

S-1342

MET. BREWERIES LTD. -

WAP 150



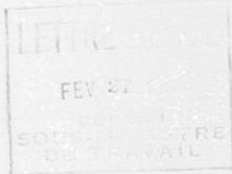
## COMMISSION DE RELATIONS OUVRIERES DE LA PROVINCE DE QUEBEC.

## LABOUR RELATIONS BOARD OF THE PROVINCE OF QUEBEC.

286, RUE ST-JOSEPH,  
QUEBEC.7080, RUE HUTCHISON,  
MONTREAL.

Québec le 23 février 1950.

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



RE: - National Breweries Limited  
&  
The National Breweries Employees'  
Union

Monsieur le sous-ministre,

J'accuse réception de votre lettre du  
16 février courant, accompagnée pour dépôt  
de deux copies certifiées d'une convention de tra-  
vail, en date du 25 octobre 1949, intervenue entre  
les parties ci-dessus mentionnées et déposée au minist-  
ère du Travail, le 28 octobre 1949 sous le numéro  
1342.

Bien à vous,

*Alfred Bussière*  
Alfred Bussière, LL.L

/tr



49-50  
S.1342

MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

QUÉBEC, ce 16 février 1950.

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

Sujet: Convention collective entre National Breweries Ltd.,  
and the National Breweries Employees' Union.

Monsieur,

Conformément aux prescriptions du deuxième para-  
graphe de l'article 19-A de la Loi des Relations ouvrières (S.R.Q.,  
chapitre 162-1 et amendements), je vous inclus, pour dépôt,  
deux copies certifiées de cette convention datée du 25 octobre  
1949 et déposée au ministère du Travail le 23 octobre  
1949 en exécution de la Loi des Syndicats profession-  
nels (S.R.Q., 1941, chapitre 162 et amendements), sous le nu-  
mero 1342.

Sincèrement à vous,

Le sous-ministre,

H-14



MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

Québec, ce 14 novembre, 1949.

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

Sujet: Convention collective entre National Breweries Ltd.,  
990, Ouest, rue Notre-Dame, Montréal, & The National Breweries Employees' Union

Je vous inclus une copie du certificat constatant le dépôt de cette convention collective enregistrée au ministère du Travail en exécution de la Loi des Syndicats professionnels (S.R.Q., 1941., chapitre 162 et amendements), le 28 octobre, 1949, sous le numéro 1342.

Sincèrement à vous,

L'Assistant Sous-Ministre.

Donat Quimper  
MC. INCL.



MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

Québec, ce 14 novembre, 1949.

Monsieur W. Proulx, Président,  
Union des Employés de "National Breweries",  
1328, rue Berthier,  
Montreal 24.

Monsieur le Président,

Je vous inclus un certificat constatant le dépôt fait au ministère du Travail, le 2<sup>e</sup> octobre, 1949, sous le numéro 1342 de la convention collective conclue sous la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements) et intervenue entre National Breweries Limited & The National Breweries Employees' Union.

Je vous fais remarquer que la partie ouvrière n'a pas été reconnue comme agent négociateur par la Commission de Relations ouvrières de Québec; ladite convention est donc assujettie à l'article 18 de la Loi des Relations ouvrières (S.R.Q., 1941, chapitre 162-A) qui se lit comme suit:

"18. Rien dans la présente loi n'empêche une association non reconnue de conclure une convention collective, mais une convention ainsi conclue est non avenue le jour où une autre association est reconnue par la Commission pour le groupe que représente cette dernière association."

Veillez agréer l'expression de mes meilleurs sentiments.

L'Assistant-Sous-Ministre

Donat Quimper  
MC. incl.

H-3



DEPARTMENT OF LABOUR  
PARLIAMENT BUILDINGS  
QUEBEC

Quebec, November 14th, 1949.

The National Breweries Limited,  
990, Notre Dame St. West,  
Montreal 3.

c/o Director of Industrial Relations

Dear Sirs-

Enclosed please find a certificate of the deposit made with the Department of Labour on **Oct. 28th, 1949**, under Number **1342** of the Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between **National Breweries Limited & The National Breweries Employees' Union.**

May I draw your attention to the fact that the labour association party to such agreement has not been certified as bargaining agent by the Quebec Labour Relations Board; consequently, the hereinabove mentioned agreement is governed by Section 18 of the Labour Relations' Act (R.S.Q., 1941, Chapter 162 and amendments), which reads as follows:

"18 Nothing in this act shall prevent an unrecognized association from entering into a collective agreement, but an agreement so entered into shall become void the day another association is recognized by the Board for a group represented by the latter association."

