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*(Traduction non-officielle)*

# CONVENTION DE TRAVAIL

ENTRE



**St. Regis Paper Company  
(Canada) Limited  
Cap-de-la-Madeleine, Québec,**

et la

**Fraternité Internationale de Pulpe  
Sulphite et des Travailleurs  
de Moulin de Papier  
et de son local No. 561  
du Cap-de-la-Madeleine, Québec.**

**1955 — 1956**

*(Traduction non officielle)*

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(Canada) Limited  
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Fraternité Internationale de Pulpe  
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de Moulin de Papier  
et de son local No. 561  
du Cap-de-la-Madeleine, Québec.

1955 — 1956

## CONVENTION DE TRAVAIL

Cette CONVENTION, par et entre la St. Regis Paper Company (Canada) Limited pour sa manufacture de sacs du Cap-de-la-Madeleine, Québec, ci-après appelée la Compagnie, et l'International Brotherhood of Pulp, Sulphite and Paper Mill Workers, et son Local d'Union No 561 affilié à la Fédération Américaine du Travail, et le Congrès des Métiers et du Travail du Canada ci-après appelé l'Union.

### SECTION 1 — BUT GENERAL DE CETTE CONVENTION

Le but général de cette Convention est, dans l'intérêt mutuel de l'employeur et des employés, de procurer pour l'opération du moulin ci-après mentionné des méthodes qui favoriseront, dans la plus grande mesure possible, la sauvegarde, le bien-être et la santé des employés, l'économie d'opération, la qualité et la quantité de rendement, la propreté de l'usine et la protection de la propriété. Il est reconnu par cette Convention qu'il est du devoir de la Compagnie et des employés de coopérer pleinement, individuellement et collectivement, pour l'avancement des dites conditions.

### SECTION 2 — DUREE DE LA CONVENTION

La St. Regis Paper Company (Canada) Limited et l'organisation ci-mentionnée acceptent, de part et d'autre, qu'ils se conformeront aux dispositions de cette Convention pour la période du 1er septembre

1955 au 31 août 1956, au moulin de la Compagnie, situé à l'endroit mentionné ci-dessus, et sujet par la suite, d'une année à l'autre, à se terminer ou à être amendées par aucune des parties à tous les 31 août, sur avis de trente (30) jours donné par écrit avant le dit 31 août.

### **SECTION 3 — INTERRUPTION DE TRAVAIL**

Aucune grève, arrêt de travail ou "walk-out" n'auront lieu durant la période que cette Convention sera en vigueur.

### **SECTION 4 — RECONNAISSANCE**

La Compagnie reconnaît l'Union comme le seul agent de négociation pour les employés de production à l'exclusion des surintendants, contremaîtres (et surveillants), employés du bureau, et gardiens.

### **SECTION 5 — MEMBRES DE L'UNION**

La Compagnie accepte que tous les nouveaux employés devront, comme condition d'emploi permanent, devenir membres de l'Union après une période de soixante (60) jours à compter de leur engagement et demeurer membres en bonne et due forme durant la période que cette Convention sera en vigueur. Les employés actuels qui sont membres de l'Union devront, comme condition de leur permanence d'emploi, rester membres de l'Union en bonne et due forme durant la période que cette Convention sera en vigueur. Quant aux employés qui n'ont jamais été membres du Local d'Union No 561, il est entendu que l'Union ne de-

mandera pas à la Compagnie de prendre aucune procédure contre ces dits employés pour n'avoir pas appartenu à l'Union, pourvu que ces employés aient été sur la liste de paie avant le 1er janvier 1951. Tout employé qui en aucun temps dans le passé fut membre du Local 561 devra, comme condition de son engagement permanent, faire partie de nouveau de l'Union et rester membre de l'Union en bonne et due forme durant la période que cette Convention sera en vigueur.

Les employés ne seront sujets à aucune pénalité, comme condition du privilège de faire application pour être membres de l'Union ou pour leur réinstallation dans l'Union, en surplus de l'amende ou pénalité minimum exigé par la constitution.

En engageant de nouveaux employés, la Compagnie devra donner la préférence aux membres de l'Union, s'ils sont disponibles et capables d'accomplir le travail requis.

Il est de plus compris et entendu qu'aucun employé non membre de l'Union et actuellement à l'emploi devra se conformer aux règlements généraux des unions signataires.

#### **SECTION 6 — ENTENTES DE LA CONVENTION**

Les employés qui entreprennent de troubler les termes et ententes de cette Convention et qui sont rapportés aux officiels de la Compagnie ou au Comité Permanent d'Ajustement de l'Union ne seront pas gardés à l'emploi de la Compagnie s'ils sont trouvés coupables de l'offense après minu-

tieuse enquête conduite par les officiels de la Compagnie et de l'Union locale.

## SECTION 7 — SENIORITE

Dans les promotions et les renvois temporaires (lay-offs) et dans les ré-emplois d'employés saisonniers, toutes parts étant égales, les principes de séniorité gouverneront. Dans tout cas de promotion, renvois temporaires (lay-offs) et ré-emplois, le Comité Permanent d'Union devra être consulté par la gérance, et aura le privilège de présenter des recommandations qui seront considérées par la gérance, avant la décision finale par la gérance. Dans les cas où le temps ne permet pas telle consultation première, la gérance devra prendre action temporaire seulement et ce jusqu'à ce que les recommandations du Comité Permanent d'Union puissent être obtenues.

Si et quand les positions mentionnées plus haut sont discontinuées en permanence, les employés occupant ces positions seront assignés à n'importe quelles positions auxquelles par droit de séniorité ils auront droit et pour lesquelles positions ils seront qualifiés.

La Compagnie affichera une liste de séniorité montrant les dates d'emploi à tous les quatre-vingt-dix (90) jours.

Lorsqu'il y a des changements dans l'emploi, les places vacantes devraient être affichées sur le tableau durant quarante-huit (48) heures, quand cela est possible, pour permettre aux candidats de faire application pour les places vacantes.

## **Renvoi temporaire (lay-off) et Ré-emploi**

Tout employé qui a été à l'emploi de la Compagnie pour plus que trente (30) jours et est renvoyé temporairement pour une période dépassant six (6) mois, sera considéré comme ayant terminé son emploi à moins que durant le cinquième mois l'employé ait avisé le personnel du bureau par écrit de son intention de retourner si redemandé. Au cas où l'employé n'est pas redemandé dans le cinquième mois il est requis d'aviser le personnel du bureau, chaque mois subséquent, de son désir de retourner. Un employé renvoyé temporairement ne devra en aucun cas être gardé plus longtemps qu'une (1) année et si le renvoi temporaire est pour plus d'un an, l'employé devra être considéré comme étant séparé en permanence de la Compagnie.

L'absence due à la maladie n'affectera pas le statut de séniorité de l'employé pourvu qu'une preuve satisfaisante de la dite maladie soit fournie à la Gérance.

## **SECTION 8 — HEURES DE TRAVAIL**

Le et après le 20 décembre 1953, les heures de travail seront comme suit :

Les heures régulières de travail pour les travailleurs de jour seront de huit (8) heures par jour, du lundi au vendredi inclusivement, et de cinq (5) heures les samedis alternatifs.

Les heures régulières de travail pour les travailleurs par équipe, quand ils travaillent sur le premier quart, seront de huit (8) heures par jour pour cinq (5) jours,

et cinq (5) heures le samedi, et, quand ils travaillent sur le deuxième quart, de huit (8) heures par jour pour cinq jours. Les équipes alterneront du premier quart au second, et vice versa, au commencement de chaque semaine.

Les heures de travail pour les nettoyeurs, les opérateurs de la chambre de colle, les employés de l'atelier de machinage, et les pressiers seront de cinq (5) jours de huit (8) heures chacun et de cinq (5) heures le sixième jour, et dans la semaine alternative de cinq (5) jours de huit (8) heures chacun. Les heures de travail pour ces employés, énumérées ci-dessus, devront concorder avec les cédules telles qu'entendu avec la gérance locale et le comité local.

La semaine de travail, pour tous les employés, sera calculée sur la moyenne de chaque deux semaines d'emploi, la première période à commencer le dimanche, 20 décembre, 1953.

#### **SECTION 9 — TEMPS SUPPLEMENTAIRE**

Le et après le 20 décembre 1953, temps supplémentaire au taux et demi sera payé sur la base suivante :

(a) Aux employés payés sur une base horaire :

1. Pour tout travail accompli le dimanche et les jours de congé tel que spécifié plus bas dans la Section 10.

2. Pour tout travail en excès de huit (8) heures en aucun jour.

3. Pour tout travail accompli par un ouvrier en surplus de quatre-vingt-cinq (85) heures pour chaque période de deux semaines, tel que spécifié dans le dernier paragraphe de la section 8, ci-dessus, intitulée "Heures de Travail".

4. Pour tout travail accompli en surplus de cinq (5) heures le samedi.

5. Aucun temps et demi ne sera alloué pour les gardiens.

(b) Les employés assignés à une équipe pourront, par consentement mutuel, être assignés à une autre équipe, en dedans d'une période de deux semaines tel que spécifié dans la section 8, afin de permettre à l'employé d'obtenir une moyenne de quarante-deux heures et demie (42½) de temps régulier durant cette période, ou aussi près que possible de quarante-deux heures et demie (42½) de temps régulier durant cette période.

#### SECTION 10 — JOURS DE FETES

Quand aucun des congés suivants tombe un jour régulier de travail, durant lequel l'employé serait tenu de travailler, la Compagnie paiera chaque employé éligible son taux de paie régulier pour le nombre d'heures de temps régulier que l'employé aurait travaillé durant ce congé statutaire, sans exiger de l'employé aucun travail quelconque durant la période d'arrêt du travail. Un employé est éligible pour ce travail s'il compte soixante (60) jours ou plus de service avec la Compagnie, et a travaillé durant son quart régulier autorisé durant le premier jour de travail pré-

cédant ledit congé, et son quart régulier autorisé durant le premier jour de travail suivant ledit congé. Toutefois, ce congé sera payé si l'employé a travaillé durant la semaine où le congé a lieu, mais est absent les jours mentionnés ci-dessus pour cause certifiée de maladie, mortalité chez ses proches parents, manque de travail, ou encore s'il a obtenu une permission écrite de la gérance pour s'absenter durant lesdits jours.

Si un congé tombe durant la période qu'un employé, qui autrement serait éligible pour une paye de congé, est remercié temporairement, il sera payé pour ledit congé quand il retournera au travail pourvu que sa période de renvoi temporaire ne dépasse pas trente (30) jours. Toutefois, le paiement d'un congé payé sera limité, dans ce cas, à un seul congé pour l'année du contrat. Les congés payés seront les suivants :

Jour de Noël : 39 heures ; de 4 hres p.m., le 24 décembre à 7 hres a.m., le 26 décembre ;

Jour de l'An : 39 heures ; de 4 hres p.m., le 31 décembre à 7 hres a.m., le 2 janvier ;

Vendredi-Saint : 31 heures ; de 12 hres (minuit), le jour précédant à 7 hres a.m., le jour suivant.

Jour de Fête Civique du Cap-de-la-Madeleine (Jour du Cap) : 31 heures ; 12 minuit, le 14 août à 7 hres a.m., le 16 août ;

Fête du Travail : 4 hres p.m., le samedi précédant à 7 hres a.m., le mardi suivant ;

En alternance tous les ans : La Saint-Jean-Baptiste ou le Jour du Dominion (Dominion Day) : 31 heures ; de 12 hres minuit, le jour précédant à 7 hres a.m., le jour suivant.

Les employés requis de travailler en aucun des congés payés recevront temps et demi du taux régulier normal horaire pour ses heures de travail, plus la paye allouée pour le congé.

Si un congé payé tombe durant la période autorisée de vacance d'un employé, il recevra son dû pour le congé en plus de sa paye de vacance.

Si un congé tombe un dimanche, le lundi sera congé. Des avis de fermeture pour ces périodes seront affichés une semaine à l'avance.

#### **SECTION 11 — APPEL AU TRAVAIL EN CAS D'URGENCE**

Les employés qui seront appelés au travail, en dehors de leur quart normal et cédulé, seront payés au taux de temps et demi pour les heures travaillées ou pour trois (3) heures de temps régulier, ce qui sera le plus avantageux.

Aucune limitation pour les heures de travail contenues dans cette entente ne devra s'appliquer aux employés de n'importe quelle catégorie lorsque engagés pour travail d'urgence comprenant des bris ou pour travail d'urgence comprenant la protection de la vie ou de la propriété.

## **SECTION 12 — TEMPS RAPPORTE**

Quand un employé se rapporte au travail sans avoir été notifié au préalable qu'il n'y aurait pas de travail à accomplir, le dit employé recevra deux (2) heures de paie, excepté pour les cas où l'employé après s'être rapporté pour travailler en est incapable à cause d'un bris dans l'équipement de production, la force motrice, les Actes de Dieu, ou les arrêts obligatoires de production en dehors du pouvoir de la Compagnie.

## **SECTION 13 — PLAN DE VACANCES : EMPLOYÉS PAYÉS À L'HEURE**

### **(a) Éligibilité**

1. Tous les employés payés à l'heure de la Compagnie, qui complètent une année d'emploi continuél au service de la Compagnie se verront accorder une vacance, entre le 1er mai et le 31 octobre, avec paye de vacance, sous les conditions mentionnées plus bas.

### **(b) Emploi continuél**

1. L'emploi continuél est interrompu par congédiement pour cause, résignation volontaire, ou toute autre séparation volontaire.

2. Les périodes d'incapacité pour cause de maladie ou accident ou autres causes en dehors du contrôle de l'employé n'interrompront pas l'emploi continuél.

3. Les employés renvoyés temporairement durant l'année de vacance recevront

une paye de vacance en accord avec les lois de la Province de Québec.

**(c) Période de vacance**

1. Les employés permanents qui ont moins de trois (3) années d'emploi continu et qui ont travaillé au moins quatorze cents (1400) heures durant l'année précédente, se verront accorder chaque année une période de vacance d'une semaine consistant en quarante deux heures et demie ( $42\frac{1}{2}$ ) consécutives de travail.

2. Les employés permanents qui ont trois (3) ans ou plus d'emploi continu et qui ont travaillé au moins quatorze cents (1400) heures durant l'année précédente se verront accorder, chaque année, une période de deux semaines de vacance consistant en un total de quatre-vingt-cinq (85) heures qui seront consécutives; toutefois, cette période de vacance pourra être divisée en deux périodes d'une semaine de vacance chacune pour rencontrer les exigences d'opération du moulin.

3. Les employés permanents qui ont quinze (15) années ou plus d'emploi continu et qui ont travaillé au moins quatorze cents (1400) heures durant l'année précédente se verront accorder, chaque année, une période de trois semaines de vacance d'un total de cent vingt-sept heures et demie ( $127\frac{1}{2}$ ), dont deux semaines pourront être consécutives, et la dernière semaine à être prise après entente mutuelle entre l'employé et la Compagnie, de manière à ne pas nuire à la production.

#### **(d) Paye de Vacance**

1. Le montant de paye de vacance pour chaque employé devra être calculé au taux de base courant au temps où la vacance est prise.

2. Un employé peut retirer sa paye de vacance au commencement de sa période de vacance, si désiré.

3. La paye de vacance ne sera pas permise pour des vacances non prises.

4. Si un employé, n'ayant pas été remercié pour cause, laisse le service de la Compagnie pour des raisons en dehors de son contrôle, en un temps où une période de vacance avec paye et inemployée se trouve à son crédit, il lui sera payé le montant dû en lieu de vacance calculée à la date de son départ.

5. Si un employé laisse le service de la Compagnie de son propre vouloir, ou est remercié pour cause en un temps où une période de vacance avec paye et inemployée est à son crédit, il lui sera payé le montant dû en lieu de vacance calculée à la fin de ses derniers douze (12) mois de service complétés.

#### **(e) Général**

1. Les privilèges de vacances ne sont pas transférables.

2. C'est le but du présent plan que les périodes de vacances ne devront pas nuire au bon fonctionnement du moulin.

3. La Compagnie se réserve le droit de cédule la période de vacance pour chaque employé aussi bien que d'administrer en général le plan de vacance en accord avec les dispositions mentionnées ci-dessus.

#### SECTION 14 — REGLEMENTS

1. Tous les employés sont requis d'être à leur poste prêts à l'ouvrage au commencement de leur cédule régulière, et ne pas laisser leur ouvrage pour se laver ou s'habiller avant la fin de leur période régulière d'ouvrage.

2. Les employés doivent aviser leur contremaître quatre (4) heures avant le commencement de leur prochaine équipe régulière au cas d'absence anticipée.

3. Un employé qui manque un ou plusieurs quarts de travail, doit aviser son contremaître ou sa contremaîtresse selon le cas de son intention de retourner au travail, et tel avis doit être donné durant le quart normal de travail précédant celui qu'il ou qu'elle veut retourner au travail à moins qu'une autre entente ait été approuvée par la surveillance. Les employés se rapportant à l'ouvrage après une absence et n'ayant pas pris d'arrangements en conséquence peuvent être renvoyés sans que l'employeur ne puisse être blâmé d'aucune façon.

4. Toutes blessures doivent être rapportées au département des premiers secours.

5. Les manières de se conduire entraînant une négligence volontaire qui sont contraires à l'esprit de la Section 1 de cette entente sont :

- (a) Apporter ou consommer des intoxicants dans le moulin proprement dit ou sur les terrains du moulin.
- (b) Se rapporter à l'ouvrage sous l'influence de la boisson alcoolique.
- (c) Enlever ou détruire délibérément la propriété de la Compagnie ou d'un autre employé.
- (d) Dormir sur l'ouvrage.
- (e) Désobéissance.
- (f) Fumer aux endroits défendus.
- (g) Négliger son devoir.
- (h) Malhonnêteté.
- (i) Conduite désordonnée.
- (j) Faute de se rapporter à son devoir sans raison justifiée (bona fide).
- (k) Insubordination.
- (l) Donner ou accepter des présents de quelque nature que ce soit comme moyen d'obtenir ou de garder sa position.
- (m) Poinçonner la carte de temps d'un autre employé.
- (n) Incompétence.
- (o) Lire des livres, journaux ou magazines lorsqu'en devoir.
- (p) Maladies vénériennes ou contagieuses.

Tout ce qui est mentionné plus haut sera considéré comme raison suffisante de remerciement pour mauvaise conduite.

## **SECTION 15 — VETEMENT**

Tous les employés qui travaillent sur des machines en mouvement ne doivent pas porter de vêtements qui pourraient facilement s'y enrouler.

## **SECTION 16 — SAUVEGARDES**

Les gardes de sûreté ne doivent pas être déplacées excepté sur l'ordre du contre-maître, surintendant ou gérant. Si déplacées, elles doivent être immédiatement remplacées ou sinon la raison devra en être fournie au gérant, surintendant, contre-maître ou homme en charge du département où se trouve située la garde. Les nettoyeurs et les huileurs doivent toujours replacer les gardes de sûreté enlevées pour nettoyer ou huiler.

On ne s'attend pas à ce que les employés accomplissent un travail dangereux. S'ils sont commandés de le faire, ils peuvent s'y refuser sans aucune punition, pour motif de danger ; autrement, ils doivent en assumer tous les risques. Ils doivent se familiariser avec leur ouvrage et ses risques.

Les employés doivent rapporter immédiatement au gérant, surintendant, contre-maître ou homme en charge, les déficiences dans la machinerie et il leur est défendu d'y travailler par la suite et ce jusqu'à ce que la cause de danger ait été éliminée.

## **SECTION 17 — RAPPORT DES ACCIDENTS**

Tous les accidents doivent être rapportés immédiatement par l'employé blessé

à son contremaître, gérant ou au bureau, et la personne à qui le rapport est fait doit immédiatement faire un rapport écrit. Les employés blessés doivent se tenir en contact permanent avec le bureau, et faire rapport de leur état.

#### **SECTION 18 — SECURITE ET TRAVAIL**

Les employés, si qualifiés seront payés au taux fixé pour l'ouvrage qu'ils accomplissent. Aucun employé, si qualifié pour un certain travail, ne sera transféré à un ouvrage payant au taux horaire inférieur à moins que le dit travail régulier de l'employé ait cessé.

Les contremaîtres devront instruire les hommes concernant les règlements de sécurité et leur travail en général.

#### **SECTION 19 — INTERPRETATION**

Toute autre interprétation de cette entente peut être faite avec le consentement mutuel des parties signataires.

#### **SECTION 20 — BORDEREAU DES SALAIRES**

(a) Les taux de salaire tel qu'indiqué sur la cédule ci-jointe devront constituer et former une partie de ce contrat.

(b) Aucun ajustement local ne devra être proposé à la gérance durant les termes de ce contrat, excepté ceux qui, dans l'opinion de la gérance, méritent considération.

## SECTION 21 — AJUSTEMENTS ET PLAINTES

L'Union devra nommer ou choisir un Comité Permanent d'Ajustement, de pas plus de six (6) membres, qui devra présenter toutes plaintes ou disputes qui pourraient survenir, aux représentants dûment nommés ou au représentant de la Compagnie.

Afin de devenir éligible comme membre du Comité ci-dessus, un employé doit avoir été à l'emploi de l'usine pour une période d'un (1) an immédiatement avant d'être choisi.

Les noms des membres du comité seront déposés avec la Compagnie.

## SECTION 22 — GRIEFS

Les disputes, griefs ou plaintes provenant de l'interprétation ou de l'administration des articles de ce contrat survenant dans un département de l'usine tombant sous la juridiction de ce contrat devront être rapportés au surintendant du département par les membres du Comité Permanent. Ce rapport par écrit doit être présenté dans les quarante-huit (48) heures.

Le surintendant du département devra répondre par écrit dans les quarante-huit (48) heures, mentionnant son verdict ou sujet du grief.

Si aucun règlement satisfaisant n'est accompli, le Comité Permanent d'Union présentera par écrit les disputes, griefs ou plaintes au représentant de la Compagnie, le verdict du Comité Permanent et du représentant de la Compagnie devant être fourni par écrit.

Si les représentants de la Compagnie et l'Union ne peuvent en arriver à un ajustement satisfaisant en-dedans de quinze (15) jours, la question peut, à la demande de la gérance ou de l'Union, être référée au Président de l'Union Internationale et au représentant de la Compagnie.

Si ces deux parties ne peuvent en venir à une entente satisfaisante, la question sera référée au Ministre du Travail de la Province de Québec.

Si un employé remercié réclame pour une injustice, la plainte devra être présentée en-dedans de quarante-huit (48) heures, et un employé qui aura été remercié injustement sera réinstallé et recevra paiement pour le temps perdu.

### **SECTION 23 — DISPOSITIONS OU STIPULATIONS VENANT EN CONTRAVENTION AVEC LES LOIS**

Si quelque disposition ou stipulation de cette Entente vient en contravention avec les lois et règlements du Canada ou de la Province dans laquelle le moulin couvert par ce contrat est situé, telle disposition sera remplacée par d'autres stipulations appropriées à cette loi ou à ces règlements en autant que celles-ci sont en force et en vigueur, mais toutes les autres prévisions de cette Entente continueront d'être en force et en vigueur.

EN FOI DE QUOI, nous, soussignés, représentants attitrés des parties respectifs de cette Entente, apposons dès lors nos signatures, ce 18<sup>ème</sup> jour d'août 1955.

**St. Regis Paper Company  
(Canada) Limited.**

E. P. ENGLISH,  
Surintendant Général

E. J. McMAHON,  
Représentant du Bureau  
de relations ouvrières

WALDO JONES,  
Gérant de l'usine

**Fraternité Internationale de Pulpe,  
Sulphite et des Travailleurs de  
Moulin de Papier,**

JOHN P. BURKE,  
Président International  
et Secrétaire.

**Cap-de-la-Madeleine, Local No 561 de la  
Fraternité Internationale de Pulpe,  
Sulphite et des Travailleurs de  
Moulin de Papier,**

JEAN-JACQUES HEROUX,  
Président.

**CEDULE DE SALAIRE**

Vous trouverez ci-dessous la cédule de salaire tel que convenu entre la St. Regis Paper Company (Canada) Limited et l'Union signataire et comprenant l'emploi à la manufacture de la Compagnie au Cap-de-la-Madeleine, Québec, et devant être en vigueur du 1er septembre 1955 au 31 août, 1956.

EMPLOYEES MASCULINS  
(TRAVAIL PAYE A L'HEURE)

Classification	Taux maximum par heure
Tuber Working Foremen .....	\$1.74
Tuber Operator (First Class) .....	1.67
Tuber Operator (Second Class) .....	1.59
Tuber Operator (Third Class) .....	1.53
Back Tender & Apprentice Tuber Operator .....	1.38
Sewing Machine Adjustor & Working Foremen .....	1.74
Sewing Machine Adjustor (First Class) .....	1.67
Sewing Machine Adjustor (Second Class) .....	1.59
Sewing Machine Adjustor (Third Class) .....	1.53
Apprentice Sewing Machine Adjustors .....	1.35
Working Printing Press Foremen .....	1.74
Printing Pressmen (First Class) .....	1.67
Printing Pressmen (Second Class) .....	1.59
Printing Pressmen (Third Class) .....	1.53
Apprentice Printing Pressmen .....	1.38
Extruder Operator (First Class) .....	1.67
Extruder Operator (Second Class) .....	1.59
Extruder Operator (Third Class) .....	1.53
Extruder First Helper .....	1.38
Working Plate Cutter & Vulcanizer Plate Cutters & Vulcanizers (First Class) .....	1.74
Plate Cutters & Vulcanizers (Second Class) .....	1.67
Plate Cutters & Vulcanizers (Second Class) .....	1.59

Plate Cutters & Vulcanizers (Third Class)	1.53
Apprentice Plate Cutters & Vulcanizers	1.35
Machinist Maintenance Foremen	1.77
Machinists & Electricians (First Class)	1.71
Machinists & Electricians (Second Class)	1.64
Machinists & Electricians (Third Class)	1.59
Machinists & Electricians (Semi-skilled)	1.47
Machinists & Electricians (Helpers)	1.32
Electric Truck Operators (First Class)	1.49
Electric Truck Operators (Second Class)	1.42
Electric Truck Operators (Third Class)	1.35
Coty Bottomer Operator (First Class)	1.64
Coty Bottomer Operator (Second Class)	1.59
Coty Bottomer Operator (Third Class)	1.53
Apprentice Coty Bottomer Operator	1.35
Cameron Slitter Operator	1.50
Seybold Cutter Operator	1.40
Tape Rewinder	1.32
Glue Maker (First Class)	1.58
Glue Maker (Second Class)	1.49
Glue Maker (Third Class)	1.35

Scrap Baling	1.32
Loading & Shipping	1.32
Storekeeper (First Class)	1.44
Storekeeper (Second Class)	1.32
Shipping Clerk (First Class)	1.44
Shipping Clerk (Second Class)	1.32
Production Clerk Start	1.24
After four months	1.29
x After seven months	1.32
x After ten months	1.35
Labourers (First four months with Company)	1.24
Labourers (After four months with Company)	1.29
x Above steps to be decided by Local Management.	

**EMPLOYES FEMININS  
(TRAVAIL PAYE A L'HEURE)**

**Classification**

Sewing Machine Operators, Valving Machine Operators, Press Feeders, Sleeving Operators, Inspectors, Instructors and Foreladies.	
Start	.83
After 3 months	.85
After 6 months	.87
After 12 months	.90
After 18 months	.94
Over 24 months	.98
Inspectors	Add 4¢ to above scale
Laboratory Paper Testers	Add 6¢ to above scale
Instructors & Foreladies	Add 8¢ to above scale

## ECLAIRCISSEMENTS SUR LA CEDULE DE SALAIRE

### **I. B. of P., S. and P. M. W. — Local 501 Cap-de-la-Madeleine, (Qué.)**

Dans le but d'éclairer les intéressés l'entente de salaire du nouveau contrat s'étendant du 1er septembre 1955 au 31 août 1956, devrait s'interpréter comme ci-dessous :

1. La période du contrat s'étend du 1er septembre 1955 au 31 août 1956.

2. Tous les employés travaillant sous les classifications couvertes par l'entente de travail reçoivent une augmentation de 4%.

3. Le préposé à la livraison (première classe) recevra .05¢ de l'heure, en plus de l'augmentation générale.

4. Le préposé au magasin (première classe) recevra .03¢ de l'heure, en plus de l'augmentation générale.

5. De nouvelles classification seront ajoutées à la cédule des salaires, pour les classifications suivantes : "Production Clerk, Extruder Operations and Tape Rewinding.

# **LABOUR AGREEMENT**

**BETWEEN**



**St. Regis Paper Company  
(Canada) Limited  
Cap de la Madeleine, Quebec**

**and**

**The International Brotherhood of  
Pulp, Sulphite and  
Paper Mill Workers,  
and its Cap de la Madeleine,  
Local No. 561**

**1955 — 1956**

19/4369

## LABOUR AGREEMENT

This AGREEMENT, by and between the St. Regis Paper Company (Canada) Limited for its bag factory at Cap de la Madeleine, Quebec, hereinafter referred to as the Company, and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and its Local Union No. 561 affiliated with the American Federation of Labor, and the Trades and Labor Congress of Canada, hereinafter referred to as the Union.

### SECTION 1 — 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 plant hereinafter mentioned under methods which will further, to the fullest extent possible, the safety, welfare and health 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 co-operate fully, individually and collectively, for the advancement of said conditions.

### SECTION 2 — PERIOD.

The St. Regis Paper Company (Canada) Limited and the organization herein contained agree, one with the other, that they will abide by the articles of agreement for a period from September 1, 1955 to August 31, 1956 at the mill of the Com-

pany, located at the place mentioned above, and from year to year thereafter subject to termination or change by either party on any August 31, upon thirty (30) days' written notice given prior to such August 31.

### **SECTION 3 — INTERRUPTION OF WORK.**

No strikes, lockouts, or walkouts shall occur during the life of this Agreement.

### **SECTION 4 — RECOGNITION.**

The Company recognizes the Union as the sole bargaining agency for production employees exclusive of superintendents, foremen (and overseers), employees of the office, and watchmen.

### **SECTION 5 — MEMBERSHIP.**

The Company agrees that all new employees shall, as a condition of continued employment, become members of the Union after sixty (60) days from their date of hire and remain members in good standing for the duration of this Agreement. Present employees who are members of the Union shall, as a condition of continued employment, maintain such membership in good standing during the life of this Agreement. Regarding those employees who have never been members of Local Union No. 561, it is understood the Union will not request the Company to take any action against those employees for non-membership in the Union, provided such employees were on the payroll prior to

January 1, 1951. Any employee who at any time in the past was a member of Local 561 shall, as a condition of continued employment, again join the Union and maintain his membership in good standing for the life of this Agreement.

Employees shall not be subject to any penalties, as a condition for granting application for membership or reinstatement in the Union, in excess of the minimum fine or penalty according to the constitution.

When hiring new employees, the Company will give preference to union members, if such are available and are capable of doing the required work.

It is further understood and agreed upon that any non-union man now working will abide by the general rules of the signatory unions.

#### **SECTION 6 — CONTRACT RELATIONSHIP.**

Employees who undertake to disturb the terms and relationship of this Agreement and are reported to the officials of the Company or the Standing Adjustment Committee of the Union shall not be retained in the employ of the Company if found guilty of the offense after careful investigation conducted by the officials of the Company and the Local Union.

#### **SECTION 7 — SENIORITY.**

In promotions and layoffs, and in reemployment of seasonal employees, other

things being equal, the principles of seniority will govern. In any case of promotion, lay-off, or reemployment, the Union Standing Committee shall be consulted by the management and be privileged to present recommendations which will be considered by the management prior to final decision by the management. In cases where time does not permit such prior consultation, the management shall take temporary action only, until the recommendations of the Union Standing Committee can be obtained.

If and when positions referred to above are permanently discontinued, employees holding them will be assigned to any position to which they are entitled by right of seniority and for which position they are qualified.

The Company will post a seniority list showing dates of employment every ninety (90) days.

When there are any changes in occupation the vacancies should be posted on the board forty-eight (48) hours, whenever possible, to allow applicants to apply for vacancies.

#### **Layoff and Recall.**

Any employee who has been in the employ of the Company more than thirty (30) days and is laid off for a period longer than six (6) months, will be considered terminated unless during the fifth month the employee has notified the personnel office in writing of his intention to return if recalled. Should the employee not be recalled in the fifth month he is

required to notify the personnel office each month thereafter of his desire to return. In no instance will any laid off employee be carried for longer than one (1) year and if the layoff is for longer than one year, the employee shall be considered permanently separated from the Company.

Absence due to illness shall not affect an employee's seniority status provided satisfactory proof of such illness is furnished to the Management.

#### **SECTION 8 — HOURS OF WORK.**

On and after December 20, 1953 the Hours of Work shall be as follows :

The regular hours of employment for day workers shall be eight (8) hours, Monday to Friday inclusive, and five (5) hours on alternate Saturdays.

The regular hours of employment for shift workers, when on first shift, shall be eight (8) hours per day for five (5) days, and five (5) hours on Saturday, and, when on the second shift, eight (8) hours per day for five days. The shifts are to alternate from first to second shift, and vice versa, at the beginning of each week.

The hours of employment for cleaners, glue room operators, machine shop employees, and pressmen are to consist of five (5) days of eight (8) hours each and five (5) hours on the sixth day; and in the alternate week five (5) days of eight (8) hours each. The hours of employment for these employees, mentioned above, are to be in accordance with schedules as agreed

upon between local management and the local committee.

The work week, for all workers, shall be calculated on the average of each two weeks period of employment, the first period to begin on Sunday, December 29, 1953.

#### **SECTION 9 — OVERTIME.**

On and after December 29, 1953 Overtime at the rate of time and one-half will be paid on the following basis :-

(a) To employees paid on an hourly basis :

1. For all work performed on Sunday and on holidays as specified in Section 10 below.

2. For all work in excess of eight (8) hours in any one day.

3. For all work performed by an employee in excess of eighty-five (85) hours for each two week period, as referred to in the last paragraph of Section 8, above, entitled "Hours of Work".

4. For all work performed in excess of five (5) hours on Saturday.

5. No time and one-half will be allowed for watchmen.

(b) Employees assigned to one shift may, by mutual consent, be assigned to another shift, within a two week period as specified in Section 8, for the purpose of allowing the employee to obtain an average of forty-two and one-half (42½)

straight time hours during that period, or as near to the average of forty-two and one-half (42 ½) straight time hours as possible during that period.

#### **SECTION 10 — HOLIDAYS.**

When any of the following holidays occurs on a standard work day, on which the employee would otherwise have worked, the company will pay each eligible employee his payroll rate for the number of straight time hours the employee would otherwise have worked on such statutory Holiday without requiring the employee to render service during the period observed. An employee is eligible for this payment who has sixty (60) days or more continuous service with the Company, and has worked his regular authorized shift upon the first working day preceding such holiday, and his regular authorized shift upon the first working day succeeding such holiday. However, payment for this Holiday will be made if the employee worked during the week in which the holiday occurs, but is absent on the above days due to verified illness, death in the immediate family, lack of work, or has obtained prior written permission from the Management to be absent on those days.

If a holiday occurs during the period when an employee, who otherwise is eligible for holiday pay, is laid off, he shall receive pay for such holiday when he returns to work providing the entire duration of his lay-off has not exceeded 30 days. Payment of Holiday pay under this

provision shall be limited to one holiday during the contract year. Paid Holidays shall be as follows :

**Christmas** — 39 hours — 4 P.M. Dec. 24th to 7 A.M. Dec. 26th.

**New Years** — 39 hours — 4 P.M. Dec. 31st to 7 A.M. Jan. 2nd.

**Good Friday** — 31 hours — 12 midnight day preceding to 7 A.M. of following day.

**Cap de la Madeleine Civic Day** (Cap Day) — 31 hours 12 midnight Aug. 14th to 7 A.M. Aug. 16th.

**Labour Day** — 4 P.M. preceding Saturday to 7 A.M. or the following Tuesday.

Alternately by years : -

**St. Jean Baptiste or Dominion Day** — 31 hours — 12 midnight day preceding to 7 A.M. of following day.

Employees required to work on any of the paid Holidays shall receive one and one-half times their regular standard time hourly rate for the total hours worked, plus holiday allowance pay.

