job Title.</u>	<u>Rate.</u>
Machine Tender	1.58
Backtender	1.38
Third Hand	1.25
Fourth Hand	1.14
Fifth Hand	1.07
Box Hand	1.03
Broke Hand	1.01
<u>Beater Room.</u>	
Colour Man	1.29
Panel Board Operator	1.11
Beaterman	1.04
<u>Mill Miscellaneous.</u>	
Clothing Foreman	1.22
Waste Paper Man	1.01
Waste Paper Helper	.95
Elevator Operator	.95
Cleaner	.97
Labourer	.95
<u>Finishing.</u>	
Lead Hand Finisher.	1.14
Press Cutter & Finisher	1.02
Finisher	1.01
Finisher & Shipper	.99
Skid Man.	.99

THE E.B. EDDY COMPANY.

2.

OTTAWA MILL.

BOOMS DEPARTMENT (WOODLANDS)

(Section Y.)

Job Title.

Rate.

B_boatman

.99

Labourer

.95

THE E.B. EDDY COMPANY.OTTAWA MILL.ELECTRICAL DEPARTMENT.

(Section V)

<u>Job Title.</u>	<u>Rate.</u>
<u>Power</u>	
Power House Operator	1.27
Labourer	.95
<u>Electrical Maintenance.</u>	
Electrician - Lead Hand	1.39
Class "A"	1.30
Class "B"	1.20
Shift Class "B"	1.20
Helper Class "B"	1.01
Apprentice.	.81- 1.20
Labourer.	.95

THE E.B. EDDY COMPANYOTTAWA MILL.GROUNDWOOD DEPARTMENT.

(Section r)

<u>Job Title.</u>	<u>Rate.</u>
Tour Foreman	1.30
Grinderman	1.00
Deckerman	1.00
Woodhandler	.97
Wet Machine Operator	.97
Repairman & Towmotor Operator	1.01
Pulp Trucker & Shredder	.96
Labourer	.95

4 A.-

THE E.B. EDDY COMPANY

OTTAWA MILL.

INSTRUMENT DEPARTMENT .

(Section V.)

<u>Job Title</u>		<u>Rate.</u>
Instrument Mechanic	Class "A"	1.30
	Class "B"	1.20
	Helper "B"	1.01 (Temporary)
Instrument Apprentice.-		.81 - - 1.20

THE E.B. EDDY COMPANY.

5.

OTTAWA MILL.

MATERIAL HANDLING DEPARTMENT.

(Section Q)

<u>Job Title.</u>	<u>Rate.</u>
<u>Material Handling.</u>	
General Foreman	1.25
Lead Hand	1.11
Truck Driver	1.01
Labourer.	.95
<u>Train Crew.</u>	
Locomotive Engineer	1.18
Brakeman	1.01
<u>Shipping.</u>	
Foreman	1.24
Lead Hand Shipper	1.14
Shipping Weighmaster	1.07
Car Checker & Loader	1.01
Truck Driver	1.01
#Car & Truck Loader	.98
Car Stower	.98
Trucker	.99
Labourer	.95

Present incumbent only. All replacements to this occupation will be classified and paid as Labourer.

6

THE E.B. EDDY COMPANY.

OTTAWA MILL.

MECHANICAL DEPARTMENT.

(Section X.)

<u>Job Title.</u>	<u>Rate.</u>
Machinist. Lead Hand	1.39
Class "A"	1.30
Class "B"	1.20
Apprentice	1.20
Helper "A"	1.05
Helper "B"	1.01
	.01
Welder - Class "A"	1.30
Class "B"	1.20
Blacksmith	1.25
Helper "A"	1.05
Roll Grinder	1.30
Millwright Lead Hand	1.39
Class "A"	1.30
Class "B"	1.20
Helper "A"	1.05
Helper "B"	1.01
Pipefitter Lead Hand	1.34
Class "A"	1.25
Class "B"	1.18
Helper "A"	1.05
Carpenter Lead Hand	1.34
Class "B"	1.18
Helper "A"	1.05
Helper "B"	1.01
Planer and Re-Saw Operator	1.11
Foreman Oiler	1.23
Oiler	1.07
Rigger	1.25

THE E.B. EDDY COMPANY.OTTAWA MILL.OUTSIDE MAINTENANCE DEPARTMENT.

(Section Y)

<u>Job Title.</u>	<u>Rate.</u>
Millwright Class "A"	1.30
Class "B"	1.20
Helper "A"	1.05
Helper "B"	1.01
Welder Class "B"	1.20
Cement Finisher	1.18
Pipefitter Class "A"	1.25
Class "B"	1.18
Helper "A"	1.05
Helper "B"	1.01
Labourer	.95
Lead Hand Track Maintenance.	1.16

THE E.B. EDDY COMPANY.OTTAWA MILL.QUALITY CONTROL DEPARTMENT.

(Section T)

<u>Job Title.</u>	<u>Rate.</u>
Tester - Paper (shift)	1.12
Tester - Board (shift)	1.06
Tester - Paper (Days in training.)	1.06

THE E.B. EDDY COMPANY.OTTAWA MILL.SECURITY DEPARTMENT.

(Section Y)

<u>Job Title.</u>	<u>Rate.</u>
Watchman	.95
General Cleaner.	.95
Charwoman	.86

THE E.B. EDDY COMPANY.

. 10

OTTAWA MILL.

SPECIALTY FINISHING DEPARTMENT.

<u>Job Title.</u>	<u>Rate.</u>
Boss Cuttorman	1.25
Rotary Cutter Operator	1.08
Rotary Cutter Helper	.95
Trimmer Operator Large	1.07
Small	.99
Trimmer Helper Large	.95
Bundle Packer	.99
Ream Sealer	.95
Ream Lifter	.95
Broke Hustler	.95
Floor Cleaner	.95
Elevator Operator	.95
Rewinder Operator 74"	1.02
Rewinder Helper 74"	.95
Rewinder Operator 60"	1.02
Rewinder Helper 60"	.95
Electric Truck Operator	1.01
Gas Truck Operator	1.01
Shipping Roll Finisher	.99
Stenciller (Bundles & Skids.)	.99
Shipping Roll Stenciller	1.04
Office Clerk (Male.)	.99

Female.

Sample Girl	.85
Sorter Experienced	.79
Sorter Apprentice.	.76

# Present Incumbent Only	.97
## Present Incumbent Only	1.12
### Present Incumbent Only.	.98

THE E.B. EDDY COMPANY.

OTTAWA MILL.

SPECIALTY MILLS DEPARTMENT.

(Section s)

Job Title.

Rate.

SPECIALTY PAPER MACHINES.

Tour Foreman	1.97
# 9 Machine - Fourdrinier Pusey & Jones. Trim 122 ¹ / ₂ Wire Width 132 ".	
Machine Tender	1.63
Backtender	1.45
Third Hand	1.29
Fourth Hand	1.14
Fifth Hand	1.07
# 10 Machine - Fourdrinier pusey & Jones. Trim 140" Wire Width 152 ".	
Machine Tender	1.70
Backtender	1.52
Third Hand	1.31
Fourth Hand	1.16
Fifth Hand	1.09
# 11 Machine - Fourdrinier Pusey & Jones. Trim 140 Wire Width 152 ".-	
Machine Tender	1.70
Backtender	1.52
Third Hand	1.31
Fourth Hand	1.16
Fifth Hand	1.09
<u>General Help Specialty Paper Machines.</u>	
Spare Machine Tender	1.52
Scaleman	1.09
Clothing Man	1.32
Clothing Helper	1.07
Core Man	1.06
Core Helper.	.99

12

THE E.B. EDDY COMPANY.

OTTAWA MILL.

SPECIALTY MILLS DEPARTMENT continued.

(Section T.)

Job Title.

Rate.

SPECIALTY BEATERS.

Beater Engineer	1.51
Panel Board Operator	1.11
Colour Man	1.19
Pulper Operator	1.06
Pulper Helper	1.00
Caly & Sizeman	1.07
Cleaner	.99
Broke Beaterman	.95
Labourer	.95

THE E.B. EDDY COMPANY.

OTTAWA MILL.

STORES DEPARTMENT.

(Section Y)

<u>Job Title.</u>	<u>Rate.</u>
Storekeeper	1.01
Stores Clerk	1.00
Stores Clerk - Outside	1.00
Stores Helper	.97
Stores Issue Clerk.-	.97

The E.B. EDDY COMPANY.

OTTAWA MILL.

STEAM DEPARTMENT.

(Section V)

<u>Job Title</u>	<u>Rate.</u>
Shift Foreman (with 2nd Class Certificate)	1.34
Turbine Operator - Paper Mill (with 3rd Class Certificate)	1.25
Fireman - Class "A" (with 3rd class Certificate	1.22
- Helper	1.05
Repairman (with 3rd Class Certificate)	1.30
Helper "A"	1.05
Coal Crusher Operator	1.00
Coal Belt Operator	.98
Labourer	.95

THE E.B. EDDY COMPANY.OTTAWA MILL.SULPHITE DEPARTMENT.

(Section R)

<u>Job Title.</u>	<u>Rate.</u>
Cook	1.32
Stock Runner	1.12
Acid Maker	1.14
Stone Tower Man	.97
Blow Pit Man	1.05
Screenings Wet Machine Operator	.99
Wet Machine Operator	.97
Trucker	.97
Labourer	.95

THE E.B. EDDY COMPANY.

OTTAWA MILL.

TECHNICAL DEPARTMENT.

(Section T)

Job Title

Rate.

Tester -(Stock Shift.)
Tester Days (In training)
Tester Freeness(Days)

1.06
1.06
1.02

THE E.B. EDDY COMPANY.OTTAWA MILL.WOODHANDLING DEPARTMENT.