Sincerely yours,

Deputy Minister.

Donat Quimper  
MC. encl.

Quebec, November 14th, 1949.

The National Breweries Limited,  
990, Notre Dame St. West,  
Montreal 3.

c/o Director of Industrial Relations

Dear Sir:-

I duly received your letter of November 11th, in which you are giving us further information regarding the incorporation of the National Breweries Employees' Union.

We wish to apologize for our of November 10th. After further investigation, we found that the labour association is an incorporated body. It is understood that, for the deposit under the Professional Syndicates' Act, the certification is not compulsory.

A regular certificate of deposit will be forwarded to you, dating back to October 28th.

Yours truly,

Assistant Deputy Minister

Donat Quimper  
MC.

# The National Breweries Limited

DAWES BLACK HORSE BREWERY  
MONTREAL

OPERATING  
DOW BREWERY  
MONTREAL

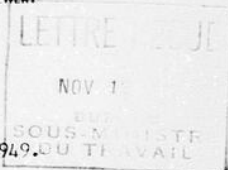
DAWES DRAUGHT ALE BREWERY  
MONTREAL

FRONTENAC BREWERY  
MONTREAL

BOSWELL BREWERY  
QUEBEC

990 Notre Dame St. West,  
MONTREAL 3.

November 11, 1949.



Donat Quimper, Esq.,  
Assistant Deputy Minister,  
Department of Labour,  
Province of Quebec,  
Parliament Buildings,  
QUEBEC CITY.

Dear Sir:

We wish to acknowledge receipt of your letter of November 10th in which you state that the collective labour agreement which we recently forwarded to you cannot be deposited under the Professional Syndicates Act as the Union involved is not a corporate body according to the opinion of the Secretary of the Province.

In forwarding this agreement to your office, we were merely following a procedure which started a few years ago. We have on file in our office four Certificates of Deposit of a Collective Agreement signed by Mr. D. Tremblay, Deputy Minister of Labour, covering contracts which we have forwarded to your office during the past few years. This procedure we have followed in conformity with the Provincial regulations.

You state in your letter that the National Breweries Employees' Union is not a corporate body according to the opinion of the Secretary of the Province. In this connection, we wish to mention that this Union was formed in virtue of the Professional Syndicates Act, R.S.Q., 1941, Chapter 162, and its incorporation made public in the Quebec Official Gazette of November 30th, 1946.

This labour organization has never to our knowledge applied for certification by the Quebec Labour Relations Board as we have never been notified of such an application.

We shall be very pleased to provide you with any additional information you may desire in this matter. We would also suggest that certain matters concerning the status of this Union could be answered much more fully by the officials of this organization.

Yours very truly,

DIRECTOR OF INDUSTRIAL RELATIONS

Quebec, November 10th, 1949.

The National Breweries Limited,  
990, Notre Dame St. West,  
Montreal 3.

c/o The Director of Industrial Relations

Dear Sir:-

We have duly received your letter of the 27th instant, together with a signed copy of the collective agreement entered into between The National Breweries Limited and the National Breweries Employees' Union.

This Agreement cannot be deposited under the Professional Syndicates Act, since the National Breweries Employees' Union is not a corporate body, according to the opinion of the Secretary of the Province.

Moreover, the labour association party to such agreement has not been certified as bargaining agent by the Quebec Labour Relations Board.

If you can supply us with a statement to the contrary, we will be glad to revise our opinion and to give you the benefit of the original deposit date.

Yours truly,

Assistant Deputy Minister

Donat Quimper  
MC.



