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BUILDING PRODUCTS -

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LABOUR AGREEMENT

BETWEEN

BUILDING PRODUCTS LIMITED

VILLE LASALLE.QUE.

and

CANADIAN UNION

OF BUILDING PRODUCTS WORKERS

(C.C.L.) Local No. 2

1954-1955

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LABOUR AGREEMENT

2

Between

and LOCAL NO. 2.

CANADIAN UNION OF BUILDING PRODUCTS WORKERS

ARTICLE NO. 1

Introduction

Section 1. Agreement entered into this 30th day of July 1954 between Building Products Limited, with respect only to its Ville LaSalle Plant, (hereinafter referred to as "The Company") and Local No. 2 Canadian Union of Building Products Workers, affiliated with the Canadian Congress of Labour (hereinafter referred to as "The Union").

Section 2. Since the employees of the Company, as defined in Article No. 2. Section 3 below, have formed this Union the Company recognizes it as the sole and exclusive bargaining agency for those employees and both parties agree to abide by the terms set forth in the following articles;

ARTICLE NO. 2.

Definitions

Section 1. Company: Building Products Limited with respect only to its plant located in Ville LaSalle, Quebec

Section 2 Union: the Canadian Union of Building Products Workers Local No. 2 (C.C.L.)

Section 3 Employees: The word "employee" as used in this agreement shall apply to all hourly rated men and women employed by the Company in the production work or maintenance of the plant in Ville LaSalle, excepting superintendents, foremen, watchmen, office employees and all other employees having authorization of hiring and dismissing employees.

ARTICLE NO. 3.

Recognition and Obligation

Section 4. In the event of a cessation of operations due to any cause whatsoever, it is specifically agreed that the Company's property will be protected and maintained in operating condition by the continuance at work of such of the following employees as may be required: Stationary Engineers, Watchmen as required but only to perform Watchmen's duties and Fire Protection Employees in case of fire.

Section 5. There shall be no discrimination, interference, restraint coercion by or on behalf of the Company regarding any employee because of membership in the Union. The Union, its members and/or its agents, shall not intimidate or coerce employees into membership and shall not conduct Union activities on Company time or solicit employees for membership in the Union on Company premises. The Company agrees to equally prohibit any other collective bargaining agency.

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Section 6. The Company and the Union are willing to take all provisions at their disposal to settle a dispute without lock-out or strike. Any employee who commits himself in a strike, slow-down, or suspension of work before having complied with the procedure provided by Article 12, Grievance Procedure, or to the other provisions provided by the Law, will be dismissed.

ARTICLE NO. 4.

Union Security

- Section 7. For the employees in the employ of the Company prior to July 30th, 1954, the Company, upon written request will deduct or will cease to deduct from their wages an amount equal to the monthly Union dues of Local No. 2. Canadian Union of Building Products Workers.
- Section 8. As a condition of employment, every person hired or re-hired after July, 30th, 1954, must sign an authorization for the Company to deduct from his wages each month an amount equal to the monthly dues of Local No. 2. Canadian Union of Building Products Workers, in effect at the time he is hired. For a period of thirty days immediately preceding the anniversary date of this Agreement, such employees may revoke said authorization if they see fit.
- Section 9. An employee who has complied with Section 8 of this Article is free to join the Union or refrain from joining the Union as he chooses.
- Section 10. It is understood that the present dues of the Union are Two Dollars (\$2.00) per month. If any change is made in the monthly dues the Plant Manager will be notified in writing by the Union Executive. The amount of the monthly deduction specified in the authorization referred to in Section 8 will be adjusted accordingly, one month after the date of such notice.
- Section 11. The sum of money collected by the Company under the terms of Sections 7 and 8 of this article will be transmitted to the Secretary Treasurer of the Union once a month, with a list of the employees who have authorized the deduction of Union dues from their wages and of those who have cancelled such authorization. The Secretary-

Treasurer will furnish a proper receipt to the Company for all money received .

ARTICLE NO. 5.

Overtime rates & Premium Compensation

- Section 12. Overtime compensation shall be paid only to employees who are working additional hours at the request of the Company.
- Overtime work will be divided as equally as possible among employees performing a similar class of work.
- Section 13. (a) Compensation at one and one half times the employee's regular rate shall be paid to all employees working on rotating shifts (such as paper mill) who work over eight (8) hours per day or over forty-eight (48) hours per week.
- (b) When a paid Statutory Holiday occurs in the work week, it shall be considered as a regular work day for the purpose of computing overtime on a weekly basis.
- Section 14. (a) Compensation at one and one half times the employee's regular rate shall be paid to all employees working on days or non-rotating shifts who work over nine (9) hours per day or over forty-five (45) hours per week.
- (b) When a paid Statutory Holiday occurs in the work week, it shall be considered as a regular work day for the purpose of computing overtime on a weekly basis.
- Section 15. Compensation at one and three quarters times the employee's regular rate shall be paid to all employees who work over three hours overtime in any one day.
- Section 16. Compensation at two times the employee's regular rate shall be paid for all work performed during the twenty-four hours between midnight Saturday and midnight Sunday, except for Stationary Engineers who will receive double time only if required to work on their regular regularly scheduled day of rest.
- Section 17. Compensation at two times the employee's regular rate shall be paid for all work performed during the twenty-four hours between midnight of the day before and midnight of a Statutory Holiday, recognized by this Agreement.
- Section 18. Compensation at one and three quarters times the employee's regular rate shall be paid all Maintenance Department employees who are called in on emergency work at other than their regular working hours, provided that such call involves an extra trip to the plant. Subject to this proviso, Maintenance Department employees called in for emergency work will

receive a minimum of two and one half hours pay at their overtime rate.

- Section 19. Compensation at two times the employee's regular rate shall be paid to volunteer firemen when they are called for a fire drill practice.
- Section 20. No foremen or watchmen will do overtime work when the regular employees are available.
- Section 21. All employees reporting for work unless a contrary order from the foreman has been given will receive half a day's pay. It is understood that under such conditions an employee may be required to work in alternate work if requested at his regular hourly rate.
- Section 22. Employees shall be entitled to be notified on the previous day, if required to work overtime, failing which, a meal (or an amount of One Dollar(\$1.00) shall be provided at the expense of the Company, if such overtime necessitates working a minimum of two (2) hours overtime.
- Section 23. All Maintenance Department employees will receive a minimum of one Sunday off a month.
- Section 24. It is agreed that when an employee is assigned to work in a classification paying a lower rate than his own, for no more than a complete shift, he will be paid his regular rate.
- Section 25. It is agreed that when an employee is assigned to work in a classification paying a higher rate than his own, he shall receive the higher rate of pay while occupying the said higher rated position.
- Section 26. If, thirty days after appointment, the work of the employees is judged satisfactory, he shall be retained in the position as long as, in the opinion of the Company, his services remain satisfactory and are required.
- Section 27. The Company agrees to pay two and one half (02½) cents per hour over the regular rate to all employees, while working on the afternoon (4.00 P.M. to midnight) rotating shift.
- Section 28. The Company agrees to pay five (.05) cents per hour over the regular rate to all employees while working on the night (midnight to 8.00 A.M.) rotating shift.
- Section 29. The Company agrees to pay five (.05) cents per hour over the regular hourly rate to all employees working on a continuous night shift.