(Section Q)

<u>Job Title.</u>	<u>Rate.</u>
Woodhandling Foreman	1.20
<u>Wood Yard and Drum Barker.</u>	
Head Conveyorman	1.00
Conveyorman	.96
Sawyer	.99
Sawyer Assistant	.97
Yardman	.96
Labourer	.95
<u>Wood Room.</u>	
Foreman	1.11
Chipperman	.99
Conveyorman	.96
Hand Cleaner	.96
Labourer.	.95

538

A G R E E M E N T

Memorandum of Joint Agreement made and entered into between the Eddy Match Company Limited, Berthierville, Quebec (hereinafter referred to as the "Company" and Local Unions.-

1. International Brotherhood of Pulp Sulphite and Paper Mill Workers, Local No. 664
2. International Brotherhood of Bookbinders Montreal Local No 91
3. Printing Pressmen & Assistants' Union Local No. 52.-

The term "employee" as used in this agreement shall not include foremen or supervisory employees, or employees under 16 years of age or any office or clerical employees.-

It is agreed that the terms and conditions of this contract shall apply only to the employees of the Berthierville, P.Q. plant of the Eddy Match Company Limited.-

Since ample provisions have been made in this agreement for settlement of differences between the Company and the Unions it is agreed that during the term of this agreement there shall be no lock-out on the part of the Company and no strike or cessation of work on the part of the Unions

This agreement is intended to be in accord with all Federal and Provincial laws and regulations relating to employment of labour and in any provisions in which conflict arises the laws and regulations shall govern therein without affecting other provisions of this agreement.-

In the event of a strike or work stoppage, plant protection employees will carry on their usual duties at the plant without interferences.-

1 RECOGNITION.

1. The Company recognizes the Unions during the term of this agreement as the sole Bargaining Agent of the employees for the purpose of Collective Bargaining on wages, hours of work and working conditions.-

2. It is agreed that nothing contained in this agreement shall be deemed to take away the right of any individual employee to present his or her personal grievance directly to the management.-

3. It is agreed that there shall be no discrimination, threat or intimidation by either the Company or the Unions toward each other, or by either party toward any employee for membership, or nonmembership in any lawful employee association or union.-

4. It is agreed that no solicitation of membership or collection of dues shall be engaged in during the plant working hours.-

5. The Unions recognize the right of the Company to manage the plant and the right to govern and control any and all processes, procurements and methods of manufacture or planning.-

6. The Unions recognize the right of the Company to direct the work of the employees and to hire, discharge, or suspend employees, demote them or transfer them, assign them to jobs or shifts, to determine the amount of work needed and lay off because of lack of work all with due regard to seniority provisions herein.-

7. The management of the Company will upon request notify the Committee in writing of the reason for the discharge of any employee covered by this agreement. Any such action of the Company which in the opinion of the Committee results in an employee or group of employees being unjustly dealt with or discriminated against, shall be considered a grievance to be dealt with under the grievance procedure herein.-

8. The Company agrees to maintain a bulletin board for posting and display of Union notices, and it is further agreed that all such notices shall first be submitted, duly signed by an authorized Union Official, to the personnel officer, for approval before posting. The Unions agree that they will not distribute or post any pamphlets, advertising or political matter, cards, notices, or any other kind of literature within the plant or on company property except as provided above.-

II SENIORITY.

1. In all cases of layoff increases in staff and promotion (foremen, supervisory and office employees excepted) the following factors shall be considered by the Company in its absolute discretion:-

(a) Length of service.

(b) Ability, skill and experience, knowledge training and efficiency.-

2. No employee shall have seniority status until he has been employed by the Company for one (1) month as a classified employee.-

3. In case of equally qualified employees, seniority will be taken into consideration by the Company on all occasions when a layoff is necessary, and the Company agrees to discuss with the Committee of the Union any case or instance of hardship or injustice to an employee arising out of a layoff.-

4. Continuous employment is broken by voluntarily leaving the employment of the Company or by discharge. Absence due to temporary layoff because of lack of work illness or accident, or absence from employment whilst in the armed forces of the country will not constitute a break in continuous employment. Temporary layoff as defined for this purpose shall be for a period not exceeding six (6) months.-

5. Regardless of seniority provisions above, an employee who has given long and faithful service to the Company and whose capacity is limited because of physical or mental handicap, or other infirmities, may be employed on suitable work at a wage agreeable to the Company and the Unions.

III GRIEVANCES.

1. There shall be a Grievance Committee consisting of from three (3) to five (5) employees, the names of such persons or any change in the personnel of such Committee shall immediately be notified to the Company. Such Committee shall be recognized by the Company for purposes of negotiating disputes and grievances which may arise during the life of the agreement.-

2. (a) Should an employee feel that any provision of this agreement has not been complied with, he or she shall first take up the matter with the foremen directly in charge of the work.-

(b) If the grievance is not then satisfactorily settled the complaint shall be put in writing signed by the employee, and submitted by the Grievance Committee to the plant Manager who, along with the plant Superintendent, will comprise the company grievance committee.-

(c) In case a settlement is not then reached, the matter shall be referred to the Union Representative and the Management.

(d) If no settlement is reached as a result of the foregoing procedure, either the Company or the Union shall have the right to invoke the conciliation procedure provided by the labour laws of the Province of Quebec.-

IV WORKING CONDITIONS.

1. (a) It is understood that an employee shall be at his work place and ready to assume his duties at the commencement of his normal working day and shall remain at this work and his department during his working hours and shall not overstay authorized relief periods.-

1 (b) When an employee is called to work and, due to a machine breakdown or for some other reason beyond the Company's contro, no work is available on his regular job, then he must accept other suitable work if it is available. Should no work be available, he shall be paid for one (1) hour's time at his regular rate of pay.-

2. Leaving the premises of the plant during working hours without permission shall be cause for discharge.-

3. The Company shall make reasonable provisions for the safety of the employees during the hours of their employment. Protective devices and other equipment provided by the Company to protect employees from injury shall be used by the employee.-

4. The Unions agree that plant rules with regard to sanitation, boisterous conduct, abusive and obscene language, smoking in restricted areas shall be observed and that violation of the same may be made a reason for discharge.-

5. In case an employee is absent from wor on account of sickness or for other reasons, he shall notify his foreman without delay. If an employee is absent without leave for a period of more than two consecutive working days it shall be deemed sufficient cause for dismissal.-

V. HOURS OF WORK.

1. The regular work week for employees shall consist of forty-eight (48) hours from Monday to Saturday inclusive and the regular work day shall not exceed nine (9) hours in any one day from Monday through Friday and four (4) hours on Saturday, excepting as stated in paragraphs two (2) and three (3) of this article.-

2. The regular work week for maintenance men and service men shall consist offifty-four (54) hours from Monday to Saturday inclusive and the regular work day shall not exceed ten (10) hours in any one day from Monday through Friday and four (4) hours on Saturday.-

3. The regular work week for watchmen and janitors shall consist of sixty (60) hours from Sunday to Saturday inclusive and the regular work day shall not exceed twelve (12) hours in any one day.-

4. In the event that business conditions necessitate any change in the schedule of hours stated in the preceding paragraphs, the Company reserves the right to make such changes within the limitations of the above mentioned daily and weekly hours.-

VI OVERTIME.

1. Employees shall be paid at the rate of one and one-half times their regular rate for hours worked in excess of nine (9) hours per day from Monday through Friday and four (4) hours on Saturday, or, over forty-eight (48) hours in any one week excepting as otherwise stated in the following paragraphs of this article.-

2. Maintenance men and service men shall be paid at the rate of one and one-half times their regular rate for hours worked in excess of ten (10) hours per day from Monday through Friday and four (4) hours on Saturday.

3. Watchmen and janitors shall be paid at the rate of one and one-half times their regular rate for hours worked in excess of twelve (12) hours per day or sixty (60) hours per week.-

4. When both hours per day and the hours per week have been exceeded, the employee will be paid overtime rates for the excessive hours per day or excessive hours per week, but not for both.-

5. Employees (other than those excepted in paragraph six (6) of this article) will be paid at the rate of time and one-half for all work performed on Sundays and the following Statutory holiday Epiphany, St. John Baptiste Day and All Saints Day.-

6. Engineers, Firemen, Watchmen and the like who are regularly scheduled to work on Sunday and said holidays will be paid at straight time for their regular hours, but should they be required to work on their regular day of rest, they shall be paid at the rate of time and one-half for all work performed on that day.-

7. In computing hours worked on Sunday or a holiday, the overtime hours for which payment is made shall be contained within the twenty-four (24) hour period starting at midnight on the eve of the Sunday or holiday and continuing until midnight Sunday or the day of the holiday, excepting in the case of night shift employees where the day will commence at 7.00 A.M. Sunday or the day of the holiday, and end at 7.00 A.M. the following day.-

8. An employee shall not be required to take time off during his regular work week to avoid payment of overtime.-

VII STATUTORY HOLIDAYS.

1. The following statutory holidays or days celebrated as such shall be paid for at the regular rates of pay; when no work is performed;

- (a) New Year's Day
- (b) Ascension Day
- (c) Labour Day
- (d) Immaculate Conception Day
- (e) Christmas Day,-

2. Inasmuch as the employees will be paid a full day's pay at their regular rates for each of the above named statutory holidays when no work is performed, should they be required to work on any of these days, they shall be paid at straight time rates for all work performed during their regular hours.-

VIII - VACATIONS.

1. Vacations with pay will be granted to employees pursuant to the provisions of Ordinance 3 of the Minimum Wage Commission of the Province of Quebec.-

2. Eligible employees who have completed five (5) years of continuous service as of April 30, 1951 shall receive either an additional week's pay or an additional week's vacation with pay. The Company shall determine whether a second week's vacation can be arranged and if not the employee will be paid an extra week's pay in lieu of the second week's vacation with pay.-

3. Eligible employees who have completed twenty-five (25) years of continuous service as of April 30, 1951 shall receive three (3) week's vacation with pay. The Company shall determine whether the third week's vacation can be arranged and if not the employee will be paid for the third week in lieu of taking the vacation.-

4. Vacation periods shall be designated by the Company having regard to the desirability of the vacation time and plant operating schedule. The Company reserves the right to shut down the plant and provide for vacations all at one time or to distribute vacations and maintain plant operations with reduced personnel.-

5. Extended absence due to sickness or accident, may receive special consideration in computing vacation credits.-

IX Wages.