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

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

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

Numéro **1342**  
Number

Les présentes établissent que le **vingt-huitième**  
*It is hereby certified that on the*

jour du mois de **octobre** mil neuf cent quarante- **neuf**  
*day of the month of* *nineteen hundred and forty-*

le ministère du Travail a reçu de **The Director of Industrial Relations, The**  
*the Department of Labour has received from* **National Breweries Limited, 990, Notre Dame**  
**Street West, Montreal 3**

la convention mentionnée ci-après, laquelle a été déposée sous le numéro **1342**  
*the hereinafter mentioned agreement, which has been deposited under Number*

savoir:  
*to wit:*

Une convention collective en date du **25 octobre, 1949**  
*A collective agreement under date of*

intervenue entre: **National Breweries Limited and the National Breweries**  
*between:* **Employees' Union. En vigueur pour une période de douze**  
**mois, à compter du 27 septembre, 1949. Renouvellement**  
**automatique.**

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

Seau - Seal

ce **quatorzième** jour du mois de  
*this* *day of the month of*

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

Assistant

Sous-ministre

Assistant

Deputy Minister

# The National Breweries Limited

DAWES BLACK HORSE BREWERY  
MONTREAL

OPERATING  
DOW BREWERY  
MONTREAL

DAWES DRAUGHT ALE BREWERY  
MONTREAL

FRONTENAC BREWERY  
MONTREAL

BOSWELL BREWERY  
QUEBEC

990 Notre Dame St. West,  
MONTREAL 3.

October 27, 1949.

Honourable Antonio Barrette,  
Minister of Labour,  
Province of Quebec,  
Parliament Buildings,  
Quebec City, Que.



Dear Sir:

Pursuant to Article 23 of The Professional Syndicates Act, we are attaching hereto a true copy of the collective agreement signed between this Company and the National Breweries Employees' Union under effective date of September 27, 1949.

We beg to remain,

Yours very truly,

DIRECTOR OF INDUSTRIAL RELATIONS

CCG:JML  
Enclosure: 1

CONVENTIONS COLLECTIVES		
VISA DE	Date	Par
Estampille	✓	
Signatures	✓	
Incorporation	21-11-46	
Reconnaissance	7-	
Numerotage	1342	
Formule		

Signature: 25-10-49

## A G R E E M E N T

This Agreement made and concluded in the City of Montreal, Province of Quebec, this 25th day of October 1949, by and between National Breweries Limited hereinafter referred to as the "Company" and the National Breweries Employees' Union hereinafter referred to as the "Union."

### ARTICLE I

#### Purpose

It is the intent and purpose of the parties to this Agreement to promote harmony between the Company, its Employees, and the Union, and to increase the efficiency of the Plants of the Company to the end that the Employees and the Company may mutually benefit and to provide procedures for the prompt, peaceful, and equitable adjustment of differences which may arise, from time to time, between the Company and the Union, or between the Company or any Employee covered by this Agreement to the end that there shall be no interference with the production of the Plants during the life of this Agreement or any renewal thereof.

### ARTICLE II

#### Interpretation

In this Agreement, and in its application, unless the context requires otherwise, the following words have the meaning hereinafter given to them:

- a) "Company": National Breweries Limited.
- b) "Plant": Any of the following six local units of the Company:
1. Boswell Brewery
  2. Dawes Black Horse Brewery
  3. Dawes Draught Ale Brewery
  4. Dow Brewery
  5. Frontenac Brewery
  6. Transport Department
- c) "Union": National Breweries Employees' Union.
- d) "Council": The Council of the National Breweries Employees' Union.
- e) "Grievance Committee": Any of the six (6) Grievance Committees of the National Breweries Employees' Union.

f) "Employees"

All the production, maintenance, and traffic employees of National Breweries Limited, excluding office and clerical employees, laboratory employees, nurses, power plant employees of Montreal, Champlain Brewery employees, foremen and executives. The Company shall compile a list of employees eligible for representation under this Agreement, and this list shall be submitted to the Union.

ARTICLE III

Recognition

The Company hereby recognizes the Union as the sole and exclusive collective bargaining agent for all the Employees covered by this Agreement in the matters of rates of pay, hours of work, and other conditions of employment, and agrees to deal with the Union through its properly chosen and duly elected representatives.

ARTICLE IV

Union Activities

The Union agrees that no Union activities shall be carried on within the Plants or on Company time in such manner as to interfere with the efficient operation of the Plants.