Should a paid Holiday fall during an employee's approved vacation period, he shall receive the Holiday allowance in addition to his vacation pay.

In cases of a holiday falling on a Sunday, Monday shall be observed. Notice of holiday shutdown periods shall be posted on the bulletin boards a week in advance.

#### **SECTION 11 — CALL TIME.**

When employees are called in for work, which is not a part of their regular scheduled shift, they shall be paid at one and

one-half (1½) times their straight time rate for the hours worked, or three (3) hours at straight time pay, whichever is greater.

No limitation on hours of work contained in this Agreement shall apply to employees of any class when engaged in emergency work involving breakdown or emergency work involving protection of life and property.

#### **SECTION 12 — REPORT TIME.**

When an employee reports for work without previously being notified that there will be no work, said employee shall receive two (2) hours pay, except that after reporting for work the employee is unable to work because of breakdown of production equipment, power, Acts of God, or necessary stoppage of production beyond the control of Management.

#### **SECTION 13 — VACATION PLAN : HOURLY PAID EMPLOYEES.**

##### **(a) Eligibility**

1. All hourly paid employees of the Company who complete one year of continuous employment in the services of the Company will be granted a vacation, between May 1 and October 31, with vacation pay under conditions set forth below.

##### **(b) Continuous employment.**

1. Continuous employment is broken by discharge for cause, voluntary resignation, or any other voluntary separation.

2. Periods of disability because of sickness or accident or other causes beyond the control of the employee shall not break continuous employment.

3. Employees who have been temporarily laid off during the vacation year will receive vacation payment in accordance with the laws of the Province of Quebec.

**(c) Vacation Period.**

1. Permanent employees who have less than three (3) years continuous employment and who have worked at least fourteen hundred (1400) hours during the preceding year will be given a vacation period, each year, of one week consisting of forty-two and one-half (42½) hours which will be consecutive.

2. Permanent employees who have three (3) or more years continuous employment and who have worked at least fourteen hundred (1400) hours in the preceding year will be given a vacation period, each year, of two weeks consisting of a total of eighty-five (85) hours which shall be consecutive, provided however that this vacation period may be divided into two one week periods to meet mill operating requirements.

3. Permanent employees who have fifteen (15) or more years continuous employment and who have worked at least fourteen hundred (1400) hours in the preceding year will be given a vacation period, each year, of three weeks consisting of a total of one hundred twenty-seven

and one-half (127 1/2) hours, of which two weeks may be consecutive, and the remaining week will be taken at such time as is mutually agreed upon between the employee and the Company, so as not to interfere with production.

**(d) Vacation Pay**

1. The amount of vacation pay for each employee shall be calculated at the employee's current basic rate at the time the vacation is taken.

2. An employee may draw his vacation pay at the beginning of his vacation period if desired.

3. Vacation pay will not be allowed for vacations not taken.

4. If an employee, not having been dismissed for cause, leaves the service of the Company for reasons beyond his control, at a time when an unused period of vacation with pay stands to his credit, he shall be paid the amount due him in lieu of vacation calculated to the date of his leaving such service.

5. If an employee leaves the service of the Company of his own accord, or is dismissed for cause at a time when an unused period of vacation with pay stands to his credit, he shall be paid the amount due him in lieu of vacation calculated to the end of his last completed twelve (12) months of service.

**(e) General**

1. Vacation privileges are not transferable.

2. It is the intent of the present plan that vacation periods shall not be permitted to interfere with mill operations.

3. The Company reserves the right to schedule the vacation period for each employee as well as to generally administer the vacation plan in accordance with the above provisions.

#### SECTION 14 — RULES.

1. All employees are required to be on their job ready for work at the commencement of their regular schedule and are not to leave their work to wash up and dress before the end of their regular working period.

2. Employees must notify their foreman four (4) hours before commencement of their next regular shift in case of anticipated absence.

3. An employee who misses one or more shifts of work, must advise his or her foreman of his or her intention to return to work, and such notice must be received during his or her normal working shift preceding the shift which he or she intends to return to work on, unless other arrangements have been approved by supervision. Employees reporting to work after absence and not having made arrangements to do so, may be sent home at no cost to the employer.

4. All injuries must be reported to the first aid department.

5. Acts of conduct or willful negligence that is contrary to the spirit of Section 4 of this Agreement are :

- (a) Bringing or consuming intoxicants in the Mill or the Mill premises.
- (b) Reporting for work under the influence of liquor.
- (c) Removal or deliberate destruction of Company's or another employee's property.
- (d) Sleeping on duty.
- (e) Disobedience.
- (f) Smoking in prohibited areas.
- (g) Neglect of duty.
- (h) Dishonesty.
- (i) Disorderly conduct.
- (j) Failure to report for duty without bona fide reason.
- (k) Insubordination.
- (l) Giving or taking a bribe of any nature as an inducement to obtaining or retaining a position.
- (m) Punching another employee's time card.
- (n) Incompetence.
- (o) Reading books, newspapers or magazines while on duty.
- (p) Venereal or infectious diseases.

All of the above shall be considered good cause for discharge for misconduct.

## **SECTION 15 — CLOTHING.**

All employees working upon moving machinery must not wear clothing that can be readily entangled therein.

## **SECTION 16 — SAFEGUARDS.**

Safeguards must not be removed except by order of the foreman, superintendent or manager. If removed, they must be immediately replaced 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.

Employees are not expected 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.

Employees must report immediately 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 17 — REPORTING ACCIDENTS.**

All accidents must be reported at once by the injured employee to his foreman, the manager, or to the office and the person to whom report is made is to immediately make written report. Injured employees must keep in close contact with office and report on their condition.

## **SECTION 18 — SAFETY AND JOBS.**

Employees, if qualified, shall be paid the rate assigned to the job they occupy. No employee, if qualified for job, shall be transferred to a job paying a lower rate per hour unless the employee's regular job has ceased to provide work.

Foremen shall instruct men on safety and on their lines of work. ██████████

## **SECTION 19 — INTERPRETATION**

Further interpretation of this Agreement may be made by the mutual consent of the parties hereto.

## **SECTION 20 — SCHEDULE OF WAGES.**

(a) Wage rates as indicated in attached schedule shall constitute and form a part of this agreement.

(b) No local adjustments shall be proposed to the management during the terms of this agreement except those that, in the opinion of the management, merit consideration.

## **SECTION 21 — ADJUSTMENT AND COMPLAINTS**

The Union shall appoint or elect a Standing Adjustment Committee of not more than six (6) members, which shall ██████████ present any complaints or disputes that may arise, to the appointed representatives or representative of the Company.

In order to be eligible for membership on above committee, an employee must

have been actually engaged in the plant for one (1) year next preceding his selection.

The committee shall be filed with the Company.

## SECTION 22 — GRIEVANCES.

Disputes, grievances or complaints arising out of the interpretation or administration of the provisions of this Agreement which arise in any department of the plant covered by this Agreement shall be reported to the department superintendent by the members of the Standing Committee in writing within forty-eight (48) hours.

The department superintendent shall make a reply in writing within forty-eight (48) hours stating the adjustment he has made of the grievance.

If no satisfactory settlement is made, the Union Standing Committee will present the dispute, grievance, or complaint in writing to the Company's representative, the findings of the Standing Committee and the Company's representative to be filed in writing.

If the representative of the Company and the Union are unable to come to a satisfactory settlement within fifteen (15) days, the question may, on the request of the management or the Union, be referred to the President of the International Union and representative of the Company.

If these two are unable to agree upon a satisfactory settlement, it shall be

referred to the Minister of Labour of the Province of Quebec.

If a discharged employee claims an injustice, the complaint shall be presented within forty-eight (48) hours and an employee proven to have been unjustly discharged shall be reinstated and receive pay for the time lost.

**SECTION 23 — PROVISIONS OR SECTIONS FOUND TO BE IN CONTRAVENTION OF LAWS**

If any provision or section of this Agreement is in contravention of the laws or regulations of Canada, or of the Province in which the Mill covered by this Agreement is located, such provision shall be superseded by the appropriate provisions of such law or regulation so long as same is in force and effect, but all other provisions of this Agreement shall continue in full force and effect.

IN WITNESS WHEREOF, we, the undersigned, have, as the accredited representatives of the respective parties to this Agreement, hereunto set our signature this 18th day of August 1955.

**St. Regis Paper Company  
(Canada) Limited**

E. P. ENGNES,  
General Superintendent

E. J. McMAHON,  
Labour Relations  
Representative

WALDO JONES,  
Plant Manager.

**International Brotherhood of Pulp,  
Sulphite and Paper Mill Workers,**

JOHN P. BURKE,  
International President  
and Secretary.

**Cap de la Madeleine Local No. 561 of the  
International Brotherhood of Pulp,  
Sulphite, and Paper Mill Workers,**

JEAN-JACQUES HEROUX,  
President.

**WAGE SCHEDULE**

The following is the wage schedule agreed upon between the St. Regis Paper Company (Canada) Limited and the signatory Union and covering employment in the Company's factory in Cap de la Madeleine, Quebec, and to be effective from September 1st, 1955 to August 31st, 1956.

**MALE EMPLOYEES  
(HOURLY PAID FACTORY HELP)**

<b>Classification</b>	<b>Maximum Rate per Hour</b>
Tuber Working Foremen .....	\$1.74
Tuber Operator (First Class) .....	1.67
Tuber Operator (Second Class) .....	1.59
Tuber Operator (Third Class) .....	1.53
Back Tender & Apprentice Tuber Operator .....	1.38
Sewing Machine Adjustor & Working Foremen .....	1.74

Sewing Machine Adjuster (First Class)	1.67
Sewing Machine Adjuster (Second Class)	1.59
Sewing Machine Adjuster (Third Class)	1.53
Apprentice Sewing Machine Adjustors	1.35
Working Printing Press Foremen	1.74
Printing Pressmen (First Class)	1.67
Printing Pressmen (Second Class)	1.59
Printing Pressmen (Third Class)	1.53
Apprentice Printing Pressmen	1.38
Extruder Operator (First Class)	1.67
Extruder Operator (Second Class)	1.59
Extruder Operator (Third Class)	1.53
Extruder First Helper	1.38
Working Plate Cutter & Vulcanizer	1.74
Plate Cutters & Vulcanizers (First Class)	1.67
Plate Cutters & Vulcanizers (Second Class)	1.59
Plate Cutters & Vulcanizers (Third Class)	1.53
Apprentice Plate Cutters & Vulcanizers	1.35
Machinist Maintenance Foremen	1.77
Machinists & Electricians (First Class)	1.71
Machinists & Electricians (Second Class)	1.64
Machinists & Electricians (Third Class)	1.59

Machinists & Electricians (Semi-skilled) .....	1.47
• Machinists & Electricians (Helpers) .....	1.32
Electric Truck Operators (First Class) .....	1.49
Electric Truck Operators (Second Class) .....	1.42
Electric Truck Operators (Third Class) .....	1.35
Coty Bottomer Operator (First Class) .....	1.64
Coty Bottomer Operator (Second Class) .....	1.59
Coty Bottomer Operator (Third Class) .....	1.53
Apprentice Coty Bottomer Operator	1.35
Cameron Slitter Operator .....	1.50
Seybold Cutter Operator .....	1.40
Tape Rewinder .....	1.32
Glue Maker (First Class) .....	1.58
Glue Maker (Second Class) .....	1.49
Glue Maker (Third Class) .....	1.35
Scrap Baling .....	1.32
• Loading & Shipping .....	1.32
Storekeeper (First Class) .....	1.44
Storekeeper (Second Class) .....	1.32
Shipping Clerk (First Class) .....	1.44
Shipping Clerk (Second Class) .....	1.32

Production Clerk Start	1.24
After four months	1.29
x After seven months	1.32
x After ten months	1.35
Labourers (First four months with Company)	1.24
Labourers (After four months with Company)	1.29
x Above steps to be decided by Local Management.	

**FEMALE EMPLOYEES  
(HOURLY PAID FACTORY HELP)**

**Classification**

Sewing Machine Operators, Valving  
Machine Operators, Press Feeders,  
Sleeving Operators, Inspectors,  
Instructors and Foreladies.

Start	.83
After 3 months	.85
After 6 months	.87
After 12 months	.90
After 18 months	.94
Over 24 months	.98
Inspectors	Add 4¢ to above scale
Laboratory Paper Testers	Add 6¢ to above scale
Instructors & Foreladies	Add 8¢ to above scale

## WAGE SCHEDULE CLARIFICATION

I. B. of P. S. and P. M. W. — Local 561

Cap de la Madeleine, Quebec

For the purpose of clarification the Wage Settlement for the new Contract period September 1st, 1955 to August 31st, 1956 shall apply, as outlined below :

1. The Contract period will be from September 1st, 1955 to August 31st, 1956.

2. All employees working in classifications covered by the Labour Agreement are to receive 4% general increase.

3. Shipping clerk (first class) is to receive a .05¢ per hour increase in addition to the general increase.

4. Storekeeper (first class) is to receive a .03¢ per hour increase in addition to the general increase.

5. New classifications to be added to wage schedule to cover Production Clerk, Extruder Operations and Tape Rewinding.

LABOUR AGREEMENT  
Between  
ST REGIS PAPER CO. (CAN) LTD.  
Cap de la Madeleine, Que. Can.  
and

LOCAL UNION NO. 265

and

OFFICE EMPLOYEES INTERNATIONAL UNION. AFL.  
AUGUST 15, 1955 to AUGUST 14, 1956.

## LABOUR AGREEMENT

### BY AND BETWEEN

St Regis Paper Company (Canada) Limited, Cap de la Madeleine, Quebec, Canada, hereinafter referred to as the Company, and office employees International Union, Local Union Number 265, affiliated with the American Federation of Labor, hereinafter referred to as the Union, whose office is located at 765 Bonaventure St., Trois Rivières, Quebec, Canada.

### SECTION 1. General Purpose

The general purpose of this agreement is to promote the mutual interest of the employer and employee, to establish a basis of agreement concerning rates of pay, wages, hours and working conditions, to provide means for the amicable adjustments of disputes and grievances, and to provide for the operation of the office of the Company under methods which will further the welfare of the employees, economy of operations and the quality and quantity of work performed. It is recognized by this agreement to be the duty of the Company and the employees to cooperate fully, individually and collectively.

### SECTION 2. Period of agreement

This agreement shall become effective and remain in full force from August 15, 1955 to August 14, 1956 and shall be self-renewing from year to year thereafter in accordance with the conditions and provisions of this contract.

### SECTION 3. Changes or Modifications

Should the Company or the Union Desire to change this agreement after one year from its initial date, the party desiring to negotiate a change shall give written notice by Registered Mail, Return Receipt Requested, to the other party within not more than sixty (60) days and not less than thirty (30) days before the expiration of the date of said agreement.

Negotiations will be started not less than thirty (30) days following notice by either party, and the present agreement will remain in effect until the new agreement is signed.

### SECTION 4. Recognition

The Company recognizes that the Union has been duly certified by the Labour Relations Board of the province of Quebec as the sole collective bargaining agent for the office clerical employees who are employed by the St Regis Paper Company (Canada) Limited at Cap de la Madeleine, Quebec, Canada, and who are engaged in the occupational classifications shown in Exhibit A which is attached hereto and which forms part of this agreement.

### SECTION 5. Membership

The Company agrees that all new employees shall as a condition of continued employment, become members of the Union after ninety (90) days from their date of hire and remain members in good standing for the duration of this agreement. Present employees who are members of the Union shall, as a condition of continued employment maintain such membership in good standing for the duration of this agreement. Regarding those employees who have never been members of Local Union

No 265 it is understood the Union will not request the Company to take any action against these employees for non-membership in the Union provided such employees were on the payroll prior to January 1, 1952.

#### SECTION 5 Membership (Continued)

The first ninety (90) days of employment of all new employees shall be a probationary or trial period during which time the new or probationary employee may, at the exclusive discretion of Management, be discharged without cause or notice and without recourse.

#### SECTION 6. Jurisdiction

The Company shall not be responsible for any question of jurisdiction between the Union or any other Union or Unions.

#### SECTION 7. No interruption of Work

There shall be no lockouts

The Union guarantees the Company, on behalf of itself and each of its members, that:

There will be no authorized strike of any kind, boycott, picketing, work stoppage, walkout, slowdown or any other type of organized interference, coercive or otherwise, with the Company's business.

The Union shall not question the right of the Company to discipline or discharge employees engaged in, participating in, or encouraging such action, It is understood that such action on the part of the Company shall be final and binding upon the Union, and its members, and shall in no case be construed as a violation by the Company of any provision of the Agreement. However, and issue of fact as to whether or not any particular employee has engaged in, participated in, or encouraged any such violation, may be subject to the grievance procedure or arbitration.

#### SECTION 8. Promotions, transfers, and lay-offs.

If employees are to be promoted, transferred or laid-off, the Company will take into consideration first ability and second length of service, where ability is equal then seniority shall prevail. Ability qualification is to be determined by the Management.

If employees are to be promoted, or transferred or laid-off the Company will advise the Union, in advance if possible, of the names of the employees whose status is to be affected, provided such change in status comes entirely under the Union's jurisdiction.

#### SECTION 9. Employment

When filling clerical positions the company will give preference to present or former employees if such are available and are capable of doing the work efficiently.

#### SECTION 10. Grievance Procedure

The Union shall insofar as possible limit membership during any one grievance to three (3) committee members who shall represent the Union in handling the grievance. Should any dispute or complaint arise in any Department of the Company coming under the jurisdiction of the Union, such dispute or complaint shall be handled as follows:

## SECTION 10. Grievance Procedure (Continued)

1. By the aggrieved person to his Steward, who will immediately endeavor to adjust the complaint with the office Manager.
2. Failing to make an adjustment, the matter may be referred in writing to the Plant Manager provided such reference is made within sixteen (16) days from the occurrence of the grievance, Forms will be provided for this purpose.
3. Failing to adjust any complaint in a satisfactory manner at this level within seven (7) days the Union may refer the grievance to its International President or his representative. The International President of the Union may either personally or through his representative, refer the matter in dispute to the Vice-President in Charge of Manufacturing of the Company or his designated representative.
4. If the Company's Vice-President in Charge of Manufacturing or his representative and the International President of the Union or his representative are unable to reach a satisfactory settlement of the complaint within thirty-one (31) days from the date it reached Step 2, unless extended by mutual consent, the matter may be referred to arbitration provided such reference is made before the termination of this thirty one (31) day period or extension thereof.

## SECTION 11. Arbitration

Should a grievance be referred to arbitration as provided in Section 10 of this agreement, the Company and the Union shall jointly select an impartial arbitrator to handle the case. Should the Company and the Union fail to agree on the choice of an arbitrator, they shall jointly request the Minister of Labour of the province of Quebec to appoint an arbitrator in accordance with the Quebec Labour Dispute Act, Article 167 and its amendments. The decision of the arbitrator selected by the Company and the Union, or appointed by the Minister of Labour of the province of Quebec, shall be final and binding on the parties. The arbitrator shall be limited to the issues presented to him and shall have no power to add to, detract from, or modify any of the terms of this Agreement.

Expenses of the arbitrator to be shared equally between the Union and Management.

## SECTION 12. Vacations

The vacation period shall extend from May 1st to October 31st of each year, and shall be based upon a preceding vacation year calculated from May 1st to April 30th. All vacation pay will be computed as of May 1st, and the employee shall receive vacation pay based upon the salary in effect as of May 1st.

The Company shall provide two weeks' vacation to all employees hired previous to November 1st. Employees hired between November 1st and December 31st, shall be entitled to two weeks' vacation providing one week is taken after Labor Day.

Employees hired after January 1st shall be entitled to vacation benefits as prescribed by the Minimum Wage Commission of the province of Quebec.

## SECTION 12 .Vacations (continued)

All employees who have fifteen (15) or more years of continuous service prior to May 1st, shall receive three (3) weeks vacation with pay.

Employees with more than one (1) year, but less than fifteen (15) years of service and who voluntarily leave the service of the Company or who are discharged after May 1st receive any vacation benefits accrued to them. Should the vacation benefits be less than a full vacation, it shall be figured on the basis of 4% of the employees gross earnings for each month of service after May 1st. Employees with more than 15 years of continuous service with the Company and who voluntarily leave the service of the Company or who are discharged after May 1st, shall receive any vacation benefits accrued to them. Should the vacation benefits be less than a full vacation for these employees with more than fifteen (15) years of continuous service, it shall be figured on the basis of 6% of the employees gross earnings for each month of service after May 1st.

Wherever practicable the Company agrees to grant vacations on a consecutive basis and at the time desired by the employee. The period selected by the individual employee for his vacation must meet with the approval of the Office Manager. After the vacation periods are scheduled, changes may be made when necessary by the office Manager in accordance with the requirements of the operations of the office. Such vacation scheduling and changing of vacation schedules are entirely within the rights of the office Manager.

Vacation schedule will be drawn up by the Company not later than April 15th of each year. The employees however must submit their vacation request to the office Manager not later than April 1st of each year. This schedule will become final and can be changed only in the mutual interest of both parties.

The Company agrees to give the employees covered by this agreement their paid vacation allowance prior to the employee's departure for his vacation period. The vacation shall be taken in the year in which it is due and may not be accumulated. Employees shall not be permitted to forfeit their vacation for additional pay from the Company.

## SECTION 13. Holidays

Employees covered by this agreement will be allowed the following holidays:

- Christmas Day
- New Year's Day
- Good Friday
- Cap de la Madeleine Civic Day
- Labour Day
- St-Jean Baptiste or Dominion Day (alternating by years)

In case of a holiday falling on a Sunday, Monday shall be observed.

## SECTION 14. Salaries

The salary rate ranges for the various occupational classifications covered by the present agreement are shown in Exhibit B which is attached hereto and which forms part of this agreement. The Company agrees to pay and the Union agrees to accept the salary rate ranges as shown on this Exhibit during the terms of this agreement .

## SECTION 15. Hours of work

The hours of work are to be 73½ hours for each two week period and in charge cases where it is necessary as a result of month and closing or other office work for an employee in the office to work in excess of this program the employee is to be given an equivalent time off either in the same or in the following period.

The normal work day will be from 8.30 A.M. to 11.45 A.M. and from 1.15 p.m. to 5.00 p.m. Monday to Friday inclusive and from 8.30 A.M. to 12.00 noon on Saturday for those employees scheduled, or directed, to work during such period.

## SECTION 16. Bulletin Boards

The Company agrees to place a bulletin board in the office on which the Union may post official Union bulletins and notices. All bulletins and notices shall be shown to the office Manager whose approval shall be obtained before posting.

## SECTION 17. Miscellaneous

Policies and office regulations in effect and granted by the Company in the past shall not be voided or reduced solely by the signing of this agreement.

Office rules not conflicting with the terms and working conditions of this agreement shall be printed and passed out to all employees in the office and will be enforced by Management.

## SECTION 18. Found to be in contravention of Provincial and /or Federal Laws.

If any provision, section, rule or sub-section of this agreement is in contravention of the law ordinances or regulations of Canada or of the Province of Quebec, such provisions shall be superseded by the appropriate provisions of such laws, ordinance or regulations so long as same are in force and effect but all other provisions of this agreement shall continue in full force and effect.

IN WITNESS WHEREOF, we the undersigned, have the accredited representatives of the respective parties to the agreement, hereunto set our signatures this 21st day of September 1955.

ST REGIS PAPER COMPANY (CANADA) LIMITED      OFFICE EMPLOYEES INTERNATIONAL UNION AFL.

Illisible.  
General Superintendent

Robert. R. Hennesy  
International Representative

Illisible  
Plant Manager

CAP DE LA MADELEINE LOCAL 265 OF THE  
OFFICE EMPLOYEES INTERNATIONAL UNION AFL

Henri Poirier  
vice-président

EXHIBIT A

LABOUR AGREEMENT

By and Between

OFFICE EMPLOYEES INTERNATIONAL UNION. LOCAL UNION NUMBER 265  
AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR

and

ST REGIS PAPER COMPANY (CANADA) LIMITED . CAP DE LA MADELEINE  
PROVINCE OF QUEBEC. CANADA.

The occupational classification referred to in Section 4 of the  
Labour Agreement between the Company and the Union are as  
follows:

Payroll Distribution Clerk

Invoice Control Clerk

Efficiency Rating Clerk

Payroll Clerk

Switchboard Operator-Typist

Personnel Clerk

Billing Clerk

Inventory and Stock Record Clerk



MEMORANDUM OF AGREEMENT

Copy of agreement arrived at between St. Regis Paper Company (Canada) Limited of Cap de la Madeleine and Local Union No. 265 and the office employees International Union A.F. L. on September 21st. 1955.

1. A general increase of 4%

2. Individual rate adjustments as follows:

Catherine Peever- Personnel Clerk	5.00
Jeannine Dauphinais- Payroll Distrib. Clerk	5.00
Roberta Dods- Payroll Clerk	8.00
Henri Poirier- Billing Clerk	5.00
Henri Pellerin- Invoice Control Clerk	5.00

3. Above changes in salaries to be made effective as of Aug. 15th. 1955.

4. It is mutually agreed that investigation will be made into a revision of the Labour Grade as they now exist. The Union will present to the Company some proposal concerning this revision.

5. The Company agrees that it will not charge time off on Saturday when Plant is shut down against work performed on subsequent Saturday.

6. It is agreed that rest periods will be provided. These rest periods will be worked out by Management.

7. The Company agrees to investigate the possibilities of re-scheduling paydays.

8. The term of the contract to be from August 15th, 1955 to August 14th, 1956.

Signed: E.P. Engness  
General Supt.

Signed: Robert R. Hennessy  
International Representative

Signed: P.J. Reilly  
Labour Relation Representative

(Signed) W. Jones  
Branch Manager.

(Signed) Henri Poirier  
vice president

## LABOR AGREEMENT

By and between:

The Panelyte Division of St. Regis Paper Company (Canada) Limited,  
St. Jean, Quebec, Canada, hereinafter referred to as the COMPANY;

And,

Local Union Number 449, International Chemical Workers' Union,  
affiliated with the American Federation of Labor, hereinafter  
referred to as the UNION, whose office is located at 1476 Sherbrooke  
Street West, Montreal, Quebec, Canada.

### Section 1

#### GENERAL PURPOSE

It is the intention of this Agreement to maintain a harmonious  
relationship between the Company and its employees, to provide  
an amicable method of settling any **differences** which may arise  
between them, and to set forth the basic conditions of employment  
to be observed between the Company and the Union.

### Section 2

#### PERIOD OF AGREEMENT

This agreement shall remain in full force and effect from May 1,  
1954 to August 15, 1956 in accordance with the provisions of this  
contract.

### Section 3

#### CHANGES OR MODIFICATIONS

1. Should the Company or the Union desire to change this Agreement  
after expiring, the party desiring to negotiate a change shall give  
written notice by Registered Mail, Return Receipt Requested, to the  
other party within not more than sixty (60) days and not less than  
thirty (30) days before the expiration of the date of said Agreement.
2. Negotiations shall be started not less than thirty (30) days  
following notice by either party, and the present Agreement shall  
remain in effect until the new Agreement is signed.
3. This Agreement cannot be altered or amended during its lifetime.  
This Union may, however, after May 1, 1955, open this Agreement  
once during its term for the purpose of discussing changes in the  
hourly rates set forth in the "Hourly Wage Rate Schedule" of this  
Agreement, Vacations, and Holidays, by serving thirty (30) days  
written notice to the other party by Registered Mail, Return Receipt  
Requested. Upon failure to agree, the matter shall be submitted to  
Arbitration as set out in Section 10. The decision of such Arbitration  
shall be final and binding. The burden of proof, however, shall be  
upon the Union to justify its demands.

### Section 4

#### RECOGNITION

The Company recognizes the Union, as certified by the Labour  
Relations Board of the Province of Quebec, to be the exclusive  
bargaining agent for all hourly paid employees, except the

technicians, the foremen, the office workers, and those under sixteen (16) years of age, with relation to wages, hours of work, and all other terms and conditions of employment.

Section 5

SALARIED EMPLOYEES WORKING

Employees excluded from the bargaining unit in Section 4 shall not perform work normally performed by employees covered by the bargaining unit except for experimental purposes; or when the regular employee is standing by; or when a regular employee is not available.

Section 6

MEMBERSHIP

1. All employees presently employed in classifications covered by this Agreement, shall, as a condition of continued employment, be and remain members in good standing in the Union during the period of this Agreement. All newly hired employees shall be notified of this provision and they shall, within thirty (30) days from the date of their employment, become and remain members in good standing in the Union as condition of continued employment.
2. Newly hired employees shall be considered on probation during the first thirty (30) days of their employment and no dispute pertaining to their employment or dismissal during this probationary period may be taken up under the Grievance Procedure of this Agreement.
3. The Company shall deduct from the wages of every employee initiation fees and regular monthly dues as prescribed by the Union, and shall turn over such deductions by check, payable to the Financial Secretary of the Union, not later than the twenty-fifth (25th) day of the calendar month in which the deductions were made.

Section 7

NO INTERRUPTION OF WORK

1. The Union agrees that there shall be no strike, stoppage, slowdown or restriction of work, either complete or partial, during the life of this Agreement.
2. The Company agrees that there shall be no lockout of employees during the life of this Agreement.

Section 8

SENIORITY

1. Seniority will be recognized and will be based on length of continuous service with the Company.

2. Seniority shall become effective only after an employee has been continuously employed for a period of thirty (30) calendar days and shall then be measured from the original date of employment.
3. The principle of seniority shall prevail of lay-off and recalls, and employees last on the seniority list shall be laid off first and re-hired in the reverse order in which they are laid off. This shall be provided they can perform the work available.
4. An employee who has been in the employ of the Company more than thirty (30) days and is laid off for a period longer than six (6) months, will be considered terminated unless, during the sixth (6th) month, the employee has notified the Personnel Department, in writing, of his intention to return or be recalled. Should the employee not be recalled within the sixth (6th) month, he shall be required to notify the Personnel Department each month thereafter, in writing, of his desire to return to work. All seniority shall be lost to any employee who has been laid off for a period longer than one (1) year.
5. a) In the event of any temporary shortage of work in any classification the employees affected will be transferred to any **classification** where work is available, provided such transfers do not exceed thirty (30) calendar days. When an employee is required to temporarily fill the place of another employee or is temporarily transferred to another classification he shall receive the classification rate for the job, or his own classification rate, whichever is higher.  
  
b) In the event that any shortage of work in any classification exceeds thirty (30) calendar days the employees affected will return to the last previous <sup>x</sup>classification jobs they<sup>x</sup> permanent held, or the available classification closest to the employee's rate at time of transfer, provided they held no previous permanent classification.
6. All seniority rights and privileges shall be **lost** when an employee is **discharged**; or quits; or is absent for three (3) consecutive working days without proper notice to the Personnel Department, unless the employee can satisfactorily establish it was impossible to report; or fails to report for work within seventy-two (72) hours after being notified, in writing, by the Company at the employee's last known address, unless he has arranged with the Personnel Manager for an extension of said period, or unless the employee can satisfactorily establish it was impossible to report.
7. Continuity of service shall not be broken for employees granted leaves of absence up to one year for full time work with the Union; or for sick leaves of absence granted upon submission of a physician's certificate; or for personal leaves of absence up to thirty (30) days. Absences for personal reasons, in excess of thirty (30) days must have the approval of the Company and the Union.
8. In all cases of transfer and promotion, seniority shall govern if ability and experience are sufficient.

9. Any employee promoted or transferred to a position with the Company over which the Union has no representation, may be returned to his former position at any time, with his former seniority re-established, including up to ninety (90) days seniority while in a position outside the Union's representation.
10. When a permanent opening occurs in a classification covered by this Agreement, the Company will post a notice on the bulletin boards for a period of two (2) working days, forty-eight (48) hours, during which time all those employees desiring consideration for the opening shall submit their bid in writing. The name of the successful applicant shall be posted within four (4) days after the posting is taken down. Any employee under consideration for an available job must meet the requirements set forth for the job.
11. If no bids are received for the opening within the forty-eight (48) hour period, the Company reserves the right to either hire a new employee for the job or select an employee from a classification with an hourly rate equal to or lower than that of the job to be filled.
12. Temporary jobs shall not exceed a period of thirty calendar days. The current experience gained by any employee working on a temporary job at the time it is declared permanent, and posted, shall not be considered in reviewing the qualifications required to fill the job.
13. In the event of a shortage of work in any department, the Company and the Union shall mutually agree as to whether a reduction in work force or a reduction in the working hours shall take place.
14. Employees physically unable to perform their regular duties may be placed on any job they are capable of performing; regardless of seniority, by mutual agreement between the Company and the Union.
15. In the event that an employee is physically and mentally able to return to his last classification after a temporary infirmity which caused him to leave his classification, he will be returned to his last classification with full seniority rights. Any employee transferred to replace the sick employee will be considered transferred on a temporary basis only. When the employee who was sick returns to his classification, the temporarily transferred employee will return to his last classification with full seniority rights.

Section 9

GRIEVANCE PROCEDURE

1. The Union shall select from the local membership a Grievance Committee of not more than three (3) members. This committee shall represent the Union in the handling of all grievances.
2. Should there be any dispute or complaint as to the interpretation of any of the clauses of this Agreement or any grievance arising out of the operation of this Agreement, in any department of the

plant, such dispute, complaint or grievance shall be handled as follows:

- Step 1. By the aggrieved employee with the Foreman under whom he is directly responsible.
- Step 2. If an agreement is not reached in Step 1, within two (2) working days, the matter shall be taken up by the employee and his Steward with the Foreman and his immediate Supervisor.
- Step 3. If an agreement is not reached in Step 2, within two (2) working days, the matter may be referred to the Personnel Manager. The grievance must be submitted, in writing, to the Personnel Manager within fourteen (14) days after the complaint occurs.
- Step 4. If an agreement is not reached in Step 3 within three (3) working days, it may then be referred to the Plant Manager or his designated representative, provided it is submitted in writing form within ten (10) additional working days.

The International Representative of the Union may be called in by either party at either Step 3 or Step 4.

- Step 5. If an agreement is not reached at the completion of Step 4, within seven (7) working days, either party shall have the right to apply for arbitration within thirty (30) working days.

3. If a discharged employee establishes through grievance or arbitration procedure that he has been unjustly discharged, he may be paid for all or part of his lost time and he may also have his seniority reinstated in full or part on the same basis.

#### Section 10

##### ARBITRATION PROCEDURE

1. Should a grievance be referred to arbitration as provided in Section 8 of this agreement, the Company and the Union shall jointly select an impartial arbitrator to handle the case. Expenses of the arbitrator will be shared equally between the Company and the Union. Should the Company and the Union fail to agree on the choice of an arbitrator, within ten (10) days, either party may request the Minister of Labour of the Province of Quebec to appoint an arbitrator in accordance with the Quebec Trade Dispute Act, Chapter 167, and its amendments.
2. The decision of the arbitrator selected by the Company and the Union or appointed by the Minister of Labour of the Province of Quebec, shall be final and binding on the parties.
3. The arbitrator shall be limited to the issues presented to him and shall have no power to add to, or detract from, or modify any of the terms of this Agreement, (with the exception as set out in Section 3, Paragraph 3).

4. Any period of time may be altered or any step eliminated in this procedure by mutual consent of the Company and the Union.

Section 4

HOLIDAYS

1. Paid holidays shall be as follows:

Dominion Day  
Labor Day  
St. John Baptist Day  
New Year' Day  
Good Friday  
All Saints Day

2. All eligible employees shall be paid straight time pay for each of the above specified holidays, when not worked, in accordance with the number of hours they would work on their regular scheduled shift for that day, provided:
  - a. That such a holiday is celebrated on the employee's regularly scheduled work day.
  - b. That such employees have been on the payroll for at least forty-five (45) days prior to such paid holidays.
  - c. That such employees work the scheduled day immediately before and following the day the paid holiday is celebrated, unless permission to be absent has been granted by the Company; or in case of legitimate illness for which the Company may demand a doctor's certificate.
3. Employees required to work on a paid holiday shall receive their paid holiday allowance plus one and one-half ( $1\frac{1}{2}$ ) times their base rate for the time worked.
4. In the event a holiday falls on **Sundays**, Monday shall be observed.