1. Wages shall be paid in accordance with the attached wage schedule and shall form a part of this agreement.-

2. The rate for inexperienced female help is as follows:-

1st 6 months	.50 per hour
Next 3 "	.55 " "
Next 3 "	.60 " "

After one year the rate of the job assigned.-

3. An off-shift premium of \$2.00 per week will be paid to employees working on a shift other than the regular day shift. This will not apply to Engineers, Firemen & Watchmen, nor to employees working in excess of their regular day shift hours. This premium will be immediately discontinued when the employee resumes work on the day shift.-

X. - GENERAL PROVISIONS.

1. The Company reserves the right to institute a piece work system to apply to any operation in the plant when it is deemed necessary to maintain production.-

2. Employees presently being paid wages at a rate higher than the basic rate established for the job which they are performing, shall not receive any further increase, providing they remain on the same job, until the basic rate for the operation exceeds the hourly rate which they are currently being paid.-

3. The Company agrees to give consideration to the employee's request that wages be paid weekly instead of every two weeks' as it now being done.-

DURATION

This agreement shall be in full force and effect for a period of one year from January 20th, 1951 and from year to year thereafter unless modifications or changes are requested by either party by giving due written notice to the other at least 2 months prior to the above expiration date. Upon giving and receiving of such notice the parties shall negotiate the proposed changes, looking toward consummation of a new agreement prior to the expiration date. In any event this agreement shall continue in full force and effect after the giving of such notice and during negotiations for a new agreement.-

Signed this 6th day of February 1951.-

For Eddy Match Co. Ltd.

S.C. Millen.-

unreadable signature.

For Unions.

Int. Brotherhood Pulp Sulé P.M.W.
Locl. 664

L.P. Lacroix.

D. Georges Dudemaine.
Int. B. of B. Local 91, Montreal

P.J. Galley.
Denis Blais.
Local 52 Presiers & Assistans de Mtl.
Charles Gregoire.

Roger Gagnon Spe. Rep.

EDDY MATCH COMPANY LIMITED.

January 21st, 1951.-

Berthierville. Que.

RATE SCHEDULE EFFECTIVE AS OF JANUARY 21st 1951.

MATCH ROOM.

HOURLY RATE.

D-3 Machines C.S. & D.

Block Feeder	.75
Operator	.80
Picker	.70
Inside Slider	.72
Outside Slider	.70
Wrapp, Machine Pr.	.75

D-2 Machines C.S. & D.

Block Feeder	.65
Operator	.80
Porter	.65
Picker	.65
Box Feeders	.65
Hand Sliders	.65
Hand Wrappers (Small)	.65
Hand Wrappers (Large)	.65

100 Stick Machines S. & D.

Splint Feeders (Mach.)	.
Splint Feeders (Hand)	.65
Operator	.80
Porters	.65
Picker	.65
Cover Feeder (D.P.)	.70
Cover Feeder (D.P.)	.65
Box Feeders (Hand)	.65
Box Feeders (P.P.)	.65
Reconditioning & Inspecting	.65
Hand Sliders	.65
Nesting Boxes (P.P.)	.65
Wrapp Mach. Pr. (D.P. & P.P.)	.75
Hand Wrapp. (Small)	.65
Hand Wrapp. (Large.)	.70

MATCH ROOM GENERAL.

Charge Hand	.90
Assemble Cases	.80
Assemble Cases Helper	.77
Block Porters	.80
Splint Porters	.75
General Porters	.80
General "	.77
General "	.75
Relief & Culling Matches	.75
Relief & Culling Matches	.65
Relief & Culling Matches	.65
General Work.	.65

EDDY MATCH COMPANY LIMITED.
Berthierville Que.-

January 21st 1951.-

RATE SCHEDULE EFFECTIVE AS OF JANUARY 21st 1951.

S.O.B. DEPARTMENT.

HOURLY RATE .

Veneer Mach. OPR.	.87
Skillet Mach Opr.	.70
Friction Mach. Opr.	.87
Friction Mach. Tailer	.70
Label Mach. OPR	.65
Sorting Skillets	.65
Wrapping S.O.B.	.65

BOOK MATCH DEPARTMENT.

C.S. & D. Mach Opr.	.85
C.S. & D. Mach Opr.	.80
C.S. & D. Mach Tailer	.65
Friction Mach. Opr.	.80
Rotary Slitter Opr.	.80
Rotary Slitter Tailer	.75
# 1 - 5 Bookers.	
Feeding Combs	.70
Fill case & Caddy	.70

6 - 7 Bookers.

Operator	.80
Feeding Combs	.70
Fill Case & Caddy	.70
Assemble cases	.75
Case Sealer & Porter	.75
Caddy Mach. Opr.	.70
Bookend Mach Adjuster	1.00

COMPOSITION DEPARTMENT.

Dry Powder Mixer	1.10
Composition Mixer	1.05
" Grinder	1.05
" Temperer	.93
" Temperer	.89
" Night Man	.90
" Night Cleaner	.89
" Trucker	.85
" Gauger	.87
" Glue	.80

BOX & BAR DEPARTMENT.

Charge Hand	.95
Opr. # 3 Box Mach.	.92
Opr. # 3 Box Mach	.80
Opr. Pocket Box Mach	.80
Opr. # 3 Bar Mach	.89
Opr. Pocket Bar Mach	.89
Opr. Pocket Bar Mach	.75
Opr. Slitter & Rewinder	.75
Opr. Baler	.65
Box Mach Porter	.75

EDDY MATCH COMPANY LIMITED.
Berthierville Que.

January 21st 1951.-

RATE SCHEDULE EFFECTIVE AS OF JANUARY 21st 1951

PRINTING ROOM DEPARTMENT.

HOURLY RATE

Miehle Press Opr.	1.10
" " "	.75
" " " (Hand Fed)	.65
Chambon Press Opr.	.95
Rotary Wrapping Press	1.10
Kelly Press Opr.	1.10
" " "	1.10
" " "	1.00
" " "	.88
" " "	.84
" " "	.84
" " "	.82
Kluge Press Opr.	.87
" " "	.80
" " "	.80
" " "	.75
Chandler Press Opr.	.73
" " "	.70
New Era Press Opr.	.73
" " " "	.70
Ladlow Charge Hand	1.13
" Operator	.92
" "	.84
" "	.84
Ass't Charge Hand	1.13
Order Clerk & Proof Re ader	1.04
" " " "	.88
Stockkeeper	.96
Cutter Operator	.96
" " App.	.75
" Tailer	.75

TESTING & CLERKS.

Testing Room Charge Hand	.95
I.P.T.S. Inspector	.75
Testing Matches	.73
Counter Girl	.73
Temperature Girl	.73
Inspectress	.73
Laboratory Girl	.80
Superintendent Clerk	.90

SHIPPING & RECEIVING.

Shipper	.90
Loading Cases	.87
" "	.79
Stockroom	.75
" "	.87

RATE SCHEDULE EFFECTIVE AS OF JANUARY 21st 1951.

Watchmen & General.

HOURLY RATE.

Gatekeeper	.85
Watchmen	.82
Watchmen	.77
Watchmen	.75

General Yard Work.

1st - 3 months	.70
After 3 months	.80
Lift Truck Operator # 1	.85
Lift Truck Operator # 2	.82
Tractor & Jeep Opr.	.82
Messenger	.80
Dining Room Attn'dt.	.75
" " "	.66

MAINTENANCE DEPARTMENT.

Boiler Room.

Fireman	.93
"	.85
"	.84
"	.84
General Work	.80

ADJUSTERS & OILERS.

Match. Mach. Adjusters.	1.05
" " "	1.04
" " "	1.00
" " "	.90
Oilers	.88

Machinists

"	1.25
"	1.15
"	1.13
"	1.09
"	1.10
"	1.05
"	1.04
"	1.00
"	.98

Electrician

"	1.25
" Helper	.83
" "	.80

Steamfitter

Tinsmith	1.10
----------	------

" Helper	1.10
----------	------

Carpenter	.80
-----------	-----

"	1.10
---	------

Millwright	1.06
------------	------

"	1.07
---	------

"	1.00
---	------

"	.90
---	-----

Match Die Maker	.85
-----------------	-----

Painter	1.01
---------	------

"	.94
---	-----

"	.85
---	-----

THE E. B. EDDY COMPANY

LABOUR AGREEMENT - 1951

With respect to the Collective Labour Agreement signed at Hull, Quebec, on August 16, 1950 between the E. B. Eddy Company and the International Brotherhood of Papermakers (and its affiliated Locals 34, 35 and 243,) the International Brotherhood of Pulp, Sulphite, and Paper Mill Workers (and its affiliated Locals 50 and 73), and the International Association of Machinists (and its affiliated Local 412), it is mutually agreed that the said Agreement be amended as follows and remain in effect, as amended, from May 1, 1951 to May 1, 1952:

SECTION 2- RECOGNITION AND UNION MEMBERSHIP

Entire Section rewritten as follows:

" The Company recognizes the signatory Unions as the only agencies representing their respective membership for the purpose of collective bargaining. It is further understood that such bargaining shall at all times be with the signatory Unions collectively and not individually.

Any employee who is now a member or who, after this date, becomes a member or is reinstated as a member of any of the signatory Unions shall, as a condition of continued employment, maintain such membership in good standing.

New employees, including summer replacements, eligible for membership in one of the signatory Unions shall, as a condition of employment, join such Union after thirty (30) days.

In the event of a Local Union intending to suspend a member for non-maintenance of membership or to expel a member for cause, the signatory Company shall be notified by the Local at least fourteen (14) days previous to the effective date of such action.

Employees eligible for membership in the Union, under the terms of this Agreement, include all those employed inside and outside the mills, except Superintendents, salaried Foremen (except Boss Machine Tenders), Office Force, Engineering Department, Storemen (except Issue Clerks), Watchmen, Office Cleaning Staff, and all salaried employees not working within the jurisdiction of these Unions.