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ARTICLE NO. 6.

Hours of work

Section 30. The standard starting and quitting time for day shift employees will be from 7.00 a.m. to 12.00 a.m. and from 12.30 p.m. to 4.30 p.m.

The starting and quitting time for day shifts in the Shipping Department will be :

7.00 a.m. to 12.00 a.m. and from 12.30 p.m. to 4.30 p.m.
8.00 a.m. to 12.00 a.m. and from 12.30 p.m. to 5.30 p.m.

Section 21. The standard starting and quitting time for rotating shift employees will be:

12.00 midnight to 8.00a.m.
8.00 a.m. to 4.00 p.m.
4.00 p.m. to 12.00 midnight

Section 32. In cases of emergency, or other special circumstances and after advising the Un on Committee of the circumstances the Company shall have the right to ~~change~~the hours of work and shifts presently in force.

ARTICLE NO. 7.

Rest Periods

Section 33. Every employee shall be given to periods of fifteen (15) minutes for rest during their regular work without stoppage of machine and without requiring their neighbour to do their work, but anyone who will take more than fifteen (15) minutes without permission will be liable to discharge.

Section 34. It is agreed that every employee shall be allowed five (5) minutes of rest prior to the quitting time on each day and five (5) minutes rest prior to lunch on each day in order to have the opportunity to clean up and change clothes, but they will be liable to discharge if they quit work more than five (5) minutes before the authorized time.

Section 35 It is agreed that the actual practice in effect prior to the signing of this agreement will maintained.

ARTICLE NO. 8

Vacations

Section 36. The vacation period will be from January 1st through December 31st.

Section 37 Length of vacation

One week

Every employee who completes one year of continuous continuous service in the current year is entitled to a vacation of two weeks.

Three weeks

(a) Every employee who completes fifteen or more years of continuous service in the current year is entitled to a vacation of three weeks, one week of which must be taken during the months of January, February, March, November or December of the Vacation Year.

(b) Every employee who completes twenty-five or more years of continuous service in the current year is entitled to a vacation of three weeks, which may be taken at any time in the Vacation Year.

Section 38. Calculation of Vacation Pay

One week's vacation WILL BE CALCULATED on the basis of two (2%) percent of gross wages earned, including overtime, during the previous calendar year.

Two Weeks' vacation

Two (2) week's vacation will be calculated on the basis of four (4) percent of gross wages earned, including overtime, during the previous calendar year.

Three Weeks Vacation

Three (3) weeks' vacation will be calculated on the basis of six (6%) percent of gross wages earned, including overtime, during the previous calendar year.

Section 39. PAYMENT OF Vacation Pay

Vacation pay must be given to the employee immediately prior to the commencement of his vacation.

Section 40. Period during which vacations should be given

Vacations should be given as soon after the qualification date is convenient to the Management, but in no case are to run beyond the end of the current year. Vacation periods cannot be transferred or accumulated.

Section 41. Notification of Vacation

Employees must be notified as least fifteen (15) days in advance.

Section 42 Additional Time off

Additional time off will only be granted after satisfactory arrangements have been made with the Superintendent or Department Head in charge, and if allowed, will be without pay.

Section 43. Allotment of vacation

Employees having the longest record of service will have first consideration in the allotment of time for vacations. The Plant Manager or Department Head in Charge will arrange the times of vacations as may be most convenient for the employee and the Company.

Section 44 Compulsory Vacations

Employees are not allowed any payment of wages in lieu of vacation.

Section 45 Separation

(a) An hourly paid employee leaving the service of the Company who has not completed one (1) year of continuous service is entitled to receive two (2%) percent of wages earned between hiring date and date of departure.

(b) Any employee leaving the service of the Company, who has completed at least one (1) year of continuous service, is entitled to vacation pay not received over and above his, he she is entitled to receive two (2) percent of wages earned between January 1st and the date of separation.

(c) Any employee leaving the service of the Company, who has completed at least five (5) years of continuous service is entitled to vacation to receive four (4%) percent of wages earned between January 1st and the date of separation.

Section 46. Shutdown

Should a shutdown of a department or the Plant occur for a vacation week, each employee who has not completed one year's service prior to December 31st last, will receive as vacation pay two (2%) percent of gross earnings from the date of employment to previous December 31st.

In the event of a shutdown all employees, unless otherwise notified, will be required to take their holidays during the shutdown week.

ARTICLE 9

Statutory Holidays

Section 47 When a statutory holiday, recognized by this agreement falls on a Sunday the day declared by the Civil, Provincial or Dominion authorities shall be treated as the legal holiday.

Section 48 The Company recognizes the following Statituro Holidays:

New Year's Day	Dominion Day
Epiphany	Labour Day
Good Friday	Thanksgiving Day
Ascension Day	Immaculate Conception
St-John the Baptist	Christmas Day

Section 49 The Company recognizes the following Statutory holidays, subject to the conditions listed below, as holidays with pay, for which all employees will be paid their regular wages although no work may be performed.

New Year's Day	Dominion Day
Go d Friday	Labour Day
Conception Day	Thanksgiving Day
St John the Baptist	Christmas Day

- (a) Every employee who is in the employ of the Company and actual y at work on the last scheduled working day preceding, and the first scheduled working day following a paid statutory holiday and who is not required to perform work in the service of the Company, or who is absent with prior permission, will be paid his hourly rate multiplied by the hours normally worked, exclusive of overtime or night shift bonus.
- (b) That the employee be not on leave of absence for sickness or Workmen's compensation.
- (c) Any employee required to work on a paid statutory holiday will be entitled to receive an alternate day off with pay. This alternate day must be taken.
- (d) Employees requested to work on a paid statutory Holiday and who refuse will not be entitled to receive any compensation.
- (e) That the Holiday is celebrated on a regularly scheduled work day, except New Year and Christmas Days.

ARTICLE NO 10

Classification and Wages

Section 50 See Schedule "A" attached.

Section 51 Any employee, regardless of age, shall be paid according to established rates and classifications.

ARTICLE NO. 11
Seniority

- Section 52 Ability, that is knowledge, skill, training and efficiency, being equal, the seniority in employment with the Company shall be governing factor in promotions, demotions, lay-offs and rehiring. However, any decision on these subjects shall be subject to the grievance procedure and to representation from the Grievance Committee.
- Section 53 An employee shall not acquire seniority rights unless he has been in the employ of the Company for three (3) consecutive months, when said seniority shall date from date employed and during such period such employee shall be considered probationary.
- Section 54 An employee shall lose his status of an employee of the Company in the following cases:
1. If he is discharged or dismissed.
 2. If he quits the Company of his own volition.
 3. If he fails to report for work within three days upon recall after a layoff.
 4. If he is laid off for eight (8) months or longer at one time.