Section 12

VACATIONS

1. The vacation period shall be from May 1st to September 30th, unless exceptions are agreed to between the Company and individual employees.
2. Employees shall be given preference for vacation periods on a plant seniority basis, but in no case shall they conflict with plant operations.
3. When a specified paid holiday falls during the vacation period of an employee, such employee shall be allowed an extra day with pay at the conclusion of his vacation so long as it does not interfere with plant operations. If the employee cannot be granted the extra day with pay, he shall receive one (1) day's holiday pay.

4. A vacation year shall be from May 1st to April 30th of the following year.
5. The Company has the right to determine whether a vacation shutdown period shall occur during June, July or August and will make such an announcement to the employees and the Union at least one (1) month prior to the shutdown period, but not later than June 1st.
6. An employee with from one year to five years continuous service shall receive a one week vacation, He shall receive as vacation pay 2% of his earned wages for the period between May 1 and April 30 of the preceding year.
7. An employee with five years or more continuous service shall receive a two-week vacation. He shall receive as vacation pay 4% of his earned wages for the period between May 1 and April 30 of the preceding year.
8. An employee with less than one year of continuous service, as of May 1, shall receive 2% of his earned wages for the period he worked between May 1 and April 30 of the preceding year. Such employees shall be entitled to one-half calendar day of vacation for each month worked. It is understood the total days shall not exceed five (5) work days in any calendar year.
9. Vacation pay will be computed on May 1st based on rates in effect at that time.

Section 13

HOURS OF WORK

1. All parties to this agreement understand that the standard work week shall be on the basis below, but agree that additional or less time may be worked in accordance with the requirements of operations or for the protection of the factory.
2. Seven and one-half (7½) hours shall be the standard hours per day for employees working in instances where the operation is on a three (3) shift basis.
3. On other than three (3) shift operations, nine (9) hours shall be the standard hours per day.
4. In those instances where there is a continuous operation (meaning no shutdown) operators are to eat while attending their jobs and shall be paid for the full shift.
5. The work week shall commence with the shift beginning at 8:00 a.m. Monday, or the shift beginning nearest that hour, and extends until the same hour the following Monday.
6. The regular work week shall consist of six (6) consecutive days from Monday through Saturday inclusive on three (3) shift

operations and five (5) consecutive days, Monday through Friday inclusive, on other than **three** (3) shift operations. This shall not constitute a guarantee of any definite number of work days per week.

7. Hours of work shall remain as at present unless a change is mutually agreed upon.
8. Lunch periods on other than three (3) shifts shall be for one (1) hour, taken during the middle of the shift. The lunch hour may be started at staggered times during a two (2) hour period. On three shift operations, lunch periods will be for one half ( $\frac{1}{2}$ ) hour.
9. A premium of five (5) cents per hour will be paid on the second (2nd) shift. A premium of eight (8) cents per hour will be paid on the third (3rd) shift.

Section 14

OVERTIME

Overtime at the rate of time and one-half will be paid on the following basis:

1. a) After nine (9) hours in any one (1) day;  
After forty-five (45) hours in any one (1) week.  
b) This will apply to all maintenance workers and production workers on one (1) or two (2) shifts.
2. A) After eight (8) hours in any one (1) day;  
After forty-eight hours in any one (1) week.  
B) This will apply to continuous eight (8) hour shifts and the Boiler Room.
3. A) After seven and one-half (7p) hours in any one (1) day;  
After ~~forty-five~~ (45) hours in any one (1) week.  
B) This will apply to three (3) shift operations other than those listed in 2B.
4. Overtime shall be evenly distributed among all employees normally performing the same type of work.
5. All work performed in Sunday shall be paid at two (2) times the regular base rate of the employee.

Section 15

PROVISIONS OR SECTIONS FOUND  
TO BE IN CONTRAVENTION OF  
PROVINCIAL AND/OR FEDERAL LAWS

If any provision, section, article, rule or subsection of this Agreement is found to be in contravention of the laws, ordinances or regulations of Canada or of the Province in which the Company

covered by this Agreement is located, such provision shall be superseded by the appropriate provisions of such laws, ordinances, or regulations, so long as same are in force and effect. All other provisions of this Agreement shall continue in full force and effect.

Section 16.

GENERAL

1. It is agreed that the plant shall be kept clean and neat and in good order. Each employee will be held responsible for his work area being kept clean and in a condition satisfactory to the Company.
2. Proper work standards will be established and made known to each employee for his job.
3. a) As a condition of continued employment, all employees are expected to meet the requirements of the job standards.  
b) Standards shall be established by the Company. For a period of thirty (30) days, they shall not be subject to grievance procedure. For the following thirty (30) days a grievance may be submitted if the employee believes the standard to be incorrect. After this 60-day period, the standard shall be considered as accepted and shall not be further subject to grievance procedure.
4. The Company will supply bulletin board space for the Union and will post Union notices, subject to the approval of the Company.
5. A Sunday or a statutory holiday shall be a period of 24 hours starting 12 a.m. until 12 a.m. the following day.

Section 17

FACTORY RULES

1. Factory rules, not conflicting with the terms of this Agreement, shall be established and made known to all employees. Refusal to comply with these rules will be cause for disciplinary action up to discharge.
2. The application of penalties under these rules shall be subject to grievance procedure.

Section 18

REPORT AND CALL-IN PAY

1. Employees reporting for work and sent home without working shall receive two (2) hours pay.
2. Employees reporting for work and starting work shall receive four (4) hours pay or four (4) hours work. Employees may be assigned to other than their own jobs in order to provide four (4) hour work.
3. Employees called back to work inconsistent with their regular working hours shall receive a minimum of two (2) hours work at one and one-half (1½) times their regular rate.

Section 19

PAGES

1. A copy of the hourly wage rate schedule is attached to, made a part of, and shall remain in effect throughout the life of this agreement.
  2. If, during the lifetime of this Agreement, a new job is established or if there is a substantial change in the duties of an existing job, the rate for the new or changed job shall be established by the Company. This rate shall be in proper relationship to the existing rates as set forth in schedule "A" and the Union shall be notified of the new rate within three (3) days after it has been established. If within thirty (30) days after such notification, the Union contends that the rate is incorrect, it shall notify the Company. If agreement cannot be reached, the matter shall be subject to the grievance procedure provided in this Agreement.
  3. Employees, at top rate, permanently transferred to a new job shall receive the top rate for that job. Employees not at top rate shall progress as outlined in the rate schedule.
-

For the Company:-

William E. Deasy  
Plant Manager  
PANELYTE Division  
St. Regis Paper Company  
(Canada) Limited  
St. Jean, Quebec.

E.L. HARTZ  
Personnel Manager  
PANELYTE Division  
St. Regis Paper Company  
(Canada) Limited  
St. Jean, Quebec.

For the Union:-

Raoul Paulin  
President  
Local Union #449

J. Maurice Fredette

(Signed Aug. 20 1954.)

HOURLY WAGE RATE SCHEDULE

RANGE OF POINTS AND RATES PER HOUR

<u>Class</u>	<u>MALE</u>		<u>Top Rate . Per Hour</u>	<u>Class</u>	<u>FEMALE</u>		<u>Top Rate Per Hour</u>
	<u>Range of Points From - To</u>				<u>Range of Points From - To</u>		
1	0 - 30		.99	1	0 - 30		.83
2	31 - 35		1.03	2	31 - 35		.86
3	36 - 40		1.07	3	36 - 40		.90
4	41 - 45		1.15	4	41 - 45		.93
5	46 - 50		1.24				
6	51 - 55		1.36				
7	56 - 60		1.48				
8	61 - 65		1.53				
9	66 - 70		1.65				
10	71 - 75		1.75				

HOURLY RATE STRUCTURE

DEPARTMENT OR SECTION (no. 1)

Varnish, Horizontal, Treater, Rotary Cutter, Molded Forms Build-Up,  
Salvage Build-Up, Molded Forms Presses, Door Fan Fabrication, Press #4.

<u>Job</u>		<u>Rate per Hour</u>	
		<u>Male</u>	<u>Female</u>
Varnish Operator	Start	1.18	
	After 1 month(s)	1.20	
	" 2 "	1.20	
	" 3 "	1.22	
		1.24	
Varnish Helper	Start	.97	
	After 1 month(s)	.99	
	" 2 "	1.01	
	" 3 "	1.03	
Treater Tester	Start	1.18	
	After 1 month(s)	1.20	
	" 2 "	1.22	
	" 3 "	1.24	
Treater Operator	Start	1.09	
	After 1 month(s)	1.11	
	" 2 "	1.13	
	" 3 "	1.15	
Treater Helper	Start	1.01	
	After 1 month(s)	1.03	
	" 2 "	1.05	
	" 3 "	1.07	

<u>Job</u>		<u>Rate per Hour</u>	
		<u>Male</u>	<u>Female</u>
Rotary Cutter Operator	Start	1.09	
	After 1 month(s)	1.11	
	" 2 "	1.13	
	" 3 "	1.15	
Rotary Cutter Helper	Start	.97	
	After 1 month (s)	.99	
	" 2 "	1.01	
	" 3 "	1.03	
Build-up and Salvage	Start	.80	
	After 1 month (s)	.82	
	" 2 "	.84	
	" 3 "	.86	
Molded Forms Press Operator	Start	1.09	
	After 1 month (s)	1.11	
	" 2 month	1.13	
	" 3 "	1.15	
One Strike Press	Start	1.01	
	After 1 month (s)	1.03	
	" 2 "	1.05	
	" 3 "	1.07	
Press Build-up Operator	Start	1.09	
	After 1 month (s)	1.11	
	" 2 "	1.13	
	" 3 "	1.15	

DEPARTMENT OR SECTION (no. 2)

Press #3 (Large Press), Weigh & Build-up, Vertical Treater.

<u>Job</u>		<u>Rate per hour</u>	
		<u>Male</u>	<u>Female</u>
Flatstock Press Operator	Start	1.18	
	After 1 month(s)	1.20	
	" 2 "	1.22	
	" 3 "	1.24	
Press Build-up Operator	Start	1.09	
	After 1 month(s)	1.11	
	" 2 "	1.13	
	" 3 "	1.15	
Plate Stripper	Start	1.09	
	After 1 month (s)	1.11	
	" 2 "	1.13	
	" 3 "	1.15	
Weigher & Build-up	Start	1.09	.87
		1.11	.89
		1.13	.91
		1.15	.93

<u>Job</u>			<u>Rate per Hour</u>	
			<u>Male</u>	<u>Female</u>
Treater Tester	Start		1.18	
	After	1 month(s)	1.20	
	"	2 "	1.22	
	"	3 "	1.24	
Treater Operator	Start		1.09	
	After	1 month (s)	1.11	
	"	2 "	1.13	
	"	3 "	1.15	
Treater Helper	Start		1.01	
	After	1 month(s)	1.03	
	"	2 "	1.05	
	"	3 "	1.07	
Travelling Sbear & layboy	Start		.97	.80
	After	1 month (s)	.99	.82
	"	2 "	1.01	.84
	"	3 "	1.03	.86
Stacker Operator	Start		1.09	.87
	After	1 month (s)	1.11	.89
	"	2 "	1.13	.91
	"	3 "	1.15	.93
Factory Clerk	Start			.84
	After	1 month (s)		.86
	"	2 "		.88
	"	3 "		.90

DEPARTMENT OR SECTION (no. 3)

Flatstock Fabricating & Dulling

<u>Job</u>			<u>Rate per Hour</u>	
			<u>Male</u>	<u>Female</u>
Large Shears	Start		.97	
	After	1 month (s)	.99	
	"	2 "	1.01	
	"	3 "	1.03	
Drum Sanding	Start		.97	
	After	1 month (s)	.99	
	"	2 "	1.01	
	"	3 "	1.03	
Saws (All types)	Start		1.01	
	After	1 month (s)	1.03	
	"	2 "	1.05	
	"	3 "	1.07	
Dulling	Start		.97	
	After	1 month (s)	.99	
	"	2 month	1.01	
	"	3 "	1.03	

## DEPARTMENT OF SECTION (no. 4)

## Maintenance

<u>Job</u>	<u>Rate per hour</u>	
	<u>Male</u>	<u>Female</u>
Steamfitter "A" & Plumber	Start	1.42
	After 1 month (s)	1.44
	" 2 "	1.46
	" 3 "	1.48
Chief Machinist	Start	1.69
	After 1 month (s)	1.71
	" 2 "	1.73
	" 3 "	1.75
Instrument Man	Start	1.59
	After 1 month (s)	1.61
	" 2 "	1.63
	" 3 "	1.65
Tool & Die Maker	Start	1.42
	After 1 month (s)	1.44
	" 2 "	1.46
	" 3 "	1.48
Carpenter "A"	Start	1.30
Electrician "A"	After 1 month (s)	1.32
Machinist "A"	" 2 month	1.34
Millwright "A"	" 3 month	1.36
Welder "A"		
Painter "A"		
Machinist "B"	Start	1.18
	After 1 month (s)	1.20
	" 2 "	1.22
	" 3 "	1.24
Machinist "C"	Start	1.01
	After 1 month (s)	1.03
	" 2 "	1.05
	" 3 "	1.07
Pipefitter's helper	Start	1.01
	After 1 month (s)	1.03
	" 2 "	1.05
	" 3 "	1.07
Saw Sharpener	Start	1.01
	After 1 month (s)	1.03
	" 2 "	1.05
	" 3 "	1.07
Oiler	Start	.97
	After 1 month (s)	.99
	" 2 "	1.01
	" 3 "	1.03

<u>Job</u>		<u>Rate per Hour</u>	
		<u>Male</u>	<u>Female</u>
General Helper	Start	.97	
	After 1 month (s)	.99	
	" 2 "	1.01	
	" 3 "	1.03	
Janitor (Indoor & Outdoor)	Start	.93	.85
	After 1 month (s)	.95	.87
	" 2 "	.97	.89
	" 3 "	.99	.91
Guard-Janitor	Start	.93	
	After 1 month (s)	.95	
	" 2 "	.97	
	" 3 "	.99	

DEPARTMENT OR SECTION (no. 5)

Boiler Room

<u>Job</u>		<u>Rate per Hour</u>	
		<u>Male</u>	<u>Female</u>
1st Class Stationary Engineman (Boiler Room Lead Man)	Start	1.59	
	After 1 month (s)	1.61	
	" 2 "	1.63	
	" 3 "	1.65	
2nd Class Stationary Engineman	Start	1.47	
	After 1 month (s)	1.49	
	" 2 "	1.51	
	" 3 "	1.53	
3rd Class Stationary Engineman	Start	1.30	
	After 1 month (s)	1.32	
	" 2 "	1.34	
	" 3 "	1.36	

DEPARTMENT OR SECTION (no. 6)

Specialty Fabrication, Tubes & Rods

<u>Job</u>		<u>Rate per Hour</u>	
		<u>Male</u>	<u>Female</u>
Buff & Polish	Start	1.01	
	After 1 month (s)	1.03	
	" 2 "	1.05	
	" 3 "	1.07	
Drill Presses (Multi or single)	Start	.97	.80
	After 1 month (s)	.99	.82
	" 2 "	1.01	.84
	" 3 "	1.03	.86

<u>Job</u>		<u>Rate per Hour</u>	
		<u>Male</u>	<u>Female</u>
Engine & Turret Lathe	Start	1.01	.84
	After 1 month (s)	1.03	.86
	" 2 "	1.05	.88
	" 3 "	1.07	.90
Grinding	Start	1.01	.84
	After 1 month (s)	1.03	.86
	" 2 "	1.05	.88
	" 3 "	1.07	.90
Milling	Start	1.01	.84
	After 1 month (s)	1.03	.86
	" 2 "	1.05	.88
	" 3 "	1.07	.90
Molding	Start	1.01	.84
	After 1 month (s)	1.03	.86
	" 2 "	1.05	.88
	" 3 "	1.07	.90
Punch Presses	Start	.97	.80
	After 1 month (s)	.99	.82
	" 2 "	1.01	.84
	" 3 "	1.03	.86
Rolling	Start	1.01	.84
	After 1 month (s)	1.03	.86
	" 2 "	1.05	.88
	" 3 "	1.07	.90
Router & Shaper	Start	.97	.80
	After 1 month (s)	.99	.82
	" 2 "	1.01	.84
	" 3 "	1.03	.86
Saws (All types)	Start	1.01	
	After 1 month (s)	1.03	
	" 2 "	1.05	
	" 3 "	1.07	
Set-up Man	Start	1.30	
	After 1 month (s)	1.32	
	" 2 "	1.34	
	" 3 "	1.36	
Shears (Small)	Start	.97	.80
	After 1 month (s)	.99	.82
	" 2 "	1.01	.84
	" 3 "	1.03	.86
Sprayer	Start	1.01	.84
	After 1 month (s)	1.03	.86
	" 2 "	1.05	.88
	" 3 "	1.07	.90

<u>Job</u>		<u>Rate per Hour</u>	
		<u>Male</u>	<u>Female</u>
Stripping	Start	.97	.80
	After 1 month (s)	.99	.82
	" 2 "	1.01	.84
	" 3 "	1.03	.86
Vonnegut	Start	.93	.77
	After 1 month (s)	.95	.79
	" 2 "	.97	.81
	" 3 "	.99	.83

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DEPARTMENT OR SECTION (NO. 7)

Shipping, Receiving, Stores, Company Trucks & Automobiles.

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<u>Job</u>		<u>Rate per Hour</u>	
		<u>Male</u>	<u>Female</u>
Crate, Pallet, & Box Making	Start	.97	
	After 1 month (s)	.99	
	" 2 "	1.01	
	" 3 "	1.03	
Fork-truck Driver	Start	.97	
	After 1 month (s)	.99	
	" 2 "	1.01	
	" 3 "	1.03	
Storekeeper	Start	1.09	
	After 1 month (s)	1.11	
	" 2 "	1.13	
	" 3 "	1.15	
Outside Driver	Start	1.01	
	After 1 month (s)	1.03	
	" 2 "	1.05	
	" 3 "	1.07	
Packing	Start	.97	.80
	After 1 "	.99	.82
	" 2 "	1.01	.84
	" 3 "	1.03	.86
Write-up	Start	.97	.80
	After 1 month (s)	.99	.82
	" 2 "	1.01	.84
	" 3 "	1.03	.86
Shipping Checker	Start	1.09	
	After 1 month (s)	1.11	
	" 2 "	1.13	
	" 3 "	1.15	

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## DEPARTMENT OR SECTION (no. 8)

## Inspection

Job			Rate per hour	
			Male	Female
Breaker Strip		Start	.97	.80
	After	1 month (s)	.99	.82
	"	2 "	1.01	.84
	"	3 "	1.03	.86
Decorative		Start	1.01	.84
	After	1 month (s)	1.03	.86
	"	2 "	1.05	.88
	"	3 "	1.07	.90
Door Pan (At Press)		Start	1.01	.84
	After	1 month (s)	1.03	.86
	"	2 "	1.05	.88
	"	3 "	1.07	.90
Door Pan Sanding & Inspection		Start	1.01	.84
	After	1 month (s)	1.03	.86
	"	2 "	1.05	.88
	"	3 "	1.07	.90
Industrial (Flatstock)		Start	1.01	
	After	1 month (s)	1.03	
	"	2 "	1.05	
	"	3 "	1.07	
Process & Floor		Start	1.30	
	After	1 month (s)	1.32	
	"	2 "	1.34	
	"	3 "	1.36	
Small, Part, Tubes & Rods		Start	.97	.80
	After	1 month (s)	.99	.82
	"	2 "	1.01	.84
	"	3 "	1.03	.86
Write-up at Sander		Start	.97	.80
	After	1 month (s)	.99	.82
	"	2 "	1.01	.84
	"	3 "	1.03	.86
Routine Inspector		Start	1.09	.87
	After	1 month (s)	1.11	.89
	"	2 "	1.13	.91
	"	3 "	1.15	.93
Inspect & Pack (Decorative)		Start	1.01	
	After	1 month (s)	1.03	
	"	2 "	1.05	
	"	3 "	1.07	

## Salvage Operations

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<u>Job</u>	<u>Rate per hour</u>	
	<u>Male</u>	<u>Female</u>
Salvage Operator (Hand & Machine Buff)	Start	1.09
	After 1 month (s)	1.11
	" 2 "	1.13
	" 3 "	1.15
Salvage (Sorting Boards)	Start	.97
	After 1 month (s)	.99
	" 2 "	1.01
	" 3 "	1.03

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LABOUR AGREEMENT  
between  
ST. RECIS PAPER COMPANY ( CANADA ) LIMITED  
and  
OFFICE EMPLOYEES INTERNATIONAL UNION, A.F.L.  
and its LOCAL UNION NO. 265, at  
CAP DE LA MADELEINE, Quebec.

19/3827

LABOUR AGREEMENT

between

ST. REGIS PAPER COMPANY (CANADA) LIMITED  
Cap de la Madeleine  
Québec, Canada

And

LOCAL UNION NO. 265

And

OFFICE EMPLOYEES INTERNATIONAL UNION, AFL

August 15, 1953 to August 14, 1955

## LABOUR AGREEMENT

### BY AND BETWEEN:

St. Regis Paper Company (Canada) Limited, Cap de la Madeleine, Québec, Canada, hereinafter referred to as the Company, and Office Employees International Union, Local Union Number 265, affiliated with the American Federation of Labor, hereinafter referred to as the Union, whose office is located at 1401, rue Royale Trois Rivières, Québec, Canada.

### SECTION 1. General Purpose.

The general purpose of this Agreement is to promote the mutual interest of the employer and employee, to establish a basis of agreement concerning rates of pay, wages, hours and working conditions, to provide means for the amicable adjustments of disputes and grievances, and to provide for the operation of the offices of the Company under methods which will further the welfare of the employees, economy of operations, and the quality and quantity of work performed. It is recognized by this Agreement to be the duty of the Company and the employees to cooperate fully, individually and collectively.

### SECTION 2. Period of Agreement

This Agreement shall become effective and remain in full force from August 15, 1953 to August 14, 1955 and shall be self-renewing from year to year thereafter in accordance with the conditions and provisions of this contract.

### SECTION 3. Changes or Modifications

Should the Company or the Union desire to change this Agreement after one year from its initial date, the party desiring to negotiate a change shall give written notice by Registered Mail, Return Receipt Requested, to the other party within not more than sixty (60) days and not less than thirty (30) days before the expiration of the date of said Agreement.

Negotiations will be started not less than thirty (30) days following notice by either party, and the present agreement will remain in effect until the new Agreement is signed.

### SECTION 4. Recognition

The Company recognizes that the Union has been duly certified by the Labour Relations Board of the Province of Quebec as the sole collective bargaining agent for the office clerical employees who are employed by the St. Regis Paper Company (Canada) Limited at Cap de la Madeleine, Québec, Canada, and who are engaged in the occupational classifications shown in Exhibit A which is attached hereto and which forms part of this Agreement.

### SECTION 5. Membership

The Company agrees that all new employees shall, as a condition of continued employment, become members of the Union after ninety (90) days from their date of hire and remain members in good standing for the duration of this Agreement. Present employees who are members of the Union shall, as a condition of continued employment, maintain such membership in good standing for the duration of this Agreement. Regarding those employees who have never been members of Local Union No. 265, it is understood the Union will not request the Company to take any action against those employees for non-membership in the Union provided such employee were on the payroll prior to January 1, 1952.

#### SECTION 5. Membership (continued)

The first ninety (90) days of employment of all new employees shall be a probationary or trial period during which time the new or probationary employee may, at the exclusive discretion of Management, be discharged without cause or notice and without recourse.

#### SECTION 6. Jurisdiction

The Company shall not be responsible for any question of jurisdiction between the Union or any other Union or Unions.

#### SECTION 7. No Interruption of Work

There shall be no lockouts.

The Union guarantees the Company, on behalf of itself and each of its members, that:

There will be no authorized strike of any kind, boycott, picketing, work stoppage, walkout, slowdown or any other type of organized interference coercive or otherwise, with the Company's business.

The Union shall not question the right of the Company to discipline or discharge employees engaged in, participating in, or encouraging such action. It is understood that such action on the part of the Company shall be final and binding upon the Union, and its members, and shall in no case be construed as a violation by the Company of any provision of the Agreement. However, an issue of fact as to whether or not any particular employee has engaged in, participated in, or encouraged any such violation, may be subject to the grievance procedure or arbitration.

#### SECTION 8. Promotions, Transfers, and Lay-Offs

If employees are to be promoted, transferred, or laid-off, the Company will take into consideration first ability and second length of service.

If employees are to be promoted, or transferred or laid-off, the Company will advise the Union, in advance if possible, of the names of the employees whose status is so affected, provided such change in status comes entirely under the Union's jurisdiction.

#### SECTION 9. Employment

When filling clerical positions the Company will give preference to present or former employees if such are available and are capable of doing the work efficiently.

#### SECTION 10. Grievance Procedure

The Union shall insofar as possible limit membership during any one grievance to three(3) committee members who shall represent the Union in handling the grievance. Should any dispute or complaint arise in any Department of the Company coming under the jurisdiction of the Union, such dispute or complaint shall be handled as follows.

1. By the aggrieved person to his Steward, who will immediately endeavor to adjust the complaint with the Office Manager.

#### SECTION 10. Grievance Procedure (continued)

2. Failing to make an adjustment, the matter may be referred in writing to the Plant Manager provided such reference is made within sixteen (16) days from the occurrence of the grievance. Forms will be provided for this purpose.
3. Failing to adjust any complaint in a satisfactory manner at this level within seven (7) days the Union may refer the grievance to its International President or his representative. The International President of the Union may either personally or through his representative, refer the matter in dispute to the Vice-President in Charge of Manufacturing of the Company or his designated representative.
4. If the Company's Vice-President in Charge of Manufacturing or his representative and the International President of the Union or his representative are unable to reach a satisfactory settlement of the complaint within thirty-one (31) days from the date it reached Step 2, unless extended by mutual consent, the matter may be referred to arbitration provided such reference is made before the termination of this thirty-one (31) day period or extension thereof.

#### SECTION 11. Arbitration

Should a grievance be referred to arbitration as provided in Section 10 of this Agreement, the Company and the Union shall jointly select an impartial arbitrator to handle the case. Should the Company and the Union fail to agree on the choice of an arbitrator, they shall jointly request the Minister of Labour of the Province of Quebec to appoint an arbitrator in accordance with the Quebec Labour Dispute Act, Article 167 and its amendments. The decision of the arbitrator selected by the Company and the Union, or appointed by the Minister of Labour of the Province of Quebec, shall be final and binding on the parties. The arbitrator shall be limited to the issues presented to him and shall have no power to add to, detract from, or modify any of the terms of this Agreement.

Expenses of the arbitrator to be shared equally between the Union and Management.

#### SECTION 12. Vacations

The vacation period shall extend from May 1st to October 31st of each year, and shall be based upon a preceding vacation year calculated from May 1st to April 30th. All vacation pay will be computed as of May 1st, and the employee shall receive vacation pay based upon the salaries in effect as of May 1st.

The Company shall provide two(2) weeks of vacation to all employees who have one year but less than 15 years of continuous service with the Company prior to May 1st.

Regarding first year employees, it is understood that should the employee not have a full year of service as of May 1st, he shall be granted vacation benefits in accordance with the provisions of Ordinance No. 3 of the Minimum Wage Commission of the Province of Quebec.

All employees who have fifteen (15) or more years of continuous service prior to May 1st, shall receive three (3) weeks vacation with pay.

SECTION 12. Vacations (continued)

Employees with more than one (1) year, but less than fifteen (15) years of service and who voluntarily leave the service of the Company or who are discharged after May 1st shall receive any vacation benefits accrued to them. Should the vacation benefits be less than a full vacation, it shall be figured on the basis of 4% of the employees gross earnings for each month of service after May 1st. Employees with more than 15 years of continuous service with the Company and who voluntarily leave the service of the Company or who are discharged after May 1st, shall receive any vacation benefits accrued to them. Should the vacation benefits be less than a full vacation for these employees with more than fifteen (15) years of continuous service, it shall be figured on the basis of 6% of the employees gross earnings for each month of service after May 1st.

Whenever practicable the Company agrees to grant vacations on a consecutive basis and at the time desired by the employee. The period selected by the individual employee for his vacation must meet with the approval of the Office Manager. After the vacation periods are scheduled, changes may be made when necessary by the Office Manager in accordance with the requirements of the operations of the office. Such vacation scheduling and changing of vacation schedules are entirely within the rights of the Office Manager.

The Company agrees to give the employees covered by this Agreement their paid vacation allowance prior to the employee's departure for his vacation period. The vacation shall be taken in the year in which it is due and may not be accumulated. Employees shall not be permitted to forfeit their vacations for additional pay from the Company.

SECTION 13. Holidays

Employees covered by this Agreement will be allowed the following holidays:

- Christmas Day
- New Year's Day
- Good Friday
- Cap de la Madeleine Civic Day
- Labour Day.
- St. Jean Baptiste or Dominion Day ( alternating by years)

In case of a holiday falling on a Sunday, Monday shall be observed.

SECTION 14. Salaries.

The salary rate ranges for the various occupational classifications covered by the present Agreement are shown in Exhibit B which is attached hereto and which forms part of this Agreement. The Company agrees to pay and the Union Agrees to ~~accept~~ accept the salary rate ranges as shown on this Exhibit during the terms of this Agreement.

SECTION 15. Hours of Work

The hours of work are to be 7 $\frac{1}{2}$  hours for each two week period and in those cases where it is necessary as a result of month end closing or other office work for an employee in the office to work in excess of this program the employee is to be given an equivalent time off either in the same or in the following period.

The normal work day will be from 8.30 A.M. to 11.45 A.M., and from 1.15 P.M. to 5.00 P.M. Monday to Friday inclusive and from 8.30 A.M. to 12.00 noon on Saturday for those employees scheduled, or directed, to work during such period.

SECTION 16. Bulletin Boards.

The Company agrees to place a bulletin board in the office on which the Union may post official Union bulletins and notices. All bulletins and notices shall be shown to the Office Manager whose approval shall be obtained before posting.

SECTION 17. Miscellaneous

Policies and office regulations in effect and granted by the Company in the past shall not be voided or reduced solely by the signing of this Agreement.

Office rules not conflicting with the terms and working conditions of this Agreement shall be printed and passed out to all employees in the office and will be enforced by Management.

SECTION 18. Found to be in Contravention of Provincial And/Or Federal Laws.

If any provision, section, rule or sub-section of this Agreement is in contravention of the laws, ordinances or regulations of Canada or of the Province of Quebec, such provision shall be superseded by the appropriate provisions of such laws, ordinances or regulations so long as same are in force and effect but all other provisions of this Agreement shall continue in full force and effect.

IN WITNESS WHEREOF, we the undersigned, have, as the accredited representatives of the respective parties to the Agreement, hereunto set our signatures this 17th day of March, 1954.

ST. REGIS PAPER COMPANY (CANADA) LIMITED

OFFICE EMPLOYEES INTERNATIONAL UNION A.F.  
L.

UNREADABLE  
Vice-President in Charge of Manufacturing

Yvon Dansereau.  
International Representative

K. Jones  
Plant Manager.

CAP DE LA MADELEINE LOCAL 265 OF THE  
OFFICE EMPLOYEES INTERNATIONAL UNION  
A.F.L.

Fernand Duchaine  
Président.

EXHIBIT A  
LABOUR AGREEMENT  
By and Between

OFFICE EMPLOYEES INTERNATIONAL UNION, LOCAL UNION NUMBER 265  
AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR

and

ST. REGIS PAPER COMPANY (CANADA) LIMITED? CAP DE LA MADELEINE  
PROVINCE OF QUEBEC, CANADA.

The occupational classifications referred to in Section 4 of the  
Labour Agreement between the Company and the Union are as  
follows:

Payroll Distribution Clerk

Invoice Control Clerk

Efficiency Kating Clerk

Payroll Clerk

Switchboard Operator-Typist

Personnel Clerk

Billing Clerk

Inventory and Stock Record Clerk.



MEMORANDUM OF AGREEMENT

Copy of agreement arrived at between St.Regis Paper Company (Canada) Limited and Local Union No. 265 and the Office Employees International Union, A.F.L. on March 4, 1954.

1. A general increase of 3% with a minimum of eight dollars per month.
2. Individual adjustments as follows:
  1. C. Peever - Switchboard Operator 4% \$5.00 per month
  2. G. Frenette- Payroll Clerk 5.00 per month
  3. J. Dauphinais- Payroll Distrib. Clerk 5.00 per month
  4. H. Poirier-Billing Clerk 5.00 per month
  5. P. Dubuc- Personnel Clerk 5.00 per month
3. Above changes in salaries to be made effective as of August 15, 1953.
4. Agreed that a Job Evaluation discussion will be held on or about August 15, 1954
5. The hours of work are to be 73½ hours for each two week period and in those cases where it is necessary as a result of month end closing or other office work for an employee in the office to work in excess of this program the employee is to be given an equivalent time off at another time.
6. Good Friday to be included as a contract holiday.
7. There is to be a discussion held with Mr. Smalley as soon as opportunity offers regarding Group Insurance matters.
8. The term of the contract to be from August 15, 1953 to August 14, 1955 inclusive.

Signed: Yvon Dansereau

Signed: Jos.M.H.arnit Sr.

Signed: F. Duchaine

Signed: Waldo Jones

LABOUR AGREEMENT  
ST. REGIS PAPER COMPANY (CANADA) LIMITED  
and the  
INTERNATIONAL BROTHERHOOD PULP, SULPHITE &  
PAPER MILL WORKERS, & its LOCAL NO. 561  
at Cap de la Madeleine, Que.

Sept. 1, 1953 to August, 31, 1953.

19/3718

## LABOUR AGREEMENT

This AGREEMENT, by and between the St. Regis Paper Company (Canada) Limited for its bag factory at Cap de la Madeleine, Quebec, hereinafter referred to as the Company, and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and its Local Union No. 561 affiliated with the American Federation of Labor, hereinafter referred to as the Union.

### SECTION 1. 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 plant hereinafter mentioned under methods which will further, to the fullest extent possible, the safety, welfare and health 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 co-operate fully, individually and collectively, for the advancement of said conditions,

### SECTION 2. PERIOD

The St. Regis Paper Company (Canada) Limited and the organization herein contained agree, one with the other, that they will abide by the articles of agreement for a period from September 1, 1953 to August 31, 1955, at the mill of the Company, located at the place mentioned above, and from year to year thereafter subject to termination or change by either party on any August 31, upon thirty (30) days' written notice given prior to such August 31.

SECTION 3. INTERRUPTION OF WORK

No strikes, lockouts, or walkouts shall occur during the life of this Agreement.

SECTION 4. RECOGNITION

The Company recognizes the Union as the sole bargaining agency for production employees exclusive of superintendents, foremen (and overseers), employees of the office, and watchmen.

SECTION 5. MEMBERSHIP

The Company agrees that all new employees shall, as a condition of continued employment, become members of the Union after sixty (60) days from their date of hire and remain members in good standing for the duration of this Agreement. Present employees who are members of the Union shall, as a condition of continued employment, maintain such membership in good standing during the life of this Agreement. Regarding those employees who have never been members of Local Union No. 561, it is understood the Union will not request the Company to take any action against those employees for non-membership in the Union, provided such employees were on the payroll prior to January 1, 1953. Any employee who at any time in the past was a member of Local 561 shall, as a condition of continued employment, again join the Union and maintain his membership in good standing for the life of this Agreement.

Employees shall not be subject to any penalties, as a condition for granting of application for membership or reinstatement in the Union, in excess of the minimum fine or penalty according to the constitution.

When hiring new employees, the Company will give preference to union members, if such are available and are capable of doing the required work,

It is further understood and agreed upon that any non-union man now working will abide by the general rules of the signatory unions.

SECTION 6. CONTRACT RELATIONSHIP

Employees who undertake to disturb the terms and relationship of this Agreement and are reported to the officials of the Company or the Standing Adjustment Committee of the Union shall not be retained in the employ of the Company if found guilty of the offence after careful investigation conducted by the officials of the Company and the Local Union.

SECTION 7. SENIORITY

In promotions and layoffs, and in reemployment of seasonal employees, other things being equal, the principles of seniority will govern. In any case of promotion, lay-off, or reemployment, the Union Standing Committee shall be consulted by the management and be privileged to present recommendations which will be considered by the time does not permit such prior consultation, the management shall

take temporary action only, until the recommendations of the Union Standing Committee can be obtained.