It is understood that seasonal Woodhandlers are temporary and seasonal employees having no seniority rights outside of their own group, and the Company has no obligation to retain them in employment beyond the season and the occupation for which they were hired. If, however, such employees fulfil all the qualifications required by the Company for regular employees, they will be given consideration for regular employment if such is available.

When hiring new employees it is agreed that the Company shall, all things being equal, give preference to Union members if such are available and capable of doing the work efficiently.

SECTION 2- RECOGNITION AND UNION MEMBERSHIP

(continued)

If employees are to be promoted or laid off, the principles of seniority will govern, other things being equal. In any cases of promotion or lay-off where the man to be promoted or laid off is not the proper man according to the principles of seniority, the Local Union concerned shall be consulted by the Management prior to discussion with the employees involved, and the Unions shall be privileged to present recommendations which will be considered by Management prior to action being taken. In cases where time does not permit such prior consultation, the Management may take temporary action until the recommendations of the Union concerned can be obtained. It is understood that in all such decisions Management shall exercise the final discretion.

The Company reserves the right to require a medical examination of all new employees.

Collection of Union Dues by Payroll Deduction

The Company agrees to deduct Union dues from the pay of those employees who have voluntarily signed an Authorization Card requesting the Company to do so. The Company and the signatory Unions agree that they will not coerce or intimidate or discriminate against any employee because he accepts, cancels or refuses to accept or cancel an Authorization or Termination of Authorization Card with respect to deduction of such dues.

An employee may cancel his request for deduction of Union dues from his pay at any time upon written notice to take effect thirty (30) days from the pay day next following receipt of notice of cancellation by the Company.

It is further understood that the Company is offering this service at the request of and for the personal convenience of its employees. Deductions will be made once monthly for the full monthly dues and under no circumstances will partial deductions be made or arrears collected by payroll deduction.

The Company does not accept the responsibility for the collection of fines levied against individual members by the Union involved. "

.....

SECTION 2(b)- RETIREMENT INCOME PLAN (MEMBERSHIP)

Entire Section rewritten as follows:

" Every new regular male employee shall be required to participate and maintain his equity in the Retirement Income Plan when he first meets the two conditions of eligibility; i.e. the attainment of thirty (30) years of age with five (5) years of continuous employment.

All employees who are now members of the Retirement Income Plan shall be required to maintain their equity in the said Plan. "

SECTION 8- SCHEDULE OF HOURS

Entire Section rewritten as follows:

"A- TOUR WORKERS

Tour or shift workers are those who are engaged on a continuous 24-hour operation having three rotating 8-hour shifts.

Tour workers will be organized into three shifts and shall work eight consecutive hours on each shift. Shifts will change at 8:00 A.M; 4:00 P.M; and midnight - and whenever possible, shifts will rotate in sequence weekly.

B- DAY WORKERS

Day workers are all employees who do not come within the classification of tour workers as defined in "A" above.

The regular hours of employment for day workers will be scheduled for each department, with the exception that

- (1) During certain seasons or due to exigences of operation these hours may be reduced.
- (2) A day worker's starting time or lunch hour may be varied only by a maximum of one (1) hour previous or subsequent to his regular starting time or lunch period. However, a day worker's lunch may be cancelled when he is working on a machine on which it is possible for the operator to eat lunch while full production continues.

See Section 14- Overtime (Day Workers), para. (c), for rules of payment where starting times or lunch hours are changed. "

.....

SECTION 13- OVERTIME (TOUR WORKERS)

Entire Section rewritten as follows:

" Tour workers will receive time and one-half for the time worked as follows:

- (a) On Sundays and holidays.
- (b) For hours worked beyond their regular shift on repair work.
- (c) For additional hours worked over their regular daily hours of work after they have worked a long shift for six (6) consecutive working days or the regular number of working days per week of the employees involved, whichever is the shorter, as covered by Section 21.
- (d) Tour workers required to work before or after their regular shift on other than tour work will be paid time and one-half at the rate of the irregular job for all time worked beyond eight hours.

.....

SECTION 13- OVERTIME (TOUR WORKERS) (continued)

- (e) In the event a tour worker is required to work before or after his regular shift on tour work for Company convenience due breakdowns, extra work, or other circumstances created by the Company, time and one-half, shall be paid.

Vacancies caused by sickness, accidents, absenteeism, vacations, leave of absence, promotions and similar circumstances, are not to be construed as Company convenience and time and one-half will not be paid in such cases, except after a long shift has been worked for more than six (6) consecutive working days as covered in Section 21.

- (f) Any employee who is obliged to work on a paid holiday will be entitled, to time and one-half for the time worked in addition to eight (8) hours' holiday pay, and one day off without pay will be arranged at a time mutually convenient to such employee and the Management.

.....

SECTION 14- OVERTIME (DAY WORKERS)

Entire Section rewritten as follows:

" Day workers will receive time and one-half for time worked as follows:

- (a) For all hours worked after their regular stopping time at night and before their regular starting time in the morning, subject to the provisions of para. (c) below.
- (b) For all hours worked during regular shutdown periods on Sundays and on designated mill holidays.
- (c) For one (1) hour when required to change their starting time or lunch period without being given notice by 12:00 noon of the previous day.
- (d) The scheduled shifts for day workers for each week will be notified by the end of the previous week, and any deviation from this shift schedule will result in payment of time and one-half for the first day or night worked on the changed shift.

If an irregular job is completed prior to schedule, the employee may elect to return to his regular occupation, and time and one-half will not be paid in this case. However, if required to continue on the irregular shift to completion of schedule at a lower rated occupation, the employee shall be paid the rate of his regular job.

- (e) Maintenance Department only- When it is necessary to set up staggered shifts, the first night worked on the irregular shift will be paid at the rate of time and one-half provided that the staggered shifts continue for a minimum of at least two (2) days or nights. Succeeding staggered shifts will be paid on a straight time basis unless the hours worked exceed the regular number of working hours, when overtime payment will come into effect.
- (f) Day workers who are transferred to tour work shall be subject to the regulations governing tour workers.
- (g) Any employee who is obliged to work on a paid holiday will be entitled, to time and one-half for the worked in addition to eight (8) hours' holiday pay, and one day off without pay will be arranged at a time mutually convenient to such employee and the Management

.....

SECTION 15- SPECIAL CALL-In.

Entire Section rewritten as follows:

"SECTION 15 SPECIAL CALL In.

A TOUR WORKERS.

Any tour worker required to report after completing his regular shift, to perform tour work other than his regular job shall be paid two (2) hours' call time, plus actual time worked.-

B - DAY WORKERS AND ALL MAINTENANCE WORKERS.

- (a) Day and maintenance workers specially called in to work will be paid time and one-half for the time worked until the job is completed.-
- (b) Where an employee who has been called in works six (6) hours or more immediately before the commencement of his regular shift, and is then required to work his regular shift, shall be paid time and one-half for all hours worked.-
- (c) Where an employee has been called in six (6) hours or more before the commencement of his regular shift, and the job is completed one (1) hour or less previous to the commencement of his regular shift if he is required to work his regular shift, time and one-half will be paid for the elapsed time between completion of the job and commencement of his regular shift.-
- (d) A minimum of four hours' time will be paid for any call-in, except that this will not apply to any worker notified before the end of his shift to go on duty less than two hours after he has completed his regular shift, and the regular overtime rules of time and one-half only will apply. Also, the annual physical inventory of warehouse goods is one of the regular responsibilities of the Material Handling Department, and this is not to be considered as a special call in and the minimum of four hours' time will not apply.-

SECTION 16. SUNDAY WORK AND SCHEDULED DAYS OFF.

Entire Section rewritten as follows:-

"A MAINTENANCE TOUR WORKERS.

Where tour workers in the Maintenance and Service Departments (i.e. Shift Millwrights, Shift Oilers, ~~Shift Millwrights~~, Shift Pipefitters, Shift Electricians, Power House Operators and Wheelmen, Steam Plant Personnel) work six (6) hours or more on a Sunday they shall be entitled to and expected to take one day off during the following week, (Monday to Saturday inclusive), the specific day off to be mutually agreed between the man and his Superintendent.-

SECTION 16- SUNDAY WORK AND SCHEDULES DAYS OFF (continued)B-MAINTENANCE PAY WORKERS

Sunday maintenance work will commence at 8:00 A.M. with a paid lunch period, not to exceed 20 minutes, for those working in the afternoon.

Where a maintenance man work six (6) hours or more on a Sunday he shall be entitled to and expected to take one day off during the following Monday to Friday inclusive, the specific day off to be mutually agreed between the man and his Superintendent.

However, when the following Sunday is designated as the employee's Sunday off, every effort will be made to arrange for his one day off in the current week to be taken from Friday noon (one half day) through Saturday morning (one half day).

C.- ALL MAINTENANCE WORKERS

A holiday occurring during the week will not constitute a day off for having worked the previous Sunday.

Management will endeavour to minimise maintenance work on Sundays, and further agrees to give each maintenance man at least one Sunday off in four, or a minimum of 13 Sundays in any year- Sundays falling immediately before a Monday holiday to be counted as Sundays off.

When it is necessary to postpone a maintenance worker's scheduled day off, a minimum of 24 hours' notice must be given; otherwise time and one-half will be paid for the time worked.

When it is necessary to cancel a maintenance worker's scheduled day off, time and one-half will be paid for the time worked on the day in question.

.....

SECTION 19- EARLY STARTUP PROCEDURE

Entire Section rewritten as follows:

" The Paper Machines will make ready for startup after a scheduled weekend or holiday shutdown in accordance with the following schedule:

Hull and Ottawa Specialty Machines- One half hour before the designated starting time.

Board Machine- One half hour before the designated starting time.

Newsprint Machine- One (1) hour before the designated starting time.

In addition to the regular machine crews, other employees who are required to assist in early startup will be expected to conform with the above schedule

.....

SECTION 21- STARTING AND STOPPING TIME

Entire Section rewritten as follows:

"A"-TOUR WORKERS

When a tour begins, each tour worker is required to be in his place. At the end of a shift, no tour worker shall leave his place to wash and dress until his mate has ~~changed~~ clothes and reported to take on the responsibility of the position. If a tour worker does not report for his shift, his mate shall notify his Foreman or Superintendent and shall then remain and carry on his work until a substitute is secured, failing which he shall carry on an extra shift.