Seniority will accumulate up to the time that status as an employee of the Company terminates, except that lay-offs periods will not be counted.

- Section 55 Within thirty (30) days from the signing of this Agreement, the Company will give to the Union a list of its employees covered by this Agreement showing their wage rates and years of service.

ARTICLE NO. 12

Grievance Procedure

- Section 56 The Company agrees that a Grievance Committee of seven (7) employees selected by the Union will represent the employees of the Company in any grievance with respect to hours of labour, rates of wages, general conditions of work or conditions of employment.
- Section 57 Should differences arise between the Company and the Union as to the meaning and application of the provisions of this Agreement or should trouble arise in the Plant, there shall be no suspension of work on account of such differences but an earnest effort shall be made to settle the same in the following manner:
- (a) Between the employee concerned who is a member of the Union and the foreman of his department, within two (2) working days.

- (b) Between one or some members of the Grievance committee appointed by the union and the foreman and superintendent of the department concerned, within four (4) working days.
- (c) Between one or some members of the Grievance Committee appointed by the Union and the Plant Manager or his representative within six (6) working days.
- (d) Between the Plant Manager or his representative, and a representative of the Canadian Congress of Labour and the Union Committee, within eight (8) working days.
- (e) If a grievance has not been settled after the procedure outlined above has been complied with, and either party to this Agreement wishes to apply for the service of a Conciliating Officer, said application must be made within six (6) days of the last meeting held in accordance with Para (d) above, with advice to the other party.

Section 58. Questions regarding interpretation or application of this Labour agreement shall be discussed immediately between the Plant Manager, or his representative, and the Union Committee.

Section 59 When a Foreman thinks it advisable for disciplinary purposes to dismiss an employee, he can suspend the employee and refer him to the superintendent of the Department who will decide whether he should be dismissed definitely or other disciplinary means to be taken. In case of a grievance, the matter shall be settled according to Section 57 above, the procedure starting with Paragraph "B" of said Section 57.

Section 60 If an employee believes he has been unjustly suspended or dismissed and after investigation it has been shown he was unjustly suspended or dismissed, he will be reinstated without loss of wages for a maximum period of fifteen working days and his seniority rights will not be affected.

Section 61. It is expressly agreed that there shall be no interruption of work because of differences between the Company and the Union during the term of this Agreement.

ARTICLE NO. 13

Safety Sanitation and Health

Section 62 The Company shall make necessary provisions for the safety and health of its employees at the plant, will give them sanitary rest rooms, fountains in each department, individual lockers and other needs provided for by the Quebec By-laws.

SECTION 63 The Company will supply protective clothing (Aprons) to female employees working in the Armoured Corner Department.

ARTICLE NO. 14

Board for Notices

Section 64 It is agreed that the employees will have the right to use four (4) that the Company will put at their disposal to post all Union circulars or notices, as long as they have been previously approved by the Plant Manager or any other representative of the Company having such authority.

ARTICLE NO. 15

Union Committee

Section 54 The Union agrees to communicate to the Company the names of the members of the Committee appointed by the Union to discuss with the Company any question or grievances which ~~could~~ arise during the life of the Agreement and also of any changes thereof that could occur. All members of the committee will be employed of the Company, and if they have to quit their work to perform their duty as members of the said Committee, they will have to notify their foreman before doing so.

ARTICLE NO. 16

Management

Section 66 It is agreed that the Company retains all the customary and normal functions of Management except as they may be expressly restricted by the terms of this agreement.

ARTICLE NO. 17.

Terms and Duration of Agreement

Section 67 It is agreed that the Five Cents (5¢) per hour general increase that has been incorporated into the wages shown in Appendix "A" of this agreement, will be paid only to those employees in the employ of the Company on the date of signing this agreement, retroactive to April 1st, 1954, for hours worked.

Section 68 It is agreed that all other amendments or changes incorporated in this agreement and the attached appendix "A" shall be effective from the 30th day of July 1954.

Section 69 This agreement shall replace the existing contract between the Company and the Union and shall be effective to the thirty-first (31st) day of March 1955, and thereafter from year to year unless written notice is given by either party not more than sixty (60) days and not less than thirty (30) days prior to April 1st of their intention to make amendments.

By mutual understanding, changes may be made to this Agreement, prior to its expiration.

Signed this 30th day of July 1954.

On behalf of:

BUILDING PRODUCTS LIMITED

J.W.CHURCH
Plant Manager

J.J.Robinson
Industrial Relations Mgr.

On behalf of:

LOCAL NO. 2.
CANADIAN UNION OF BUILDING PRODUCTS WORKERS
AND THE CANADIAN CONGRESS OF LABOUR.

FERNAND L. BASSET
Vice-Président

NORMAL BARRETT
President

FERNAND DAoust
Organizer.

APPENDIX "A"

14

TO AGREEMENT SIGNED THIS 30th day of July 1954.

Between

BUILDING PRODUCTS LIMITED(VILLE LASALLE)

and

LOCAL NO. 2. CANADIAN UNION OF BUILDING PRODUCTS WORKERS

JOB CLASSIFICATION & HOURLY RATES

FELT MILL

Class	Name	Hourly rate
1.	Chipper Man	1.22
2	Rag Cutter Man	1.23
3	Defibrator Operator	1.41
4.	Breaker Beater Man	1.36
5.	Rag Beater Man	1.42
6.	Rag Beater Man Helper	1.37
7.	Machine Tender	1.47
8.	Back Tender	1.39
9.	Third Hands	1.35
10.	Shift Labour	1.30
11.	Day Labour	1.16
12.	Scale Man	1.20
13.	Truck Driver (Felt Mill)	1.22
14.	Paper Mill Warehouseman	1.19
15.	Rewinder Operator	1.18
16.		
17.	Electric Lift Truck Operator	1.22
18.	Splitter Man	1.18
19.	Wood Scaler	1.18

ROOFING

1.	Machine Operator No. 1. Machine	1.39
IA	Machine Operator No. 2 Machine	1.39
2	Coater Section No. 1 Machine	1.36
3	Coater Section No. 1 Machine Thick Butt	1.32
4.	Winderman No. 1 Machine	1.31
4A	Winderman No. 2 Machine	1.30
5.	Felt Looper Operator	1.26
6.	Talc Surfacing Section	1.26
7.	Overlay Press Roll Operator	1.30
8.	Inspector Roofing Mill	1.32
9.	Slate Mixer	1.25
10.	Slate Mixer Helper	1.19

JOB CLASSIFICATION & HOURLY RATES(Cont'd)

ROOFING (Cont'd)

<u>Class</u>	<u>Name</u>	<u>Hourly Rate</u>
11.	Tallyman	1.28
12.	Colour Drift Operator	1.25
13.	Finishing Looper	1.21
14.	Shingle Tiers	1.21
15.	Labourers	1.16
16.	Gang Leader	1.36
17.	Stabilizer Supply Man	1.24
18.	Supply Material to Machine	1.24
19.	Spare	1.24
20.	Wrapping Man	1.19
21.	Scale Man No. 1. Machine	1.24
22.	Scale Man No. 2 Machine	1.23
23.	Base Press Roll Operator	1.21
24.	Lift Truck Operator	1.29
25.	Stackers and Take off Man	1.24