ARTICLE V

Collection of Dues

The Union agrees to file with the Company cards signed by each member of the Union authorizing and directing the Company to deduct Union dues for such amounts and in such a manner as shall be prescribed by the Union in accordance with the Constitution and By-Laws of the National Breweries Employees' Union.

Upon the filing of such written authorizations, the Company agrees to deduct Union dues from the wages of Union members and remit to the Secretary-Treasurer of the Union the full amounts so collected before the fifteenth day of each month.

ARTICLE VI

Management

Subject to the provisions of this Agreement, it is recognized and agreed that the management of the Plant and the direction and supervision of the Employees is vested solely in the Company.

Among the rights and responsibilities which shall continue to be vested in the Company, but not intended as a wholly inclusive list of them shall be: The right to increase or decrease operations, to remove or install equipment or machinery, to increase or change production equipment, to introduce new and improved productive methods and facilities, to regulate the quality and quantity of production, to relieve Employees from duty because of lack of work, to employ, lay off, re-employ and transfer Employees as the efficient operation of the Plant, shall, in the opinion of Management, require, to demote or to discharge Employees for cause provided that none of such rights shall be exercised in violation of the aftermentioned seniority clause or of any other provision of this Agreement.

ARTICLE VII

Wages

The wage rates to be paid for each job classification shall be as shown in Schedule A attached hereto and made a part hereof.

Shift Premiums

Any Employee, who starts to work between the hours of 3:00 a.m. and 11:59 a.m., shall be paid at his regular job classification rate as shown in Schedule A, for each hour worked.

Any Employee, who starts to work between the hours of 12:00 noon and 5:59 p.m., shall be paid at his regular job classification rate as shown in Schedule A, plus two (2) cents for each hour worked.

Any Employee, who starts to work between the hours of 6:00 p.m. and 2:59 a.m., shall be paid at his regular job classification rate as shown in Schedule A, plus five (5) cents for each hour worked.

## A G R E E M E N T

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- e) "Grievance Committee": Any of the six (6) Grievance Committees of the National Breweries Employees' Union.

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ARTICLE VII

Wages

The wage rates to be paid for each job classification shall be as shown in Schedule A attached hereto and made a part hereof.

Shift Premiums

Any Employee, who starts to work between the hours of 3:00 a.m. and 11:59 a.m., shall be paid at his regular job classification rate as shown in Schedule A, for each hour worked.

Any Employee, who starts to work between the hours of 12:00 noon and 5:59 p.m., shall be paid at his regular job classification rate as shown in Schedule A, plus two (2) cents for each hour worked.

Any Employee, who starts to work between the hours of 6:00 p.m. and 2:59 a.m., shall be paid at his regular job classification rate as shown in Schedule A, plus five (5) cents for each hour worked.

Any regular night shift Employee who is called upon, for the convenience of Management, to start his last shift of the week prior to 6:00 p.m., shall be paid at his regular job classification rate as shown in Schedule A, plus five (5) cents for each hour worked on this shift.

These shift premiums shall be deemed part of the regular rate of pay in the calculation of overtime and holiday pay under the provisions of this Agreement.

### Transfer:

When an Employee is temporarily assigned to work on a job which carries a higher rate of pay than the Employee's regular job, the Employee will be paid at the higher rate for the full day provided he works at the temporary job for a minimum of five (5) hours in that day. If the Employee works at a temporary job for less than five (5) hours in any day, he will be paid his regular rate.

When it is necessary to transfer an Employee temporarily from his regular job to another which normally carries a lower rate of pay, the rate of the Employee's regular job will be paid.

In the case of a permanent transfer, the Employee shall be paid the job classification rate of his new job.

## ARTICLE VIII

### Work Week

#### Overtime

#### Holidays

### Work Week

The regular work week of the Company shall commence at 7:00 a.m. on Monday and finish one hundred and sixty-eight (168) hours thereafter.

For pay purposes, each work day shall be considered as starting at 7:00 a.m. and finishing twenty-four (24) hours thereafter.

Overtime

Overtime shall be paid at the rate of time and one-half for all hours worked in excess of forty-eight (48) hours per week.