It is the duty of a tour worker to report for his regular shift unless he has previously arranged with his Foreman for leave of absence. If unavoidably prevented from reporting through exceptional circumstances, he must give notice to his Foreman at least two hours before his regular tour commences.

When any shift worker has to take time off due to sickness, accident, vacation, leave of absence, or does not report for his tour due to absenteeism, promotion and similar circumstances, the men working on the other two shifts will work long hours for a maximum of six (6) consecutive working days unless a substitute is found for the absent worker. After six days, a substitute must be found or failing this, they will receive time and one-half for their work beyond the regular number of daily working hours. In this respect, the Company does not favour 12-hour shifts, and they will be minimized as much as possible.

B-DAY WORKERS

Day workers shall be in their respective working places ready to begin work at their designated starting time. Machinery will be started promptly and not stopped until three minutes before the designated stopping time.

If any day worker is unavoidably prevented from reporting to work, he must make every reasonable effort possible to notify his Foreman at least two hours previous to the scheduled starting time.

Each employee must punch the time clock in advance of his starting time, and anyone more than three minutes and less than fifteen minutes late will have one-quarter of an hour deducted from his time. If more than fifteen minutes late, additional periods of one-quarter of an hour will be deducted.

C- TIMEKEEPING REGULATIONS**(1) Neglecting to Punch Time Cards**

Employees neglecting to punch their time cards will be penalized by having fifteen minutes' time deducted from their wages for each omission.

Starting or stopping time omitted will be entered and individually initialled by the Superintendent.

.....

SECTION 21-STARTING AND STOPPING TIME (continues)**C- TIMEKEEPING REGULATIONS** (continued)**(2) Noon-Hour Time Card Punching Regulations- Day Workers**

Day workers must punch their time cards "out" between 12:00 noon and 12:20 P.M. daily, and must not punch "in" again before 12:30 P.M. This regulations applies whether or not an employee leaves the Plant for his lunch period. This will not apply to half-hour lunch periods when simultaneous punching "out" and "in" will be allowed.

A day worker who works through his lunch period will not punch his time card "in" or "out".

If an hour lunch period is taken at any time other than from 12:00 noon to 10:00 P.M.; a minimum of ten minutes must be allowed between punching "out" before going to lunch and punching "in" before returning to work.

Each infraction of this regulation carries a fifteen minute penalty.

(3) Absence from Work of Over Six (6) Calendar Days

The time card of an employee absent from work for sickness accident for more than six (6) calendar days will be removed from the rack, and it will be necessary for such employees to first obtain clearance from the Company Nurse before being allowed to resume regular duties.

(4) Attendance at Company-Scheduled Meetings

An employee who leaves his work to attend a meeting or induction class will punch "out" on the reverse side of his time card. If resuming work during the same shift or day he will punch "in" on the reverse side of his time card.

Payment for Company-scheduled meetings will be arranged with the Paymaster through the Department Superintendent or the Personnel Department in accordance with Section 33 (c).

.....

SECTION 23- STATUTORY HOLIDAYS

Entire Section rewritten as follows:

" The following holidays shall be recognized by this Agreement, and the minimum shutdowns shall be as follows:

	<u>Hull Mill</u>	<u>Ottawa Mill</u>
New Year's Day	33 hours	33 hours
Easter Monday	32 hours	24 hours
Dominion Day	32 hours	32 hours
August Civic Holiday	32 hours	24 hours
Labour Day	32 hours	24 hours
Christmas Day	33 hours	33 hours

.....

SECTION 23- STATUTORY HOLIDAYS (continued)

If New Year's Day, Dominion Day, or Christmas Day should fall on a Monday, the holiday will be of 24 hours' duration for Ottawa Mill employees and of 32 hours' duration for Hull Mill employees.

The shutdown for New Year's Day and Christmas Day will begin at 11:00 P.M. on the night preceding the holiday unless the holiday should fall or is observed on a Monday when regular shutdown times will apply.

The shutdown for Dominion Day will begin at 12:00 midnight immediately preceding the holiday except that should the holiday fall on a Monday, the shutdown for the Ottawa Mill will begin at 8:00 A.M. on the previous Sunday.

The shutdowns for Easter Monday, August Civic Holiday, and Labour Day will begin at 12:00 midnight immediately preceding the holiday in the Hull Mill only, and in the Ottawa Mill at 8:00 A.M. on the Sunday immediately preceding the holiday.

Each of the above holidays may be changed to a more suitable day when such change is mutually agreeable to the Management and the Unions.

Any wage earner who is on the payroll of the signatory Company on any of the holidays as specified above, except those on authorized leave of absence for personal business reasons, will be granted eight (8) hours' pay at the straight time rate of his regular job, subject to compliance with all of the conditions (a) and (b) as set forth below:

- (a) The employee must have not less than thirty (30) days' continuous service just preceding the holiday.
- (b) The employee must have worked his scheduled work day before, and his scheduled work day after, such holiday, unless failure to report for his regularly scheduled work day before or after the holiday was due to any of the following events:
 1. When the employee is unable to work by reason of an industrial accident as recognized by the Workmen's Compensation Board.
 2. When the employee is on his regular authorized paid vacation.
 3. When the operation in which the employee is engaged is curtailed or discontinued by the decision of Management, and which curtailment or discontinuance reduces or eliminates the employee's scheduled work day before, or his scheduled work day after, such holiday.
 4. When a trade in shifts agreed upon between employees and approved in advance by Management results in a temporary change of the scheduled work day before, or the scheduled work day after, the holiday, provided the employee works the shifts agreed upon.

.....

SECTION 23-STATUTORY HOLIDAYS (continued)

Any employee who is obliged to work on a paid holiday will be entitled to time and one-half for the time worked in addition to eight (8) hours' holiday pay, and one day off without pay will be arranged at a time mutually convenient to such employee and the Management.

Any employee who is on regular vacation at the time of a paid mill holiday will receive pay for such holiday in addition to his regular vacation pay. "

.....

SECTION 27- CAUSES FOR DISCHARGE

Entire Section rewritten as follows:

" Among the causes for immediate discharge are:

- (a) Incompetence.
- (b) Failure to report for work without bona fide reasons, or refusal to comply with Company rules or disobedience in the line of duty.
- (c) Dishonesty, or giving or taking a bribe of any nature as an inducement to obtaining work or retaining a position.
- (d) Disorderly conduct, or bringing intoxicants into or consuming intoxicants in the mill or on mill premises; reporting for duty under the influence of liquor.
- (e) Deliberate destruction or removal of Company's or other employee's property; or gross carelessness with respect to Company's buildings, materials and equipment.
- (f) Neglect of duty, sleeping on duty, or smoking in other than permitted areas or other abuse of smoking regulations.
- (g) Reading of books, magazines or newspapers while on duty, except where required in the line of duty, removing books or magazines from Raw Material Storega for private purposes.
- (h) Punching of other employees' time cards.
- (i) Gambling on mill premises.
- (j) Receipt of a second garnishes by the Company, or chronic delinquency in matters of unpaid accounts.

Nothing contained in these rules shall be deemed to restrain or limit the Company's right to discharge employees for just cause. "

.....

SECTION 28- ADJUSTMENT OF COMPLAINTS

Entire Section rewritten as follows:

" Should there be any dispute or complaint as to the interpretation of any of the clauses of this Agreement, or any complaint arising out of the operation of this Agreement except in the case of discharge or suspension, the employee shall continue to work as per the conditions existing prior to the time of the complaint or dispute, and such complaint or dispute shall first be taken up with the Shop Steward or a member of the Local Union Adjustment Committee, and either of these together with the employee concerned shall discuss it with the Foreman concerned.

Upon failure to receive a satisfactory reply, the grievance shall be reduced to writing by the Union and taken up by the Shop Steward or a member of the Local Union Adjustment Committee with the Department Superintendent who shall make a reply in writing within 48 hours. If the grievance still remains unsettled it will be referred to the Mill Manager or Department Manager and the Local Union Adjustment Committee. The Personnel Manager will be present at this discussion.

The Mill Manager or Department Manager shall make a reply in writing within 48 hours stating the Adjustment he has made of the grievance. If the adjustment is considered unsatisfactory by the Local Union Adjustment Committee the question shall be referred to the Manager of Manufacturing.

If the complaint is of a nature affecting more than one Local Union, the Manager of Manufacturing or the Local Unions concerned will have the option of calling in the President of the other Local Unions affected.

If the Manager of Manufacturing fails to adjust the matter to the satisfaction of the Local Union Adjustment Committee or Committees within 48 hours, the matter shall be referred to the General Manager.

If the General Manager is unable to settle the complaint or dispute to the satisfaction of the Local Union Adjustment Committee or Committees within a three day period, it will be referred by the Local Union Adjustment Committee to the President of the International Union concerned or his accredited representative who will study the case with the General Manager and the Local Union Adjustment Committee. If a decision is not arrived at within a period of five days from the commencement of the study, the complaint or dispute will be referred to an impartial Board of Arbitration.

The Company will have the right to select one member of the Arbitration Board and the Union shall select one member; then the two Arbitrators thus named will choose a third Arbitrator who shall act as Chairman. Upon failure to agree on the choice of a third member, the Department of Labour of the Federal Government shall be asked to name the Chairman.

After the Board of Arbitration has been chosen by the foregoing procedure, this Board shall meet and hear evidence on both sides and render a decision within fifteen (15) days after it has concluded its hearings, said decision to be final and binding on all parties of this Agreement.

.....

SECTION 28- ADJUSTMENT OF COMPLAINTS (continued)

In the case of suspension or discharge which the Board of Arbitration has determined to have been unjust, the Board shall order the reinstatement of the employee and shall award him back pay. In the case of back pay, should there be any doubt in the opinion of the Board, the Board may order all or part back pay as it deems fit.

It is understood that any grievance arising out of the lay-off, suspension or discharge of employees or their recall from any of these separations must be presented to the Company within seven (7) days of the occurrence; otherwise no grievance will be deemed to exist.