YARD

1.	Blowing Asphalt	1.28
2.	Pump Man	1.25
3.	Felt Warehouseman	1.25
4.	Pre-Heaterman	1.22
5.	Felt Warehouseman Helper	1.20
6.	Unloading Raw Stock	1.18
7.		
8.	Labourer	1.16

ROTARY INSUL-SIDING UNITS

1.	Lead Hand	1.34
2.	Press Operator	1.30
3.	Shiplap & Saturator Operator	1.27
4.	Packing Machine Operator	1.27
5.	Punch Operator	1.25
6.	Combining	1.24
7.		
8.	Labourer	1.16
9.	Towmotor Operator	1.29
10.	Shiplap Helper	1.18
11.	Board Coolerman	1.18
12.	Punch Operator Helper	1.18
13.	Unloading and Piling	1.18
14.	Spare	1.18
15.	Packing Machine Helper	1.18
16.	Checker	1.18
17.	Punch Press Scrap Cleaner	1.18
18.	Floor Cleaner or Relif Man	1.18
19.	Board Feeder- Flipper	1.22
20.	Capsheet Feeder	1.22
21.	floorman	1.36

JOB CLASSIFICATION & HOURLY RATES (cont'd)

Class	Name	Hourly rate
<u>ARMoured CORNERS</u>		
1.	Labourer (Female)	1.07
2.	Lining Machine Operator (Female)	1.10
3.	Labourer (Male)	1.16
4.	Helper (Male)	1.18
5.	Inspecting and Packaging	1.25
6.	Inspecting and Straightening	1.25
7.	Servicemen	1.25
8.	Feeder. Granulator or nail coating operator	1.22
<u>SHIPPING</u>		
1.	Lead Hand	1.27
2.	Gang Leader	1.24
3.	Warehouseman	1.22
4.	Truck Driver (Senior)	1.27
5.	Truck Driver	1.24
6.	Loader	1.18
7.	Lift Truck Operator	1.27
8.	Labourers	1.16
<u>MAINTENANCE</u>		
1.	Gang Leader	1.58
2.	Maintenance, Machinist, Electrician, Welder "Grade "A"	1.52
3.	Maintenance, Machinist, Electrician, Welder "Grade "B"	1.42
4.	Maintenance, Machinist, Electrician, Welder "Grade "C"	1.32
5.	Maintenance, Steamfitter, "Grade " "	1.50
6.	Maintenance, Steamfitter, Grade "B"	1.40
7.	Maintenance, Steamfitter, Grade "C"	1.30
8.	Maintenance, Millwright, Carpenter, Mechanic "Grade "A"	1.48
9.	Maintenance, Millwright, Carpenter, Mechanic "Grade "B"	1.38
10.	Maintenance, Millwright, Carpenter, Mechanic "Grade "C"	1.28
12.	Apprentice	1.24
13.	Labourer	1.16
14.	Stationary Engineer Class II	1.62
15.	Stationary Engineer Class III	1.47
<u>SAMPLE DEPARTMENT</u>		
1.	Male Labourers	1.16
2.	Female Labourers	1.07

LABOUR AGREEMENT

Between

BUILDING PRODUCTS LIMITED

VILLE LASALLE, QUP.

and

CANADIAN UNION

OF BUILDING PRODUCTS WORKERS

(C.C.L.) Local No. 2

1953-1954

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LABOUR AGREEMENT

Between

BUILDING PRODUCTS LIMITED

and LOCAL No. 2

CANADIAN UNION OF BUILDING PRODUCTS WORKERS

AGREEMENT entered into this 16th day of August, 1953, between Building Products Limited in Ville StSalle, Quebec, (hereinafter called "The Company") and the employees of Building Products Limited represented for the purposes of this Agreement by Local No. 2 Canadian Union of Building Products Workers, chartered by the Canadian Congress of Labour (hereinafter called the "Union")

As the Union represents the majority of the employees actually employed by the Company and are members of the Union they have authorized the Union to act as their representative before the Company for the purpose of negotiating this Agreement.

ARTICLE NO. 1

PURPOSE OF AGREEMENT

Section 1. As this Agreement is negotiated with a view to promoting and maintaining harmonious and peaceful industrial relations between the Company and its employees, the parties hereto mutually agree as follows:-

ARTICLE NO. 2

DEFINITIONS

Section 1. Employee: The word "employee" as used in this Agreement shall apply to all hourly rated men and women employed by the Company in the production work or maintenance of the plant in Ville LaSalle, excepting superintendents, foremen, office employees and all other employees having authorization of hiring and dismissing employees.

ARTICLE NO. 3

RECOGNITION AND OBLIGATION

Section 1. The Company recognizes the Union as the sole and exclusive bargaining agency for all employees with respect to their rate of pay, hours of work and all other conditions of employment.

Section 2. There shall be no discrimination, interference, restraint or coercion by or on behalf of the Company regarding any employee because of membership in the Union. The Union, its members and/or its agents, shall not intimidate or coerce employees into membership and shall not conduct Union activities on Company time or solicit employees for membership in the Union on Company premises. The Company agrees to equally prohibit any other collective bargaining agency.

Section 3. The Company and the Union are willing to take all provisions at their disposal to settle a dispute without lock-out or strike. Any employee who commits himself in a strike, slow-down or suspension of work before having complied himself with the procedure provided by Article 12, Grievance Procedure, or to the other provisions provided by the law, will be dismissed.

ARTICLE NO. 4

IRREVOCABLE CHECK OFF

Section 1. On receipt of a written authorization of any employee, the Company will deduct from his wages an amount equal to the monthly dues as specified by Local No. 2, Canadian Union of Building Products Workers. The sum of money thus collected will be transmitted to the Secretary-Treasurer of the Union once a month who will furnish a proper receipt to the Company for all money received.

Section 2. This authorization shall be effective for the period of the current labour agreement and shall automatically be renewed for the period of each succeeding applicable labour agreement unless written notice of revocation is given to the Company by an employee within thirty (30) days prior to the expiration date of such labour agreement.

ARTICLE NO. 5

OVERTIME RATES & PREMIUM COMPENSATION

Section 1. Overtime compensation shall be paid only to employees who are working additional hours at the request of the Company.

Overtime work will be divided as equally as possible among employees performing a similar class of work.

Section 2. (a) Compensation at one and one half times the employee's regular rate shall be paid to all employees working on rotating shifts (such as paper mill) who work over eight (8) hours per day or over forty-eight (48) hours per week.

(b) When a paid Statutory Holiday occurs in the work week, it shall be considered as a regular work day for the purpose of computing overtime on a weekly basis.