Work on Sundays and Paid Holidays

Employees shall be paid at the rate of time and one-half for any work performed on Sundays and paid holidays except those Employees as set forth below whose regular duties require them to work on these days:

1. Watchmen
2. Power Plant Employees
3. Brewing Department Employees.

When an Employee is entitled to receive overtime on the weekly and the Sunday or Paid Holiday basis, overtime will be calculated by each of these two methods and the greater of the two amounts will be paid to the Employee.

Emergency Work

Any Employee called in to work outside of his regular shift for emergency work shall receive a minimum of four (4) hours work or four (4) hours pay.

Holidays

The following days are recognized as holidays:

1. New Year's Day
2. Good Friday
3. Dominion Day
4. Labour Day
5. Thanksgiving Day
6. Christmas Day.

To be eligible to receive holiday pay, an Employee must have completed his three (3) months' probationary period, and shall have worked on the scheduled work day prior to the holiday and the scheduled work day after the holiday unless such absence is permitted for one of the following reasons:

1. To attend the funeral of a member of his or her immediate family;
2. Due to a birth in the Employee's immediate family;
3. Due to special circumstances, other than sickness, which must receive the prior approval of the Company.

#### Holiday Pay

An Employee, eligible to receive holiday pay, shall be paid holiday pay based on the number of regular scheduled hours the Employee would have worked on that day had there been no holiday at the Employee's job rate plus any shift premium to which he is entitled. For purposes of this article, if one of the above mentioned holidays falls on a Sunday and is celebrated on another day, then that day shall be considered the holiday and not Sunday.

When one of the above mentioned holidays falls within the vacation period of an Employee, he will receive his holiday pay for this day.

#### ARTICLE IX

##### Vacations

The vacation year of the Company will be the twelve (12) month period beginning January 1st and ending December 31st of the same year.

Employees, who have less than one (1) year of continuous employment with the Company as of December 31st of the previous year, shall be entitled, within the next twelve (12) months, to a vacation of one-half (1/2) day with pay for every calendar month of continuous employment up to December 31st of the previous year.

Employees, who have completed one (1) year or more but less than five (5) years of continuous employment with the Company as of December 31st of the previous year, shall be entitled to an annual vacation of one (1) week with pay within the following twelve (12) months.

Employees, who have completed five (5) years or more but less than twenty-five (25) years of continuous employment with the Company shall be entitled to an annual vacation of two (2) weeks with pay. Employees who become eligible for the first time to two (2) weeks vacation with pay shall take

such vacation between the date of completion of five (5) years of continuous employment with the Company and December 31st of the same year. All other Employees entitled to two (2) weeks vacation with pay shall be eligible to take such vacations during the regular vacation year of the Company.

Employees, who have completed twenty-five (25) years or more of continuous employment with the Company shall be entitled to an annual vacation of three (3) weeks with pay. Employees who become eligible for the first time to three (3) weeks vacation with pay shall take such vacation between the date of completion of twenty-five (25) years of continuous employment with the Company and December 31st of the same year. All other Employees entitled to three (3) weeks vacation with pay shall be eligible to take such vacations during the regular vacation year of the Company.

#### Vacation Pay

Employees entitled to less than one (1) week's vacation with pay will be paid 2% of their wages for the period they worked up to December 31st of the previous year.

Employees entitled to one (1) week's vacation with pay will be paid 2% of their wages for the twelve-month period ending December 31st of the previous year, or an amount equivalent to their regular hourly day rate of pay multiplied by forty-eight (48), whichever is the greater.

Employees entitled to two (2) weeks' vacation with pay will be paid 4% of their wages for the twelve-month period ending December 31st of the previous year, or an amount equivalent to twice their regular hourly day rate of pay multiplied by forty-eight (48), whichever is the greater.

Employees entitled to three (3) weeks' vacation with pay will be paid 6% of their wages for the twelve-month period ending December 31st of the previous year, or an amount equivalent to three times their regular hourly day rate of pay multiplied by forty-eight (48), whichever is the greater.

All vacations are subject to the established vacation rules of the Company.

ARTICLE X

Seniority

Regular Employees

All new Employees hired for regular work shall be on a probationary period for three (3) months. Such Employees shall be deemed to have completed their probationary period and acquired seniority after they have completed a total of three (3) months at work with the Company. The seniority of these Employees who have completed their probationary period of three (3) months at work shall be dated back to their date of employment as a regular Employee.