It is understood that in all discussions concerning grievances, any International Officer may accompany the Local Union Adjustment Committees in their meetings, and the International Officers may call upon members of the Local Union Adjustment Committees or any other employee directly concerned to accompany them in their meetings with Company officials.

.....

STATEMENTS OF POLICY ON THE PART OF THE COMPANY

New Policy No. 3 inserted as follows:

"

COMPANY POLICY RE: EMPLOYEE GARNISHES

Garnishees of employees' wages or salaries place an unnecessary burden on administrative and accounting staffs, and the following definite Company policy has been established to govern the procedure to be followed when garnishees are served on the Company:

(a) On Receipt of the First Garnishee Against Any Employee

The circumstances surrounding the case will be carefully considered and the garnishee accepted by the Company if the employee cannot arrange to have it withdrawn. The employee concerned shall be warned that receipt of a second garnishee will result in dismissal.

Employees who are chronic offenders in regard to unpaid accounts coming to the attention of the Company, resulting in telephone calls, letters etc. from Collection Agencies and Credit Bureaus, may be dismissed without occurrence of a garnishee or on receipt of a first garnishee.

(b) On Receipt of the Second Garnishee

The employee shall be dismissed except in extraordinary circumstances, and all exceptions will require specific authorization "

.....

(23)

In witness thereof the parties have signed at Hull, Quebec, this 31st day of July 1951:

THE E. B. EDDY COMPANY

Unreadable signature
General Manager

Unreadable signature
Manager of Manufacturing

THE INTERNATIONAL BROTHERHOOD OF PAPERMAKERS

J.A. Daoust, pr.- J.S. Lambert
2nd. Vice-President & Canadian Director

G. Courval
President, Local 34

Lucien A. Pitre
President, Local 35

Cecil Moore
President, Local 243

THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE,
AND PAPER MILL WORKERS

J.C. Burke, pr.- Pat Connelly
President

Rami
President, Local 50

Unreadable signature
President, Local 73

THE INTERNATIONAL ASSOCIATION OF MACHINISTS

Unreadable signature
President

J.K. Fleming
President, Local 412

THE E. B. EDDY COMPANY

HULL & OTTAWA MILLS

SCHEDULE OF RATES

AS OF MAY 1, 1951

<u>Department</u>	<u>Page</u>
Board Mill	1
Booms (Woodlands)	2
Electrical	3
Filtration	5
Groundwood	6
Instrument	8
Material Handling	10
Mechanical	12
Newsprint	15
Outside Maintenance	16
Quality Control	18
Security	20
Specialty Finishing	22
Specialty Mills	25
Steam	29
Stores	31
Sulphite	33
Sundry Labour Pool	35
Technical	36
Tissue	38
Woodhandling	40
Appendices	-

RHH/fmg
21/8/51

BOARD MILLOTTAWA MILL
(Section W)

Board Machine No. 12- Black & Clauson
 Trim 112". Wire Width 124"

<u>Job Title</u>	<u>Rate</u>
Machine Tender	1.82
Backtender	1.60
Third Hand	1.45
Fourth Hand	1.33
Fifth Hand	1.25
Box Hand	1.21
Broke Hand	1.19
<u>Beater Room</u>	
Colour Man	1.50
Panel Board Operator	1.30
Beaterman	1.22
<u>Mill Miscellaneous</u>	
Clothing Foreman	1.42
Clothing Helper (Sundays)	1.25
Waste Paper Man	1.22
Waste Paper Helper	1.12
Lift Truck Driver	1.19
Cleaner	1.14
Elevator Operator	1.12
Labourer	1.12
<u>Finishing</u>	
Lead Hand Finisher	1.35
Trimmer Operator (Large)	1.29
Press Cutter & Finisher	1.25
Finisher	1.19
Skid Man	1.17

BOOMS DEPARTMENT (Woodlands)OTTAWA MILL
(Section Y)JOB TITLERate

Boatman

1.17

Labourer

1.12

ELECTRICAL DEPARTMENTMILL MILL

(Section A- Upper Mill)
 (Section-D- Lower Mill)
 (Section F-Groundwood Power House)

<u>Job Title</u>	<u>Rate</u>
<u>Power</u>	
Power House Operator	1.52
Power House Wheelman	1.36
Rake Operator	1.25
Labourer	1.12
<u>Electrical Maintenance</u>	
Electrician- Lead Hand	1.65
-A	1.55
-B	1.44
-B (Shift)	1.44
-Motor Tender	1.28
-Helper A	1.25
-Apprentice	1.02 to 1.44
Labourer	1.12

ELECTRICAL DEPARTMENTOTTAWA MILL
(Section V)Job TitleRatePowerPower House Operator
Power House Wheelman1.52
1.36Labourer

1.12

Electrical MaintenanceElectrician- Lead Hand-A
-B
-B (Shift)
-Helper B
-Apprentice1.65
1.55
1.44
1.21
1.02 to 1.44Labourer

1.12

FILTRATION PLANTHULL MILL

(Section L)

Job TitleRate

Filtration Plant Operator

1.40

Watchman

1.12

GROUNDWOOD DEPARTMENTHULL MILL
(Section F)

<u>Job Title</u>	<u>Rate</u>
Trar Foreman	1.66
Grinderman	1.29
Stock Runner	1.29
Woodhandler	1.14
Wet Machine Operator	1.14
Labourer	1.12

GROUNDWOOD DEPARTMENTOTTAWA MILL
(Section R)

<u>Job Title</u>	<u>Rate</u>
Tour Foreman	1.55
Repariman & Lift Truck Driver	1.19
Grinderman	1.18
Deckerman	1.18
Woodhandler	1.14
Wet Machine Operator	1.14
Labourer	1.12

INSTRUMENT DEPARTMENTHULL MILL
(Section B)Job TitleRate

Instrument Mechanic- A

1.55

-B

1.44

-Apprentice

1.00 to 1.44

INSTRUMENT DEPARTMENTOTTAWA MILL
(Section V)Job TitleRate

Instrument Mechanic-A

1.55

-B

1.44

-Apprentice

1.02 to 1.44

MATERIAL HANDLING DEPARTMENTHULL MILL

<u>Job Title</u>	<u>Rate</u>
<u>Upper Mill Material Handling (Section A)</u>	
Lift Truck Driver	1.19
Labourer	1.12
<u>Lower Mill Material Handling (Section L)</u>	
Lead Hand	1.35
Bulldozer Operator	1.25
Truck Driver	1.19
Labourer	1.12
<u>Shipping (Section A)</u>	
Lead Hand Shipper	1.35
Checker	1.25
Lift Truck Driver & Assistant Checker	1.22
Lift Truck Driver	1.19
Car Stower	1.15
Labourer	1.12
<u>Garage (Section B)</u>	
Garage Mechanic	1.44
Garage Mechanic Helper	1.21
Bulldozer Operator	1.25
Truck Driver	1.19
Labourer	1.12
<u>Train Crew (Section L)</u>	
Locomotive Engineer	1.43
Conductor	1.35
Brakeman	1.23

MATERIAL HANDLING DEPARTMENTOTTAWA MILL
(Section Q)

<u>Job Title</u>	<u>Rate</u>
<u>Material Handling</u>	
Lead Hand	1.35
Truck Driver	1.19
Labourer	1.12
<u>Shipping</u>	
Lead Hand Shipper	1.35
Shipping Weighmaster	1.25
Car Checker & Loader	1.19
Lift Truck Driver	1.19
Car Stower	1.15
Labourer	1.12
<u>Train Crew</u>	
Locomotive Engineer	1.38
Brakeman	1.19

2

MECHANICAL DEPARTMENTHULL MILL

Section A- Millwright U/M

B-Machine Shop U/M
 -Carpenter Shop
 -Pipefitters U/M
 -Painters

Section D- Machine Shop L/M

-Pipefitters L/M
 -Millwrights L/M
 -Oilers L/M

Section I-Oilers, Spec. Mill

<u>Job Title</u>	<u>Rate</u>
Machinist	
-Lead Hand	1.65
-A	1.55
-B	1.44
-Helper A	1.25
-Helper B	1.21
-Apprentice	1.02 to 1.44
Welder	
-A	1.55
-B	1.44
Blacksmith	1.50
-Helper A	1.25
-Helper B	1.21
Roll Grinder	1.55
Knife Grinder	1.44
Saw Filer & Knife Grinder	1.44
Millwright	
-Lead Hand	1.65
-A	1.55
-B	1.44
-Helper A	1.25
-Helper B	1.21
Pipefitter	
-Lead Hand	1.65
-A	1.55
-B	1.44
-Helper A	1.25
-Helper B	1.21
-Apprentice	1.02 to 1.44
Carpenter	
-Lead Hand	1.60
-A	1.50
-B	1.42
-Helper A	1.25
-Helper B	1.21
Pattern Maker	
-A	1.55
-Apprentice	1.02 to 1.44

.....