Section 3. (a) Compensation at one and one half times the employee's regular rate shall be paid to all employees working on days or non-rotating shifts who work over nine (9) hours per day or over forty-five (45) hours per week.

- (b) When a paid Statutory Holiday occurs in the work week, it shall be considered as a regular work day for the purpose of computing overtime on a weekly basis.

Section 4. Compensation at one and three quarters times the employee's regular rate shall be paid to all employees who work over three hours overtime in any one day.

Section 5. Compensation at two times the employee's regular rate shall be paid for all work performed during the twenty-four hours between midnight Saturday and midnight Sunday, except for Stationery Engineers who will receive double time only if required to work on their regularly scheduled day of rest.

Section 6. Compensation at two times the employee's regular rate shall be paid for all work performed during the twenty-four hours between midnight of the day before and midnight of a Statutory Holiday, recognized by this Agreement.

Section 7. Compensation at one and three quarters times the employee's regular rate shall be paid all Maintenance Department employees who are called in on emergency work at other than their regular working hours, provided that such call involves an extra trip to the Plant. Subject to this proviso, Maintenance Department employees called in for emergency work will receive a minimum of two and one half hours pay at their overtime rate.

Section 8. Compensation at two times the employee's regular rate shall be paid to volunteer firemen when they are called for a fire drill practice.

Section 9. No foremen or watchmen will do overtime work when the regular employees are available.

Section 10. All employees reporting for work unless a contrary order from the foreman has been given will receive half a day's pay. It is understood that under such conditions an employee may be required to work in alternate work if requested at his regular hourly rate.

Section 11. Employees shall be entitled to be notified on the previous day, if required to work overtime; failing which, a meal (or an amount of One Dollar (\$1.00) shall be provided at the expense of the Company, if such overtime necessitates working a minimum of two (2) hours overtime.

Section 12. All Maintenance Department employees will receive a minimum of one Sunday off a month.

Section 13. It is agreed that when an employee is assigned to work in a classification paying a lower rate than his own, for no more than a complete shift, he will be paid his regular rate.

Section 14. It is agreed that when an employee is assigned to work in a classification paying a higher rate than his own, he shall receive the higher rate of pay while occupying the said higher rated position.

Section 15. If, thirty days after appointment, the work of the employee is judged satisfactory, he shall be retained in the position as long as, in the opinion of the Company, his services remain satisfactory and are required.

Section 16. The Company agrees to pay two and one half (.02½) cents per hour over the regular rate to all employees, while working on the afternoon (4:00 p.m. to midnight) rotating shift.

Section 17. The Company agrees to pay five (.05) cents per hour over the regular rate to all employees while working on the night (midnight to 3:00 a.m.) rotating shift.

Section 18. The Company agrees to pay five (.05) cents per hour over the regular hourly rate to all employees working on a continuous night shift.

ARTICLE NO. 6

HOURS OF WORK

Section 1. The standard starting and quitting time for day shift employees will be from 7:00 a.m. to 12:00 a.m. and from 12:30 p.m. to 4:30 p.m.

The starting and quitting time for day shifts in the Shipping Department will be:

7:00 a.m. to 12:00 a.m. and from 12:30 p.m. to 4:30 p.m.
8:00 a.m. to 12:00 a.m. and from 12:30 p.m. to 5:30 p.m.

Section 2. The standard starting and quitting time for rotating shift employees will be:

12:00 midnight to 8:00 a.m.
8:00 a.m. to 4:00 p.m.
4:00 p.m. to 12:00 midnight

Section 3. In cases of emergency, or other special circumstances, and after advising the Union Committee of the circumstances, the Company shall have the right to change the hours of work and shifts presently in force.

ARTICLE NO. 7

REST PERIODS

Section 1. Every employee shall be given two periods of fifteen (15) minutes for rest during their regular work without stoppage of machine and without requiring their neighbour to do their work, but anyone who will take more than fifteen (15) minutes without permission will be liable to discharge.

Section 2. It is agreed that every employee shall be allowed five (5) minutes of rest prior to the quitting time on each day and five (5) minutes rest prior to lunch on each day in order to have the opportunity to clean up and change clothes, but they will be liable to discharge if they quit work more than five (5) minutes before the authorized time.

ARTICLE 8

VACATIONS

Section 1. VACATION PERIOD

The vacation period will be from January 1st through December 31st.

Section 2. LENGTH OF VACATION

One Week

Every employee who completes one year of continuous service is entitled to vacation of one week.

Two Weeks

(a) Every employee who completes fifteen or more years of continuous service in the current year is entitled to a vacation of three weeks, one week of which must be taken during the months of January, February, March, November or December of the Vacation Year.

(b) Every employee who completes twenty-five or more years of continuous service in the current year is entitled to a vacation of three weeks, which may be taken at any time in the Vacation Year.

Section 3. CALCULATION OF VACATION PAY

One Week's Vacation

One (1) week's vacation will be calculated on the basis of two (2%) percent of gross wages earned, including overtime, during the previous calendar year.

Two Week's Vacation

Two (2) weeks' vacation will be calculated on the basis of four (4%) percent of gross wages earned, including overtime, during the previous calendar year.

Three Weeks' Vacation

Three (3) weeks' vacation will be calculated on the basis of six (6%) percent of gross wages earned, including overtime, during the previous calendar year.

Section 4. PAYMENT OF VACATION PAY

Vacation pay must be given to the employee immediately prior to the commencement of his vacation.

Section 5. PERIOD DURING WHICH VACATIONS SHOULD BE GIVEN

Vacations should be given as soon after the qualification date as is convenient to the Management, but in no case are to run beyond the end of the current year. Vacation periods cannot be transferred or accumulated.

Section 6. NOTIFICATION OF VACATION

Employees must be notified at least fifteen (15) days in advance.

Section 7. ADDITIONAL TIME OFF

Additional time off will only be granted after satisfactory arrangements have been made with the Superintendent or Department Head in charge, and if allowed, will be without pay.

Section 8. ALLOTMENT OF VACATION

Employees having the longest record of service will have first consideration in the allotment of time for vacations. The Plant Manager or Department Head in Charge will arrange the times of vacations as may be most convenient for the employee and the Company.

Section 9. COMPULSORY VACATIONS

Employees are not allowed any payment of wages in lieu of vacation.

Section D. SEPARATION

- (a) An hourly paid employee leaving the service of the Company who has not completed one (1) year of continuous service is entitled to receive two (2%) percent of wages earned between hiring date and date of departure.
- (b) Any employee leaving the service of the Company, who has completed at least one (1) year of continuous service, is entitled to vacation pay not received. Over and above this, he/she is entitled to receive two (2%) percent of wages earned between January 1st and the date of separation.
- (c) Any employee leaving the service of the Company, who has completed at least five (5) years of continuous service is entitled to vacation not received. Over and above this he/she is entitled to receive four (4%) percent of wages earned between January 1st and the date of separation.

Section 11. SHUTDOWN

Should a shutdown of a department or the Plant occur for a vacation week, each employee who has not completed one year's service prior to December 31st, last, will receive as vacation pay two (2%) percent of gross earnings from the date of employment to previous December 31st.