An Employee discharged for cause or voluntarily leaving the employ of the Company shall lose his seniority and if re-hired shall begin as a new Employee.

The Company agrees to compile a seniority list showing the seniority status of each Employee and to furnish a copy of this list to the Union.

In the case of transfers, promotions, lay-offs, and recalls, this seniority list shall govern providing the Company considers that the Employees involved have the same degree of ability, skill, and experience. In the case of recalls, the Employees involved shall maintain their seniority, if such recalls take place within twelve (12) months from the date of lay-off. In the case of transfers from one plant to another, the Employees involved will retain their accumulated seniority standing.

Any Employee who believes that he has been unjustly treated with regards to transfers, promotions, lay-offs, and recalls shall have recourse to the Grievance Procedure as defined in this Agreement.

Seasonal Employees

Seasonal Employees are those engaged during the spring and summer months for a job of a temporary nature which does not last longer than six (6) months. Such Employees shall not acquire seniority within the Company, and there shall be no responsibility on the part of the Company for the re-employment of these Employees.

General

In a Plant where a night shift exists, a new Employee -- either regular or seasonal -- who is not immediately placed on the night shift will be transferred to the night shift after completion of a normal training period providing there is an Employee on the night shift with greater seniority and doing similar work who wishes to be transferred to the day shift.

ARTICLE XI

Dismissal

All dismissals for cause shall be subject to the approval of the Manager of the Plant.

Should a dismissed Employee, who has completed his probationary period of three (3) months at work, believe that his case has not been fully and fairly dealt with, the case shall become a discussable grievance and shall be dealt with under the method of adjusting grievances herein provided from Step 3 on if such dismissal is taken up with the Manager of the Plant or, in his absence, his designated representative within forty-eight (48) hours of the date of dismissal.

ARTICLE XII

Grievance Procedure

The Union agrees to notify promptly the Manager of each Plant of the names of the Shop Stewards elected as members of the Grievance Committee, and also of any change which may take place from time to time.

Should an Employee or Group of Employees have any grievance, an honest effort shall be made to adjust such grievance in the following manner:

Step I Between the foreman of the Department and the aggrieved Employee or Group of Employees: Maximum delay for settlement: 2 days.

Step II Between the foreman of the Department and the aggrieved

Employee or Group of Employees and the Shop Steward:  
Maximum delay for settlement: 2 days.

Step III Between the Grievance Committee and the Manager of the  
Plant: Maximum delay for settlement: 3 days.

Step IV Between the Grievance Committee and the Director of  
Industrial Relations: Maximum delay for settlement:  
5 days.

Step V In the event that the grievance shall not have been  
satisfactorily adjusted within fifteen (15) days after  
the initiation of conferences under Step I, the matter  
shall be referred to Arbitration as herein provided in  
Article XIII.

ARTICLE XIII

Arbitration

No Strikes and Lockouts

It is hereby agreed that the Union will not initiate, authorize,  
sanction, support, or engage in any strike, work stoppage, or slow-  
down of work, and the Employer will not lock out any Employee or Group  
of Employees since this Agreement provides for the orderly and amicable  
settlement and adjustment of any and all disputes, differences, and  
grievances.

Any dispute, difference, disagreement, or controversy of any nature  
or character which has not been satisfactorily adjusted within fifteen  
(15) working days of the initiation of conferences under Step I of the  
Grievance Procedure shall be promptly referred to Arbitration by either  
party hereto as follows:

Within eight (8) working days after receipt of a written notice of a  
demand for arbitration sent by either party to the other, the dispute  
shall be submitted to arbitration before an impartial arbitrator  
designated by the parties to this Agreement at the time of each dispute.  
The impartial arbitrator shall hold hearings upon the issue, make such

investigations as he shall deem necessary to a proper decision, and render his decision in writing which shall be final and conclusively binding upon the parties hereto.

The expenses of the impartial arbitrator shall be shared equally by the parties hereto.

It is understood and agreed that questions involving changes in the terms and provisions of this Agreement shall not be subject to the foregoing Grievance Procedure or to Arbitration hereunder.

ARTICLE XIV

Bulletin Boards

The Company shall provide adequate bulletin board space for the convenience of the Union in posting official Union notices. It is recognized and agreed that official Union notices shall be signed by the President or Secretary-Treasurer of the Union.