MECHANICAL DEPARTMENT (Continued)HULL MILL

<u>Job Title</u>	<u>Rate</u>
Painter	
-Lead Hand	1.47
-A	1.37
-B	1.30
-Helper	1.21
Rigger	1.49
-Helper	1.21
Foreman Oiler	1.47
Oiler (Newsprint)	1.38
Oiler (Other than Newsprint)	1.30
Truck Driver	1.19
Labourer	1.12

MECHANICAL DEPARTMENTOTTAWA MILL
(Section X)

<u>Job Title</u>		<u>Rate</u>
Machinist	-Lead Hand	1.65
	-A	1.55
	-B	1.44
	-Helper A	1.25
	-Helper B	1.21
	-Apprentice	1.02 to 1.44
Welder	-A	1.55
	-B	1.44
Blacksmith		1.50
	-Helper A	1.25
Roll Grinder		1.55
Millwright	-Lead Hand	1.65
	-A	1.55
	-B	1.44
	-Helper A	1.25
	-Helper B	1.21
Tinsmith	-Lead Hand	1.65
	-A	1.55
	-B	1.44
	-Helper A	1.25
	-Helper B	1.21
	-Apprentice	1.02 to 1.44
Pipefitter	-Lead Hand	1.65
	-A	1.55
	-B	1.44
	-Helper A	1.25
	-Helper B	1.21
Carpenter	-Lead Hand	1.60
	-B	1.42
	-Helper A	1.25
	-Box Shop Helper	1.21
Planer & Resaw Operator		1.34
Foreman Oiler		1.47
Oiler		1.30
Rigger		1.49
	-Helper	1.21
Labourer		1.12

NEWSPRINT MILLHULL MILL
(Section H)

No. 8 Machine- Fourdrinier, Chas. Walmsley;
Trim 22 3/4", Wire Width 23 1/4"

<u>Job Title</u>	<u>Rate</u>
Machine Tender	2.56
Backtender	2.34
Third Hand	1.92
Fourth Hand	1.50
Fifth Hand	1.40
Broke Hustler	1.24
Broke Beaterman	1.17
Mixing Room Operator	1.71
Weigher	1.25
Car Loader	1.25
Newsprint Roll Lift Truck Driver	1.25
Finisher	1.19
Cleaner and Felt Man	1.50
Core Machine Operator	1.27
Core Machine Helper	1.19
Machine Cleaner	1.17
Labourer	1.12

OUTSIDE MAINTENANCE DEPARTMENTHULL MILL

(Section I- Upper Mill & Track Maintenance)
 (Section L- Lower Mill)

<u>Job Title</u>	<u>Rate</u>
Millwright- Lead Hand	1.65
-A	1.55
-B	1.44
-Helper A	1.25
-Helper B	1.21
Welder -B	1.44
Cement Finisher	1.42
Labourer	1.12
Lead Hand Track Maintenance	1.39
Track Maintenance Helper	1.21

OUTSIDE MAINTENANCE DEPARTMENTOTTAWA MILL
(Section Y)

<u>JOB TITLE</u>	<u>Rate</u>
Millwright -A	1.55
-B	1.44
-Helper A	1.25
-Helper B	1.21
Welder -A	1.55
-B	1.44
Pipefitter -A	1.55
-B	1.44
-Helper A	1.25
-Helper B	1.21
Cement Finisher	1.42
Labourer	1.12
Lead Hand Track Maintenance	1.39

QUALITY CONTROL DEPARTMENTHULL MILL

(Section I-Upper Mill)

<u>Job Title</u>	<u>Rate</u>
<u>Upper Mill</u>	
Tester- Paper (Shift)	1.31
-Paper (Days) (In Training)	1.24
General Help	1.12

QUALITY CONTROL DEPARTMENT

(OTTAWA MILL)
(Section T)

<u>Job Title</u>	<u>Rate</u>
Tester- Paper (Shift)	1.31
-Board (Shift)	1.24
-Paper (Days) (In Training)	1.24

SECURITY DEPARTMENTHULL MILL

(Section B- Upper Mill)
(Section-L- Lower Mill)

<u>Job Title</u>	<u>Rate</u>
Tour Foreman	1.24
Watchman	1.12
<u>General</u>	
Gardener	1.18
Office Cleaner	1.12
Cleaner	1.12
Charwoman	.92

SECURITY DEPARTMENTOTTAWA MILL
(Section Y)

<u>Job Title</u>	<u>Rate</u>
Watchman	1.12
<u>General</u>	
Office Cleaner	1.12
Cleaner	1.12
Charwoman	.92

SPECIALTY FINISHING DEPARTMENTHULL MILL
(Section E).

<u>Job Title</u>	<u>Rate</u>
Floor foreman	1.57
Lead Hand (Export Casing)	1.35
Boss Cutterman	1.45
Rotary Cutter Operator - 110"	1.27
- 82"-92"	1.21
- 84 "	1.21
- 62"	1.21
-Helper (84" & 110")	1.12
Cutter Boy	.99
Supercalender Operator - 52"	1.34
-Helper	1.18
Rewinder Operator -50"	1.20
-Helper	1.12
Trimmer Operator (Large)	1.29
-Helper	1.13
Printer -A	1.55
-B	1.44
-Apprentice	1.02 to 1.44
Lift Truck Driver	1.19
Bundle Packer	1.17
Broke Hustler	1.12
Cleaner	1.12
Elevator Operator	1.12
Ream Sealer	1.12
Ream Lifter	1.12
Sample Room Clerk (Male)	1.17
Office Clerk (Male)	1.17
Clerk Stenciller	1.22
Shipping Roll Finisher	1.17
Embossing Operator	1.17
General Operator	1.12
Wrapper	.99

.....

SPECIALTY FINISHING DEPARTMENT (continued)HULL MILL
(Section E)

<u>Job Title</u>		<u>Rate</u>
<u>Female</u>		
Wrapper	-Experienced	.94
	-2nd. six months	.91
	-1st. six months	.88
Sorter	-Experienced	.94
	-2nd six. months	.91
	-1st six. months	.88
Checker	-Ream 3	1.11
	-Paper	1.04
Sample Room Girl		1.04
	-Helper	.94
Stenciller (Bundles & Skids)		1.11
Cutter Helper (Layboy)		.99
Labeller (Ream Packages)		.97
Printer Helper		.94

SPECIALTY FINISHING DEPARTMENTOTTAWA MILL
(Section U)

<u>Job Title</u>	<u>Rate</u>
Lead Hand Finisher	1.35
Rotary Cutter Operator- 100"	1.27
-Halper	1.12
Trimmer Operator (Large)	1.29
Trimmer Operator (Small)	1.17
-Halper (Large)	1.13
Rewinder Operator -72"	1.20
-60"	1.20
-Helper	1.12
Bundle Packer	1.17
Ream Sealer	1.12
Ream Lifter	1.12
Broke Hustler	1.12
Floor Cleaner	1.12
Elevator Operator	1.12
Transporter & Checker	1.19
Lift Truck Driver	1.19
Shipping Roll Stenciller	1.22
Shipping Roll Finisher	1.17
Stenciller (Bundles & Skids)	1.17
Office Clerk (Male)	1.17
<u>Female</u>	
Checker -Paper	1.04
Sample Room Girl	1.02
Sorter -Experienced	.96
-Apprentice	.93

SPECIALTY MILLS DEPARTMENTHULL MILL

(Section G-Specialty Paper Mills)
(Section I-Specialty Beaters)

SPECIALTY PAPER MACHINES

<u>Job Title</u>	<u>Rate</u>
Tour Foreman	1.98
 <u>No. 1 Machine-Fourdrinier-Pusey & Jones</u> <u>Trim 90". Wire Width 102"</u>	
Machine Tender	1.70
Backtender	1.41
Third Hand	1.28
Fourth Hand	1.17
 <u>No. 2 Machine-Fourdrinier-Pusey & Jones</u> <u>Trim 106". Wire Width 117"</u>	
Machine Tender	1.81
Backtender	1.56
Third Hand	1.37
Fourth Hand	1.23
 <u>No. 4. Machine-Harper- Bagley & Sewall</u> <u>Trim. 70". Wire Width 84"</u>	
Machine Tender	1.65
Backtender	1.41
Third Hand	1.22
 <u>No. 5 Machine-Fourdrinier- Ballot Iron Works</u> <u>Trim. 90". Wire Width 102"</u>	
Machine Tender	1.70
Backtender	1.41
Third Hand	1.28
Fourth Hand	1.17
 <u>No. 6 Machine - Fourdrinier- Bagley & Sewall</u> <u>Trim 90". Wire Width 102"</u>	
Machine Tender	1.70
Backtender	1.41
Third Hand	1.28
Fourth Hand	1.17
 <u>No. 7 Machine - Harper- Bagley & Sewall</u> <u>Trim 72". Wire Width 80"</u>	
Machine Tender	1.65
Backtender	1.41
Third Hand	1.22

SPECIALTY MILLS DEPARTMENT (continued)HULL MILL

(Section G- Specialty Paper Mills)

(Section I- Specialty Beaters)

<u>Job Title</u>	<u>Rate</u>
<u>General Help. Specialty Paper Machines</u>	
Clothing Man	1.62
-Helper	1.25
Tub-Size Man	1.31
Core Man	1.24
Machine Cleaner	1.17
Labourer	1.12
<u>SPECIALTY BEATERS</u>	
Beaterman	1.24
Beater Helper	1.18
<u>General Help. Specialty Beaters</u>	
Beater Engineer - "A" Mill	1.74
- "B" Mill	1.70
- No. 7 Machine	1.41
Colourman - "A" Mill	1.39
- "B" Mill	1.31
Groundwood Bleach Plant Operator	1.31
Clay & Size Man	1.25
-Helper	1.18
Broke Room Attendant	1.24
Broke Hustler	1.18
Broke Room Helper	1.12
Head Cleaner	1.24
Baler	1.12
Elevator Operator	1.12
Labourer	1.12

SPECIALTY MILLS DEPARTMENTOTTAWA MILL
(Section S)SPECIALTY PAPER MACHINES

<u>Job Title</u>	<u>Rate</u>
Tour Foreman	2.25
<u>No. 9 Machine - Fourdrinier - Pusey & Jones</u> <u>Trim 122 1/2". Wire Width 132"</u>	
Machine Tender	1.83
Backtender	1.63
Third Hand	1.50
Fourth Hand	1.33
Fifth Hand	1.25
<u>No. 10 Machine - Fourdrinier - Pusey & Jones</u> <u>Trim 140". Wire Width 152"</u>	
Machine Tender	1.95
Backtender	1.75
Third Hand	1.52
Fourth Hand	1.35
Fifth Hand	1.28
<u>No. 11 Machine - Fourdrinier - Pusey & Jones</u> <u>Trim 140". Wire Width 152"</u>	
Machine Tender	1.95
Backtender	1.75
Third Hand	1.52
Fourth Hand	1.35
Fifth Hand	1.28
<u>General Help, Specialty Paper Machines</u>	
Clothing Man	1.53
-Helper	1.25
Scaleman	1.28
Core Man	1.24
-Helper	1.17
Labourer	1.12

.....