In the event of a shutdown all employees, unless otherwise notified, will be required to take their holidays during the shutdown week.

ARTICLE NO. 9

STATUTORY HOLIDAYS

- Section 1. When a Statutory Holiday, recognized by this Agreement falls on a Sunday, the day declared by the Civil, Provincial or Dominion authorities shall be treated as the legal holiday.

Section 2. The Company recognizes the following Statutory Holidays:-

New Years Day	Dominion Day
Epiphany	Labour Day
Good Friday	Thanksgiving Day
Ascension Day	Immaculate Conception
St. John the Baptist	Christmas Day

Section 3. The Company recognizes the following Statutory Holidays, subject to the conditions listed below, as holidays with pay, for which all employees will be paid their regular wages although no work may be performed:-

New Years Day	Dominion Day
Good Friday	Labour Day
Conception Day	Thanksgiving Day
St. John the Baptist	Christmas Day

- (a) Every employee who is in the employ of the Company and actually at work on the last scheduled working day preceding, and the first scheduled working day following a paid Statutory Holiday and who is not required to perform work in the service of the Company, or who is absent with prior permission, will be paid his hourly rate multiplied by the hours normally worked, exclusive of overtime or night shift bonus.
- (b) That the employee be not on leave of absence for sickness or Workmen's Compensation.
- (c) Any employee required to work on a paid Statutory Holiday will be entitled to receive an alternate day off with pay. This alternate day must be taken.
- (d) Employees requested to work on a paid Statutory Holiday and who refuse will not be entitled to receive any compensation.

ARTICLE NO. 10

CLASSIFICATIONS AND WAGES

Section 1. See Schedule "A" attached.

Section 2. Any employee, regardless of age, shall be paid according to established rates and classifications.

ARTICLE NO. 11

SENIORITY

Section 1. Ability, that is knowledge, skill, training and efficiency, being equal, the seniority in employment with the Company shall be the governing factor in promotions, demotions, discharges, lay-offs and rehiring. However, any decision on these subjects shall be subject to the grievance procedure and to representation from the Grievance Committee.

Section 2.

An employee shall not acquire seniority rights unless he has been in the employ of the Company for three (3) consecutive months, when said seniority shall date from date employed and during such period such employee shall be considered probationary.

Section 3.

An employee shall lose his status of an employee of the Company in the following cases:

1. If he is discharged or dismissed.
2. If he quits the Company of his own volition.
3. If he fails to report for work within three days upon recall after a layoff.
4. If he is laid off for eight (8) months or longer at one time.

Seniority will accumulate up to the time that status as an employee of the Company terminates, except that layoff periods will not be counted.

Section 4.

Within thirty (30) days from the signing of this Agreement, the Company will give to the Union a list of its employees covered by this Agreement showing their wage rates and years of service.

ARTICLE NO. 12

GRIEVANCE PROCEDURE

Section 1.

The Company agrees that a Grievance Committee of seven (7) employees selected by the Union will represent the employees of the Company in any grievance with respect to hours of labour, rates of wages, general conditions of work or conditions of employment.

Section 2.

Should differences arise between the Company and the Union as to the meaning and application of the provisions of this Agreement or should trouble arise in the Plant, there shall be no suspension of work on account of such differences but an earnest effort shall be made to settle the same in the following manner:

- (a) Between the employee concerned who is a member of the Union and the foreman of his department, within two (2) working days.
- (b) Between one or some members of the Grievance Committee appointed by the Union and the foreman and superintendent of the department concerned, within four (4) working days.
- (c) Between one or some members of the Grievance Committee appointed by the Union and the Plant Manager or his representative, within six (6) working days.
- (d) Between the Plant Manager, or his representative, and a representative of the Canadian Congress of Labour and the Union Committee, within eight(8) working days.

Section 3.

Questions regarding interpretation or application of this Labour Agreement shall be discussed immediately between the Plant Manager, or his representative, and the Union Committee.

Section 4. When a Foreman thinks it advisable for disciplinary purposes to dismiss an employee, he can suspend the employee and refer him to the Superintendent of the Department who will decide whether he should be dismissed definitely or other disciplinary means be taken. In case of a grievance, the matter shall be settled according to Section 2 above, the procedure starting with paragraph "B" of said Section 2.

Section 5. If an employee believes he has been unjustly suspended or dismissed and after investigation it has been shown that he was unjustly suspended or dismissed, he will be reinstated without loss of wages for a maximum period of fifteen working days and his seniority rights will not be affected.

Section 6. It is expressly agreed that there shall be no interruption of work because of differences between the Company and the Union during the term of this Agreement.

ARTICLE NO. 13

SAFETY, SANITATION AND HEALTH

Section 1. The Company shall make necessary provisions for the safety and health of its employees at the plant, will give them sanitary rest rooms, fountains in each department, individual lockers and other needs provided for by the Quebec By-Laws.

Section 2. The Company will supply protective clothing (Aprons) to female employees working in the Armoured Carner Department.

ARTICLE NO. 14

BOARD FOR NOTICES

Section 1. It is agreed that the employees will have the right to use four (4) boards that the Company will put at their disposal to post all Union circulars or notices, as long as they have been previously approved by the Plant Manager or any other representative of the Company having such authority.

ARTICLE NO. 15

UNION COMMITTEE

Section 1. The Union agrees to communicate to the Company the names of the members of the Committee appointed by the Union to discuss with the Company any question or grievance which could arise during the life of the Agreement

and also of any changes thereof that could occur. All members of the Committee will be employees of the Company and if they have to quit their work to perform their duty as members of the said Committee, they will have to notify their foreman before doing so.

ARTICLE NO. 16

MANAGEMENT

Section 1. The Union recognizes the right of the Company to manage the said Plant and to direct the working forces, including the right to hire, promote, demote, transfer, suspend, discipline and discharge any employee for just reason. All such promotions, demotions and transfers shall be in conformity with the seniority provisions of Article No. 11 (eleven) of this Agreement.

ARTICLE NO. 17

TERM AND DURATION OF AGREEMENT

Section 1. It is agreed that the six (6) cents per hour general increase that has been incorporated into the wages shown in Appendix "A" of this Agreement, will be paid only to those employees in the employ of the Company on the date of signing this Agreement, retroactive to April 1st, 1953, for hours worked.

Section 2. It is agreed that all other amendments or changes incorporated in this Agreement and the attached Appendix "A" shall be effective from the 18th day of August 1953.

Section 3. This Agreement shall replace the existing contract between the Company and the Union and shall be effective to the thirty-first (31st) day of March, 1954, and thereafter from year to year unless written notice is given by either party not more than sixty days and not less than thirty days prior to April 1st of their intention to make amendments.

By mutual understanding, changes may be made to this Agreement, prior to its expiration.