If and when positions, referred to above are permanently discontinued, employee holding them will be assigned to any position to which they are entitled by right of seniority and for which position they are qualified.

The Company will post a seniority list showing dates of employment every ninety (90) days.

When there are any changes in occupation the vacancies should be posted on the board forty-eight (48) hours, whenever possible, to allow applicants to apply for vacancies.

#### Layoff and Recall

Any employee who has been in the employ of the Company more than thirty (30) days and is laid off **for** a period longer than six (6) months, will be considered terminated unless during the fifth month the employee has notified the personnel office in writing of his intention to return or recalled, **Should** the employee not be recalled in the fifth month he is required to notify the personnel office each month thereafter of his desire to return. In no instance will any laid off employee be carried for longer than one (1) year and if the layoff **is** for longer than one year, the employee shall be considered permanently separated from the Company.

Absence due to illness not affect an employee's seniority status provided satisfactory proof of such illness is furnished to the Management.

SECTION 8. HOURS OF WORK

On and after December 20, 1953 the Hours of Work shall be as follows:

The regular hours of employment for day workers shall be eight (8) hours, Monday to Friday inclusive, and five (5) hours on alternate Saturdays.

The regular hours of employment for shift workers, when on first shift, shall be eight (8) hours per day for five (5) days, and five (5) hours on Saturday, and, when on the second shift, eight (8) hours per day for five days. The shifts are to alternate **from** first to second shift, and vice versa, at the beginning of each week.

The hours of employment for cleaners, glue room operators, machine shop, employees, and pressmen **are** to consist of five (5) days of eight (8) hours each and **five** (5) hours on the sixth day, and in the alternate week five (5) days of eight (8) hours each. The hours of employment for these employees, mentioned above, are to be in accordance with schedules as agreed upon between local management and the local committee.

The work week, for all workers, shall be calculated on the average of each two weeks period of employment, the first period to begin on Sunday, December 20, 1953.

SECTION 9. OVERTIME

On and after December 20, 1953 Overtime at the rate of time and one-half will be paid on the following basis:-

(a) To employees paid on an hourly basis.

1. For all work performed in <sup>S</sup>unday and on holidays as specified in Section 10 below.

2. For all work performed on Sunday and on holidays as specified in Section 10 below.

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3. For all work performed by an employee in excess of eighty-five (85) hours for each two week period, as referred to in the last paragraph of Section 8, above, entitled "Hours of Work".

4. For all work performed in excess of five (5) hours on Saturday.

5. No time and one-half will be allowed for watchmen.

(b) Employees assigned to one shift may, by mutual consent, be assigned to another shift, within a two week period as specified in Section 8, for the purpose of allowing the employee to obtain an average of fortytwo and one-half (42½) straight time hours during that period, or as near to the average of forty-two and one-half (42½) straight time hours as possible during that period.

SECTION 10. HOLIDAYS

When any of the following holidays occurs on a standard work day, on which the employee would otherwise have worked, the Company will pay each eligible employee his payroll rate for the number of straight time hours the employee would otherwise have worked on such statutory Holidays, without requiring the employee to render service during the period observed. An employee is eligible for this payment who has sixty (60) days or more continuous service with the Company, and has worked his regular authorized shift upon the first working day preceding such Holiday, and his regular authorized shift upon the first working day succeeding such holiday. However, payment for this Holiday will be made if the employee worked during the week in which the holiday occurs, but is absent on the above days due to verified illness, death in the immediate family, lack of work, or has obtained prior written permission from the Management to be absent on those days.

If a holiday occurs during the period when an employee, who otherwise is eligible for holiday pay, is laid off, he shall receive pay for such holiday when he returns to work performing the entire duration of his lay-off has not exceeded 30 days. Payment of Holiday pay under this

provision shall be limited to one holiday during the contract year,

Paid Holidays shall be as follows:-

Christmas - 39 hours - 4 P.M. Dec. 24th to 7 A.M. Dec. 26th.

New Years - 39 hours - 4 P.M. Dec. 31st to 8 A.M. Jan. 2nd.

Good Friday - 31 hours - 12 midnight day preceding to 7 A.M. of following day.

Cap de la Madeleine Civic Day (Cap Day) - 31 hours 12 midnight Aug. 14th to  
7 A.M. Aug. 16th.

Labour Day - 4 P.M. preceding Saturday to 7 A.M. on the following Tuesday.

Alternately by years -

St. Jean Baptiste or Dominion Day - 31 hours - 12 midnight day preceding to  
7 A.M. of following day.

Employees required to work on any of the paid Holidays shall receive one and one-half times their regular standard time hourly rate for the total hours worked, plus holiday allowance pay.

Should a paid Holiday fall during an employee's approved vacation period, he shall receive the Holiday allowance in addition to his vacation pay.

SECTION 11.- CALL TIME

When employees are called in for work, which is not a part of their regular scheduled shift, they shall be paid at one and one-half (1½) times their straight time rate for the hours worked, or three (3) hours at straight time pay, whichever is greater.

No limitation on hours of work contained in this Agreement shall apply to employees of any class when engaged in emergency work involving breakdown or emergency work involving protection of life and property.

SECTION 12. REPORT TIME.

When an employee reports for work without previously being notified that there will be no work, said employee shall receive two (2) hours pay, except that after reporting for work the employee is unable to work because of breakdown of production equipment, power, Acts of God, or necessary stoppage of production beyond the control of Management.

SECTION 13. VACATION PLAN: HOURLY PAID EMPLOYEES:

(a) Eligibility

1. All hourly paid employees of the Company who complete one year of continuous employment in the services of the Company will be granted a vacation, between May 1 and October 31, with vacation pay under conditions set forth below.

(b) Continuous employment.

1. Continuous employment is broken by discharge for cause, voluntary resignation, or any other voluntary separation.
2. Periods of disability because of sickness or accident or other causes beyond the control of the employee shall not break continuous employment.
3. Employees who have been temporarily laid off during the vacation year will receive vacation payment in accordance with the laws of the Province of Quebec.

(c) Vacation Period.

1. Permanent employees who have less than five (5) years continuous employment and who have worked at least fourteen hundred (1400) hours during the preceding year will be given a vacation period, each year, of one week consisting of forty-two and one-half (42½) hours which will be consecutive.

2. Permanent employees who have five (5) or more years continuous employment and who have worked at least fourteen hundred (1400) hours in the preceding year will be given a vacation period, each year, of two weeks consisting of a total of eighty-five (85) hours which shall be consecutive, provided however that this vacation period may be divided into two one week periods to meet mill operating requirements.

3. Permanent employees who have fifteen (15) or more years continuous employment and who have worked at least fourteen hundred (1400) hours in the preceding year will be given a vacation period, each year, of three weeks consisting of a total of one hundred twenty-seven and one-half (127½) hours, of which two weeks may be consecutive, and the remaining week will be taken at such time as is mutually agreed upon between the employee and the Company, so as not to interfere with production.

(d) Vacation Pay

1. The amount of vacation pay for each employee shall be calculated at the employee's current basic rate at the time the vacation is taken.

2. An employee may draw his vacation pay at the beginning of his vacation period if desired.

3. Vacation pay will not be allowed for vacations not taken.

4. If an employee, not having been dismissed for cause, leaves the service of the Company for reasons beyond his control, at a time he paid the amount due him in lieu of vacation calculated to the date of his leaving such service.

5. If an employee leaves the service of the Company of his own accord, or is dismissed for cause at a time when an unused period of vacation with pay stands to his credit, he shall be paid the amount due him in lieu of vacation calculated to the end of his last completed twelve (12) months of service.

(e) General

1. Vacation privileges are not transferable.
2. It is the intent of the present plan that vacation periods shall not be permitted to interfere with mill operations.
3. The Company reserves the right to schedule the vacation period for each employee as well as to generally administer the vacation plan in accordance with the above provisions.

SECTION 14. RULES

1. All employees are required to be on their job ready for work at the commencement of their regular schedule and are not to leave their work to wash up and dress before the end of their regular working period.
2. Employees must notify their foreman four (4) hours before commencement of their next regular shift in case of anticipated absence.
3. An employee who misses one or more shifts of work, must advise his or her foreman of his or her intention to return to work, and such notice must be received during his or her normal working shift preceding the shift which he or she intends to return to work on unless other arrangements have been approved by supervision. Employees reporting to work after absence and not having made arrangements to do so, may be sent home at no cost to the employer.
4. All injuries must be reported to the first aid department.

5. Acts of conducts or wilful negligence that is contrary to the spirit of Section 1 of this Agreement are:

- (a) **Bringing** or consuming intoxicants in the Mill or the Mill premises.
- (b) Reporting for work under the influence of liquor.
- (c) Removal or deliberate destruction of Company's or another employee's property.
- (d) Sleeping on duty.
- (e) Disobedience.
- (f) Smoking in prohibited areas.
- (g) Neglect of duty.
- (h) Dishonesty.
- (i) Disorderly conduct.
- (j) Failure to report for duty without bona fide reason.
- (k) Insubordination.
- (l) Giving or taking a bribe of any nature as an inducement to obtaining or retaining a position.
- (m) Punching another employee's time card.
- (n) **Incompetence.**
- (o) Reading, books, newspapers or magazines while in duty.
- (p) Venereal or infectious diseases.

All of the above shall be considered good cause for discharge for misconduct.

SECTION 15. CLOTHING

All employees working upon moving machinery must not wear clothing that can be readily entangled therein.

SECTION 16. SAFEGUARDS.

Safeguards must not be removed except by order of the foreman, superintendent or manager. If removed, they must be immediately replaced 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.

Employees are **not** expected 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.

Employees must report immediately to the manager, superintendent, foreman or man in charge, dangerous defects in machinery and are forbidden to work therein until the dangerous condition has been corrected.

SECTION 17. REPORTING ACCIDENTS.

All accidents must be reported at once by the injured employee to his foreman, the manager, or to the office and the person to whom report is made is to immediately make written report. Injured employees must keep in close contact with office and report on their condition.

SECTION 18. SAFETY AND JOBS.

Employees, if qualified, shall be paid the rate assigned to the job they occupy. No employee, if qualified for job, shall be transferred to a job paying a lower rate per hour unless the employee's regular job has **ceased** to provide work.

Foremen shall instruct men on safety and on their lines of work.

SECTION 19. INTERPRETATION.

Further interpretation of this Agreement may be made by the mutual consent of the parties hereto.

SECTION 20. SCHEDULE OF WAGES

(a) Wage rates as indicated in attached schedule shall constitute and form a part of this agreement.

(b) No local adjustments shall be proposed to the management during the terms of this agreement, except those that, in the opinion of the management, merit consideration.

SECTION 21. ADJUSTMENT AND COMPLAINTS

The Union shall appoint or elect a Standing Adjustment Committee of not more than six (6) members, which shall present any complaints or disputes that may arise, to the appointed representatives or representative of the Company.

In order to be eligible for membership on above committee, an employee must have been actually engaged in the plant for one (1) year next preceding his selection.

The committee shall be filed with the Company.

SECTION 22. GRIEVANCES.

Disputes, grievances or complaints shall be referred to the foreman first by the employee involved and two members of the standing committee. If no satisfactory settlement is made, the employee shall refer the question to the Union Standing Committee which will present the dispute, grievance, or complaint in writing to the Company's representative, the findings of the Standing Committee and the Company's representative to be filed in writing.

If the representative of the Company and the Union are unable to come to a satisfactory settlement within fifteen (15) days, the question may, on the request of the management or the Union, be referred to the President of the International Union and representative of the Company.

If these two are unable to agree upon a satisfactory settlement, it shall be referred to the Minister of Labour of the Province of Quebec.

If a discharge employee an injustice , the complaint shall be presented within forty-eight (48) hours and an employee proven to have been unjustly discharged shall be reinstated and receive pay for the time lost.

SECTION 23. PROVISIONS OR SECTIONS FOUND TO BE IN CONTRAVENTION OF LAWS.

If any provision or section of this Agreement is in consideration of the laws or regulations of Canada, or of the Province in which the Mill covered by this Agreement is located, such provision shall be superseded by the appropriate provisions of such law or regulation so long as same is in force and effect, but all other provisions of this Agreement shall continue in full force and effect.

IN WITNESS WHEREOF, we, the undersigned, have, as the accredited representatives of the respective parties to this Agreement, hereunto set our signature this 31 st, day of December 1953.

ST. REGIS PAPER COMPANY (CANADA) LIMITED

INTERNATIONAL BROTHERHOOD OF PULP,  
SULPHITE AND PAPER MILL WORKERS.

Unreadable  
Vice-President

John P. Burke  
per: L. P. Lacroix  
International President & Secretary

A. Jones  
Plant Manager

CAP DE LA MADELEINE LOCAL NO. 561 OF  
THE INTERNATIONAL BROTHERHOOD OF PULP  
SULPHITE AND PAPER MILL WORKERS

Jean Jacques Héroux  
President.

WAGE SCHEDULE

The following is the wage schedule agreed upon between the St. Regis Paper Company (Canada) Limited and the signatory Union and covering employment in the Company's factory in Cap de la Madeleine, Quebec, and to be effective from September 1st, 1953 to August 31st, 1955.

## MALE EMPLOYEES (HOURLY PAID FACTORY HELP)

CLASSIFICATION	Maximum Rate Per Hour
Tuber Working Foremen	\$ 1.67
Tuber Operator (First Class)	1.61
Tuber Operator (Second Class)	1.53
Tuber Operator (Third Class)	1.47
Back Tender & Apprentice Tuber Operator	1.33
Sewing Machine Adjustor & Working Foremen	1.67
Sewing Machine Adjustor (First Class)	1.61
Sewing Machine Adjustor (Second Class)	1.53
Sewing Machine Adjustor (Third Class)	1.47
Apprentice Sewing Machine Adjustors	1.30
Working Printing Press Foremen	1.67
Printing Pressmen (First Class)	1.61
Printing Pressmen (Second Class)	1.53
Printing Pressmen (Third Class)	1.47
Apprentice Printing Pressmen	1.33
Working Plate Cutter & Vulcanizer	1.67
Plate Cutters & Vulcanizers (First Class)	1.61
Plate Cutters & Vulcanizers (Second Class)	1.53
Plate Cutters & Vulcanizers (Third Class)	1.47
Apprentice Plate Cutters & Vulcanizers	1.30

WAGE SCHEDULE

CLASSIFICATION	Maximum Rate per Hour
Machinist Maintenance Foremen	↓ 1.70
Machinists & Electricians Foremen (First Class)	1.64
Machinists & Electricians (Second Class)	1.58
Machinist & Electricians (Third Class)	1.53
Machinists & Electricians (Semi-skilled)	1.41
Machinists & Electricians (Helpers)	1.27
Electric Truck Operators (First Class)	1.43
Electric Truck Operators (Second Class)	1.37
Electric Truck Operators (Third Class)	1.30
Coty Bottomer Operator (First Class)	1.58
Coty Bottomer Operator (Second Class)	1.53
Coty Bottomer Operator (Third Class)	1.47
Apprentice Coty Bottomer Operator	1.30
Cameron Slitter Operator	1.44
Seybold Cutter Operator	1.35
Glue Maker (First Class)	1.52
Glue Maker (Second Class)	1.43
Glue Maker (Third Class)	1.30
Scrap Baling	1.27
Loading & Shipping	1.27
Storekeeper (First Class)	1.35
Storekeeper (Second Class)	1.27

WAGE SCHEDULE

(Page 3 of 3)

CLASSIFICATION	Maximum Rate per Hour
Shipping Clerk (First Class)	\$ 1.33
Shipping Clerk (Second Class)	1.27
Labourers (First Four Months with Company)	1.19
Labourers (After Four Months with Company)	1.24

## FEMALE EMPLOYEES (HOURLY PAID FACTORY HELP)

## CLASSIFICATION

Sewing Machine Operators, Valving Machine Operators,  
Press Feeders, Sleeving Operators, Inspectors,  
Instructors and Foreladies.

Start	.80
After 3 months	.82
After 6 months	.84
After 12 months	.87
After 18 months	.90
Over 24 months	.94

Inspectors	Add 4¢ to above scale.
Laboratory Paper Testers	Add 6¢ to above scale.
Instructors & Foreladies	Add 8¢ to above scale,

WAGE SCHEDULE CLARIFICATION

I. P. of P. S. and P. M. W. - Local 561

Cap de la Madeleine, Quebec

For the purpose of clarification the Wage Settlement for the new Contract period September 1st, 1953 to August 31st, 1953 shall apply, as outlined below:

1. The contract period will be from September 1st, 1953 to August 31st, 1955.
2. Good Friday to be added as one additional paid Holiday making a total of six.
3. All employees working in classifications covered by the Labour Agreement are to receive a 5¢ per hour general increase.
4. The three employees in the Laboratory are to receive a 2¢ per hour increase in addition to the **general** increase.
5. The following male classifications are to receive 3¢ per hour in addition to the 5¢ general increase:-

Class A Tuber Men  
Class A Press Men  
Class A Sewing Machine Adjustors  
Class A Plate Cutters  
Class A Glue Makers

and all working foremen responsible for the classifications listed above.

6. Retroactive pay is to be paid and computed in accordance with the following:

Anyone not on the payroll as of December 15th, 1953 with less than 30 consecutive days of employment previous to December 15th, 1953 and after September 1st, 1953 shall receive no retroactive, employees with over 30 days of employment between the period of September 1st, 1953 and December 15th, 1953 will be entitled to 5¢ per hour equalling the general increase for the hours worked providing they apply in writing by December 31st, 1953. In those instances where the amount of increase equals more than the 5¢ general increase, the amount above the 5¢ general increase will be paid retroactive to only those employees in the Company payroll in the date of the signing of the contract.

## LABOR AGREEMENT

By and between:

The PAPERLYTE DIVISION of St. Regis Paper Company (Canada) Limited,  
St. Jean, Quebec, Canada, hereinafter referred to as the COMPANY;

And:

Local Union Number 449, International Chemical Workers' Union,  
affiliated with the American Federation of Labor, hereinafter  
referred to as the UNION, whose office is located at 1476  
Sherbrooke Street West, Montreal, Quebec, Canada.

### Section 1

#### GENERAL PURPOSE

It is the intention of this Agreement to maintain a harmonious  
relationship between the Company and its employees, to provide  
an amicable method of settling any differences which may arise  
between them, and to set forth the basic conditions of employment  
to be observed between the Company and the Union.

### Section 2

#### PERIOD OF AGREEMENT

This agreement shall remain in full force and effect from  
May 1, 1953 to May 1, 1954 and from year to year thereafter in  
accordance with the provisions of this contract.

### Section 3

#### CHANGES OR MODIFICATIONS

1. Should the Company or the Union desire to change this Agreement  
after one (1) year from the <sup>effective</sup> date of this Agreement,  
the party desiring to negotiate a change shall give written  
notice by Registered Mail, Return Receipt Requested, to the  
other party within not more than sixty (60) days and not less  
than thirty (30) days before the expiration of the date of said  
Agreement.
2. Negotiations shall be started not less than thirty (30) days  
following notice by either party, and the present Agreement  
shall remain in effect until the new Agreement is signed.

### Section 4

#### RECOGNITION

The Company recognizes the Union, as certified by the Labour  
Relations Board of the Province of Quebec, to be the exclusive  
bargaining agent for all hourly paid employees, except the

technicians, the foremen, the office workers, and those under sixteen (16) years of age, with relation to wages, hours of work, and all other terms and conditions of employment.

Section 5

SALARIED EMPLOYEES WORKING

Employees excluded from the bargaining unit in Section 4 shall not perform work normally performed by employees covered by the bargaining unit except for experimental purposes; or when the regular employee is standing by; or when a regular employee is not available.

Section 6

MEMBERSHIP

1. All employees presently employed in classifications covered by this Agreement, shall, as a condition of continued employment, be and remain members in good standing in the Union during the period of this agreement. All newly hired employees shall be notified of this provision and they shall, within thirty (30) days from the date of their employment, become and remain members in good standing in the Union as condition of continued employment.
2. Newly hired employees shall be considered on probation during the first forty-five (45) days of their employment and no dispute pertaining to their employment or dismissal during this probationary period may be taken up under the grievance procedure of this Agreement.
3. The Company shall deduct from the wages of every employee initiation fees and regular monthly dues as prescribed by the Union, and shall turn over such deductions by check, payable to the Financial Secretary of the Union, not later than the twenty-fifth (25th) day of the calendar month in which the deduction were made.

Section 7

NO INTERRUPTION OF WORK

1. The Union agrees that there shall be no strike, stoppage, slowdown or restriction of work, either complete or partial, during the life of this Agreement.
2. The Company agrees that there shall be no lockout of employees during the life of this Agreement.

Section 8

SENIORITY

1. Seniority will be recognized and will be based on length of continuous service with the Company.

2. Seniority shall become effective only after an employee has been continuously employed for a period of forty-five (45) calendar days and shall then be measured from the original date of employment.
3. The principle of seniority shall prevail on lay-offs and recalls, and employees last on the seniority list shall be laid off first and re-hired in the reverse order in which they are laid off. This shall be provided they can perform the work available.
4. An employee who has been in the employ of the Company more than forty-five (45) days and is laid off for a period longer than six (6) months, will be considered terminated unless, during the sixth (6th) month, the employee has notified the Personnel Department, in writing, of his intention to return if recalled. Should the employee not be recalled within the sixth (6th) month, he shall be required to notify the Personnel Department each month thereafter, in writing, of his desire to return to work. All seniority shall be lost to any employee who has been laid off for a period longer than one (1) year.
5. For the purpose of handling layoffs, seniority shall be on a departmental basis only for the first six (6) months. Employees with six (6) months or more seniority shall be privileged to exercise their plant seniority rights.
6. All seniority rights and privileges shall be lost when an employee is discharged; or quits; or is absent for three (3) consecutive working days without proper notice to the Personnel Department; or fails to report for work within seventy-two (72) hours after being notified, in writing, by the Company at the employee's last known address, unless he has arranged with the Personnel Manager for an extension of said period, or unless the employee can satisfactorily establish it was impossible to report.
7. Continuity of service shall not be broken for employees granted leaves of absence up to one year for full time work with the Union; or for sick leaves of absence granted upon submission of a physician's certificate; or for personal leaves of absence up to thirty (30) days. Absences for personal reasons, in excess of thirty (30) days must have the approval of the Company and the Union.
8. In all cases of transfer and promotion, seniority shall govern if ability and experience are equal.
9. Any employee promoted or transferred to a position with the Company over which the Union has no representation, may be returned to his former position at any time, with his former seniority re-established, including up to ninety (90) days seniority while in a position outside the Union's representation.
10. When a permanent opening occurs in a classification covered by this Agreement, the Company will post a notice on the

bulletin boards for a period of two (2) working days, forty-eight (48) hours, during which time all those employees desiring consideration for the opening shall submit their bid in writing. The name of the successful applicant shall be posted within four (4) days after the posting is taken down. If an opening is not filled in the department where it occurs, then factory-wide seniority shall be observed. Any employee under consideration for an available job must meet the requirements set forth for the job.

11. If no bids are received for the opening within the forty-eight (48) hour period, the Company reserves the right to either hire a new employee for the job or select an employee from a classification with an hourly rate equal to or lower than that of the job to be filled.
12. Temporary jobs shall not exceed a period of thirty calendar days. The current experience gained by any employee working on a temporary job at the time it is declared permanent, and posted, shall not be considered in reviewing the qualifications required to fill the job.
13. Employees transferred to another department to avoid a lay-off shall be considered junior employees in that department. In the event of a shortage of work in the new department, these employees may be the first laid off from the department but will retain their plant seniority.
14. Except for a transfer to avoid layoff, an employee transferred to another department shall carry his old departmental seniority rights for a trial period of thirty (30) calendar days. At the end of the trial period, if he stays on the new job, he shall carry his full plant seniority in the new department. If the employee is returned to his old job during, or at the completion of, his trial period, he shall regain his previous seniority standing.
15. In the event of a shortage of work in any department, the Company and the Union shall mutually agree as to whether a reduction in work force or a reduction in the working hours shall take place.
16. Employees physically unable to perform their regular duties may be placed on any job they are capable of performing, regardless of seniority, by mutual agreement between the Company and the Union.

#### Section 9

#### GRIEVANCE PROCEDURE

1. The Union shall select from the local membership a Grievance Committee of not more than three (3) members. This committee shall represent the Union in the handling of all grievances.
2. Should there be any dispute or complaint as to the interpretation of any of the clauses of this Agreement or any grievance arising out of the operation of this Agreement, in any department of the

Plant, such dispute, complaint or grievance shall be handled as follows:

- Step 1. By the aggrieved employee with the Foreman under whom he is directly responsible.
- Step 2. If an agreement is not reached in Step 1, within two (2) working days, the matter shall be taken up by the employee and his Shop Steward with the Foreman and his immediate Supervisor.
- Step 3. If an agreement is not reached in Step 2, within two (2) working days, the matter may be referred to the Personnel Manager. The grievance must be submitted, in writing, to the Personnel Manager within fourteen (14) days after the complaint occurs.
- Step 4. If an agreement is not reached in Step 3 within three (3) working days, it may then be referred to the Plant Manager, or his designated representative, provided it is submitted in written form within ten (10) additional working days.

The International Representative of the Union may be called in by either party at either Step 3 or Step 4.

- Step 5. If an agreement is not reached at the completion of Step 4, within seven (7) working days, either Party shall have the right to apply for arbitration within thirty (30) working days.
3. If a discharged employee establishes through grievance or arbitration procedure that he has been unjustly discharged, he may be paid for all or part of his lost time and he may also have his seniority reinstated in full or part on the same basis.

#### Section 10

##### ARBITRATION PROCEDURE

1. Should a grievance be referred to arbitration as provided in Section 9 of this Agreement, the Company and the Union shall jointly select an impartial arbitrator to handle the case. Expenses of the arbitrator will be shared equally between the Company and the Union. Should the Company and the Union fail to agree on the choice of an arbitrator, within ten (10) days, either Party may request the Minister of Labour of the Province of Quebec to appoint an arbitrator in accordance with the Quebec Trade Disputes Act, Chapter 167, and its amendments.
2. The decision of the arbitrator selected by the Company and the Union or appointed by the Minister of Labour of the Province of Quebec, shall be final and binding on the parties.
3. The arbitrator shall be limited to the issues presented to him and shall have no power to add to, or detract from, or modify any of the terms of this agreement.

4. Any period of time may be altered or any step eliminated in this procedure by mutual consent of the Company and the Union.

Section 11

HOLIDAYS

1. Paid holidays shall be as follows:

Dominion Day  
Labor Day  
St. John Baptist Day  
Christmas Day  
New Year's Day  
Good Friday  
All Saints Day

2. All eligible employees shall be paid straight time pay for each of the above specified holidays, when not worked, in accordance with the number of hours they would work on their regular scheduled shift for that day, provided:
  - a. That such a holiday is celebrated on the employee's regularly scheduled work day.
  - b. That such employees have been on the payroll for at least forty-five (45) days prior to such paid holidays.
  - c. That such employees work the scheduled day immediately before and following the day the paid holiday is celebrated, unless permission to be absent has been granted by the Company; or in case of legitimate illness for which the Company may demand a doctor's certificate.
3. Employees required to work on a paid holiday shall receive their paid holiday allowance plus one and one-half (1 1/2) times their base rate for the time worked.
4. In the event a holiday falls on Sunday, Monday shall be observed.

Section 12

VACATIONS

1. The vacation period shall be from May 1st to September 30th, unless exceptions are agreed to between the Company and individual employees.
2. Employees shall be given preference for vacation periods on a plant seniority basis, but in no case shall they conflict with plant operations.
3. When a specified paid holiday falls during the vacation period of an employee, such employee shall be allowed an extra day with pay at the conclusion of his vacation so long as it does not interfere with plant operations. If the employee cannot be granted the extra day with pay, he shall receive one (1) day's holiday pay.

4. A vacation year shall be from May 1st to April 30th of the following year.
5. The Company has the right to determine whether a vacation shutdown period shall occur during June, July or August and will make such an announcement to the employees and the Union at least one (1) month prior to the shutdown period, but not later than June 1st.
6. An employee with from one year to five years continuous service shall receive a one week vacation. He shall receive as vacation pay 2% of his earned wages for the period between May 1 and April 30 of the preceding year.
7. An employee with five years or more continuous service shall receive a two-week vacation. He shall receive as vacation pay 4% of his earned wages for the period between May 1 and April 30 of the preceding year.
8. An employee with less than one year of continuous service, as of May 1, shall receive 2% of his earned wages for the period he worked between May 1 and April 30 of the preceding year. Such employees shall be entitled to one-half calendar day of vacation for each month worked. It is understood the total days shall not exceed five (5) work days in any calendar year.
9. Vacation pay will be computed on May 1st based on rates in effect at that time.

### Section 13

#### HOURS OF WORK

1. All parties to this agreement understand that the standard work week shall be on the basis below, but agree that additional or less time may be worked in accordance with the requirements of operations or for the protection of the factory.
2. Seven and one-half (7 1/2) hours shall be the standard hours per day for employees working in instances where the operation is on a three (3) shift basis.
3. On other than three (3) shift operations, nine (9) hours shall be the standard hours per day.
4. In those instances where there is a continuous operation (meaning no shutdown) operators are to eat while attending their jobs and shall be paid for the full shift.
5. The work week shall commence with the shift beginning at 8:00 A.M. Monday, or the shift beginning nearest that hour, and extends until the same hour the following Monday.
6. The regular work week shall consist of six (6) consecutive days from Monday through Saturday inclusive on three (3)

shift operations and five (5) consecutive days, Mondays through Friday inclusive, on other than three (3) shift operations. This shall not constitute a guarantee of any definite number of work days per week.

- 7. Hours of work shall remain as at present unless a change is mutually agreed upon.
- 8. Lunch periods on other than three (3) shifts shall be for one (1) hour, taken during the middle of the shift. The lunch hour may be started at staggered times during a two (2) hour period. On three shift operations, lunch periods will be for one half (1/2) hour.
- 9. A premium of five (5) cents per hour will be paid on the second (2nd) shift. A premium of eight (8) cents per hour will be paid on the third (3rd) shift.

Section 14

OVERTIME

Overtime at the rate of time and one-half will be paid on the following basis:

- 1. a) After nine (9) hours in any one (1) day;  
After forty-five (45) hours in any one (1) week.
- b) This will apply to all maintenance workers and production workers on one (1) or two (2) shifts.
- 2. a) After eight (8) hours in any one (1) day;  
After forty-eight hours in any one (1) week.
- b) This will apply to continuous eight (8) hour shifts and the boiler room.
- 3. a) After seven and one-half (7 1/2) hours in any one (1) day;  
After forty-five (45) hours in any one (1) week.
- b) This will apply to three (3) shift operations other than those listed in 2b.
- 4. Overtime shall be evenly distributed among all employees normally performing the same type of work.
- 5. All work performed on Sunday shall be paid at two (2) times the regular base rate of the employee.

Section 15

PROVISIONS OR SECTIONS FOUND  
TO BE IN CONTRAVENTION OF  
PROVINCIAL AND/OR FEDERAL LAWS

If any provision, section, article, rule or subsection of this Agreement is found to be in contravention of the laws, ordinances or regulations of Canada or of the Province in which the Company

is covered by this Agreement is located, such provision shall be superseded by the appropriate provisions of such laws, ordinances or regulations so long as same are in force and effect. All other provisions of this agreement shall continue in full force and effect.

Section 16

GENERAL

1. It is agreed that the plant shall be kept clean and neat and in good order. Each employee will be held responsible for his work area being kept clean and in a condition satisfactory to the Company.
2. Proper work standards will be established and made known to each employee for his job.
3. a) As a condition of continued employment, all employees are expected to meet the requirements of the job standards.  
b) Standards shall be established by the Company. For a period of 30 days, they shall not be subject to grievance procedure. For the following 30 days a grievance may be submitted if the employee believes the standard to be incorrect. After this 60-day period, the standard shall be considered as accepted and shall not be further subject to grievance procedure.
4. The Company will supply bulletin board space for the Union and will post Union notices, subject to the approval of the Company.

Section 17

FACTORY RULES

1. Factory rules, not conflicting with the terms of this Agreement, shall be established and made known to all employees. Refusal to comply with these rules will be cause for disciplinary action up to discharge.
2. The application of penalties under these rules shall be subject to grievance procedure.

Section 18

REPORT AND CALL-IN PAY

1. Employees reporting for work and sent home without working shall receive two (2) hours pay.
2. Employees reporting for work and starting work shall receive four (4) hours pay or four (4) hours work. Employees may be assigned to other than their own jobs in order to provide four (4) hours work.

3. Employees called back to work inconsistent with their regular working hours shall receive a minimum of two (2) hours work at one and one-half (1 1/2) times their regular rate.

Section 19

WAGES

1. A copy of the hourly wage rate schedule is attached to, made a part of, and shall remain in effect throughout the life of this Agreement.
2. If, during the lifetime of this Agreement, a new job is established, or if there is a substantial change in the duties of an existing job, the rate for the new or changed job shall be established by the Company. This rate shall be in proper relationship to the existing rates as set forth in schedule "A" and the Union shall be notified of the new rate within three (3) days after it has been established. If, within thirty (30) days after such notification, the Union contends that the rate is incorrect, it shall notify the Company. If agreement cannot be reached, the matter shall be subject to the grievance procedure provided in this Agreement.
3. If, at the Company's request, an employee works temporarily on other than his regular job, he shall receive his regular classified rate of pay or the rate of pay for the job, whichever is greater, except that if such a transferred employee meets the requirements of the job, he shall receive the top rate for the job.
4. Employees, at top rate, permanently transferred to a new job shall receive the top rate for that job. Employees not at top rate shall progress as outlined in the rate schedule.

Signed

, 1953.

FOR THE COMPANY

William E. Deasy

WILLIAM E. DEASY  
Plant Manger  
Panelyte Division  
St. Regis Paper Company  
(Canada) Ltd., St. Jean,  
Quebec.

Walter W. Hanes!

WALTER W. HANES  
Assistant Director  
of Labor Relations  
St. Regis Paper Company

Alex Smalley

ALEX SMALLEY  
Vice President  
St. Regis Paper Company

William H. Smythe

WILLIAM H. SMYTHE  
Personnel Manager  
Panelyte Division  
St. Regis Paper Company  
(Canada) Ltd., St. Jean,  
Quebec.

FOR THE UNION

Willie J. Granger

WILLIE J. GRANGER  
President  
Local Number 449

Maurice Lacombe

MAURICE LAOOMBÉ  
Recording Secretary  
Local Number 449

Robert Levesque

ROBERT LEVESQUE  
Representative  
International Chemical  
Workers' Union

HOURLY WAGE RATE SCHEDULE

RANGE OF POINTS AND RATES PER HOUR

<u>MALE</u>				<u>FEMALE</u>			
<u>Class</u>	<u>Range of Points</u>		<u>Top Rate Per Hour</u>	<u>Class</u>	<u>Range of Points</u>		<u>Top Rate Per Hour</u>
	From	To			From	To	
1	0	30	.97	1	0	30	.81
2	31	35	1.01	2	31	35	.84
3	36	40	1.05	3	36	40	.88
4	41	45	1.13	4	41	45	.91
5	46	50	1.22				
6	51	55	1.33				
7	56	60	1.45				
8	61	65	1.50				
9	66	70	1.62				
10	71	75	1.72				

HOURLY RATE STRUCTURE

DEPARTMENT OR SECTION (No. 1)

Varnish, Horizontal Treater, Rotary Cutter, Molded Forms Build-up, Salvage Build-up, Molded Forms Presses, Door Pan Fabrication

<u>Job</u>		<u>Rate per Hour</u>	
		<u>Male</u>	<u>Female</u>
Varnish Operator	Start	1.16	
	After 1 month	1.18	
	" 2 "	1.20	
	" 3 "	1.22	
Varnish Helper	Start	.95	
	After 1 month	.97	
	" 2 "	.99	
	" 3 "	1.01	
Treater Tester	Start	1.16	
	After 1 month	1.18	
	" 2 "	1.20	
	" 3 "	1.22	
Treater Operator	Start	1.07	
	After 1 month	1.09	
	" 2 "	1.11	
	" 3 "	1.13	
Treater Helper	Start	.99	
	After 1 month	1.01	
	" 2 "	1.03	
	" 3 "	1.05	

<u>Job</u>		<u>Rate per Hour</u>	
		Male	Female
Rotary Cutter Operator	Start	.99	
	After 1 month	1.01	
	" 2 "	1.03	
	" 3 "	1.05	
Rotary Cutter Helper	Start	.95	
	" 1 "	.97	
	" 2 "	.99	
	" 3 "	1.01	
Build-up & Salvage Build-up	Start		.78
	" 1 "		.80
	" 2 "		.82
	" 3 "		.84
Molded Forms Press Operator	Start	1.07	
	" 1 "	1.09	
	" 2 "	1.11	
	" 3 "	1.13	
One Strike Press	Start	.99	
	" 1 "	1.01	
	" 2 "	1.03	
	" 3 "	1.05	

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DEPARTMENT OR SECTION (No. 2)

Press No. 3 (Large Press), Weigh & Build-up, Vertical Treater.