ARTICLE XV

Privileges

It is agreed that any privilege presently enjoyed by the Employees shall not be denied them for the reason of the signing of this Agreement.

ARTICLE XVI

Duration of Agreement

This Agreement shall become effective as of September 27th, 1949, shall remain in effect for a period of twelve (12) months thereafter, and shall be automatically extended for yearly periods thereafter unless a written notice to the contrary be served by either party upon the other not more than sixty (60) days nor less than thirty (30) days prior to the date of its termination.

ARTICLE XVII

NOTICE

Any notice required to be sent to the Union hereunder shall be effectively given when posted to:

National Breweries Employees' Union,  
1328 Berthier Street,  
Montreal 24, Que.

and any such notice required to be given to the Company shall be effectively given when mailed to:

National Breweries Limited,  
990 Notre Dame Street West,  
Montreal 3, Que.

In witness whereof, the parties have signed this Agreement at the City of Montreal this 25th of October , one thousand nine hundred and forty-nine.

NATIONAL BREWERIES LIMITED

NATIONAL BREWERIES EMPLOYEES' UNION

Norman Dawes  
President and Managing Director

W. Trudel  
President

J. Bushira  
Executive Vice-President

Gene Landry  
Vice-President

Lionel Bérubé  
Secretary-Treasurer

Henri Desjardins  
Council Member  
Boswell Brewery

Léo L'hotelle  
Council Member  
Dawes Black Horse Brewery

A. Tominant  
Council Member  
Dow Brewery

Achille Lacroix  
Council Member  
Frontenac Brewery

P. Youngson  
Council Member  
Transport Department

Storck  
Council Member  
Sales Department

SCHEDULE "A"

COLLECTIVE LABOUR AGREEMENT

NATIONAL BREWERIES LIMITED  
and the  
NATIONAL BREWERIES EMPLOYEES' UNION

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<u>CLASSIFICATION</u>	<u>MONTREAL</u>		<u>QUEBEC</u>	
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
Assistant Route Salesman	\$ 1.08	-	\$ 1.04	-
Bartender	1.08	-	1.04	-
Bar Equipment Pipe Washer (Quebec)	-	-	0.93	-
Bar Equipment Serviceman (Montreal)	1.16	-	-	-
Bar Equipment Serviceman (Quebec)	-	-	1.04	-
Brewing Department Worker "A"	1.02	-	0.98	-
Brewing Department Worker "B"	0.97	-	0.93	-
Cafeteria Worker "A"	0.93	0.85	0.89	-
Cafeteria Worker "B"	0.90	0.82	0.86	-
City Route Chauffeur	1.08	-	1.04	-
Cook "A"	1.16	-	1.12	-
Cook "B"	0.97	0.89	0.93	-
Fireman "A"	-	-	1.04	-
Fireman "B"	0.97	-	0.93	-
Freight Chauffeur	1.08	-	1.04	-
Groom	1.02	-	0.98	-
Group Leader "A"	1.46	-	1.42	-
Group Leader "B"	1.25	-	1.21	-
Group Leader "C"	1.08	-	1.04	-
Inspector	0.93	0.85	0.89	-
Janitor	0.90	0.82	0.86	0.78
Labourer "A"	0.97	-	0.93	-
Labourer "B"	0.93	-	0.89	-
Labourer "C"	0.90	0.82	0.86	-
Machine Attendant "A"	0.97	-	0.93	-
Machine Attendant "B"	0.93	0.85	0.89	-
Maintenance Serviceman	0.97	-	0.93	-
Maintenance Tradesman "A"	1.35	-	1.31	-
Maintenance Tradesman "B"	1.25	-	1.21	-
Maintenance Tradesman "C"	1.16	-	1.12	-
Maintenance Tradesman "D"	1.08	-	1.04	-
Maintenance Tradesman Helper				
First Two Years	0.97	-	0.93	-
Next Two Years	0.99	-	0.95	-
Thereafter	1.01	-	0.97	-
Stationary Engineman - "A"	-	-	1.31	-
Stationary Engineman - "B"	-	-	1.12	-
Van Chauffeur	1.16	-	1.12	-
Watchman	0.97	-	0.93	-