SIGNED ON THIS 18TH DAY OF AUGUST, 1953

ON BEHALF OF BUILDING PRODUCTS LIMITED:

J. W. Church per Peter Reid
J. W. Church, Plant Manager

J. J. Robinson
J. J. Robinson, Industrial Relations Mgr.

ON BEHALF OF LOCAL NO. 2
CANADIAN UNION OF BUILDING PRODUCTS WORKERS
AND THE CANADIAN CONGRESS OF LABOUR:

Fernand L. Bassett
Fernand L. Bassett, Vice-President

Norman Barrett per J. Richard
Norman Barrett, President

Charles Devlin
Charles Devlin, Organizer

APPENDIX "A"

CURRENT RATES - MONTREAL PLANT

FELT MILL

<u>Class</u>	<u>Name</u>	<u>Hourly Rate</u>
1.	Chipper Man	1.17
2.	Rage Cutter Man	1.18
3.	Defibrator O'erator	1.36
4.	Breker Bester Man	1.31
5.	Rag Bester Man	1.37
6.	Rag Bester Man Helper	1.32
7.	Machine Tender	1.42
8.	Back Tender	1.34
9.	Third Hands	1.30
10.	Shift Labour	1.25
11.	Day Labour	1.11
12.	Scale Man	1.15
13.	Truck Driver (Felt Mill)	1.17
14.	Paper Mill Warehouseman	1.14
15.	Rewinder Operator	1.13
16.		
17.	Electric Lift Truck Operator	1.17
18.	Splitter Man	1.13
19.	Wood Scaler	1.13

ROOFING

1.	Machine Operator No. 1 Machine	1.34
1A.	Machine Operator No. 2 Machine	1.34
2.	Coster Section No. 1 Machine	1.31
3.	Coster Section No. 1 Machine Thick Butt	1.27
4.	Winderman No. 1 Machine	1.26
4A.	Winderman No. 2 Machine	1.24
5.	Felt Cooler Operator	1.21
6.	Talc Surfacing Section	1.21
7.	Overlay Press Roll Operator	1.25
8.	Inspector Roofing Mill	1.27
9.	Slate Mxer	1.20
10.	Slate Mxer Helper	1.14
11.	Tellyman	1.23
12.	Colour Drift Operator	1.20
13.	Finishing Looper	1.16
14.	Shingle Tiers	1.16
15.	Labourers	1.11
16.		
17.	Filler Supply Man	1.19
18.	Supply Material to Machine	1.19
19.	Spare	1.19
20.	Wrapping Man	1.14
21.	Scale Man No. 1 Machine	1.19
22.	Scale Man No. 2 Machine	1.16

ROOFING - Cont'd.

<u>Class</u>	<u>Name</u>	<u>Hourly Rate</u>
23.	Base Press Roll Operator	1.16
24.	Lift Truck Operator	1.24
25.	Stackers and Take Off Man	1.19

YARD

1.	Blowing Asphalt	1.23
2.	Pump Man	1.20
3.	Felt-Warehouseman	1.20
4.	Pre-Heaterman	1.17
5.	Felt Warehouseman Helper	1.15
6.	Unloading Raw Stock	1.13
7.	Yard Cleaner	
8.	Labourer	1.11

ROTARY INSUL-BINDING UNITS

1.	Lead Hand	1.29
2.	Press Operator	1.25
3.	Shiplap & Saturator Operator	1.22
4.	Packing Machine Operator	1.22
5.	Punch Operator	1.20
6.	Combining	1.19
7.		
8.	Labourer	1.11
9.	Tomator Operator	1.24
10.	Shiplap Helper	1.13
11.	Board Coolerman	1.13
12.	Punch Operator Helper	1.13
13.	Unloading and Piling	1.13
14.	Spare	1.13
15.	Packing Machine Helper	1.13
16.	Checker	1.13
17.	Punch Press Scrap Cleaner	1.13
18.	Floor Cleaner or Relief Man	1.13
19.	Board Feeder - Flipper	1.17
20.	Capsheet Feeder	1.17
21.	Floorman	1.25

ARMOURED CORNERS

1.	Labourer (Female)	1.02
2.	Lining Machine Operator (Female)	1.05
3.	Labourer (Male)	1.11
4.	Helper (Male)	1.13
5.	Inspecting and Packaging	1.20
6.	Inspecting and Straightening	1.20
7.	Serviceman	1.20
8.	Feeder, Granulator or nail coating Operator	1.17

<u>Class</u>	<u>Name</u>	<u>Hourly Rate</u>
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SHIPPING

1.	Lead Hand	1.22
2.	Cang Leader	1.19
3.	Warehouseman	1.17
4.	Truck Driver (Senior)	1.22
5.	Truck Driver	1.19
6.	Loader	1.13
7.	Lift Truck Operator	1.22
8.	Labourers	1.11

MAINTENANCE

1.	Cang Leader	1.
2.	Maintenance, Machinist, Electrician, Welder "Grade A"	1.41
3.	Maintenance, Machinist, Electrician, Welder "Grade B"	1.33
4.	Maintenance, Machinist, Electrician, Welder "Grade C"	1.25
5.	Maintenance, Steamfitter "Grade A"	1.39
6.	Maintenance, Steamfitter "Grade B"	1.31
7.	Maintenance, Steamfitter "Grade C"	1.23
8.	Maintenance, Millwright, Carpenter, Mechanic "Grade A"	1.37
9.	Maintenance, Millwright, Carpenter, Mechanic "Grade B"	1.29
10.	Maintenance, Millwright, Carpenter, Mechanic "Grade C"	1.21
11.	Paper Mill Oiler	1.21
12.	Apprentice	1.17
13.	Labourer	1.11
14.	Stationery Engineer Class II	1.57
15.	Stationery Engineer Class III	1.42

SAMPLE DEPARTMENT

1.	Male Labourers	1.11
2.	Female Labourers	1.02

LABOUR AGREEMENT

BUILDING PRODUCTS LIMITED

AND

LOCAL NO. 2: CANADIAN UNION

OF BUILDING PRODUCTS WORKERS

AGREEMENT entered into the 12th day of June 1952 between Building Products Limited in Ville LaSalle, Quebec, (hereinafter called "The Company"), and the employees of Building Products Limited represented for the purpose of this Agreement by Local No. 2 CANADIAN UNION OF BUILDING PRODUCTS WORKERS, chartered by the Canadian Congress of Labour (hereinafter called the ("Union")).

As the Union represents the majority of the employees actually employed by the Company and are members of the Union, they have authorized the Union to act as their representative before the Company for the purpose of negotiating this Agreement.

As this Agreement is negotiated with a view to promoting and maintaining harmonious and peaceful industrial relations between the Company and its employees, the parties hereto mutually agree as follows:-

ARTICLE NO. 1.

EMPLOYEE

Section 1. The word "employee" as used in this Agreement shall apply to all hourly rated men and women employed by the Company in the production work or maintenance of the plant in Ville LaSalle excepting superintendents, foremen, office employees and all other employees having authorization of hiring and dismissing employees.