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<u>Job</u>		<u>Rate per Hour</u>	
		Male	Female
Flatstock Press Operator	Start	1.16	
	After 1 month	1.18	
	" 2 "	1.20	
	" 3 "	1.22	
Press Build-up Operator	Start	1.07	
	" 1 "	1.09	
	" 2 "	1.11	
	" 3 "	1.13	
Plate Stripper	Start	1.07	
	" 1 "	1.09	
	" 2 "	1.11	
	" 3 "	1.13	
Weigher & Build-up	Start	1.07	.85
	" 1 "	1.09	.87
	" 2 "	1.11	.89
	" 3 "	1.13	.91

<u>Job</u>		<u>Rate per Hour</u>	
		Male	Female
Treater Tester	Start	1.16	
	After 1 month	1.18	
	" 2 "	1.20	
	" 3 "	1.22	
Treater Operator	Start	1.07	
	" 1 "	1.09	
	" 2 "	1.11	
	" 3 "	1.13	
Treater Helper	Start	.99	
	" 1 "	1.01	
	" 2 "	1.03	
	" 3 "	1.05	
Traveling Shear & Layboy	Start	.95	.78
	" 1 "	.97	.80
	" 2 "	.99	.82
	" 3 "	1.01	.84
Stacker Operator		1.07	.85
		1.09	.87
		1.11	.89
		1.13	.91

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DEPARTMENT OR SECTION (No. 3)

Flatstock Press (Small Press), Flatstock Fabricating & Dulling.

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<u>Job</u>		<u>Rate per Hour</u>	
		Male	Female
Press Build-up Operator	Start	1.07	
	After 1 month	1.09	
	" 2 "	1.11	
	" 3 "	1.13	
Large Shears	Start	.95	
	" 1 "	.97	
	" 2 "	.99	
	" 3 "	1.01	
Drum Sanding	Start	.95	
	" 1 "	.97	
	" 2 "	.99	
	" 3 "	1.01	
Saws (All Types)	Start	.99	
	" 1 "	1.01	
	" 2 "	1.03	
	" 3 "	1.05	

<u>Job</u>		<u>Rate per Hour</u>	
		Male	Female
Dulling	Start	.95	
	After 1 month	.97	
	" 2 "	.99	
	" 3 "	1.01	

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DEPARTMENT OR SECTION (No. 4)

Maintenance

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<u>Job</u>		<u>Rate per Hour</u>	
		Male	Female
Steamfitter "A" & Plumber	Start	1.39	
	After 1 month	1.41	
	" 2 "	1.43	
	" 3 "	1.45	
Chief Machinist	Start	1.66	
	" 1 "	1.68	
	" 2 "	1.70	
Instrument Man	Start	1.56	
	" 1 "	1.58	
	" 2 "	1.60	
Tool & Die Maker	Start	1.39	
	" 1 "	1.41	
	" 2 "	1.43	
Carpenter "A"	Start	1.27	
	" 1 "	1.29	
	" 2 "	1.31	
Millwright "A"	" 3 "	1.33	
	Welder "A"		
Painter "A"			
Machinist "B"	Start	1.16	
	" 1 "	1.18	
	" 2 "	1.20	
Machinist "C"	" 3 "	1.22	
	Start	.99	
	" 1 "	1.01	
Saw Sharpener	" 2 "	1.03	
	" 3 "	1.05	

<u>Job</u>		<u>Rate per Hour</u>	
		Male	Female
Oiler	Start	.95	
	After 1 month (s)	.97	
	" 2 "	.99	
	" 3 "	1.01	
General Helper	Start	.95	
	" 1 "	.97	
	" 2 "	.99	
	" 3 "	1.01	
Janitor (Indoors & Outdoors)	Start	.91	.75
	" 1 "	.93	.77
	" 2 "	.95	.79
	" 3 "	.97	.81

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DEPARTMENT OR SECTION (No. 5)

Boiler Room

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<u>Job</u>		<u>Rate per Hour</u>	
		Male	Female
1st Class Stationary Engineman (Boiler Room Lead Man)	Start	1.56	
	After 1 month (s)	1.58	
	" 2 "	1.60	
	" 3 "	1.62	
2nd Class Stationary Engineman	Start	1.44	
	" 1 "	1.46	
	" 2 "	1.48	
	" 3 "	1.50	
3rd Class Class Stationary Engineman	Start	1.27	
	" 1 "	1.29	
	" 2 "	1.31	
	" 3 "	1.33	

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DEPARTMENT OR SECTION (No. 6)

Specialty Fabrication, Tubes & Rods

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<u>Job</u>		<u>Rate per Hour</u>	
		Male	Female

Job		Rate per Hour	
		Male	Female
Buff & Polish	Start	.99	.78
	After 1 month (a)	1.01	.80
	" 2 "	1.01	.82
	" 3 "	1.05	.84
Drill Presses (Multi or Single)	Start	.95	.78
	" 1 "	.97	.80
	" 2 "	.99	.82
	" 3 "	1.01	.84
Engine & Turret Lathe	Start	.99	.82
	" 1 "	1.01	.84
	" 2 "	1.03	.86
	" 3 "	1.05	.88
Grinding	Start	.99	.82
	" 1 "	1.01	.84
	" 2 "	1.03	.86
	" 3 "	1.05	.88
Milling	Start	.99	.82
	" 1 "	1.01	.84
	" 2 "	1.03	.86
	" 3 "	1.05	.88
Molding	Start	.99	.82
	" 1 "	1.01	.84
	" 2 "	1.03	.86
	" 3 "	1.05	.88
Punch Presses	Start	.95	.78
	" 1 "	.97	.80
	" 2 "	.99	.82
	" 3 "	1.01	.84
Rolling	Start	.99	.82
	" 1 "	1.01	.84
	" 2 "	1.03	.86
	" 3 "	1.05	.88
Router & Shaper	Start	.95	.78
	" 1 "	.97	.80
	" 2 "	.99	.82
	" 3 "	1.01	.84
Saws (All Types)	Start	.99	.82
	" 1 "	1.01	.84
	" 2 "	1.03	.86
	" 3 "	1.05	.88
Set-up Man	Start	1.16	.82
	" 1 "	1.18	.84
	" 2 "	1.20	.86
	" 3 "	1.22	.88
Shaper (Small)	Start	.99	.82
	" 1 "	1.01	.84

<u>Job</u>		<u>Rate per Hour</u>	
		Male	Female
Shears (Small)	Start	.95	.78
	" 1 "	.97	.80
	" 2 "	.99	.82
	" 3 "	1.01	.84
Sprayer	Start	.99	.82
	" 1 "	1.01	.84
	" 2 "	1.03	.86
	" 3 "	1.05	.88
Stripping	Start	.95	.78
	" 1 "	.97	.80
	" 2 "	.99	.82
	" 3 "	1.01	.84
Vonnegut	Start	.91	.75
	" 1 "	.93	.77
	" 2 "	.95	.79
	" 3 "	.97	.81

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DEPARTMENT OR SECTION (No. 7)

Shipping, Receiving, Stores, Company Trucks & Automobiles

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<u>Job</u>		<u>Rate per Hour</u>	
Crate, Pallet & Box Making	Start	.95	
	After 1 month (s)	.97	
	" 2 "	.99	
	" 3 "	1.01	
Fork-Truck Driver	Start	.95	
	" 1 "	.97	
	" 2 "	.99	
	" 3 "	1.01	
Store Keeper	Start	1.07	
	" 1 "	1.09	
	" 2 "	1.11	
	" 3 "	1.13	
Outside Driver	Start	.99	
	" 1 "	1.01	
	" 2 "	1.03	
	" 3 "	1.05	
Packing	Start	.95	.78
	" 1 "	.97	.80
	" 2 "	.99	.82
	" 3 "	1.01	.84

Job		Rate per Hour	
		Male	Female
Write-up	Start	.95	.78
	" 1 "	.97	.80
	" 2 "	.99	.82
	" 3 "	1.01	.84

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DEPARTMENT OR SECTION (No. 8)

Inspection

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Job		Rate per Hour	
		Male	Female
Freaker Strip	Start	.95	.78
	After 1 month (s)	.97	.80
	" 2 "	.99	.82
	" 3 "	1.01	.84
Decorative	"Start	.99	.82
	" 1 "	1.01	.84
	" 2 "	1.03	.86
	" 3 "	1.05	.88
Door Pan (at Press)	Start	.99	.82
	" 1 "	1.01	.84
	" 2 "	1.03	.86
	" 3 "	1.05	.88
Door Pan Sanding & Inspection	Start	.99	.82
	" 1 "	1.01	.84
	" 2 "	1.03	.86
	" 3 "	1.05	.88
Industrial (Flatstock)	Start	.99	
	" 1 "	1.01	
	" 2 "	1.03	
	" 3 "	1.05	
Process & Floor	Start	1.27	
	" 1 "	1.29	
	" 2 "	1.31	
	" 3 "	1.33	
Small Part, Tubes & Rods	Start	.95	.78
	" 1 "	.97	.80
	" 2 "	.99	.82
	" 3 "	1.01	.84
Write-up (at Sander)	Start	.95	.78
	" 1 "	.97	.80
	" 2 "	.99	.82
	" 3 "	1.01	.84

Job

Rate per Hour  
Male Female

Routine Inspector

Start  
" 1 "  
" 2 "  
" 3 "

1.07 .85  
1.09 .87  
1.11 .89  
1.13 .91

Labour Agreement  
between  
St. Regis Paper Co. (Can) Limited  
and the  
International Brotherhood of Pulp. Sulphite  
& Paper Mill Workers, and its Local No. 561  
of Cap de la Madeleine, Quebec

July 1st, 1952 to Aug. 31st, 1953

## LABOUR AGREEMENT

This AGREEMENT, by and between the St. Regis Paper Company (Canada) Limited for its bag factory at Cap de la Madeleine, Quebec, hereinafter referred to as the Company, and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and its Local Union No. 561 affiliated with the American Federation of Labor hereinafter referred to as the Union.

### SECTION 1. 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 plant hereinafter mentioned under methods which will further, to the fullest extent possible, the safety, welfare and health 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 co-operate fully, individually and collectively, for the advancement of said conditions.

### SECTION 2. PERIOD.

The St. Regis Paper Company (Canada) Limited and the organization herein contained agree, one with the other, that they will abide by the articles of agreement for a period from November 1, 1952 to August 31, 1953, at the mill of the Company, located at the place mentioned above; and from year to year thereafter subject to termination or change by either party on any August 31, upon thirty (30 days' written notice given prior to such August 31.

SECTION 3. INTERRUPTION OF WORK.

No strikes, lockouts, or walkouts shall occur during the life of this Agreement.

SECTION 4. RECOGNITION.

The Company recognizes the Union as the sole bargaining agency for production employees exclusive of superintendents, foremen (and overseers), employees of the office, and watchmen.

SECTION 5. MEMBERSHIP.

The Company agrees that all new employees shall, as a condition of continued employment, become members of the Union after sixty (60) days from their date of hire and remain members in good standing for the duration of this Agreement. Present employees who are members of the Union shall, as condition of continued employment, maintain such membership in good standing during the life of this Agreement. Regarding those employees who have never been members of Local Union No. 561, it is understood the Union will not request the Company to take any action against those employees for non-membership in the Union, provided such employees were on the payroll prior to January 1, 1951. Any employee who at any time in the past was a member of Local 561 shall, as a condition of continued employment, again join the Union and maintain his membership in good standing for the life of this Agreement.

Employees shall not be subject to any penalties, as a condition for granting of application for membership or reinstatement in the Union, in excess of the minimum fine or penalty according to the constitution.

When hiring new employees, the Company will give preference to union members, if such are available and are capable of doing the required work.

It is further understood and agreed upon that any non-union man now working will abide by the general rules of the signatory unions.

SECTION 6. CONTRACT RELATIONSHIP.

Employees who undertake to disturb the terms and relationship of this Agreement and are reported to the officials of the Company or the Standing Adjustment Committee of the Union shall not be retained in the employ of the Company if found guilty of the offense after careful investigation conducted by the officials of the Company and the Local Union.

SECTION 7. SENIORITY.

In promotions and layoffs, and in reemployment of seasonal employees, other things being equal, the principles of seniority will govern. In any case of promotion, lay-off, or reemployment, the Union Standing Committee shall be consulted by the management and be privileged to present recommendations which will be considered by the management prior to final decision by the management. In cases where time does not permit such prior

consultation, the management shall take temporary action only, until the recommendations of the Union Standing Committee can be obtained.

If and when positions referred to above are permanently discontinued, employees holding them will be assigned to any position to which they are entitled by right of seniority and for which position they are qualified.

The Company will post a seniority list showing dates of employment every ninety (90) days.

When there are any changes in occupation the vacancies should be posted on the board forty-eight (48) hours, whenever possible, to allow applicants to apply for vacancies.

Layoff and Recall.

Any employee who has been in the employ of the Company more than thirty (30) days and is laid off for a period longer than six (6) months, will be considered terminated unless during the fifth month the employee has notified the personnel office in writing of his intention to return if recalled. Should the employee not be recalled in the fifth month he is required to notify the personnel office each month thereafter of his desire to return. In no instance will any laid off employee be carried for longer than one (1) year and if the layoff is for longer than one year, the employee shall be considered permanently separated from the Company.

Absence due to illness shall not affect an employee's seniority status provided satisfactory proof of such illness is furnished to the Management.

SECTION 8. HOURS OF WORK.

The regular hours of employment for day workers shall be eight (8) hours, Monday to Friday inclusive, and four (4) hours on Saturday.

The regular hours of employment for shift workers, when on first shift, shall be eight (8) hours per day for six days and, when on the second shift, eight (8) hours per day for five days. The shifts are to alternate from first to second shift, and vice versa, at the beginning of each week.

The normal work week, for shift workers, shall be calculated on the average of each two weeks period of employment, the first period to begin on Sunday, November 23, 1952.

SECTION 9. OVERTIME.

Overtime at the rate of time and one-half will be paid on the following basis:-

(a) To employees paid on an hourly basis:

1. For all work performed on Sunday and on holidays as specified in Section 10 below.
2. For all work in excess of eight (8) hours in any one day.
3. For all work performed by day workers in excess of forty-four (44) hours per week.
4. For all work performed by day workers in excess of four (4) hours on Saturday.
5. For all work performed by shift workers in excess of forty-four (44) hours, average for each of two week periods, as set forth in Section 8.
6. No time and one-half will be allowed for watchmen.

7. Employees assigned to one shift may, by mutual consent, be assigned to another shift, within a two week period as specified in Section 8, for the purpose of allowing the employee to obtain an average of forty-four (44) straight time hours during that period, or as near to the average of forty-four (44) straight time hours as possible during that period.

SECTION 10. HOLIDAYS.

Eight (8) hours pay will be granted for each of the following holiday, to those employees who have worked on their regular shift on the workday next preceding the holidays, and on the next day subsequent to the holidays.

Any employee absent from work on the last work day preceding and/or the next work day subsequent to the holiday, as a result of sickness or compensatory accident, shall receive his holiday pay, providing he furnishes to the Company a doctor's certificate certifying that the sickness or compensatory accident justified the employee's absence on either or both of these days:

Christmas: 39 hours, 4 P.M. Dec. 24th to 7 A.M. Dec. 26th.

New Year's : 39 hours, 4 P.M. Dec. 31st to 7 A.M. Jan. 2nd.

Cap de la Madeleine Civic Day (Cap Day): 32 hours 12 Midnight

Aug. 14th to 7 A.M. Aug. 16th.

Labour Day: 4 P.M. preceding Saturday to 7 A.M. on the following Tuesday.

Alternately by years, St. Jean Baptiste or Dominion Day

32 hours 12 Midnight day preceding to

7 A.M. of following day.

In case of a holiday falling on a Sunday, Monday shall be observed. Notice of holiday shutdown periods shall be posted on the bulletin boards a week in advance.

When a religious holiday occurs and the employees are required to work that day, those employees of the day shift who normally start their day before 8 A.M. will begin one hour later than normally.

SECTION 11. CALL TIME.

When employees are called in for work, which is not a part of their regular scheduled shift, they shall be paid at one and one-half ( $1\frac{1}{2}$ ) times their straight time rate for the hours worked, or three (3) hours at straight time pay, whichever is greater.

No limitation on hours of work contained in this Agreement shall apply to employees of any class when engaged in emergency work involving breakdown or emergency work involving protection of life and property.

SECTION 12. REPORT TIME.

When an employee reports for work without previously being notified that there will be no work, said employee shall receive two (2) hours pay, except that after reporting for work the employee is unable to work because of breakdown of production equipment, power, Acts of God, or necessary stoppage of production beyond the control of Management.

SECTION 13. VACATION PLAN: HOURLY PAID EMPLOYEES.

(a) Eligibility

1. All hourly paid employees of the Company who complete one year of continuous employment in the services of the Company will be granted a vacation, between May 1 and October 31, with vacation pay under conditions set forth below.

(b) Continuous Employment.

1. Continuous employment is broken by discharge for cause, voluntary resignation, or any other voluntary separation.
2. Periods of disability because of sickness or accident or other causes beyond the control of the employee shall not break continuous employment.
3. Employees who have been temporarily laid off during the vacation year will receive vacation payment in accordance with the laws of the Province of Quebec.

(c) Vacation Period

1. Permanent male employees who have less than five (5) years continuous employment and who have worked at least fourteen hundred (1400) hours during the preceding year will be given a vacation period, each year, of five and one-half (5½) working days which will be consecutive.
2. Permanent female employees who have less than five (5) years continuous employment and who have worked at least fourteen hundred (1400) hours during the preceding year will be given a vacation period, each year, of five and one-half (5½) working days which will be consecutive.
3. Permanent male employees who have five (5) or more years continuous employment and who have worked at least fourteen hundred (1400) hours in the preceding year will be given a vacation period, each year, of eleven (11) working days which shall be consecutive, provided however that this vacation period may be divided into two periods of five and one-half (5½) consecutive working days to meet all operating requirements.

4. Permanent female employees who have five (5) or more years continuous employment and who have worked at least fourteen hundred (1400) hours in the preceding year will be given a vacation period, each year, of eleven (11) working days which shall be consecutive, provided however that this vacation period may be divided into two periods of five and one-half (5½) consecutive working days to meet all operating requirements.

5. Permanent male employees who have fifteen (15) or more years continuous employment and who have worked at least fourteen hundred (1400) hours in the preceding year will be given a vacation period, each year, of sixteen and one-half (16½) working days, of which eleven (11) days may be consecutive, and the remaining five and one-half (5½) days will be taken at such time as is mutually agreed upon between the employee and the Company, so as not to interfere with production.

6. Permanent female employees who have fifteen (15) or more years of continuous employment and who have worked at least fourteen hundred (1400) hours in the preceding year will be given a vacation period, each year, of sixteen and one-half (16½) working days, of which eleven (11) days may be consecutive, and the remaining five and one-half (5½) days will be taken at such time as is mutually agreed upon between the employee and the company, so as not to interfere with production.

(d) Vacation Pay

1. The amount of vacation pay for each employee shall be calculated on the basis of eight (8) hours per day of vacation due, at the employee's current basic rate at the time the vacation is taken.

2. An employee may draw his vacation pay at the beginning of his vacation period if desired.

3. Vacation pay will not be allowed for vacations not taken.

4. If an employee, not having been dismissed for cause, leaves the service of the Company for reasons beyond his control, at a time when an unused period of vacation with pay stands to his credit, he shall be paid the amount due him in lieu of vacation calculated to the date of his leaving such service.

5. If an employee leaves the service of the Company of his own accord, or is dismissed for cause at a time when an unused period of vacation with pay stands to his credit, he shall be paid the amount due him in lieu of vacation calculated to the end of his last completed twelve (12) months of service.

(e) General

1. Vacation privileges are not transferable.

2. It is the intent of the present plan that vacation periods shall not be permitted to interfere with mill operations,

3. The Company reserves the right to schedule the vacation period for each employee as well as to generally administer the vacation plan in accordance with the above provisions.

SECTION 14. RULES

1. All employees are required to be on their job ready for work at the commencement of their regular schedule and are not to leave their work to wash up and dress before the end of their regular working period.

2. Employees must notify their foreman four (4) hours before

3. An employee, after an absence of four (4) days or more, shall notify his foreman twenty-four (24) hours in advance when returning to work.

4. All injuries must be reported to the first aid department,

5. Acts of conduct or wilful negligence that is contrary to the spirit of Section 1 of this Agreement are:

(a) Bringing or consuming intoxicants in the Mill or the Mill premises.

(b) Reporting for work under the influence of liquor.

(c) Removal or deliberate destruction of Company's or another employee's property.

(d) Sleeping on duty.

(e) Disobedience.

(f) Smoking in prohibited areas.

(g) Neglect of duty.

(h) Dishonesty.

(i) Disorderly conduct.

(j) Failure to report for duty without bona fide reason.

(k) Insurbordination.

(l) Giving or taking a bribe of any nature as an inducement to obtaining or retaining a position.

(m) Punching another employee's time card.

(n) Incompetence.

(o) Reading books, newspapers or magazines while on duty.

(p) Venereal or infectious diseases.

All of the above shall be considered good cause for discharge for misconduct.

SECTION 15. CLOTHING.

All employees working upon moving machinery must not wear clothing that can be readily entangled therein.

SECTION 16. SAFEGUARDS.

Safeguards must not be removed except by order of the foreman, superintendent or manager. If removed, they must be immediately replaced 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.

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

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

SECTION 17. REPORTING ACCIDENTS.

All accidents must be reported at once by the injured employee to his foreman, the manager, or to the office and the person to whom report is made is to immediately make written report. Injured employees must keep in close contact with office and report on their condition.

SECTION 18. SAFETY AND JOBS.

Employees, if qualified, shall be paid the rate assigned to the job they occupy. No employee, if qualified for job, shall be transferred to a job paying a lower rate per hour unless the employee's regular job has ceased to provide work.

Foreman shall instruct men on safety and on their lines of work.

SECTION 19. INTERPRETATION.

Further interpretation of this Agreement may be made by the mutual consent of the parties hereto.

SECTION 20. SCHEDULE OF WAGES.

(a) Wage rates as indicated in attached schedule shall constitute and form a part of this agreement.

(b) No local adjustments shall be proposed to the management during the terms of this agreement except those that, in the opinion of the management, merit consideration.

SECTION 21. ADJUSTMENT AND COMPLAINTS.

The Union shall appoint or elect a Standing Adjustment Committee of not more than six (6) members, which shall present any complaints or disputes that may arise, to the appointed representatives or representative of the Company.

In order to be eligible for membership on above committee, an employee must have been actually engaged in the plant for one (1) year next preceding his selection.

The committee shall be filed with the Company.

SECTION 22. GRIEVANCES.

Disputes, grievances or complaints shall be referred to the foreman first by the employee involved and two members of the standing committee. If no satisfactory settlement is made, the employee shall refer the question to the Union Standing Committee which will present the dispute, grievance, or complaint in writing to the Company's representative, the finding of the Standing Committee and the Company's representative to be filed in writing.

If the representative of the Company and the Union are unable to come to a satisfactory settlement within fifteen (15) days, the question may, on the request of the management or the Union, be referred to the President of the International Union and representative of the Company.

If these two are unable to agree upon a satisfactory settlement, it shall be referred to the Minister of Labour of the Province of Quebec,

If a discharged employee claims an injustice, the complaint shall be presented within forty-eight (48) hours and an employee proven to have been unjustly discharged shall be reinstated and receive pay for the time lost.

SECTION 23. PROVISIONS OR SECTIONS FOUND  
TO BE IN CONTRAVENTION OF LAWS.

If any provision or section of this Agreement is in contravention of the laws or regulations of Canada, or of the Province in which the Mill covered by this Agreement is located, such provision shall be superseded by the appropriate provisions of such law or regulation so long as same is in force and effect, but all other provisions of this Agreement shall continue in full force and effect.

IN WITNESS WHEREOF, we, the undersigned, have, as the accredited representatives of the respective parties to this Agreement, hereunto set our signature this 21st day of November, 1952.

ST. REGIS PAPER COMPANY (CANADA) LIMITED

Unreadable  
Vice-President.

Unreadable  
Plant Manager.

INTERNATIONAL BROTHERHOOD  
OF PULP, SULPHITE AND  
PAPER MILL WORKERS.

John P. Burke per L.P.L.  
International President  
and Secretary.

CAP DE LA MADELEINE  
LOCAL NO. 561 OF THE  
INTERNATIONAL BROTHERHOOD  
OF PULP, SULPHITE AND  
PAPER MILL WORKERS.

Jean Jacques Unreadable  
President.

WAGE SCHEDULE

The following is the wage schedule agreed upon between the St. Regis Paper Company (Canada) Limited and the signatory Union and covering employment in the Company's factory in Cap de la Madeleine, Quebec, and to be effective from November 1st, 1952 to August 31st, 1953.

## MALE EMPLOYEES( HOURLY PAID FACTORY HELP)

CLASSIFICATION	Maximum Rate Per Hour
Tuber Working Foremen	\$1.59
Tuber Operator (First Class)	1.53
Tuber Operator (Second Class)	1.48
Tuber Operator (Third Class)	1.42
Back Tender & Apprentice Tuber Operator	1.28
Sewing Machine Adjustor & Working Foremen	1.59
Sewing Machine Adjustor (First Class)	1.53
Sewing Machine Adjustor (Second Class)	1.48
Sewing Machine Adjustor (Third Class)	1.42
Apprentice Sewing Machine Adjustors	1.25
Working Printing Press Foremen	1.59
Printing Pressmen (First Class)	1.53
Printing Pressmen (Second Class)	1.48
Printing Pressmen (Third Class)	1.42
Apprentice Printing Pressmen	1.28
Working Plate Cutter & Vulcanizer	1.59
Plate Cutters & Vulcanizers (First Class)	1.53
Plate Cutters & Vulcanizers ( Second Class)	1.48
Plate Cutters & Vulcanizers (Third Class)	1.42
Apprentice Plate Cutters & Vulcanizers	1.25

WAGE SCHEDULE

(Page 2 of 3)

CLASSIFICATION	Maximum Rate Per Hour
Machinist Maintenance Foremen	\$1.65
Machinists & Electricians (First Class)	1.59
Machinists & Electricians (Second Class)	1.53
Machinists & Electricians (Third Class)	1.48
Machinists & Electricians (Semi-skilled)	1.36
Machinists & Electricians (Helpers)	1.22
Electric Truck Operators (First Class)	1.38
Electric Truck Operators (Second Class)	1.32
Electric Truck Operators (Third Class)	1.25
Coty Battomer Operator (First Class)	1.53
Coty Battomer Operator (Second Class)	1.48
Coty Battomer Operator (Third Class)	1.42
Apprentice Coty Battomer Operator	1.25
Comeron Slitter Operator	1.39
Seybold Cutter Operator	1.30
Glue Maker (First Class)	1.44
Glue Maker (Second Class)	1.38
Glue Maker (Third Class)	1.25
Scrap Baling	1.22
Loading & Shipping	1.22
Storekeeper (First Class)	1.30
Storekeeper (Second Class)	1.22

WAGE SCHEDULE

(Page 3 of 3)

CLASSIFICATION	Maximum Rate Per Hour
Shipping Clerk (First Class)	\$1.28
Shipping Clerk (Second Class)	1.22
Labourers (First Four Months with Company)	1.14
Labourers (After Four Months with Company)	1.19

FEMALE EMPLOYEES( HOURLY PAID FACTORY HELP)

CLASSIFICATION	
Sewing Machine Operators, Valving Machine Operator, Press Feeders, Sleeving Operators, Inspectors, Instructors and Foreladies.	
Start	.75
After 3 months	.77
After 6 months	.79
After 12 months	.82
After 18 months	.85
Over 24 months	.89
Inspectors ) Laboratory Paper Testers )	Add 4¢ to above scale
Instructors & Foreladies	Add 3¢ to above scale

ADDENDUM TO AGREEMENT

November 21, 1952.

All employees on the active payroll as of the date of signing of the Labour Contract for the period November 1, 1952 to August 31, 1953, shall receive four cents (4¢) per hour for all hours worked during the period beginning July 1, 1952 and ending October 31, 1952.

Beginning November 1, 1952, employees will receive rates as listed in the rate schedule of the contract.

The signing date of this Contract is November 21, 1952.

ST. REGIS PAPER COMPANY (CANADA) LIMITED

Unreadable  
Vice-President.

Unreadable  
Plant Manager.

INTERNATIONAL BROTHERHOOD  
OF PULP, SULPHITE AND  
PAPER MILL WORKERS

John P. Burke per L.P.L.  
International President  
and Secretary.

CAP DE LA MADELEINE  
LOCAL NO. 561 OF THE  
INTERNATIONAL BROTHERHOOD  
OF PULP, SULPHITE AND  
PAPER MILL WORKERS.

Jean Jacques Unreadable  
President.

LABOUR AGREEMENT

BY AND BETWEEN:

The PANELYTE DIVISION of St. Regis Paper Company (Canada) Ltd.

At. Jean, Quebec, Canada, hereinafter referred to as the " Company " and  
Local Union Number 449, International Chemical Workers Union, affiliated  
with the American Federation of Labor, hereinafter referred to as the  
"Union " whose office is located at 1476 Sherbrooke Street West, Montreal  
Quebec Canada.-

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**SECTION 1 General Purpose.**

It is the intention of this Agreement to maintain a harmonious relationship between the Company and its employees, to provide an amicable method of settling any differences which may arise between them, and to set forth the basic conditions of employment to be observed between the Company and the Union.-

SECTION 2 Period of Agreement

This Agreement shall remain in full force and effect from May 1, 1952 to May 1, 1953 and from year to year thereafter in accordance with the provisions of this contract.-

**SECTION 3. Changes or Modifications.**

Should the Company or the Union desire to change this Agreement after one (1) year from the signing of this Agreement, the party desiring to negotiate a change shall give written notice by Registered Mail, Return Receipt Requested to the other party within not more than sixty (60) days and not less than thirty (30) days before the expiration of the date of said Agreement.

Negotiations shall be started not less than thirty (30) days following notice by either party and the present Agreement shall remain in effect until the new Agreement is signed.

**SECTION 4. Recognition.**

The Company recognizes the Union, as certified by the Labour Relations Board of the Province of Quebec, to be the exclusive bargaining agent for all hourly paid employees, except the technicians, the foreman, the office workers, and those under sixteen (16) years of age, with relation to wages, hours of work, and all other terms and conditions of employment.-

**SECTION 5 Membership.**

All employees presently employed in classifications covered by this Agreement, shall as a condition of continued employment be and remain members in good standing in the Union during the period of this Agreement. All newly hired employees shall be notified of this provision and they shall within thirty (30) days from the date of their employment, become and remain members in good standing in the Union as a condition of continued employment.

Newly hired employees shall be considered on probation during the first sixty (60) days of their employment and no dispute pertaining to their employment or dismissal during this probationary period may be taken up under the grievance procedure of this Agreement.

The Company shall deduct from the wages of every employee initiation fees and regular monthly dues as prescribed by the Union, and shall turn over such deductions by check payable to the Financial Secretary of the Union, not later than the twenty fifth (25th) day of the calendar month in which the deduction were made.-

SECTION 6. NO INTERRUPTION OF WORK.

The Union agrees that there shall be no strike, stoppage slow-down or restriction of work, either complete or partial, during the life of this Agreement.

The Company agrees that there shall be no lockout of employees during the life of this Agreement.-

SECTION 7.

Seniority will be recognized and shall be based on length of continuous service with the Company.

Seniority shall become effective only after an employee has been continuously employed for a period of sixty (60) calendar days and shall then be measured from the original date of employment.

The principle of seniority shall prevail on layoffs and recalls, and employees last on the seniority list shall be laid off first and rehired in the reverse order in which they are laid off. This shall be provided they can perform the work available.

Any employee who has been in the employ of the Company more than sixty (60) days and is laid off for a period longer than six (6) months, will be considered terminated unless, during the sixth (6th) month, the employee has notified the Personnel Department, in writing of his intention to return if recalled. Should the employee not be recalled within the sixth (6th) month, he shall be required to notify the Personnel Department each month thereafter in writing of his desire to return to work. All seniority shall be lost to any employ who has been laid off for a period longer than one (1) year.

Seniority shall be on a departmental basis only, for the first six (6) months. Employees with six (6) months or more seniority shall be privileged to exercise plant seniority rights on lay offs.

All seniority rights and privileges shall be lost when an employee is discharged; or quits or is absent for three (3) consecutive working days without proper notice to the Personnel Department, or fails to report for work within seventy-two (72) hours after being notified, in writing by the Company at the employee's last known address unless he has arranged with

SECTION 7. Seniority (Cont.)d.

the Personnel Manager for an extension of said period; or unless the employee can satisfactorily establish it was impossible to report.

Any employee who is discharged and later reinstated through the grievance procedure shall have his seniority restored in full or on any basis mutually agreed upon by the Company and the Union at the time his grievance is reviewed.

Continuity of service shall not be broken for employees granted leaves of absence up to one (1) year for full time work within the Union; or for sick leaves of absence granted upon submission of a physician's certificate; or for personal leaves of absence up to thirty (30) days. Absences for personal reasons, in excess of thirty (30) days, must have the approval of the Company and the Union.

In all cases of transfer and promotion, seniority shall govern if ability and experience are equal.

Any employee promoted or transferred to a position with the Company over which the Union has no representation, may be returned to his former position at any time, with his former seniority re-established including up to ninety (90) days seniority while in a position outside the Union's representation.

When a permanent opening occurs in a classification covered by this Agreement the Company will post a notice on the bulletin boards for a period of three (3) working days, seventy two (72) hours, during which time all those employees desiring consideration for the opening shall submit their bid in writing the name of the successful applicant shall be posted within five (5) days after the posting is taken down. If an opening is not filled in the department where it occurs then factory wide seniority shall

SECTION 7. Seniority (Cont.)

be observed. Any employee under consideration for an available job must meet the requirements set forth for the job.-

If no bids are received for the opening within the seventy-two (72) hour period, the Company reserves the right to either hire a new employee for the job or select an employee from a classification with an hourly rate equal to or lower than that of the job to be filled.-

Employees transferred to another department to avoid a laid off shall be considered junior employees in that department. In the event of a shortage of work in the new department, these employees may be the first to be laid off from the department but will retain their plant seniority.

An employee transferred to another department at his own request shall carry his old departmental seniority rights during a thirty (30) day trial period. At the end of the trial period, if he stays on the new job, he shall carry his full plant seniority in the new department. If he is returned to his old job, he shall regain his previous seniority standing in that department.-

An employee transferred to another department at the Company's request shall carry his full plant seniority in the new department after he successfully completes the thirty (30) day trial period. If he is returned to his old job, he shall regain his previous seniority standing in that department.

In the event of a shortage of work in any department, the Company and the Union shall mutually agree as to whether a reduction in work force or a reduction in the working hours shall take place.

Employees physically unable to perform their regular duties may be placed on any job they are capable of performing regardless of seniority, by mutual agreement between the Company and the Union.

SECTION 8. Grievance Procedure.

The Union shall select from the local membership a Grievance Committee of not more than three (3) members. This committee shall represent the Union in the handling of all grievances.-

Adjustments of complaints, or grievances, shall be handled as follows

Step 1.