SPECIALTY MILLS DEPARTMENT (continued)OTTAWA MILL
(Section T)SPECIALTY BEATERS

<u>Job Title</u>	<u>Rate</u>
Beater Engineer	1.74
Colourman	1.39
Panel Board Operator	1.30
Pulper Operator	1.24
-Helper	1.18
Clay & Sizeman	1.25
Cleaner	1.17
Broke Beaterman	1.12
Labourer	1.12

STEAM DEPARTMENTHULL MILL

(Section F- Upper Mill)
 (Section D- Lower Mill)

<u>Job Title</u>	<u>Rate</u>
Foreman -Shift (with 2nd. Class Certificate)	1.65
Fireman -A (with 3rd. Class Certificate)	1.46
-B (with 4th. Class Certificate)	1.34
-Helper	1.25
Repairman (with 3rd. Class Certificate)	1.55
-Helper	1.25
Bricklayer	1.42
-Helper	1.21
Coal Crusher Operator	1.18
Coal Belt Operator	1.15
Ashman	1.12
Labourer	1.12

STEAM DEPARTMENTOTTAWA MILL
(Section V)

<u>Job Title</u>	<u>Rate</u>
Foreman -(Shift (with 2nd. Class Certificate)	1.65
Turbine Operator- Paper Mill (with 3rd. Class Certificate)	1.49
Fireman -A (with 3rd. Class Certificate)	1.46
-Helper	1.25
Repcirman (with 3rd. Class Certificate)	1.55
-Helper	1.25
Coal Crusher Operator	1.18
Coal Belt Operator	1.15
Labourer	1.12

STORES DEPARTMENTHULL MILL

(Section B- Upper Mill)

(Section D- Lower Mill)

Job TitleRate

Storekeeper

1.19

Receiving Clerk

1.18

Stores Helper

1.14

Stores Issue Clerk

1.14

STORES DEPARTMENTOTTAWA MILL
(Section Y)

<u>Job Title</u>	<u>Rate</u>
Storekeeper	1.19
Stores Clerk	1.18
Stores Clerk (Outside)	1.18
Stores Halper	1.14
Stores Issue Clerk	1.14

SULPHITE DEPARTMENTHULL MILL
(Section J)

<u>Job Title</u>	<u>Rate</u>
Tour Foreman	1.75
Cook	
-1st.	1.57
-2nd.	1.28
-Helper	1.18
Acid Maker	1.38
Stone Tower Man	1.15
-Helper	1.12
Blow Pit Man	1.19
-Helper	1.15
Stock Runner	1.28
-Helper	1.15
Pulp Machine Tender	1.29
Pulp Machine Table Man	1.19
Screenings Wet Machine Operator	1.15
Wet Machine Operator	1.15
Lift Truck Driver	1.19
Labourer	1.12
<u>Bleach Plant</u>	
Bleach Plant Operator	1.48
-Helper	1.18
Bleach Screen Operator	1.19
Washerman	1.28
Chlorinator	1.27

SULPHITE DEPARTMENTOTTAWA MILL
(Section R)

<u>Job Title</u>	<u>Rate</u>
Cook	1.53
Stock Runner	1.31
Acid Maker	1.33
Stone Tower Man	1.14
Blow Pit Man	1.23
Screenings Wet Machine Operator	1.17
Wet Machine Operator	1.14
Pulp Handler & Checker	1.14
Labourer	1.12

SUNDRY LABOUR POOLHULL MILL
(Section K)Job TitleRate

Labourer

1.12

TECHNICAL DEPARTMENTHULL MILL

(Section I & F -Upper Mill)
 (Section L -Lower Mill)

<u>Job Title</u>	<u>Rate</u>
<u>Upper Mill (Section I)</u>	
Tester - Freeness (Days)	1.20
<u>Groundwood Mill (Section F)</u>	
Tester- Freeness (Shift)	1.20
<u>Lower Mill (Section L)</u>	
Tester - Newsprint (Shift)	1.24
- Sulphite (Shift)	1.24
-Bleach Plant (Shift)	1.24
-Days (In Training)	1.24
-Freeness (Days)	1.20

TECHNICAL DEPARTMENTOTTAWA MILL
(Section T)Job TitleRate

Tester - Stock (Shift)
- Days (In Training)
- Freeness (Days)

1.24
1.24
1.20

TISSUE DEPARTMENTHULL MILL
(Section C)

Note: The following Tissue Department rates were effected as of
August 12, 1951.....(///)

<u>Job Title</u>	<u>Rate</u>
<u>Cases</u>	
Case Foreman	1.34
## Case Stitcher	1.15
Case Weigher	1.12
Case Labeller	1.12
## Case Paster & Sealer	1.12
Case Conveyor Boy	.99
Case Piler	.99
<u>Cores</u>	
## Core Machine Operator	1.27
<u>Toilet</u>	
## Rewinder Operator	1.27
Roll Wrapper Operator	1.18
## Onliwon Toilet Machine Operator	1.13
## Onliwon Toilet Bandsaw Operator	1.15
## Onliwon Toilet Bandsaw Packer	.99
## Roll Loader	1.12
Core Stringer	.99
<u>Towels</u>	
## Towel Machine Operator	1.18
## Eureka Bander Operator	1.13
## Onliwon Towel Bandsaw Operator	1.15
## Towel Bandsaw Packer	.99
<u>Serviettes</u>	
## Chief Operator & Adjustor Serviettes	1.48
## Tray Cloth Machine Operator	1.15
## Serviettes Machine Attendant	1.15
Serviette Packer	.99
## Mouth Wipe Machine Operator	1.18
<u>General</u>	
Foreman & Machine Adjustor	1.69
Night Supervisor	1.55
Converting Machine Millwright A	1.55
Oiler	1.30
Paste Maker & Cleaner	1.18
Roll Mover	1.15
## Daler & Cleaner	1.15
Cleaner	1.12

.....

TISSUE DEPARTMENT (continued)HULL MILL
(Section C)Job TitleRateBag Room

Bag Room Foreman & Adjuster	1.64
Bag Converting Machine Millwright B	1.44
Bag Converting Machine Adjuster	1.25
Bag Bundler & Presser	1.12
## Paste Man- Bags	1.15
Bag Tier	.99

Female

Roll Wrapper & Bander	.98
Clerk- General	.98
## General- Help	.98

WOODHANDLING DEPARTMENTHULL MILL

(Section F-Upper Mill)
 (Section J-Wood Room- Upper Mill)
 (Section L-Wood Yard-Lower Mill)

<u>Job Title</u>	<u>Rate</u>
<u>LOWER MILL</u>	
Woodhandling Foreman (Shift)	1.40
<u>Wood Yard</u>	
Crawler Crane Operator	1.38
Head Conveyorman	1.18
Conveyorman	1.15
Sawyer	1.17
-Assistant	1.14
Sorter	1.17
Yardman	1.13
Labourer	1.12
<u>Wood Room</u>	
Foreman (Shift)	1.30
Woodpecker Operator	1.18
Chipperman	1.19
Chip Bin Man	1.13
Sawyer	1.17
-Assistant	1.14
Sorter	1.17
Conveyorman	1.15
Hand Cleaner	1.15
Labourer	1.12
<u>UPPER MILL</u>	
Woodhandling Foreman (Shift)	1.40
Head Conveyorman	1.18
Conveyorman	1.15
Sawyer	1.17
-Assistant	1.14
Yardman	1.13
Hand Cleaner	1.14
Labourer	1.12

WOODHANDLING DEPARTMENTOTTAWA MILL
(Section Q)

<u>Job Title</u>	<u>Rate</u>
Woodhandling Foreman	1.40
<u>Wood Yard and Drum Barker</u>	
Head Conveyorman	1.18
Conveyorman	1.15
Sawyer	1.17
-Assistant	1.14
Yardman	1.13
Labourer	1.12
<u>Wood Room</u>	
Foreman	1.30
Chipperman	1.17
Conveyorman	1.15
Hand Cleaner	1.13
Yardman	1.13
Labourer	1.12

APPENDIX

HULL MILL

As of May 1, 1951, the following employees are filling occupations as shown hereunder on a "present incumbent" basis:

<u>No.</u>	<u>Name</u>	<u>Job Title</u>	<u>Rate</u>	<u>Department</u>
928	O'BRIEN, Anthony	Beaterman Helper	1.22	Specialty Mill
605	COUTLEE, Ernest	" "	1.22	"
603	WARREN, George	" "	1.22	"
350	FOURNIER, Rene	" "	1.22	"
705	GOUGEON, L. F.	" "	1.22	"
859	GERMAIN, Dolphe	" "	1.22	"
948	GERMAIN, William	" "	1.22	"
436	CORNEAU, Hector	" "	1.22	"

APPENDIX

OTTAWA MILL

As of May 1, 1951, the following employees are filling occupations as shown hereunder on a "present incumbent" basis:

<u>No.</u>	<u>Name</u>	<u>Job Title</u>	<u>Rate</u>	<u>Department</u>
3342	HENDLEY, George	Trucker	1.17	Material Handling
3059	RILEY, Delbert	Car & Truck Loader	1.15	" "
3187	TREMBLAY, Lucien	" " " "	1.15	" "
3025	BOURGON, Edile	" " "	1.15	" "
3085	DERBY, Odina	Rewinder Oper. 74"	1.31	Specialty Finishing
3088	GAUMOND, Lionel	" "	1.31	" "
3028	BACKS, Edgar	" "	1.31	" "
2492	OLIVE, Lloyd	Rewinder Hlpr. 74"	1.15	" "
2667	SOMERFIELD, Wm	" "	1.15	" "
3550	SWEET, Manuel	" " 74"	1.15	" "
3012	BRUNET, Herbert (but if employed	Rewinder Oper. 60" as Helper on 74" Rewinder, is paid \$1.15/hr).	1.20	" "
3084	GAUDREAU, Eugene	Ream Lifter	1.14	" "
33	PACKWOOD, Charles	Broke Hustler	1.14	" "
3040	BEAUCHAMP, Henri	Floor Cleaner	1.14	" "
3026	VILLENEUVE, A.	" "	1.14	" "