By the aggrieved employee with the Foreman under whom he is directly responsible.

Step 2.

If an agreement is not reached in Step 1 within two (2) working days, the matter shall be taken up by the employee and his Shop Steward with the Foreman and his immediate Supervisor.-

Step 3. If an agreement is not reached in Step 2, within two (2) working days the matter may be referred to the Personnel Manager. The grievance must be submitted, in writing to the Personnel Manager within fourteen (14) days after the complaint occurs.-

Step 4.

If the Personnel Manager fails to resolve any properly submitted grievance, at the completion of Step 3, within three (3) working days it may then be referred to the Plant Manager or his designated representative, provided it is submitted in written form within ten (10) additional working days.-

The International Representative of the Union may be called in by either party at either Step 3 or Step 4.

Step 5.

If an agreement is not reached at the completion of Step 4, within

**SECTION 8. Grievance Procedure (Cont.)**

seven (7) working days either party shall have the right  
to apply for arbitration within thirty (30) working days.-

SECTION 9. Arbitration Procedure.

Should a grievance be referred to arbitration as provided in Section 8 of this Agreement, the Company and the Union shall jointly select an impartial arbitrator to handle the case. Should the Company and the Union fail to agree on the choice of an arbitrator, within ten (10) days, either party may request the Minister of Labour of the Province of Quebec to appoint an arbitrator in accordance with the Quebec Labour Dispute Act, Article 167 and its amendments.

The decision of the arbitrator selected by the Company and the Union or appointed by the Minister of labour of the Province of Quebec shall be final and binding on the parties.

The arbitrator shall be limited to the issues presented to him and shall have no power to add to, detract from or modify any of the terms of this Agreement.

Expenses of the arbitrator shall be shared equally between the Company and the Union.

Any period of time may be altered or any step eliminated in this procedure by mutual consent of the Company and the Union.-

SECTION 10 Holidays.

Paid Holidays shall be as follows:

Dominion Day

Labor Day

St. John Baptiste Day

Christmas Day

New Year's Day

Good Friday.

All eligible employees shall be paid straight time pay for each of the above specified holidays, when not worked, in accordance with the number of hours they would work on their regular scheduled shift for that day, provided:

- 1) That such a holiday is celebrated on the employee's regularly scheduled work day.
- 2) That such employees have been on the pay roll for at least sixty (60) days prior to such paid holidays.
- 3) That such employees work the scheduled work day immediately before and following the day the paid holiday is celebrated, unless permission to be absent has been granted by the Company; or in the case of legitimate illness, for which the Company may demand a doctor's certificate.

Employees required to work on a paid holiday shall receive their paid holiday allowance plus one and one-half ( $1\frac{1}{2}$ ) times their base rate for the time worked.

In the event a holiday falls on a Sunday, Monday shall be observed.-

**SECTION 11 Vacations.**

The vacation period shall be from May 1st to September 30th, unless exceptions are agreed to between the Company and individual employees.

Employees shall be given preference for vacation periods on a plant seniority basis, but in no case shall they conflict with plant operations.

When a specified paid holiday falls during the vacation period of an employee, such employee shall be allowed an extra day with pay at the conclusion of his vacation so long as it does not interfere with plant operations. If the employee cannot be granted the extra day with pay, he shall receive one (1) day's holiday pay.

A vacation year shall be from May 1st to April 30th of the following year.

The Company has the right to determine whether a vacation shutdown period shall occur during June July or August and will make such an announcement to the employees and the Union at least one (1) month prior to the shutdown period, but not later than June 1st.

Vacations shall be granted in accordance with the provisions and ordinances of the Minimum Wages Commission of the Province of Quebec.

Vacation pay will be computed on May 1st based on rates in effect at that time.

SECTION 12 Overtime.

Overtime at the rate of time and one-half will be paid on the following basis:-

- 1 a) After nine (9) hours in any one (1) day;  
After forty-five (45) hours in any one (1) week.
- b) This will apply to all maintenance workers and production workers on one (1) or two (2) shifts.
2. a) After eight (8) hours in any one (1) days;  
After forty eight (48) hours in any one (1) week.
- b) This will apply to continuous eight (8) hour shifts and the boiler room.
3. a) After seven and one-half ( $7\frac{1}{2}$ ) hours in any one (1) day;  
After forty-five (45) hours in any one (1) week.
- b) This will apply to three (3) shift operations other than those listed in 2b.

Overtime shall be evenly distributed among all employees normally performing the same type of work.

All work performed on Sunday shall be paid at one and one-half ( $1\frac{1}{2}$ ) times the regular base rate of the employee.-

SECTION 13 Hours of work.

All parties to this Agreement understand that the standard work week shall be on the basis below, but agree that additional or less time may be worked in accordance with the requirements of operations or for the protection of the factory.

Seven and one-half ( $7\frac{1}{2}$ ) hours shall be the standard hours per day for employees working in instances where the operation is on a three (3) shift basis.

On other than three (3) shift operations, nine (9) hours shall be the standard hours per day.

In these instances where there is a continuous operation ( meaning no shutdown,) operators are to eat while attending their jobs and shall be paid for the full shift.

The work week shall commence with the shift beginning at 8.00 A.M. on Monday, or the shift beginning nearest that hour, and extends until the same hour the following Monday.

The regular work week shall consist of six (6) consecutive days from Monday through Saturday inclusive on three (3) shift operations and five (5) consecutive days from Monday through Friday inclusive on other than three (3) shift operations. This shall not constitute a guarantee of any definite number of work days per week.

Hours of work will remain as at present unless a change is mutually agreed upon.

Lunch periods on other than three (3) shift operations shall be for one (1) hour, taken during the middle of the shift. The lunch hour may be started at staggered times during a two (2) hour period. On three (3) shift operations, lunch periods will be for one (half  $\frac{1}{2}$ ) hour.-

SECTION 13 Hours of Work (Cont'd.)

A premium of five (5) cents per hour will be paid on the second (2nd) shift. A premium of eight (8) cents per hour will be paid on the third (3rd) shift.

SECTION 14 Provisions of Sections Found to be in Contravention of Provincial  
and / or Dominion Laws.

If any provision, section, article, rule or subsection of this Agreement is found to be in contravention of the laws, ordinances or regulations of Canada or of the Province in which the Company covered by this Agreement is located, such provisions shall be superseded by the appropriate provisions of such laws, ordinances or regulations so long as same are in force and effect. All other provisions of this Agreement shall continue in full force and effect.

SECTION 15 General.

It is agreed that the plant shall be kept clean and neat and in good order. Each employee shall be held responsible for his work area being kept clean and in a condition satisfactory to the Company.

If, at the Company's request an employee at top rate workers temporarily on other than his regular job, the employee shall receive his regular rate in the event of a temporary transfer.

Employees at top rate permanently transferred to a new job shall receive the top rate for that job, Employees not at top rate shall progress as outlined in the rate schedule.

Proper work standards will be established and made known to each employee for his job.-

As a condition of continued employment all employees are expected to meet the requirements of the job standards.

Employees reporting for work and sent home without working shall receive two (2) hours pay.

~~Employees reporting for work and starting work shall receive four (4) hours pay.~~

Employees reporting for work and starting work shall receive four (4) hours pay or four (4) hours work. Employees may be assigned to other than their own jobs in order to provide four (4) hours work.

Employees called back to work inconsistent with their regular working hours shall receive a minimum of two (2) hours work at one and one-half (1½) times their regular rate.

The Company will supply bulletin board space for the Union and will post Union notices, subject to the approval of the Company.-

**Section 16 Salaried Employees Working.**

Employees excluded from the bargaining unit in Section 4 shall not perform work normally performed by employees covered by the bargaining unit except for experimental purposes; or when the regular employee is standing by; or when a regular employee is not available.-

SECTION 17 Factory Rules.

Factory rules, not conflicting with the terms of this Agreement shall be established and made known to all employees. Refusal to comply with these rules will be cause for disciplinary action up to discharge.

The application of penalties under these rules shall be subject to grievance procedure.

SECTION 18 Wages.

A copy of the basic hourly wage rate schedule is attached to, made a part of and shall remain in effect throughout the life of, this Agreement.

If, during the life of this Agreement, a new job is established, or if there is a substantial change in the duties of an existing job, the basic rate for the new or changed job shall be established by the Company. This basic rate shall be in proper relationship to the existing basic rates as set forth in Schedule "A", and the Union shall be notified of the new rate within three (3) days after it has been established. If, within thirty (30) days after such notification, the Union contends that the basic rate is incorrect it shall notify the Company. If agreement cannot be reached, the matter shall be subject to the grievance procedure provided in this Agreement.

FOR THE COMPANY:

Charles L. Walters.  
Plant Manager  
Panelyte Division  
St. Regis Paper Company  
(Canada) Ltd., St. Jean  
Quebec.

Oscar Dull Jr.  
Divisional Director  
of Labor Relations  
Panelyte Division  
St. Regis Paper Company  
for

ALEX SMALLEY  
Vice President.  
St. Regis Paper Company.-

William H. Smythe  
Personnel Manager  
Panelyte Division  
St. Regis Paper Company  
(Canada) Ltd., St. Jean  
Quebec.

FOR THE Union:

J.M. Fredette  
President  
Local Number 449.

Maurice Lacombe  
Recording Secretary  
Local Number 449.

Robert Levesque  
Representative  
International Chemical  
Workers Union.-

HOURLY WAGE RATE SCHEDULE

RANGE OF POINTS AND RATES PER HOUR.

- MALE -

<u>CLASS</u>	<u>RANGE OF POINTS</u>		<u>TOP RATE</u>
	<u>FROM</u>	<u>TO</u>	<u>PER HOUR.</u>
1	0	30	.92
2	31	35	.96
3	36	40	1.00
4	41	45	1.08
5	46	50	1.16
6	51	55	1.27
7	56	60	1.38
8	61	65	1.43
9	66	70	1.54

F E M A L E

1	0	20	.77
2	31	35	.80
3	36	40	.84
4	41	45	.87

HOURLY RATE STRUCTURE

DEPARTMENT OR SECTION.

(No. 1.)

Varnish, Horizontal Treater, Rotary Cutter, Molded Forms Build-up  
Salvage Build-up Molded Forms Presses, Door Pan Fabricating.

<u>Job.</u>	RATE PER HOUR	
	<u>MALE</u>	<u>FEMALE.</u>
Varnish Operator	start 1.10	
	after 1 month's' 1.12	
	" 2 " 1.14	
	" 3 " 1.16	
Varnish Helper	start.	
	" 1 " .90	
	" 2 " .92	
	" 3 " .94	
Treater Tester	start.	1.10
	" 1 " 1.12	
	" 2 " 1.14	
	" 3 " 1.16	
Treater Operator	start	1.02
	" 1 " 1.04	
	" 2 " 1.06	
	" 3 " 1.08	
Treater Helper	start	.94
	" 1 " .96	
	" 2 " .98	
	" 3 " 1.00	
Rotary Cutter Operator	start.	.94
	" 1 " .96	
	" 2 " .98	
	" 3 " 1.00	
Rotary Cutter Helper	Start	.90
	" 1 " .92	
	" 2 " .94	
	" 3 " .96	
Build-up & Salvage Build up	start	
	" 1 " .74	
	" 2 " .76	
	" 3 " .78	
Molded Forms Press Operator	start	1.02
	" 1 " 1.04	
	" 2 " 1.06	
	" 3 " 1.08	

<u>JOB.</u>		<u>MALE</u>	<u>FEMALE.</u>
One Strike Press	start	.94	
	after 1 months (s)	.96	
	" 2 "	.98	
	" 3 "	1.00	

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DEPARTMENT OR SECTION. ( No. 2)  
 Press No. 3 (Large Press.) Weight & Build-up, Vertical Treater.-

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Flatstock Press Operator	start	1.10	
	" 1 "	1.12	
	" 2 "	1.14	
	" 3 "	1.16	
Press Build-up Operator	start	1.02	
	" 1 "	1.04	
	" 2 "	1.06	
	" 3 "	1.08	
Plate Stripper	start	1.02	
	" 1 "	1.04	
	" 2 "	1.06	
	" 3 "	1.08	
Weigher & Build-up	start	1.02	.81
	" 1 "	1.04	.83
	" 2 "	1.06	.85
	" 3 "	1.08	.87
Treater Tester	start.	1.10	
	" 1 "	1.12	
	" 2 "	1.14	
	" 3 "	1.16	
Treater Operator	start	1.02	
	" 1 "	1.04	
	" 2 "	1.06	
	" 3 "	1.08	
Treater Helper	start	.94	
	" 1 "	.96	
	" 2 "	.98	
	" 3 "	1.00	
Traveling Shear & Layboy	Start	.90	.74
	" 1 "	.92	.76
	" 2 "	.94	.78
	" 3 "	.96	.80
Stacker Operator	start	1.02	.81
	" 1 "	1.04	.83
	" 2 "	1.06	.85
	" 3 "	1.08	.87

DEPARTMENT OR SECTION.

( No. 3 )

Flatstock Press (Small Press.) Flatstock Fabricating &amp; Dulling.

<u>JOB.</u>		<u>MALE</u>	<u>FEMALE.</u>
Press Build-up Operator	start	1.02	
	after 1 month	1.04	
	" 2 "	1.06	
	" 3 "	1.08	
Large Shears.	start	.90	
	" 1 "	.92	
	" 2 "	.94	
	" 3 "	.96	
Drum Sanding.	start.	.90	
	" 1 "	.92	
	" 2 "	.94	
	" 3 "	.95	
Saws(All types.)	start	.94	
	" 1 "	.96	
	" 2 "	.98	
	" 3 "	1.00	
Dulling	start	.90	
	" 1 "	.92	
	" 2 "	.94	
	" 3 "	.96	

DEPARTMENT OR SECTION.

( No. 4 )

Maintenance.

Steamfitter "A" & Plumber	start.	1.32	
	" 1 "	1.34	
	" 2 "	1.36	
	" 3 "	1.38	
Tool & Die Maker	start	1.32	
	" 1 "	1.34	
	" 2 "	1.36	
	" 3 "	1.38	
Carpenter "A"	start	1.21	
	" 1 "	1.23	
	" 2 "	1.25	
	" 3 "	1.27	
Electrician "A"			
Machinist "A"			
Millwright "A"			
Welder "A"			
Painter "A"			
Machinist "B"	start	1.10	
	" 1 "	1.12	
	" 2 "	1.14	
	" 3 "	1.16	

<u>JOB.</u>		<u>MALE</u>	<u>FEMALE.</u>
Machinist "C"	start	.94	
	after 1 months	.96	
	" 2 "	.98	
	" 3 "	1.00	
Saw Sharpener	start	.94	
	" 1 "	.96	
	" 2 "	.98	
	" 3 "	1.00	
Oiler	start	.90	
	" 1 "	.92	
	" 2 "	.94	
	" 3 "	.96	
General Helper	start	.90	
	" 1 "	.92	
	" 2 "	.94	
	" 3 "	.96	
Janitor (Indoors & Outdoors.)	start	.86	.71
	" 1 "	.88	.73
	" 2 "	.90	.75
	" 3 "	.92	.77

DEPARTMENT OR SECTION.

No. 5.-

BOILER ROOM.

1st Class Stationary Engineman Boiler Room Lead Man.)	start	1.48
	" 1 "	1.50
	" 2 "	1.52
2nd Class Stationary Engineman	start	1.37
	" 1 "	1.39
	" 2 "	1.41
3rd Class Stationary Engineman	start	1.21
	" 1 "	1.23
	" 2 "	1.25
	" 3 "	1.27

DEPARTMENT OR SECTION.

( No. 6)

## Specialty Fabrication, Tubes &amp; Rods.

JOB.		<u>MALE</u>	<u>FEMALE.</u>
Buff & Polish	start	.94	
	after 1 month (s)	.96	
	" 2 "	.98	
	" 3 "	1.00	
Drill Presses (Multi or single.)	start	.90	.74
	" 1 "	.92	.76
	" 2 "	.94	.78
	" 3 "	.96	.80
Engine & Turret Lathe	start	.94	.78
	" 1 "	.96	.80
	" 2 "	.98	.82
	" 3 "	1.00	.84
Grinding	start		
	" 1 "	.94	.78
	" 2 "	.96	.80
	" 3 "	.98	.82
		1.00	.84
Milling	start	.94	.78
	" 1 "	.96	.80
	" 2 "	.98	.82
	" 3 "	1.00	.84
Molding	start	.94	.78
	" 1 "	.96	.80
	" 2 "	.98	.82
	" 3 "	1.00	.84
Punch Presses	start	.90	.74
	" 1 "	.92	.76
	" 2 "	.94	.78
	" 3 "	.96	.80
Rolling	start	.94	.78
	" 1 "	.96	.80
	" 2 "	.98	.82
	" 3 "	1.00	.84
Router & Shaper	start	.90	.74
	" 1 "	.92	.76
	" 2 "	.94	.78
	" 3 "	.96	.80
Saw (All types)	start		
	" 1 "	.94	
	" 2 "	.96	
	" 3 "	.98	
		1.00	

<u>JOB.</u>			<u>MALE</u>	<u>FEMALE.</u>
Set-up Man		start	1.10	
		after 1 month (s)	1.10	
	"	2 "	1.14	
	"	3 "	1.16	
Shears ( small)		start	.90	.74
	"	1 "	.92	.76
	"	2 "	.94	.78
	"	3 "	.96	.80
Sprayer		start		
	"	1 "	.94	.78
	"	2 "	.96	.80
	"	3 "	.98	.82
Stripping		start	1.00	.84
	"	1 "	.90	.74
	"	2 "	.92	.76
	"	3 "	.94	.78
Vonnegut.		start	.86	.71
	"	1 "	.88	.73
	"	2 "	.90	.75
	"	3 "	.92	.77

DEPARTMENT OR SECTION.

( No. 7.)

Shipping Receiving Stores, Company Trucks & Automobiles.

Crates, Pallet & Box Making		start	.90	
	"	1 "	.92	
	"	2 "	.94	
	"	3 "	.96	
Fork Truck Driver.		start	.90	
	"	1 "	.92	
	"	2 "	.94	
	"	3 "	.96	
Outside Driver		start		
	"	1 "	.94	
	"	2 "	.96	
	"	3 "	.98	
Packing		start	1.00	
	"	1 "	.90	.74
	"	2 "	.92	.76
	"	3 "	.94	.78
Write Up		start	.96	.80
	"	1 "	.90	.74
	"	2 "	.92	.76
	"	3 "	.94	.78
	"		.96	.80

DEPARTMENT OR SECTION

(no. 8)

Inspection.

MALE

FEMALE

JOB.

Breaker Strip	start	.90	.74
	after 1 month( s)	.92	.76
	" 2 "	.94	.78
	" 3 "	.96	.80
Decorative	start	.94	.78
	" 1 "	.96	.80
	" 2 "	.98	.82
	" 3 "	1.00	.84
Door Pan (At Press.)	" Start "	.94	.78
	" 1 "	.96	.80
	" 2 "	.98	.82
	" 3 "	1.00	.84
Industrial 'Flatstock '	start	.94	
	" 1 "	.96	
	" 2 "	.98	
	" 3 "	1.00	
Process & Floor	start	1.02	
	" 1 "	1.04	
	" 2 "	1.06	
	" 3 "	1.08	
Small Parts, Tubes & Rods.	start	.90	.74
	" 1 "	.92	.76
	" 2 "	.94	.78
	" 3 "	.96	.80
Write - up (at Sander)	start	.90	.74
	" 1 "	.92	.76
	" 2 "	.94	.78
	" 3 "	.96	.80
X... Door Pan Sanding & Inspection	start	.94	.78
	" 1 "	.96	.80
	" 2 "	.98	.82
	" 3 "	1.00	.84

**LABOUR AGREEMENT**

between

**ST. REGIS PAPER COMPANY (CANADA) LIMITED**  
CAP DE LA MADELEINE  
QUEBEC, CANADA.

And

**LOCAL UNION NO. 265**

And

**OFFICE EMPLOYEES INTERNATIONAL UNION, AFL**

April 1, 1952 to August 14, 1953

19/3/51

## LABOUR AGREEMENT

### BY AND BETWEEN:

St. Regis Paper Company (Canada) Limited, Cap de la Madeleine, Quebec, Canada, hereinafter referred to as the Company, and Office Employees International Union, Local Union Number 265, affiliated with the American Federation of Labor, hereinafter referred to as the Union, whose office is located at 1401, rue Royale, Trois Rivières, Quebec, Canada.

### SECTION 1. General Purpose

The general purpose of this Agreement is to promote the mutual interest of the employer and employee, to establish a basis of agreement concerning rates of pay, wages, hours and working conditions, to provide means for the amicable adjustments of disputes and grievances, and to provide for the operation of the office of the Company under methods which will further the welfare of the employees, economy of operations, and the quality and quantity of work performed. It is recognized by this Agreement to be the duty of the Company and the employees to cooperate fully, individually and collectively.

### SECTION 2. PERIOD OF AGREEMENT

This Agreement shall become effective and remain in full force from April 1, 1952 to August 14, 1953 and shall be self-renewing from year to year thereafter in accordance with the conditions and provisions of this contract.

### SECTION 3. Changes or Modifications

Should the Company or the Union desire to change this Agreement after one year from its initial date, the party desiring to negotiate a change shall give written notice by Registered Mail, Return Receipt Requested, to the other party within not more than sixty (60) days and not less than thirty (30) days before the expiration of the date of said Agreement.

Negotiations will be started not less than thirty (30) days following notice by either party, and the present agreement will remain in effect until the new Agreement is signed.

### SECTION 4. Recognition

The Company recognizes that the Union has been duly certified by the Labour Relations Board of the Province of Quebec as the sole collective bargaining agent for the office clerical employees who are employed by the St. Regis Paper Company (Canada) Limited at Cap de la Madeleine, Quebec, Canada and who are engaged in the occupational classification shown in Exhibit A which is attached hereto and which forms part of this Agreement.

### SECTION 5. Membership

The Company agrees that all new employees shall, as a condition of continued employment, become members of the Union after ninety (90) days from their date of hire and remain members in good standing for the duration of this Agreement. Present employees who are members of the Union shall, as a condition of continued employment. Regarding those employees who have never been members of Local Union No. 265, it is understood the Union will not request the Company to take any action against those employees for non-membership in the Union provided such employees were on the payroll prior to January 1, 1952.

## SECTION 5. Membership (continued)

The first ninety (90) days of employment of all new employees shall be a probationary or trial period during which time the new or probationary employee may, at the exclusive discretion of Management, be discharged without cause or notice and without recourse.

## SECTION 6. Jurisdiction

The Company shall not be responsible for any question of jurisdiction between the Union or any other Union or Unions.

## SECTION 7. No Interruption of Work

There shall be no lockouts.

The Union guarantees the Company, on behalf of itself and each of its members, that:

There will be no authorized strike of any kind, boycott, picketing, work stoppage, walkout, slowdown or any other type of organized interference, coercive or otherwise, with the Company's business.

The Union shall not question the right of the Company to discipline or discharge employees engaged in, participating in, or encouraging such action. It is understood that such action on the part of the Company shall be final and binding upon the Union, and its members, and shall in no case be construed as a violation by the Company of any provision of the Agreement. However, an issue of fact as to whether or not any particular employee has engaged in, participated in, or encouraged any such violation, may be subject to the grievance procedure or arbitration.

## SECTION 8. Promotions, Transfers, and Lay-Offs,

If employees are to be promoted, transferred, or laid-off, the Company will take into consideration first ability and second length of service.

If employees are to be promoted, or transferred or laid-off, the Company will advise the Union, in advance if possible, of the names of the employees whose status is so affected, provided such change in status comes entirely under the Union's jurisdiction.

## SECTION 9. Employment

When filling clerical positions the Company will give preference to present or former employees if such are available and are capable of doing the work efficiently.

## SECTION 10. Grievance Procedure

The Union shall insofar as possible limit membership during any one grievance to three (3) committee members who shall represent the Union in handling the grievance. Should any dispute or complaint arise in any Department of the Company coming under the jurisdiction of the Union, such dispute or complaint shall be handled as follows:

1. By the aggrieved person to his Steward, who will immediately endeavor to adjust the complaint with the Office Manager.

## SECTION 10 Grievance Procedure (continued)

2. Failing to make an adjustment, the matter may be referred in writing to the Plant Manager provided such reference is made within sixteen (16) days from the occurrence of the grievance. Forms will be provided for this purpose.
3. Failing to adjust any complaint in a satisfactory manner at this level within seven (7) days the Union may refer the grievance to its International President or his representative. The International President of the Union may either personally or through his representative, refer the matter in dispute to the Vice-President in Charge of Manufacturing of the Company or his designated representative.
4. If the Company's Vice-President in Charge of Manufacturing or his representative and the International President of the Union or his representative are unable to reach a satisfactory settlement of the complaint within thirty-one (31) days from the date it reached Step 2, unless extended by mutual consent, the matter may be referred to arbitration provided such reference is made before the termination of this thirty-one (31) day period or extension thereof.

## SECTION 11. Arbitration.

Should a grievance be referred to arbitration as provided in Section 10 of this Agreement, the Company and the Union shall jointly select an impartial arbitrator to handle the case. Should the Company and the Union fail to agree on the choice of an arbitrator, they shall jointly request the Minister of Labour of the Province of Quebec to appoint an arbitrator in accordance with the Quebec Labour Dispute Act, Article 167 and its amendments. The decision of the arbitrator selected by the Company and the Union, or appointed by the Minister of Labour of the Province of Quebec, shall be final and binding on the parties. The arbitrator shall be limited to the issues presented to him and shall have no power to add to, detract from, or modify any of the terms of this Agreement.

Expenses of the arbitrator to be shared equally between the Union and Management.

## SECTION 12. Vacations

The vacation period shall extend from May 1st to October 31st of each year, and shall be based upon a preceding vacation year calculated from May 1st to April 30th. All vacation pay will be computed as of May 1st, and the employee shall receive vacation pay based upon the salaries in effect as of May 1st.

The Company shall provide two (2) weeks of vacation to all employees who have one year but less than 15 years of continuous service with the Company prior to May 1st.

Regarding first year employees, it is understood that should the employee not have a full year of service as of May 1st, he shall be granted vacation benefits in accordance with the provisions of Ordinance No. 3 of the Minimum Wage Commission of the Province of Quebec.

All employees who have fifteen (15) or more years of continuous service prior to May 1st, shall receive three (3) weeks vacation with pay.

## SECTION 12. Vacations (continued)

Employees with more than one (1) year, but less than fifteen (15) years of service and who voluntarily leave the service of the Company or who are discharged after May 1st shall receive any vacation benefits accrued to them. Should the vacation benefits be less than a full vacation, it shall be figured on the basis of 4% of the employees gross earnings for each month of service after May 1st. Employees with more than 15 years of continuous service with the Company and who voluntarily leave the service of the Company or who are discharged after May 1st, shall receive any vacation benefits accrued to them. Should the vacation benefits be less than a full vacation for these employees with more than fifteen (15) years of continuous service, it shall be figured on the basis of 6% of the employees gross earnings for each month of service after May 1st.

Whenever practicable the Company agrees to grant vacations on a consecutive basis and at the time desired by the employee. The period selected by the individual employee for his vacation must meet with the approval of the Office Manager. After the vacation periods are scheduled, changes may be made when necessary by the Office Manager in accordance with the requirements of the operations of the office. Such vacation scheduling and changing of vacation schedules are entirely within the rights of the Office Manager.

The Company agrees to give the employees covered by this Agreement their paid vacation allowance prior to the employee's departure for his vacation period. The vacation shall be taken in the year in which it is due and may not be accumulated. Employees shall not be permitted to forfeit their vacations for additional pay from the Company.

## SECTION 13. Holidays

Employees covered by this Agreement will be allowed the following holidays:

Christmas Day  
New Year's Day  
Cap de la Madeleine Civic Day  
Labour Day  
St. Jean Baptiste or Dominion Day (alternating  
by years)

In case of a holiday falling on a Sunday, Monday shall be observed.

## SECTION 14. Salaries

The salary rates for the various occupational classifications covered by the present Agreement are shown in Exhibit B which is attached hereto and which forms part of this Agreement. The Company agrees to pay and the Union agrees to accept the salary rates as shown on this Exhibit during the terms of this Agreement.

## SECTION 15. Hours of Work

The normal work day will be from 8:30 A.M. to 11:45 A.M. and from 1:15 P.M. to 5:00 P.M. Monday to Friday inclusive and 8:30 A.M. to 12:00 noon on Saturday.

## SECTION 16. Bulletin Boards

The Company agrees to place a bulletin board in the office on which the Union may post official Union bulletin and notices. All bulletins and notices shall be shown to the Office Manager whose approval shall be obtained before posting.

SECTION 17. Miscellaneous

Policies and office regulations in effect and granted by the Company in the past shall not be voided or reduced solely by the signing of this Agreement.

Office rules not conflicting with the terms and working conditions of this Agreement shall be printed and passed out to all employees in the office and will be enforced by Management.

SECTION 18. Found To Be In Contravention of Provincial And/Or Federal Laws.

If any provision, section, rules or sub-section of this Agreement is in contravention of the Laws, ordinances or regulations of Canada or of the Province of Quebec, such provisions shall be superseded by the appropriate provisions of such laws, ordinances or regulations so long as same are in force and effect but all other provisions of this Agreement shall continue in full force and effect.

IN WITNESS WHEREOF, we the undersigned, have, as the accredited representatives of the respective parties to the Agreement, hereunto set our signatures this 3rd day of April 1952.

ST. REGIS PAPER COMPANY (CANADA) LIMITED

OFFICE INTERNATIONAL UNION A.F.L.

Jn. M. Hount  
Vice-President In Charge of Manufacturing

Unreadable signature  
International Representative

H. Jones  
Plant Manager

CAP DE LA MADELEINE LOCAL 265 OF THE  
OFFICE EMPLOYEES INTERNATIONAL UNION A.F.L.

I. Duchaine  
President

EXHIBIT A

LABOUR AGREEMENT

by and between

OFFICE EMPLOYEES INTERNATIONAL UNION, LOCAL UNION NUMBER 265,  
AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR

and

ST. REGIS PAPER COMPANY (CANADA) LIMITED, CAP DE LA MADELEINE,  
PROVINCE OF QUEBEC, CANADA.

The occupational classifications referred to in Section 4 of the  
Labour Agreement between the Company and the Union are as follows:

Payroll Distribution Clerk

Invoice Control Clerk

Efficiency Rating Clerk

Payroll Clerk

Switchboard Operator-Typist

Personnel Clerk

Billing Clerk

Inventory and Stock Record Clerk

EXHIBIT B

LABOUR AGREEMENT

by and between

OFFICE EMPLOYEES INTERNATIONAL UNION, LOCAL UNION NUMBER 265,  
AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR

and

ST. REGIS. PAPER COMPANY (CANADA) LIMITED, CAP DE LA MADELEINE,  
PROVINCE OF QUEBEC, CANADA.

The salary rates for the various occupational classifications referred  
to in Section 14 of the Labour Agreement between the Company and the  
Union are as follows:

Salary Group I                      \$125 to \$186 per month

Switchboard Operator-Typist

Payroll Clerk

Efficiency Rating Clerk

Payroll Distribution Clerk

Salary Group II                      \$174 to \$235 per month

Invoice Control Clerk

Billing Clerk

Inventory and Stock Record Clerk

Personnel Clerk

## LABOUR AGREEMENT

This AGREEMENT, by and between the St. Regis Paper Company (Canada) Limited for its <sup>bag</sup> factory at Cap de la Madeleine, Quebec, hereinafter referred to as the Company, and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and its Local Union No. 561 affiliated with the American Federation of Labor, hereinafter referred to as the Union.

### SECTION 1. 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 plant hereinafter mentioned under methods which will further, to the fullest extent possible, the safety, welfare and health 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 co-operate fully, individually and collectively, for the advancement of said conditions.

### SECTION 2. PERIOD

The St. Regis Paper Company (Canada) Limited and the organization herein contained agree, one with the other, that they will abide by the articles of agreement for a period from July 1, 1951 to June 30, 1952, at the mill of the Company, located at the place mentioned above, and from year to year thereafter subject to termination or change by either party on any June 30, upon thirty (30) days' written notice given prior to such June 30.

SECTION 3. - INTERRUPTION OF WORK.

No strikes, lockouts, or walkouts shall occur during the life of this Agreement.

SECTION 4. RECOGNITION

The Company recognizes the Union as the sole bargaining agency for production employees exclusive of superintendents, foremen (and overseers), employees of the office, and watchmen.

SECTION 5. MEMBERSHIP

The Company agrees that all new employees shall, as a condition of continued employment, become members of the Union after sixty (60) days from their date of hire and remain members in good standing for the duration of this Agreement. Present employees who are members of the Union shall, as a condition of continued employment, maintain such membership in good standing during the life of this Agreement. Regarding those employees who have never been members of Local Union No. 561, it is understood the Union will not request the Company to take any action against those employees for non-membership in the Union, provided such employees were on the payroll prior to January 1, 1951. Any employee who at any time in the past was a member of Local 561 shall, as a condition of continued employment, again join the Union and maintain his membership in good standing for the life of this Agreement.

Employees shall not be subject to any penalties, as a condition for granting of application for membership or reinstatement in the union, in excess of the minimum fine or penalty according to the constitution.

When hiring new employees, the Company will give preference to union members, if such are available and are capable of doing the required work.

It is further understood and agreed upon that any non-union man new working will abide by the general rules of the signatory unions.

#### SECTION 6. CONTRACT RELATIONSHIP

Employees who undertake to disturb the terms and relationship of this Agreement and are reported to the officials of the Company or the Standing Adjustment Committee of the Union shall not be retained in the employ of the Company if found guilty of the offense after careful investigation conducted by the officials of the Company and the Local Union.

#### SECTION 7. SENIORITY

In promotions and layoffs, and in reemployment of seasonal employees, other things being equal, the principles of seniority

will govern. In any case of promotion, lay-off, or reemployment, the Union Standing Committee shall be consulted by the management and be privileged to present recommendations which will be considered by the management prior to final decision by the management. In cases where time does not permit such prior consultation, the management shall take temporary action only, until the recommendations of the Union Standing Committee can be obtained.

If and when positions referred to above are permanently discontinued, employees holding them will be assigned to any position to which they are entitled by right of seniority and for which position they are qualified.

The Company will post a seniority list showing dates of employment every ninety (90) days.

When there are any changes in occupation the vacancies should be posted on the board forty-eight (48) hours, whenever possible, to allow applicants to apply for vacancies.

#### Layoff and Recall

Any employee who has been in the employ of the Company more than thirty (30) days and is laid off for a period longer than six (6) months, will be considered terminated unless during the fifth month the employee has notified the personnel office in writing of his intention to return if recalled. Should the employee not be recalled in the fifth month he is required to notify the personnel office each month thereafter of his desire to return. In no instance will any laid off employee be carried for longer than one (1) year and if the layoff is for longer than one year, the employee shall be considered permanently separated from the Company.

Absence due to illness shall not affect an employee's seniority status provided satisfactory proof of such illness is furnished to the Management.

SECTION 8. HOURS OF DAY WORKERS

The regular hours of employment for day workers shall be eight (8) hours per day.

SECTION 9. OVERTIME

Overtime at the rate of time and one-half will be paid on the following basis:

(a) To employees paid on an hourly basis:

1. For all work performed on Sunday and on holidays as specified in Section 10 below.

2. For all work in excess of eight (8) hours in any one day and in excess of forty-eight (48) hours in any one week, employees shall be paid at the rate of time and one-half.

3. No time and one-half will be allowed for watchmen.

4. Employees assigned to one shift may by mutual consent be assigned to another shift within a one week period for the purpose of allowing the employee to obtain forty-eight (48) straight time hours that week, or as near to forty-eight (48) straight time hours as possible during the week.

SECTION 10. HOLIDAYS

Eight (8) hours pay will be granted for each of the following holidays, to those employees who have worked on their regular shift

on the working next preceding the holiday, and on the next day subsequent to the holiday.

Any employee absent from work on the last work day preceding and/or the next work day subsequent to the holiday, as a result of sickness or compensatory accident, shall receive his holiday pay, providing be furnished to the Company a doctor's certificate certifying that the sickness or compensatory accident justified the employee's absence on either or both of those days:

Christmas: 39 hours, 4 P.M. Dec. 24th to 7 A.M. Dec. 26th.

New Year's: 39 hours, 4 P.M. Dec. 31st to 7 A.M. Jan. 2nd.

Cap de la Madeleine Civic Day (CapDay): 32 hours 12 Midnight

Aug. 14th to 7 A.M. Aug. 16th.

Labour Day: 4 P.M. preceding Saturday to 7 A.M. on the following  
Tuesday.

Alternately by years, St. Jean Baptiste or Dominion Day:

32 hours 12 Midnight day preceding to 7 A.M.  
of following day.

In case of a holiday falling on a Sunday, Monday shall be observed. Notice of holiday shutdown periods shall be posted on the bulletin boards a week in advance.

When a religious holidays occurs and the employees are required to work that day, those employees of the day shift who normally start their day before 8 A.M. will begin one hour later than normally.

#### SECTION 11. CALL TIME

When employees are called in for work, which is not a part of their regular scheduled shift, they shall be paid at one and one-half ( $1\frac{1}{2}$ )

times their straight time rate for the hours worked, or three (3) hours at straight time pay, whichever is greater.

No limitation on hours of work contained in this Agreement shall apply to employees of any class when engaged in emergency work involving breakdown or emergency work involving protection of life and property.

SECTION 12. REPORT TIME

When an employee reports for work without previously being notified that there will be no work, said employee shall receive two (2) hours pay, except that after reporting for work the employee is unable to work because of breakdown of production equipment, power, Acts of God, or necessary stoppage of production beyond the control of Management.

SECTION 13. VACATION PLAN: HOURLY PAID EMPLOYEES.

(a) Eligibility

1. All hourly paid employees of the Company who complete one year of continuous employment in the services of the Company will be granted a vacation, between May 1 and October 31, with vacation pay under conditions set forth below.

(b) Continuous Employment

1. Continuous employment is broken by discharge for cause, voluntary resignation, or any other voluntary separation.
2. Periods of disability because of sickness or accident or other causes beyond the control of the employee shall not break continuous employment.
3. Employees who have been temporarily laid off during the vacation year will receive vacation payment in accordance with the laws of the Province of Quebec.

(c) Vacation Period

1. Permanent male employees who have less than five (5) years continuous employment and who have worked at least fifteen hundred (1500) hours during the preceding year will be given a vacation period each year of six (6) working days which will be consecutive.

2. Permanent female employees who have less than five (5) years continuous employment and who have worked at least fourteen hundred (1400) during the preceding year will be given a vacation period each year of five and one-half ( $5\frac{1}{2}$ ) working days which will be consecutive.

3. Permanent male employees who have five (5) or more years continuous employment and who have worked at least fifteen hundred (1500) hours in the preceding year will be given a vacation period each year of twelve (12) working days which shall be consecutive, provided however that this vacation period may be divided into two periods of six (6) consecutive working days to meet mill operating requirements.

4. Permanent female employees who have five (5) or more years continuous employment and who have worked at least fourteen hundred (1400) hours in the preceding year will be given a vacation period each year of eleven (11) working days which shall be consecutive, provided however that this vacation period may be divided into two periods of five and one-half ( $5\frac{1}{2}$ ) consecutive working days to meet will operating requirements.

5. Permanent male employees who have fifteen (15) or more years continuous employment and who have worked at least fifteen hundred (1500) hours in the preceding year will be given a vacation period each year of eighteen (18) working days, of which twelve (12) days may be consecutive and the remaining six (6) days will be taken at such time as is mutually agreed upon between the employee and the Company, so as not to interfere with production.

6. Permanent female employees who have (15) fifteen or more years of continuous employment and who have worked at least fourteen hundred (1400) hours in the preceding year will be given a vacation period each year of sixteen and one-half (16½) working days, of which eleven (11) days may be consecutive, and the remaining five and one-half (5½) days will be taken at such time as mutually agreed upon between the employee and the company, so as not to interfere with production.

(d) Vacation Pay

1. The amount of vacation pay for each employee shall be calculated on the basis of eight (8) hours per day of vacation due, at the employee's current basic rate at the time the vacation is taken.

2. An employee may draw his vacation pay at the beginning of his vacation period if desired.

3. Vacation pay will not be allowed for vacations not taken.

4. If an employee, not having been dismissed for cause, leaves the service of the Company for reasons beyond his control, at a time when an unused period of vacation with pay stands to his credit,

he shall be paid the amount due him in lieu of vacation calculated to the date of his leaving such service.

5. If an employee leaves the service of the Company of his own accord, or is dismissed for cause at a time when an unused period of vacation with pay stands to his credit, he shall be paid the amount due him in lieu of vacation calculated to the end of his last completed twelve (12) months of service.

(e) General

1. Vacation privileges are not transferable.
2. It is the intent of the present plan that vacation periods shall not be permitted to interfere with mill operations.
3. The Company reserves the right to schedule the vacation period for each employee as well as to generally administer the vacation plan in accordance with the above provisions.

SECTION 14. RULES

1. All employees are required to be on their job ready for work at the commencement of their regular schedule and are not to leave their work to wash up and dress before the end of their regular working period.
2. Employees must notify their foreman four (4) hours before commencement of their next regular shift in case of anticipated absence.
3. An employee, after an absence of four (4) days or more, shall notify his foreman twenty-four (24) hours in advance when returning to work.

4. All injuries must be reported to the first aid department.

5. Acts of conduct or wilful negligence that is contrary to the spirit of Section 1 of this Agreement are:

(a) Bringing or consuming intoxicants in the Mill or the Mill premises.

(b) Reporting for work under the influence of liquor.

(c) Removal or deliberate destruction of Company's or another employee's property.

(d) Sleeping on duty.

(e) Disobedience.

(f) Smoking in prohibited areas.

(g) Neglect of duty.

(h) Dishonesty.

(i) Disorderly conduct.

(j) Failure to report for duty without bona fide reason.

(k) Insubordination.

(l) Giving or taking a bribe of any nature as an inducement to obtaining or retaining a position.

(m) Punching another employee's time card.

(n) Incompetence.

(o) Reading books, newspapers or magazines while on duty.

(p) Venereal or infectious diseases.

All of the above shall be considered good cause for discharge for misconduct.

SECTION 15. CLOTHING

All employees working upon moving machinery must not wear clothing that can be readily entangled therein.

SECTION 16. SAFEGUARDS.

Safeguards must not be removed except by order of the foreman, superintendent or manager. If removed, they must be immediately replaced 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.

Employees are not expected 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.

Employees must report immediately 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 17. REPORTING ACCIDENTS.

All accidents must be reported at once by the injured employee to his foreman, the manager, or to the office and the person to whom report is made is to immediately make written report. Injured employees must keep in close contact with office and report on their condition.

SECTION 18. SAFETY AND JOBS.

Employees, if qualified, shall be paid the rate assigned to the job they occupy. No employee, if qualified for job, shall be transferred to a job paying a lower rate per hour unless the employee's regular job has ceased to provide work.

Foreman shall instruct men on safety and on their liness of work.

SECTION 19. INTERPRETATION.

Further interpretation of this Agreement may be made by the mutual consent of the parties hereto.

SECTION 20. SCHEDULE OF WAGES

(a) Wage rates as indicated in attached schedule shall constitute and form a part of this agreement.

(b) No local adjustments shall be proposed to the management during the terms of this agreement except those that, in the opinion of the management, merit consideration.

SECTION 21. ADJUSTMENT AND COMPLAINTS.

The Union shall appoint or elect a Standing Adjustment Committee of not more than six (6) members, which shall present any complaints or disputes that may arise, to the appointed representatives or representative of the Company.

In order to be eligible for membership on above committee, an employee must have been actually engaged in the plant for one (1) year next preceding his selection.

The committee shall be filed with the Company.

SECTION 22. GRIEVANCES

Disputes, grievances or complaints shall be referred to the foreman first by the employee involved and two members of the standing committee. If no satisfactory settlement is made, the employee shall refer the question to the Union Committee which will present the dispute, grievance, or complaint in writing to the Company's representative, the findings of the Standing Committee and the Company's representative to be filed in writing.

If the representative of the Company and the Union are unable to come to a satisfactory settlement within fifteen (15) days, the question may, on the request of the management or the Union, be referred to the President of the International Union and representative of the Company.

If these two are unable to agree upon a satisfactory settlement, it shall be referred to the Minister of Labour of the Province of Quebec.

If a discharged employee claims an injustice, the complaint shall be presented within forty-eight (48) hours and an employee proven to have been unjustly discharged shall be reinstated and receive pay for the time lost.

SECTION 23. PROVISIONS OR SECTIONS FOUND  
TO BE IN CONTRAVENTION OF LAWS

If any provision or section of this Agreement is in contravention of the laws or regulations, of Canada, or of the Province in which the Mill covered by this Agreement is located, such provision shall be superseded by the appropriate provisions of such law or regulation so long as same is in force and effect, but all other provisions of this Agreement shall continue in full force and effect.

IN WITNESS WHEREOF, we, the undersigned, have, as the accredited representatives of the respective parties to this Agreement, hereunto set our signature this 16th day of July 1951.

ST. REGIS PAPER COMPANY (CANADA) LIMITED

INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS.

Unreliable signature  
General Superintendent

JOHN P. BURKE, Per  
International  
President and  
Secretary

Jones  
Plant Manager

L.C. Lacroix

CAP DE LA MADELEINE  
LOCAL NO. 561 OF THE  
INTERNATIONAL BROTHERHOOD  
OF PULP, SULPHITE, AND  
PAPER MILL WORKERS.

Jean Louis Pleau  
President

WAGE SCHEDULE

(Page 1 of 3)

The following is the wage schedule agreed upon between the St. Regis Paper Company (Canada) Limited and the signatory Union and covering employment in the Company's factory in Cap de la Madeleine, Quebec, and to be effective from July 1st, 1951 to June 30th, 1952.

MALE EMPLOYEES (HOURLY PAID FACTORY HELP)

CLASSIFICATION	Maximum Rate Per Hour
Tuber Working Foremen	\$1.42
Tuber Operator (First Class)	1.37
Tuber Operator (Second Class)	1.32
Tuber Operator (Third Class)	1.27
Back Tender & Apprentice Tuber Operator	1.14
Sewing Machine Adjustor & Working Foremen	1.42
Sewing Machine Adjustor (First Class)	1.37
Sewing Machine Adjustor (Second Class)	1.32
Sewing Machine Adjustor (Third Class)	1.27
Apprentice Sewing Machine Adjustors	1.12
Working Printing Press Foremen	1.42
Printing Pressmen (First Class)	1.37
Printing Pressmen (Second Class)	1.32
Printing Pressmen (Third Class)	1.27
Apprentice Printing Pressmen	1.14

CLASSIFICATION	Maximum Rate Per Hour
Working Plate Cutter & Vulcanizer	\$1.42
Plate Cutters & Vulcanizers (First Class)	1.37
Plate Cutters & Vulcanizers (Second Class)	1.32
Plate Cutters & Vulcanizers (Third Class)	1.27
Apprentice Plate Cutters & Vulcanizers	1.12
Machinists & Electricians (First Class)	1.42
Machinists & Electricians (Second Class)	1.37
X	
Machinists & Electricians (Semi-skilled)	1.21
Machinists & Electricians (Helpers)	1.09
X Electric Truck Operators (First Class)	1.23
Electric Truck Operators (Third Class)	1.12
Coty Bottomer Operator (First Class)	1.37
Coty Bottomer Operator (Second Class)	1.32
Coty Bottomer Operator (Third Class)	1.27
Apprentice Coty Bottomer Operator	1.12
Cameron Slitter Operator	1.24
Seybold Cutter Operator	1.16
X Machinists & Electricians (Third Class)	1.32
X Electric Truck Operators (Second Class)	1.18

WAGE SCHEDULE

CLASSIFICATION	Minimum Rate Per Hour
Glue Maker (First Class)	\$1.29
Glue Maker (Second Class)	1.23
Glue Maker (Third Class)	1.12
Scrap Baling	1.09
Loading & Shipping	1.09
Storekeeper	1.09
Labourers (First Four Months with Company)	1.02
Labourers (After Four Months with Company)	1.06

## FEMALE EMPLOYEES (HOURLY PAID FACTORY HELP)

## CLASSIFICATION

Sewing Machine Operators, Valving Machine Operators,  
 Press Feeders, Sleeving Operators, Inspectors,  
 Instructors & Foreladies.

Start	.67
After 3 months	.69
After 6 months	.71
After 12 months	.74
After 18 months	.77
Over 24 months	.81

Inspectors

Add 4¢ to above  
scale.

Instructors &amp; Foreladies

Add 8¢ to above  
scale.

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LABOR AGREEMENT

By and Between:

THE PANELYTE DIVISION of the St.Regis Paper  
Company (Canada) Limited, St.Jean ,Quebec,  
Canada, hereinafter referred to as the Company

And:

Local Union Number 449, International Chemical  
Workers Union, affiliated with the American  
Federation of Labor, hereinafter referred to  
as the Union, whose office is located at 177  
Sherbrooke Street West, Montreal, Quebec, Canada.

SECTION I.

GENERAL PURPOSE

The general purpose of this Agreement is, in the mutual interest of the employer and employee, to provide for the operation of the Factory under methods which will further to the fullest extent possible the safety, welfare and health of the employees, economy of operations, quality and quantity of output, cleanliness of the Factory and protection of property, and to set forth herein, the basic agreement covering rates of pay, hours of work and general conditions of employment to be observed between the parties. It is recognized by this agreement to be the duty of the Company and the employees to cooperate fully, individually and collectively.

SECTION 2.

PERIOD OF AGREEMENT

This agreement shall become effective and remain in full force May I, 1951 to May I, 1952 and shall be self-renewing from year to year thereafter in accordance with the conditions and provisions of this contract.

SECTION 3.

CHANGES OR MODIFICATIONS

Should the Company or the Union desire to change this agreement after one year from the signing of this agreement, the party desiring to negotiate a change shall give written notice by Registered Mail, Return Receipt Requested, to the other party within not more than sixty (60) days and not less than thirty (30) days before the expiration of the date of said agreement.

Negotiations will be started not less than thirty (30) days following notice by either party, and the present agreement will remain in effect until the new agreement is signed.

SECTION 4.

R E C O G N I T I O N

The Company recognizes the Union as certified by the Labour Relations Board of the Province of Quebec, to be the exclusive bargaining agent for all hourly paid employees, except the technicians, the foreman, the office workers, and those under sixteen (16) years of age, with relation to wages, hours of work, and all other terms and conditions of employment.

SECTION 5.

MEMBERSHIP

All employees presently employed in classifications covered by this Agreement shall, as a condition of continued employment, be and remain members in good standing in the Union during the period of this Agreement. All newly hired employees shall be notified of this provision and they shall, after thirty (30) days from the date of their employment, become and remain members in good standing in the Union as a condition of continued employment.

Newly hired employees shall be considered on probation during the first ninety (90) days of their employment and no dispute pertaining to their employment or dismissal during this probationary period may be taken up under the grievance procedure of this agreement.

The Company shall deduct from the wages of every employee each month regular monthly dues as prescribed by the Union, and shall turn over by check payable to the financial secretary of the local No. 449, not later than the twenty-fifth (25th) day of the calendar month following the period when such deductions were made.

SECTION 6 NO INTERRUPTION OF WORK

During the term of this Agreement and any extension thereof, it is agreed that:

There shall be no lockouts.

The Union guarantees the Company, on behalf of itself and each of its members, that:

There will be no authorized strike of any kind, boycott, picketing work stoppage, walkout, slowdown or any other type of organized interference, coercive or otherwise, with the Company's business.

The Union shall not question the unqualified right of the Company to discipline or discharge employees engaged in, participating in, or encouraging such action. It is understood that such action on the part of the Company shall be final and binding upon the Union, and its members, and shall in no case be construed as a violation by the Company of any provision of the Agreement. However, an issue of fact as to whether or not any particular employee has engaged in, participated in, or encouraged any such violation, may be subject to the grievance procedure or arbitration.

SECTION 7.

S E N I O R I T Y

After an employee has satisfactorily completed his ninety (90) days of probationary employment, his seniority shall be established as of the first day he was employed by the Company.

Any employee promoted or transferred to a position with the Company over which the Union has no representation, may be returned to his former position at any time, with his former seniority re-established, including up to ninety (90) days seniority while in the position outside the Union's representation.

Experience and ability being equal, seniority shall govern in all ~~cases~~<sup>cases</sup> when a lay off, transfer or promotion is necessary.

Laid-off employees shall be called back to work on the basis of plant seniority consistent with their ability to perform the work required.

All seniority rights and privileges shall be lost when an employee is discharged; or quits; or is absent for three (3) consecutive working days without proper notice to the Personnel Department; or fails to report for work within seventy-two (72) hours after being notified in writing by the Company at the employee's last known address, unless he has arranged with the Personnel Manager for an extension of said period.

SECTION 7

SENIORITY (Continued)

Any employee who has been in the employ of the Company more than ninety (90) days and is laid off for a period longer than six(6) months, will be considered terminated unless during the sixth month the employee has notified the Personnel Department in writing of his intention to return if recalled. Should the employee not be recalled within the sixth month, he is required to notify the Personnel Department each month thereafter in writing of his desire to return to work. All seniority shall be lost to any employee who has been laid off for a period longer than one year.

Seniority shall be on a departmental basis only, for the first twelve months. Employees with one year or more seniority shall be privileged to exercise plant seniority rights on lay offs.

When a permanent opening occurs in a classification covered by this Agreement, the Company will post a notice on the Company bulletin boards for a period of three(3) days(72) hours during which time all those employees desiring consideration for the opening shall submit their bid, in writing, to the Personnel Office. If no bids are received for the opening within the 72 hours period, Management reserves the right to either hire a new employee for the job or select an employee from a classification with an hourly rate equal to or lower than that of the job to be filled.

SECTION 7

S E N I O R I T Y (Continued)

In filling vacancies, if a vacancy is not filled in the department where it occurs, then factory-wide seniority shall be observed. Any employee under consideration for an available job must meet the requirements set forth for the job.

SECTION 8

GRIEVANCE PROCEDURE

The Union shall select from the local membership a Standing Committee, of not more than three(3) members, which shall represent the Union in handling all grievances.

Adjustments of complaints or grievances shall be handled as follows:

Step 1.

By the aggrieved employee with the Foreman under whom he is directly responsible.

Step 2.

If an agreement is not reached in Step 1, then the matter shall be taken up by the employee and his Shop Steward with the Foreman and his immediate Supervisor.

Step 3.

If an agreement is not reached in Step 2, the matter may be referred to the Personnel Manager. The grievance must be submitted in writing to the Personnel Manager within fourteen days after the complaint occurs.

Step 4.

If the personnel Manager fails to resolve any properly submitted grievance, it may be referred to the Plant Manager, provided it is submitted in written form within five(5) working days after Step 3. The International representative of the Union may be called in by either party at this step.

SECTION 8

GRIEVANCE PROCEDURE (continued)

Step 5.

If an agreement is not reached in Step 4,  
either party shall have the right to apply  
for a Board of Arbitration under the provisions  
of the Quebec Trade Disputes Act.R.S.Q. 1941  
Chapter 167, and its amendments.

SECTION 9

V A C A T I O N S

The vacation period shall extend from May 1st to December 31st of each year.

Management has the right to determine whether a vacation shutdown period shall occur during June, July or August and will make such an announcement to the employees and the Union at least one month prior to the shut-down period, but not later than June 1st.

Vacations shall be granted in accordance with the provisions and ordinances of the Minimum Wage Commission of the Province of Quebec.

Vacations will be computed on May 1st based on rates in effect at that time.

SECTION 10

HOLIDAYS

Paid holidays shall be as follows:

Christmas Day  
New Year's Day  
Labor Day  
Good Friday  
Dominion Day

All eligible employees shall be paid straight time pay for each of the above specified holidays, when not worked, in accordance with the number of hours they would work on their regular scheduled shift for that day, provided;

1. That such a holiday is celebrated on the employee's regularly scheduled work day.
2. That such employees have been on the payroll for at least ninety (90) days prior to such paid holidays.
3. That such employees work the scheduled work day immediately preceding and following the day the paid holiday is celebrated, unless permission to the absent has been granted by the Company or in case of legitimate illness for which the Company may demand a doctor's certificate.

Employees required to work on a paid holiday shall receive their paid holiday allowance plus one and one-half times their base rate for the time worked.

When one of the specified paid holidays is celebrated within

SECTION 10

HOLIDAYS

an employee's approved vacation period and he is absent from work because of such vacation, he shall be paid for such holiday in accordance with the provisions set out herein.

SECTION II

O V E R T I M E

Overtime at the rate of time and half will be paid on the following basis :

I. After 9 hours in any one day

After 45 hours in any one week

I. (a) This will include all ~~maintenance~~ workers and production workers on one (1) or two(2) shifts.

2. After 8 hours in any <sup>one</sup> day

After 48 hours in any one week

on three shift operations.

2. (a) This will include all ~~three~~(3) shift and boiler room workers.

SECTION 12.

HOURS OF WORK

All parties to this Agreement understand that the standard work week shall be on the basis below, but agree that additional or less time may be worked in accordance with the requirements of operations or for protection of the factory.

Seven and one half ( $7\frac{1}{2}$ ) hours shall be the standard hours per day for employees working in instances where the operation is on a three shift basis.

In those instances where there is a continuous operation, meaning no shut-down, operators are to eat while attending their jobs, and shall be paid for the full shift.

The work week shall commence with the shift beginning at 8.a.m. on Monday or the shift beginning nearest that hour and extends until the same hour the following Monday.

The regular work week shall consist of 6 consecutive days from Monday through Saturday inclusive on three(3) shift operations and 5 consecutive days, Monday through Friday inclusive on other than three (3) shift operations. This shall not constitute a guarantee of any definite number of work days per week.

A premium of five(5) cents per hour will be paid on the second and third shifts.

SECTION 13.

LEAVE OF ABSENCE

Employees may request in writing a leave of absence up to thirty(30) days, in conformance with the Company's policy regarding such leaves, without loss of seniority rights.

Upon written request of even (7) days previous notice, a leave of absence will be granted for a period up to one year, without loss of seniority rights, for the purpose of representing the Union on official Union business.

SECTION 14.

PROVISIONS OR SECTIONS FOUND TO BE  
IN CONTRAVENTION OF PROVINCIAL AND/OR  
FEDERAL LAWS.

If any provision, section, article, rule or subsection of this agreement is in contravention to the laws, ordinances or regulations of Canada or of the Province in which the Company covered by this agreement is located, such provision shall be superseded by the appropriate provisions of such laws, ordinances or regulations so long as same are in force and effect but all other provisions of this agreement shall continue in full force and effect.

SECTION 15.

G E N E R A L

It is agreed that the plant shall be kept clean and neat and in good order and each employee will be held responsible for his work area being kept clean and in a condition satisfactory to Management.

If, at the Company's request an employee at top rate works temporarily on other than his regular job, the employee shall receive regular rate of pay or the rate of pay for the job, whichever is greater.

If the employee is not receiving top rate, he shall be paid his regular rate in the event of a temporary transfer.

Proper work standards will be established and made known to each employee for his job.

As a condition of continued employment, all employees are expected to meet the requirements of the job standard.

Employees reporting for work and sent home without working shall receive two (2) hours pay.

Employees reporting for work and starting work shall receive four (4) hours pay or four (4) hours work. Employees may be assigned to other than their own jobs in order to provide four (4) hours of work.

SECTION 15.

GENERAL (Continued)

Employees called back to work inconsistent with their regular working hours shall receive a minimum of two(2) hours work at one and one half (1-1/2) times their regular rate.

If a reduction in working hours is more desirable than a reduction in work force this shall be discussed with the Union.

SECTION 16

FACTORY RULES

Factory rules not conflicting with the terms of this Agreement will be printed, passed out to all employees posted in the factory and will be enforced by Management.

SECTION 17

W A G E S

A COPY OF THE BASIC HOURLY WAGES rate schedule is attached hereto and made a part hereof, and shall remain in effect throughout the life of this agreement.

When major changes are made in the plant which create new jobs or substantially change the duties of existing jobs, the Company will carefully evaluate the situation and inform the Union concerned of the new rate or rates without delay.

Such new rate or rates shall be subject to review by the Union within fourteen (14) days from the time the rate is established.

## FACTORY RULES

### CAUSES FOR SUSPENSION AND /O DISMISSAL

1. Bringing intoxicants into the plant or reporting for work under the influence of liquor.
2. Neglect of work or refusal to carry out instructions or orders.
3. Destruction or removal of the Company's property.
4. Dishonesty.
5. Refusal to comply with the Company's rules.
6. Giving or taking a bribe of any nature to obtain a job or to keep a job.
7. Smoking in other than designated areas at designated times.
8. Sleeping during working hours.
9. Punching another employee's time card.
10. Venereal or contagious diseases.
11. Reading books, magazines or newspapers during working hours.
12. Violation of Company Safety Rules and endangering another employee.
13. Horseplay, running, fighting, throwing articles, unnecessary shouting, or anything else which may take the attention of other employees from their work.
14. Habitual lateness.
15. Absenteeism.
16. Leaving assigned position without permission.

HOURLY WAGE RATE SCHEDULE

RANGE OF POINTS AND RATES PER HOUR

<u>CLASS</u>	<u>MALE</u>		<u>TOP</u> RATE PER HOUR
	<u>RANGE OF POINTS</u>		
	<u>FROM</u>	<u>TO</u>	
I	0	30	.84
2	31	35	.87
3	36	40	.91
4	41	45	.98
5	46	50	1.05
6	51	55	1.15
7	56	60	1.25
8	61	65	1.30

<u>FEMALE</u>			
1	0	30	.70
2	31	35	.73
3	36	40	.76
4	41	45	.79



<u>DEPARTMENT NAME</u>	<u>JOB</u>	<u>RATE/HOUR</u>	
		<u>MALE</u>	<u>FEMALE</u>
<u>BUILD-UP (MOLDED FORMS)</u>	Build-up & Salvage		
	build up Start		.67
	After 1 month(s)		.69
	" 2 "		.71
	" 3 "		.73
<u>MOLDED FORMS PRESS</u>	Press Operator Start	.92	
	" 1 month	.94	
	" 2 "	.96	
	" 3 "	.98	
	<u>FLATSTOCK PRESS</u>	Press Build up Start	.92
Operator " 1 "		.94	
" 2 "		.96	
" 3 "		.98	
Weigher and Build-up		Start	.92
	" 1 "	.94	.75
	" 2 "	.96	.77
	" 3 "	.98	.79
	Plate Stripper	Start	.92
" 1 "		.94	
" 2 "		.96	
" 3 "		.98	
<u>FABRICATING</u>		Large Shears	Start
	" 1 "		.83
	" 2 "		.85
	" 3 "		.87
	Small Shears		Start
" 1 "		.83	.69
" 2 "		.85	.71
" 3 "		.87	.73
Punch Presses		Start	.81
	" 1 "	.83	.69
	" 2 "	.85	.71
	" 3 "	.87	.73
	Drill Presses (Multi or Single)	Start	.81
" 1 "		.83	.69
" 2 "		.85	.71
" 3 "		.87	.73
Vonnegut		Start	.78
	" 1 "	.80	.66
	" 2 "	.82	.68
	" 3 "	.84	.70

<u>DEPARTMENT</u>	<u>JOB</u>		<u>MALE</u>	<u>RATE/HOUR</u>	<u>FEMALE</u>
<u>FABRICATING</u>	Router & Shaper	Start	.81		.67
		After 1 month(s)	.83		.69
		" 2 "	.85		.71
		" 3 "	.87		.73
	Engine & Turret Lathe	Start	.85		.70
		" 1 "	.87		.72
		" 2 "	.89		.74
		" 3 "	.91		.76
	milling	Start	.85		.70
		" 1 "	.87		.72
		" 2 "	.89		.74
		" 3 "	.91		.76
	Saws (all types) NOTE: Includes Bandsawing Buildups.	Start	.85		
		" 1 "	.87		
		" 2 "	.89		
" 2 "		.91			
Drum Sandind	Start	.81			
	" 1 "	.83			
	" 2 "	.85			
	" 3 "	.87			
Buff & Polish	Start	.85			
	" 1 "	.87			
	" 2 "	.89			
	" 3 "	.91			
<u>DOOR AND FABRICATING</u>					
One Strike Press	Start	.85			
	" 1 "	.87			
	" 2 "	.89			
	" 3 "	.91			
<u>TUBES &amp; RODS</u>					
Sprayer	Start	.85		.70	
	" 1 "	.87		.72	
	" 2 "	.89		.74	
	" 3 "	.91		.76	
Rolling	Start	.85		.70	
	" 1 "	.87		.72	
	" 2 "	.89		.74	
	" 3 "	.91		.76	
Molding	Start	.85		.70	
	" 1 "	.87		.72	
	" 2 "	.89		.74	
	" 3 "	.91		.76	

<u>DEPARTMENT NAME</u>	<u>JOB</u>	<u>MALE</u>	<u>RATE HOUR</u>	<u>FEMALE</u>
<u>TUBES &amp; RODS</u> (continued)	Stripping	Start	.81	.67
		After 1 month(s)	.83	.69
		" 2 "	.85	.71
		" 3 "	.87	.73
	Grinding	Start	.85	.70
		" 1 "	.87	.72
		" 2 "	.89	.74
		" 3 "	.91	.76

INSPECTION

Process & Floor	Start	.85	
" 1 "	"	.87	
" 2 "	"	.89	
" 3 "	"	.91	
Decorative	Start	.85	.70
" 1 "	"	.87	.72
" 2 "	"	.89	.74
" 3 "	"	.91	.76
Industrial(Flatstock)	Start	.85	
" 1 "	"	.87	
" 2 "	"	.89	
" 3 "	"	.91	
Door Pan(AT Press)	Start	.85	.70
" 1 "	"	.87	.72
" 2 "	"	.89	.74
" 3 "	"	.91	.76
Door Pan Sanding And Inspection	Start	.85	.70
" 1 "	"	.87	.72
" 2 "	"	.89	.74
" 3 "	"	.91	.76
Breaker Strip	Start	.81	.67
" 1 "	"	.83	.69
" 2 "	"	.85	.71
" 3 "	"	.87	.73
Small parts and Tubes & Rods	Start	.81	.67
" 1 "	"	.83	.69
" 2 "	"	.85	.71
" 3 "	"	.87	.73

<u>DEPARTMENT NAME</u>	<u>JOB</u>	<u>RATE HOUR</u>	
		<u>MALE</u>	<u>FEMALE</u>
<u>INSPECTION</u>			
(continued)	Write-up (at sander)		
	Start	.81	.67
	After 1 month(s)	.83	.69
	" 2 "	.85	.71
	" 3 "	.87	.73
<u>SHIPPING &amp; RECEIVING</u>			
	Write-up		
	Start	.81	.67
	" 1 "	.83	.69
	" 2 "	.85	.71
	" 3 "	.87	.73
	Crate, Pallet & Box Making		
	Start	.81	
	" 1 "	.83	
	" 2 "	.85	
	" 3 "	.87	
	Small Parts Packing		
	Start	.81	.67
	" 1 "	.83	.69
	" 2 "	.85	.71
	" 3 "	.87	.73
	Tube & Rod Packing		
	Start	.81	
	" 1 "	.83	
	" 2 "	.85	
	" 3 "	.87	
	Fork Truck Driver		
	Start	.81	
	" 1 "	.83	
	" 2 "	.85	
	" 3 "	.87	

NOTE: Shipping & Receiving Jobs include Load, Unload, Ship & Receive.

COMPANY TRUCKS AND AUTOMOBILES

Outside Driver	Start	.85
" 1 "		.87
" 2 "		.89
" 3 "		.91

MAINTENANCE

2nd class Stationary Engineman	Start	1.24
" 1 "		1.26
" 2 "		1.28
" 3 "		1.30
Steamfitter "A"	Start	1.19
" 1 "		1.21
" 2 "		1.23
" 3 "		1.25

<u>DEPARTMENT NAME</u>	<u>JOB</u>	<u>MALE</u>	<u>FEMALE</u>
<u>MAINTENANCE</u> (continued)			
	Millwright "A"	Start 1.09	
	Machinist "A"	After 1 month (a) 1.11	
	Carpenter "A"	" 2 " 1.13	
	Electrician "A"	" 3 " 1.15	
	Welder "A"		
Tool & Die Maker		Start 1.19	
	" 1 "	1.21	
	" 2 "	1.23	
	" 3 "	1.25	
Oiler		Start .81	
	" 1 "	.83	
	" 2 "	.85	
	" 3 "	.87	
Saw Sharpeners		Start .85	
	" 1 "	.87	
	" 2 "	.89	
	" 3 "	.91	
	Machinist "B"	Start .99	
	" 1 "	1.01	
	" 2 "	1.03	
	" 3 "	1.05	
	Machinist "C"	Start .85	
	" 1 "	.87	
	" 2 "	.89	
	" 3 "	.91	
General Helper		Start .81	
	" 1 "	.83	
	" 2 "	.85	
	" 3 "	.87	
Janitor (Indoors & Outdoors)		Start .78	.64
	" 1 "	.80	.66
	" 2 "	.82	.68
	" 3 "	.84	.70

SIGNED THE 15 day of May 1951

FOR THE COMPANY

Charles L. Walters, Plant Manager

Alex. Smalley, Director of Labor  
Relations

Oscar Dull, Jr., Divisional Director  
of Labor Relations

William H. Smythe, Personnel Manager

Panalyte Division  
St-Régis Paper Company (Canada) Limited  
St-Jean, Quebec.

FOR THE UNION

Norman Miers, President,  
Local #449

Georges Boucher  
Recording Secretary  
Local #449

Robert Levesque, representative  
International Chemical  
Workers Union

May 30 th, 1951

Local No. 449,  
International Chemical Workers Union A.F.L.  
St-Jean. Que.

Attention: Mr. Norman Miers, President

Dear Mr. Miers:-

We agree that Step 5, Section 8, of our Labour Agreement, effective May 1st, 1951, should read as follows:-

Step 5.

If an agreement is not reached in Step 4, either party shall have the right to apply for a Board of Arbitration under the provisions of the Quebec Trade Disputes Act. R.S Q. 1941, Chapter 167, and its amendments.

The decision of the Board of Arbitration shall be final and binding upon all parties of this agreement.

Yours very truly,

Charles.L.Walters,  
Plant Manager.

PANELYTE Division,  
St-Regis Paper Company (Canada) Limited,  
St-Jean QUEBEC.

WHS: C

c.c. Mr. Robert Levesque  
Mr. Alex Smalley  
Mr. Oscar Dull, Jr.  
Mr. William H.Smythe.

Certified a true copy of the Original  
J.P. Nicol Director  
International Brotherhood of  
Pulp, Sulphite & Papermill  
Workers.

ADDENDUM TO

LABOUR AGREEMENT between St. Regis Paper Company (Canada) Limited  
and the  
INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE & PAPER MILL WORKERS  
and its  
LOCAL No. 561 of CAP DE LA MADELEINE  
QUEBEC.

It is agreed by and between the St. Regis Paper Company (Canada) Limited,  
hereinafter referred to as the COMPANY and the International Brotherhood of  
Pulp, Sulphite and Paper Mill Workers, affiliated with the American Federation  
of Labour, and the employees of the COMPANY in its factory at Cap de la Madeleine  
P.Q., who are members of Local Union No. 561 of the International Union mention-  
ed above, that the following changes in the contract, as signed on August 10th,  
1950 are to be made effective as in indicated in this ADDENDUM, and this ADDENDUM  
is to become a part of the LABOUR AGREEMENT mentioned above.

The wage schedule which is attached to and part of this ADDENDUM sets forth  
the rates of pay which are to be effective from January 1, 1951 to June 30th,  
1951, and this wage schedule is to supplant the Wage Schedule attached to the  
LABOUR AGREEMENT mentioned above for the period from January 1, 1951 to June 30,  
1951.-

The period of the LABOUR AGREEMENT as indicated on Page 1, section 2 of the  
Labour agreement mentioned above, is to be revised the terminating date becoming  
JUNE 30th, 1951 instead of April 30th 1951.-

IN WITNESS WHEREOF, we, the undersigned, here as the accredited representative  
of the respective parties to this agreement, hereunto set our signatures.  
this 7th day of December 1950.

ST. REGIS PAPER CO. ( CANADA ) LIMITED

(sgd.) Jos M. Harnit  
Asst. GEN. MGR. .

(sgd.) Walso Jones  
Plant Manager.

INTERNATIONAL BROTHERHOOD OF PULP,  
SULPHITE AND PAPER MILL WORKERS

(sgd.) L.P. LACROIX  
International Representative  
CAP DE LA MADELEINE LOCAL 561 OF THE  
INTERNATIONAL BROTHERHOOD OF PULP

SULPHITE AND PAPER MILL WORKERS  
(sgd.) Jean Louis Pleau  
President.

19/2462 A.-

WAGE SCHEDULE - )Page I of 3)

The following is the wage schedule agreed upon between the St. Regis Paper Company (Canada) Limited and the signatory Union and covering employment in the Company's factory in Cap de la Madeleine, Quebec, and to be effective from January 1st, 1951 to June 30th, 1951.

MALE EMPLOYEES (HOURLY PAID FACTORY HELP)

CLASSIFICATION	Maximum Rate Per Hour
Tuber Working Foremen	1.31
Tuber Operator (First Class)	1.26
Tuber Operator (Second Class)	1.21
Tuber Operator (Third Class)	1.16
Back Tender & Apprentice Tuber Operator	1.03
Sewing Machine Adjuster & Working Foremen	1.31
Sewing Machine Adjuster (First Class)	1.26
Sewing Machine Adjuster (Second Class)	1.21
Sewing Machine Adjuster (Third Class)	1.16
Apprentice Sewing Mch. Adjusters	1.01
Working Printing Press Foremen	1.31
Printing Pressmen (First Class)	1.26
Printing Pressmen (Second Class)	1.21
Printing Pressmen (Third Class)	1.16
Apprentice Ptg. Pressmen	1.03

WAGE SCHEDULE - (Page 2 of 3)

Working Plate Cutter & Vulcanizer	I.31
Plate Cutters & Vulcanizers (First Class)	I.26
Plate Cutters & Vulcanizers (Second Class)	I.21
Plate Cutters & Vulcanizers (Third Class)	I.16
Apprentice Plate Cutters & Vulcanizers	I.01
Machinists & Electricians (First Class)	I.31
Machinists & Electricians (Second Class)	I.26
Machinists & Electricians (Third Class)	I.21
Machinists & Electricians (Semi-Skilled)	I.10
Machinists & Electricians (Helpers)	.98
Electric Truck Operator (First Class)	I.12
Electric Truck Operators (Second Class)	I.07
Electric Truck Operators (Third Class)	I.01
Coty Bottomer Operator (First Class)	I.26
Coty Bottomer Operator (Second Class)	I.21
Coty Bottomer Operator (Third Class)	I.16
Apprentice Coty Bottomer Operator	I.01
Cameron Slitter Operator	I.13
Seybold Cutter Operator	I.05

WAGE SCHEDULE - (Page 3 of 3)

Glue Maker (First Class)	I.18
Glue Maker (Second Class)	I.12
Glue Maker (Third Class)	I.01
Scrap Baling	.98
Loading & Shipping	.98
Store Keeper	.98
Labourers (First Four months with Company)	.91
Labourers (After Four months with Company)	.95

FEMALE EMPLOYEES (HOURLY PAID FACTORY HELP)

CLASSIFICATION

Sewing Machine Operators, Valving Machine Operators,  
 Press Feeders, sleaving Operators, Inspectors,  
 Instructors and Foreladies.

0 to 3 months service	.51
3 months to 6 months service	.54
6 months to 1 year service	.58
1 year to 1½ years service	.60
1½ years to 2 years service	.64
2 years to 2½ years service	.67
2½ years service & over	.70

Inspectors

Add 4¢ to above scale

Instructors & foreladies

Add 8¢ to above scale.

LABOR AGREEMENT.

between

ST REGIS PAPER COMPANY ( CANADA ) LIMITED

and the

INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE & PAPER

MILL WORKERS, and its LOCAL No. 561 of CAP DE LA MADELEINE Quebec

MAY 1, 1950 to April 30, 1951

19/2462

## LABOR AGREEMENT.

This AGREEMENT is by and between the St. Regis Paper Company (Canada ) Limited, hereinafter referred to as the Company and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, affiliated with the American Federation of Labor, and the employees of the Company who are members of Local Union No. 561 of the International union mentioned above and now located at Cap de la Madeleine Quebec.-

### SECTION 1. 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 plant hereinafter mentioned under methods which will further to the fullest extent possible, the safety, welfare and health 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 co-operate fully, individually and collectively for the advancement of said conditions.-

### SECTION 2. PERIOD.

The St. Regis Paper Company (Canada ) Limited and the organization herein contained agree, one with the other, that they will abide by the articles of agreement for a period from May 1, 1950 to April 30th 1951 at the mill of the Company.-

located at the place mentioned above, and from year to year thereafter subject to termination or change by either party on any April 30th, upon thirty (30) days' written notice given prior to such April 30th.

SECTION 3. INTERRUPTION OF WORK.

No strikes, lockouts, or walkouts shall occur during the life of this Agreement.-

SECTION 4.- RECOGNITION AND MEMBERSHIP

The Company recognizes the International Brotherhood of Pulp Sulphite and Paper Mill Workers and its local No. 561 at Cap de la Madeleine Quebec as the agencies representing their membership in the Cap de la Madeleine factory for the purpose of collective bargaining. It is the desire of the parties to this agreement that all employees will maintain membership in good standing in the signatory Union and it is agreed that:

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

Employees shall not be subject to any penalties as a condition for granting of application for membership or reinstatement in the union, in excess of the minimum fine or penalty according to the constitution.

(b) When hiring new employees, the Company will give preference to union members if such are available and are capable of doing the required work.-

It is further understood and agreed upon that any non-union man now working or to be hired, will abide by the general rules of the signatory unions.

Employees eligible for membership in the unions, under the terms of this agreement, include all those employed in the Mill, except superintendents, foremen ( and overseers) employees of the office, and watchmen.

SECTION 5. CONTRACT RELATIONSHIP.

Employees who undertake to disturb the term and relationship of this agreement and are reported to the officials of the Company or the Standing Adjustment Committee of the Union shall not be retained in the employ of the Company if found guilty of the offense after careful investigation conducted by the officials of the Company and the Local Union.-

SECTION 6. SENIORITY.

In promotions and layoffs, and in reemployment of seasonal employees, other things being equal the principles of seniority will govern. In any case of promotion, lay-off, or reemployment, the Union Standing Committee shall be consulted by the management and be privileged to present recommendations which will be considered by the management prior to final decision by the management. In cases where time does not permit such prior consultation, the management shall take temporary action only, until the recommendations of the Union Standing Committee can be obtained.-

If and when positions referred to above are permanently discontinued, employees holding them will be assigned to any position to which they are entitled by right of seniority and for which position they are qualified.-

The Company will post a seniority list showing dates of employment every ninety (90) days.-

When there are any changes in occupation the vacancies should be posted on the board 48 hours, whenever possible, to allow applicants to apply for vacancies.

SECTION 7. HOURS OF DAY WORKERS.

The regular hours of employment for day workers shall be eight hours per day.-

SECTION 8 OVERTIME .

Overtime at the rate of time and one half will be paid on the following basis:-

(a) To employees paid on an hourly basis.

1. For all work performed on Sunday and on holidays as specified in section 9 below.

2. For all work in excess of (8) eight hours in any one day employees shall be paid at the rate of time and one half.

3. No time and one-half will be allowed for watchmen.

SECTION 9. HOLIDAYS.

Eight (8) hours pay will be granted for each of the following holidays, to those employees who have worked on their regular shift on the workday next preceding the holiday, and on the next work day subsequent to the holiday.

Any employee absent from work on the last work day preceding and/ or the next work day subsequent to the holiday, as a result of sickness or compensatory accident, shall receive his holiday pay, providing he furnishes to the Company a doctor's certificate certifying that the sickness or compensatory accident justified the employees absence on either or both of those days:-

Christmas: 39 hours, 4 P.M. Dec. 24th to 7 A.M. Dec. 26th

New Year's 39 hours, 4 P.M. Dec 31st to 7 A.M. Jan 2nd.

Cap de la Madeleine Civic Day (Cap Day) 32 hours 12 Midnight

Aug. 14th to 7 A.M. Aug. 16th.

Labour Day: 4 P.M. preceding Saturday to 7 A.M. on the following Tuesday.

Alternately by years. St. Jean Baptiste or Dominion Day:

32 hours 12 midnight day preceding to

7 A.M. of following day.-

In case of a holiday falling on a Sunday, Monday shall be observed. Notice of holiday shutdown periods shall be posted on the bulletin boards a week in advance.-

SECTION 10. CALL TIME ON EMERGENCY WORK.

An employee who is called in for emergency work before or after completing his or her regular day shall be paid at the rate of time and one-half for the actual period worked, with a minimum of two hours per call.-

No limitation on hours of work contained in this agreement shall apply to employees of any class when engaged in emergency work involving breakdown or emergency work involving protection of life and property.-

It is agreed that the time for start of the employee's shift may be changed at any time by the management upon notification to the employees before the end of his or her last preceding shift.-

When an employee reports for work on his or her regular shifts, and having been at work at the end of the next previous shift, and work not being available because of discontinuance of work, and not having been notified that his services were not required within one hour of usual reporting time, the employee shall receive two hours.-

SECTION 11. VACATION PLAN: HOURLY PAID EMPLOYEES.

(a) Eligibility.

1. All hourly paid employees of the Company who complete one year of continuous employment in the services of the Company will be granted a vacation with vacation pay under conditions set forth below.

(b) Continuous Employment.

1. Continuous employment is broken by discharge for cause, voluntary resignation or any other voluntary separation.-

2. Periods of disability because of sickness or accident and temporary layoffs resulting from curtailment of operations or other causes beyond the control of the employee shall not break continuous employment.-

(c) Vacation Period.

1. Permanent male employees who have less than five (5) years continuous employment and who have worked at least fifteen hundred (1500) hours during the preceding year will be given a vacation period each year of six (6) working days which will be consecutive.-

2. Permanent female employees who have less than five (5) years continuous employment and who have worked at least fourteen hundred (1400) hours during the preceding year will be given a vacation period each year of five and one-half ( $5\frac{1}{2}$ ) working days which will be consecutive.

3. Permanent male employees who have five (5) or more years continuous employment and who have worked at least fifteen hundred (1500) hours in the preceding year will be given a vacation period each year of twelve (12) working days which shall be consecutive, provided however that this vacation period may be divided into two periods of six (6) consecutive working days to meet mill operating requirements.

4. Permanent female employees who have five (5) or more years continuous employment and who have worked at least fourteen hundred (1400) hours in the preceding year will be given a vacation period each year of eleven (11) working days which shall be consecutive, provided however that this vacation period may be divided into two periods of five and one-half ( $5\frac{1}{2}$ ) consecutive working days to meet mill operating requirements.-

5. Permanent male employees who have (15) fifteen or more years continuous employment and who have worked at least fifteen hundred (1500) hours in the preceding year will be given a vacation period each year of eighteen (18) working days, of which twelve (12) days may be consecutive and the remaining six (6) days will be taken at such time as is mutually agreed upon between the employee and the company, so as not to interfere with production.-

6. Permanent female employees who have (15) fifteen or more years of continuous employment and who have worked at least fourteen hundred (1400) hours in the preceding year will be given a vacation each year of sixteen and one half ( $16\frac{1}{2}$ ) working days.-

of which eleven (11) days may be consecutive, and the remaining five and one half ( $5\frac{1}{2}$ ) days will be taken at such time as is mutually agreed upon between the employee and the Company, so as not to interfere with production.

(d) Vacation Pay.

1. The amount of vacation pay for each employee shall be calculated on the basis of eight (8) hours per day of vacation due, at the employee's current basic rate at the time the vacation is taken,

2. An employee may draw his vacation pay at the beginning of his vacation period if desired.-

3. Vacation pay will not be allowed for vacations not taken.

4. If an employee, not having been dismissed for cause, leaves the service of the Company for reasons beyond his control, at a time when an unused period of vacation with pay stands to his credit, he shall be paid the amount due him in lieu of vacation calculated to the date of his leaving such service.

5. If an employee leaves the service of the Company of his own accord, or is dismissed for cause at a time when an unused period of vacation with pay stands, to his credit, he shall be paid the amount due him in lieu of vacation calculated to the end of his last completed twelve (12) months of service.-

(e) General.

1. Vacation privileges are not transferable.

2. It is the intent of the present plan that vacation period shall not be permitted to interfere with all operations.

3. The Company reserves the right to schedule the vacation period for each employee as well as to generally administer the vacation plan in accordance with the above provisions.-

SECTION 12 RULES.

1. All employees are required to be on their job ready for work at the commencement of their regular schedule and are not to leave their work to wash up and dress before the end of their regular working period.-

2. Employees must notify their foreman four (4) hours before commencement of their next regular shift in case of anticipated absence

3. An employee, after an absence of four days or more, shall notify his foreman twenty-four (24) hours in advance when returning to work.

4. All injuries must be reported to the first aid department.

5. Acts of conducts or wilful negligence that is contrary to

the spirit of Section 1 of this agreement are:

(a) Bringing or consuming intoxicants in the Mill or the Mill premises.

(b) Reporting for work under the influence of liquor.

(c) Removal or deliberate destruction of Company's or another employee's property.

(d) Sleeping on duty.

(e) Disobedience.

(f) Smoking in prohibited areas.

(g) Neglect of duty.

(h) Dishonesty.

(i) Disorderly conduct.

(j) Failure to report for duty without bona fide reason.

(k) Insubordination.-

(l) Giving or taking a bribe of any nature as an inducement to obtaining or retaining a position.

(m) Punching another employee's time card.

(n) Incompetence.

(o) Reading Books, newspapers or magazines while on duty.

(p) Venereal or infectious diseases.

All of the above shall be considered good cause for discharge for misconduct.

#### SECTION 13 CLOTHING.

All employees working upon moving machinery must not wear clothing that can be readily entangled therein.

#### SECTION 14 SAFEGUARDS.

Safeguards must not be removed except by order of the foreman, superintendent or manager. If removed, they must be immediately replaced 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.-

Employees are not expected 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.

Employees must report immediately 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 15 REPORTING ACCIDENTS.

All accidents must be reported at once by the injured employee to his foreman, the manager, or to the office and the person to whom report is made is to immediately make written report. Injured employees must keep in close contact with office and report on their condition.

SECTION 16 SAFETY AND JOBS.

Employees, if qualified, shall be paid the rate assigned to the job they occupy. No employee, if qualified for job, shall be transferred to a job paying a lower rate per hour unless the employee's regular job has ceased to provide work.

Foremen shall instruct men on safety and on their lines of work.

SECTION 17 INTERPRETATION.

Further interpretation of this agreement may be made by the mutual consent of the parties hereto.

SECTION 18. SCHEDULE OF WAGES.

(a) Wage rates as indicated in attached schedule shall constitute and form a part of this agreement.-

(b) No local adjustments shall be proposed to the management during the terms of this agreement except those that, in the opinion of the management, merit consideration.-

SECTION 19. ADJUSTMENT AND COMPLAINTS.

The Union shall appoint or elect <sup>a</sup>Standing Adjustment Committee of not more than six members, which shall present any complaints or disputes that may arise to the appointed representatives or representative of the Company.-

In order to be eligible for membership on above committee, an employee must have been actually engaged in the plant for one (1) year next preceding his selection.

The committee shall be filed with the Company.

SECTION 20. GRIEVANCES.

Disputes, grievances or complaints shall be referred to the foreman first by the employee involved and two members of the standing committee. If no satisfactory settlement is made, the employee shall refer the question to the Union Standing Committee which will present the dispute, grievance, or complaint in writing to the Company's representative, the findings of the standing committee and the Company's representative to be filed in writing.

If the representative of the Company and the Union are unable to come to a satisfactory settlement within fifteen (15) days, the question may, on the request of the management or the union, be referred to the President of the International Union and representative of the Company.

If these two are unable to agree upon a satisfactory settlement it shall be referred to the Minister of Labor of the Province of Quebec.

If a discharged employee claims an injustice, the complaint shall be presented within forty-eight (48) hours and an employee proven to have been unjustly discharged shall be reinstated and receive pay for the time lost.-





WAGE SCHEDULE (Page 1 of 4)

The following is the wage schedule agreed upon between the St. Regis Paper Company (Canada) Limited and the signatory Union and covering employment in the Company's factory in Cap de la Madeleine Quebec

MALE EMPLOYEES ( HOURLY PAID FACTORY HELP )

CLASSIFICATION	Maximum Rate. Per hour
Tuber Working Foremen	1.25
Tuber Operator (First Class)	1.20
Tuber Operator (Second Class)	1.15
Tuber Operator (Third Class)	1.10
Back Tender & Apprentice Tuber Operator	.98
Sewing Machine Adjuster & Working Foremen	1.25
Sewing Machine Adjuster (First Class)	1.20
Sewing Machine Adjuster (Second Class)	1.15
Sewing Machine Adjuster (Third Class)	1.10
Apprentice Sewing Mch. Adjusters	.96
Working Printing Press Foremen	1.25
Printing Pressmen (First Class)	1.20
Printing Pressmen (Second Class)	1.15
Printing Pressmen (Third Class)	1.10
Apprentice Ptq. Pressmen.	.98

Working Plate Cutter & Vulcanizer	1.25
Plate Cutters & Vulcanizers (First Class)	1.20
Plate Cutters & Vulcanizers (Second Class)	1.15
Plate Cutters & Vulcanizers (Third Class)	1.10
Apprentice Plate Cutters & Vulcanizers	.96
Machinists & Electricians (First Class)	1.25
Machinists & Electricians (Second Class)	1.20
Machinists & Electricians (Third Class)	1.15
Machinists & Electricians (Semi Skilled)	1.05
Machinists & Electricians (Helpers)	.93
Electric Truck Operators (First Class)	1.07
Electric Truck Operators (Second Class)	1.02
Electric Truck Operators (Third Class)	.98
Coty Bottomer Operator (First Class)	1.20
Coty Bottomer Operator (Second Class)	1.15
Coty Bottomer Operator (Third Class)	1.10
Apprentice Coty Bottomer Operator	.96
Cameron Slitter Operator	1.08
Seybold Cutter Operator	1.00

WAGE SCHEDULE (page 3 of 4)

Glue Maker ( First Class)	1.12
Glue Maker ( Second Class)	1.07
Glue Maker (Third Class)	.96
Scrap Baling	.93
Loading & Shipping	.93
Store Keeper	.93
Labourers 'First Four months with Company'	.87
Labourers (After Four months with Company)	.90

FEMALE EMPLOYEES ( HOURLY PAID FACTORY HELP)

CLASSIFICATION.

Sewing Machine Operators, Valving Machine Operators, Press Feeders, Sleeving Operators, Inspectors, Instructors and Foreladies	.49
0 to 3 months service.	
3 months to 6 months service	.51
6 months to 1 year service	.55
1 year to 1½ years service	.57
1½ years to 2 years service	.61
2 years to 2½ years service	.64
2½ years service 7 Over	.67

WAGE SCHEDULES (Page 4 of 4)

Inspectors

Add 4¢ to above  
Scale.

Instructors & Foreladies

Add 8¢ to above  
Scale.

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WAGE SCHEDULE

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The following is the wage schedule agreed upon between the St. Regis Paper Company (Canada) Limited and the signatory union, and covering employment in the Company's factory in Cap de la Madeleine, Quebec.

MALE EMPLOYEES( Hourly Paid Factory Help)

<u>Classification</u>	<u>Maximum Rate Per Hour</u>
Tuber Working Foreman	1.17
Tuber Operator (First Class)	1.12
Tuber Operator (Second Class)	1.06
Tuber Operator (Third Class)	1.01
Back Tender and Apprentice Tuber Operator	.90
Sewing Machine Adjuster & Working Foremen	1.17
" " " " (First Class)	1.12
" " " " (Second class)	1.06
" " " " (Third Class)	1.01
Apprentice Sewing Machine Adjusters	.80 to .86
<b>Working</b> Printing Press Foremen	1.17
Printing Pressmen (First Class)	1.12
" " " (Second Class)	1.06
" " " (Third Class)	1.01
Apprentice Printing Pressmen	.80 to .86
Working Plate Cutter Foremen	1.17
Plate Cutter (First Class)	1.12
" " (Second class)	1.06
" " (Third Class)	1.01
Apprentice Plate Cutters	.80 to .86
Machinists & Elec. (First Class)	1.16
" " " (Second Class)	1.10
Machinist & Electricians (semi-skilled)	.98 3rd class 1.05
Electric Truck Operators	.90 to 1.00
Fireman & Watchman	.80 to .85
Laborers	.80

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FEMALE EMPLOYEES( Hourly Paid Factory Help)

Classification	Maximum Rate <u>Per Hour</u>
Sewing Machine Operators, Valving Machine Operators, Press Feeders, Sleeving Operators, Inspectors, Instructors, and Foreladies.	
0-3 months service	.46
3-6 months service	.48
6-12 months service	.51
1 yr to 2 yrs service.	.53
2 yrs to 3 yrs. service	.57
3 yrs to 5 yrs. service	.60
5 yrs service and over	.63
Inspectors	add 4¢ to above scale
Instructors & Foreladies	add 8¢ to above scale.

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LABOR AGREEMENT  
BETWEEN

ST. REGIS PAPER COMPANY (CANADA) LTD.  
and the

INTERNATIONAL BROTHERHOOD OF PULP,  
SULPHITE AND PAPER MILL WORKERS,  
and its LOCAL No. 561, of  
CAP DE LA MADELEINE, Quebec.

19/1366

## LABOR AGREEMENT

This AGREEMENT is by and between the St.Regis Paper Company (Canada) Limited, hereinafter referred to as the COMPANY and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, affiliated with the American Federation of Labor, and the employees of the company who are members of Local Union No. 561 of the International union mentioned above and now located at Cap de la Madeleine, Quebec.

### SECTION 1. 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 plant hereinafter mentioned under methods which will further, to the fullest extent possible, the safety, welfare and health 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 co-operate fully, individually and collectively, for the advancement of said conditions.

### SECTION 2. PERIOD.

The St. Regis Paper Company (Canada) Limited and the organization herein contained agree, one with the other, that they will abide by the articles of agreement for a period from May 5, 1947 to April 30, 1948, at the mill of the Company

located at the place mentioned above, and from year to year thereafter subject to termination or change by either party on any April 30th, upon thirty (30) days' written notice given prior to such April 30th.

SECTION 3. INTERRUPTION OF WORK.

No strikes, lockout, or walkouts shall occur during the life of this Agreement.

SECTION 4. RECOGNITION AND MEMBERSHIP.

The Company recognizes the International Brotherhood of Pulp, Sulphite, and Paper Mill Workers, and its local No. 561 at Cap de la Madeleine, Quebec, as the agencies representing their membership in the Cap de la Madeleine factory for the purpose of collective bargaining. It is the desire of the parties to this agreement that all employees will maintain membership in good standing in the signatory Union and it is agreed that:

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

Employees shall not be subject to any penalties, as a condition for granting of application for membership or reinstatement in the union, in excess of the minimum fine or penalty according to the constitution.

(b) When hiring new employees, the Company will give preference to union members, if such are available and are capable of doing the required work.

It is further understood and agreed upon that any non-union man now working or to be hired, will abide by the general rules of the signatory unions.

Employees eligible for membership in the unions, under the terms of this agreement, include all those employed in the Mill, except superintendents, foremen (and overseers), employees of the office, and watchmen.

SECTION 5. CONTRACT RELATIONSHIP.

Employees who undertake to disturb the terms and relationship of this Agreement and are reported to the officials of the Company or the Standing Adjustment Committee of the Union shall not be retained in the employ of the Company if found guilty of the offense after careful investigation conducted by the officials of the Company and the Local Union.

SECTION 6. SENIORITY.

In promotions and layoffs, and in reemployment of seasonal employees, other things being equal, the principles of seniority will govern. In any case of promotion, lay-off, or reemployment, the Union Standing Committee shall be consulted by the management and be privileged to present recommendations which will be considered by the management prior to final decision by the management. In cases where time does not permit such prior consultation, the management shall take temporary action only, until the recommendations of the Union Standing Committee can be obtained.

If and when positions referred to above are permanently discontinued, employees holding them will be assigned to any position to which they are entitled by right of seniority and for which position they are qualified.

The Company will post a seniority list showing dates of employment every ninety (90) days.

When there are any changes in occupation the vacancies should be posted on the board 48 hours, whenever possible, to allow applicants to apply for vacancies.

SECTION 7. HOURS OF DAY WORKERS.

The regular hours of employment for day workers shall be eight hours per day.

SECTION 8. OVERTIME.

Overtime at the rate of time and one-half will be paid on the following basis:

(a) To employees paid on an hourly basis;

1. For all work performed on Sunday and on holidays as specified in section 9 below.

2. For all work in excess of eight (8) hours in any one day, except that in those cases where the Company and certain of its employees who are working on odd shifts mutually agree that these employees should complete their week's work in five days, these employees shall be paid time and one-half after forty-eight (48) hours per week.

3. No time and one-half will be allowed for watchmen.

SECTION 9. HOLIDAYS.

Labour Day: 4 P.M. preceding Saturday to 7 A.M. on the following day.

Eight hours pay will be granted for the following statutory holidays:

New Year's : 39 hours, 4 P.M. Dec. 31st to 7 A.M. Jan. 2nd.

Christmas: 39 hours, 4 P.M. Dec. 24th to 7 A.M. Dec. 26th.

Alternately by years, St. Jean Baptiste or Dominion Day, 32 hours, 11 P.M. day preceding to 7 A.M. of following day.

In case of a holiday falling on Sunday, Monday shall be observed. Notice of holiday shutdown periods shall be posted on the bulletin board a week in advance.

SECTION 10. CALL TIME ON EMERGENCY WORK.

An employee who is called in for emergency work before or after completing his or her regular day shall be paid at the rate of time and one-half for the actual period worked, with a minimum of two hours per call.

No limitation on hours of work contained in this Agreement shall apply to employees of any class when engaged in emergency work involving breakdown or emergency work involving protection of life and property.

It is agreed that the time for start of the employee's shift, may be changed at any time by the management upon notification to the employees before the end of his or her last preceding shift.

When an employee reports for work on his or her regular shift, and having been at work at the end of the next previous shift, and work not being available because of discontinuance of work, and not having been notified that his services were not required within one hour of usual reporting time, the employee shall receive two hours.

SECTION 11. VACATION PLAN: HOURLY PAID EMPLOYEES.

(a) Eligibility.

1. All hourly paid employees of the Company who complete one year of continuous employment in the service of the Company will be granted a vacation with vacation pay under conditions set forth below.

(b) Continuous Employment.

1. Continuous employment is broken by discharge for cause, voluntary resignation, or any other voluntary separation.

2. Periods of disability because of sickness or accident and temporary layoffs resulting from curtailment of operations or other causes beyond the control of the employee shall not break continuous employment.

(c) Vacation Period.

1. Permanent male employees who have less than five (5) years continuous employment and who have worked at least fifteen hundred (1500) hours during the preceding year will be given a vacation period each year of six (6) working days which will be consecutive.

2. Permanent female employees who have less than five (5) years continuous employment and who have worked at least fourteen hundred (1400) hours during the preceding year will be given a vacation period each year of five and one-half ( $5\frac{1}{2}$ ) working days which will be consecutive.

3. Permanent male employees who have five (5) or more years continuous employment and who have worked at least fifteen hundred (1500) hours in the preceding year will be given a vacation period each year of twelve (12) working days which shall be consecutive, provided however that this vacation period may be divided into two periods of six (6) consecutive working days to meet mill operating requirements.

4. Permanent female employees who have five (5) or more years continuous employment and who have worked at least fourteen hundred (1400) hours in the preceding year will be given a vacation period each year of eleven (11) working days which shall be consecutive, provided however that this vacation period may be divided into two periods of five and one-half (5½) consecutive working days to meet mill operating requirements.

(d) Vacation Pay.

1. The amount of vacation pay for each employee shall be calculated on the basis of eight (8) hours per day of vacation due, at the employee's current basic rate at the time the vacation is taken.

2. An employee may draw his vacation pay at the beginning of his vacation period if desired.

3. Vacation pay will not be allowed for vacations not taken.

4. If an employee, not having been dismissed for cause, leaves the service of the Company for reasons beyond his control, at a time when an unused period of vacation with pay stands to his credit, he shall be paid the amount due him in lieu of vacation calculated to the date of his leaving such service.

5. If an employee leaves the service of the Company of his own accord, or is dismissed for cause at a time when an unused period of vacation with pay stands to his credit, he shall be paid the amount due him in lieu of vacation calculated to the end of his last completed twelve (12) months of service.

(e) General

1. Vacation privileges are not transferable
2. It is the intent of the present plan that vacation periods shall not be permitted to interfere with mill operations.
3. The Company reserves the right to schedule the vacation period for each employee as well as to generally administer the vacation plan in accordance with the above provisions.

SECTION 12. RULES.

1. All employees are required to be on their job ready for work at the commencement of their regular schedule and are not to leave their work to wash up and dress before the end of their regular working period.
2. Employees must notify their foreman four (4) hours before commencement of their next regular shift in case of anticipated absence.
3. An employee, after an absence of four days or more, shall notify his foreman twenty-four (24) hours in advance when returning to work.
4. All injuries must be reported to the first aid department.
5. Acts of conduct or wilful negligence that is contrary to the spirit of section 1 of this agreement are:
  - (a) Bringing or consuming intoxicants in the Mill or the Mill premises,

- (b) Reporting for work under the influence of liquor.
  - (c) Removal or deliberate destruction of Company's or another employee's property.
  - (d) Sleeping on duty.
  - (e) Disobedience.
  - (f) Smoking in prohibited areas.
  - (g) Neglect of duty.
  - (h) Dishonesty.
  - (i) Disorderly conduct.
  - (j) Failure to report for duty without bona fide reason.
  - (k) Insubordination.
  - (l) Giving or taking a bribe of any nature as an inducement to obtaining or retaining a position.
  - (m) Punching another employee's time card.
  - (n) Incompetence.
  - (o) Reading books, newspapers or magazines while on duty.
  - (p) Venereal or infectious diseases.
- All of the above shall be considered good cause for discharge for misconduct.

SECTION 13. CLOTHING.

All employees working upon moving machinery must not wear clothing that can be readily entangled therein.

SECTION 14. SAFEGUARDS.

Safeguards must not be removed except by order of the foreman, superintendent or manager. If removed, they must be immediately replaced 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.

Employees are not expected 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.

Employees must report immediately to the manager, superintendent, foreman or man in charge, dangerous defects in machinery and are forbidden to work thereon until the dangerous conditions has been corrected.

SECTION 15. REPORTING ACCIDENTS.

All accidents must be reported at once by the injured employee to his foreman, the manager, or to the office and the person to whom report is made is to immediately make written report. Injured employees must keep in close contact with office and report on their condition.

SECTION 16. SAFETY AND JOBS.

Employees, if qualified, shall be paid the rate assigned to the job they occupy. No employee, if qualified for job, shall be transferred to a job paying a lower rate per hour unless the employee's regular job has ceased to provide work.

Foremen shall instruct men on safety and on their lines of work.

SECTION 17. INTERPRETATION.

Further interpretation of this agreement may be made by the mutual consent of the parties hereto.

SECTION 18. SCHEDULE OF WAGES.

(a) Wage rates as indicated in attached schedule shall constitute and form a part of this agreement.

(b) No local adjustments shall be proposed to the management during the terms of this agreement except those that, in the opinion of the management, merit consideration.

SECTION 19. ADJUSTMENT AND COMPLAINTS.

The Union shall appoint or elect a Standing Adjustment Committee of not more than six members, which shall present any complaints or disputes that may arise, to the appointed representatives or representative of the Company.

In order to be eligible for membership on above committee, an employee must have been actually engaged in the plant for one (1) year next preceding his selection.

The committee shall be filed with the Company.

SECTION 20. GRIEVANCES.

Disputes, grievances or complaints shall be referred to the foreman first by the employee involved and two members of the standing committee. If no satisfactory settlement is made, the employee shall refer the question to the Union standing committee which will present the dispute, grievance, or complaint in writing to the Company's representative, the findings of the standing committee and the Company's representative to be filed in writing.

If the representative of the Company and the Union are unable to come to a satisfactory settlement with fifteen (15) days, the question may, on the request of the management or <sup>in</sup>

the union, be referred to the President of the International Union and representative of the Company.

If these two are unable to agree upon a satisfactory settlement, it shall be referred to the Minister of Labor of the Province of Quebec.

If a discharged employee claims an injustice, the complaint shall be presented within forty-eight (48) hours and an employee proven to have been unjustly discharged shall be reinstated and receive pay for the time lost.

SECTION 21. PROVISIONS OR SECTIONS FOUND  
TO BE IN CONTRAVENTION OF LAWS.

If any provision or section of this Agreement is in contravention of the laws or regulations of Canada, or of the Province in which the Mill covered by this Agreement is located, such provision shall be superseded by the appropriate provisions of such law or regulation so long as same is in force and effect, but all other provisions of this Agreement shall continue in full force and effect.

IN WITNESS WHEREOF, we, the undersigned, have, as the accredited representatives of the respective parties to this agreement, hereunto set our signatures this 7th day of May, 1947.

ST. REGIS PAPER COMPANY (CANADA) LIMITED

INTERNATIONAL BROTHERHOOD  
OF PULP, SULPHITE, and  
PAPER MILL WORKERS.

unreadable signature  
GENERAL SUPERINTENDENT

ARMAND HARNOIS  
General representative

JALDO JONES  
Plant Manager

CAP DE LA MADELEINE  
LOCAL NO. 561 OF THE  
INTERNATIONAL BROTHERHOOD  
OF PULP, SULPHITE, and  
PAPER MILL WORKERS.

J. H. TANGUAY.  
President.

WAGE SCHEDULE.

The following is the wage schedule agreed upon between the St. Regis Paper Company (Canada) Limited and the signatory Union and covering employment in the Company's factory in Cap de la Madeleine, Quebec.

MALE EMPLOYEES (Hourly Paid Factory Help)

<u>Classification</u>	<u>Maximum Rate Per Hour</u>
Tuber Working Foremen	\$1.06
Tuber Operator (First Class)	1.01
Tuber Operator (Second Class)	.96
Tuber Operator (Third Class)	.91
Back Tender and Apprentice Tuber Operator	.80
Sewing Machine Adjuster & Working Foremen	1.06
Sewing Machine Adjuster (First Class)	1.01
Sewing Machine Adjuster (Second Class)	.96
Sewing Machine Adjuster (Third Class)	.91
Apprentice Sewing Machine Adjusters	.70 to .76
Working Printing Press Foremen	1.06
Printing Pressmen (First Class)	1.01
Printing Pressmen (Second Class)	.96
Printing Pressmen (Third Class)	.91
Apprentice Printing Pressmen	.70 to .76
Working Plate Cutter Foreman	1.06
Plate Cutters (First Class)	1.01
Plate Cutters (Second Class)	.96
Plate Cutters (Third Class)	.91
Apprentice Plate Cutters	.70 to .76
Machinists and Electricians (First Class)	1.02
Machinists and Electricians (Second Class)	.95
Machinists and Electricians (Third Class)	.90
Machinists and Electricians (Semi-skilled)	.85
Electric Truck Operators.	.80 to .90
Firemen and Watchmen	.70 to .75
Laborers	.70
Cement Finisher	.90

WAGE SCHEDULE (continued)

FEMALE EMPLOYEES (Hourly Paid Factory Help)

<u>Classification</u>	<u>Maximum Rate Per Hour</u>
Sewing Machine Operators, Valving Machine Operators, Press Feeders, Slewing Operators, Inspectors, Instructors, and Foreladies.	
0 to 3 months service	.39
3 mos. to 6 months service	.41
6 mos. to 12 months service	.44
1 year to 2 years service	.46
2 years to 3 years service	.49
3 years to 5 years service	.52
5 years service and over	.55
Inspectors	add 4¢ to above scale
Instructors & Foreladies	add 8¢ to above scale