ARTICLE NO. 2

RECOGNITION OF UNION

Section 1. The Company recognizes the Union as the sole exclusive bargaining agency for all employees with respect to their rate of pay, hours of work and all other conditions of employment.

ARTICLE NO. 3

RATES OF WAGES

Section 1 It is agreed that where an employee is assigned temporarily to perform work in a classification paying a lower rate than his own, he shall be paid his regular rate.

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Section 2. Any employee performing work in a higher rated classification than his own, shall receive the higher rate of pay while occupying the said higher rated position.

The ability, that is knowledge, skills training, versatility and efficiency, and seniority shall be considered before assigning men to those positions; however, any decision to this effect shall be subject to representations from the grievance committee.

If, 30 days after appointment, the work of the employee is judged satisfactory he shall be retained in the position as long as, in the opinion of the Company, his service remain satisfactory and are required.

Section 3. The Company agrees to pay five (.05) cents per hour over the regular hourly rate to all ~~XXX~~ employees working on the night shift.

Section 4. The Company agrees to pay two and one half (.02 $\frac{1}{2}$) cents per hour over the regular hourly rate to all employees working on the afternoon, 4:00 P.M. to midnight rotating shift, and five (.05) cents per hour over the regular hourly rate to all employees working on the night, midnight to 8:00 A.M. rotating shift.

Section 5. Wage Rates- See Appendix "A" to this Agreement.

Section 6. Any employee, regardless of age, shall be paid according to established rates and classifications.

Section 7. All Maintenance Department employees who are called in on emergency work after regular working hours shall be paid at the rate of time and three-quarters ($1\frac{3}{4}$).

ARTICLE NO. 4.

IRREVOCABLE CHECK OFF

Section 1. On receipt of a written authorization of an employee, the Company will deduct from his wages an amount equal to the monthly dues as specified by local #2, Canadian Union of Building Products Workers. The sum of money thus collected will be transmitted to the Secretary-Treasurer of the Union once a month who will furnish a proper receipt to the Company for all money received. This authorization shall be effective for the period of the current labour agreement and shall automatically be renewed for the period of each succeeding applicable labour agreement unless written notice of revocation is given to the Company by an employee within thirty (30) days prior to the expiration date of such labour agreement.

ARTICLE NO. 5

OVERTIME RATES

Section 1. In the case of rotating 8-hour shifts (such as in the Paper Mill) overtime will be paid at one and one half ($1\frac{1}{2}$) times the employee's regular rate, when an employee is requested by the Company to work over 8 hours per day or over 48 hours per week.

Section 2. In the case of day workers and non-rotating shifts, overtime will be paid at one and one half ($1\frac{1}{2}$) times the employee's regular rate, when an employee is requested by the Company to work over 9 hours per day or over 45 hours per week.

Section 3. Compensation at one and three quarters ($1\frac{3}{4}$) times the employee's regular rate shall be paid to all employees who work over 3 hours overtime in any one day.

Section 4. Double the prorata shall be paid for the work performed on Sundays and the following holidays:-

New Year's Day	Dominion Day
Epiphany	Labour Day
Good Friday	Thanksgiving Day
Ascension Day	Immaculate Conception
St. John the Baptist Day	Christmas Day

Should one of the said holidays fall on Sundays, the day declared by the Civil, Provincial or Dominion Authorities should be treated as the legal holiday and double time shall be paid for the work performed on such day.

Section 5. All Sundays and holidays shall be considered as twenty-four (24) hours elapsing between midnight and midnight.

Section 6. All employees reporting for work unless a contrary order from the foreman has been will receive half a day's pay. It is understood that under such conditions an employee may be required to work in alternate work if requested at his regular hourly rate.

Section 7. Every employee shall be given two periods of fifteen (15) minutes for rest during their regular work without stoppage of machine and without requiring their neighbour to do their work, but anyone who will take more than fifteen (15) minutes without permission will be liable to discharge.

Section 8. It is agreed that every employee shall be allowed five (5) minutes of rest prior to the quitting time on each day and five (5) minutes rest prior to lunch on each day in order to have the opportunity to clean up and change clothes, but they will be liable to discharge if they quit work more than five (5) minutes before the authorized time.

- Section 9. The overtime shall be distributed as evenly as possible among the employees usually performing such work.
- Section 10. No foreman or watchman will do overtime when the regular employees are available.
- Section 11. Maintenance employees shall be entitled to be notified on the previous day if they are required to work overtime, failing which, a meal (or an amount of sixty (.60) cents) shall be provided at the expense of the Company, if such overtime necessitates working through the meal time (6:30 p.m.)
- Section 12. Maintenance Department employees called in for emergency work will receive a minimum of two and one half (2½) hours pay at their overtime rate.
- Section 13. All Maintenance Department employees will receive a minimum of one Sunday off a month.

ARTICLE NO. 6

VACATIONS AND PAID HOLIDAYS

See Appendix "B" to this Agreement.

ARTICLE NO. 7

SENIORITY

- Section 1. Ability, that is knowledge, skill, training, versatility and efficiency being equal, the seniority in employment with the Company shall be the governing factor in promotions, demotions, discharges, lay-offs and rehiring.
- Section 2. An employee shall lose his seniority and his status of employee of the Company in the following cases:
- (a) if he quits the Company of his own volition.
 - (b) if he is dismissed.
 - (c) if the employee fails to report for work within two days upon recall.

ARTICLE NO. 8

SAFETY, SANITATION AND HEALTH

- Section 1. The Company shall make necessary provisions for the safety and health of its employees at the plant, will give them sanitary rest rooms, fountains in each department, individual lockers and other needs provided for by the Quebec By-Laws.

Section 2. The Company will supply protective clothing (Aprons) to female employees working in the Armoured Corner Department.

ARTICLE NO. 9

GRIEVANCES

Section 1. The Company agrees that a Grievance Committee of seven (7) employees selected by the Union will represent the employees of the Company in any grievance with respect to hours of labour, rates of wages, general conditions of work or conditions of employment.

Section 2. Should differences arise between the Company and the Union as to the meaning and application of the provisions of this Agreement or should trouble arise in the plant, there shall be no suspension of work on account of such differences but an earnest effort shall be made to settle the same in the following manner:-

- (a) Between the employee concerned who is a member of the Union and the foreman of his department.
- (b) Between one or some members of the Grievance Committee appointed by the Union and the foreman and superintendent of the department concerned.
- (c) Between one or some members of the Grievance Committee appointed by the Union and the plant manager.
- (d) Between a member of the National Organization of the Union and the Administration or its representative.

Section 3. The Grievance Committee of the Union and the Plant Manager agree to meet on the second Tuesday of the month for the settlement of grievances; however, the cases of dismissal and other matters which cannot be delayed up to the time of the regular meeting may be submitted any time.

Section 4. The Company and the Union are willing to take all provisions at their disposal to settle a dispute without lock-out or strike. Any employee who commits himself in a strike, slow-down or suspension of work before having complied himself with the procedure to settle the grievance provided above or to the other provisions provided by the law will be dismissed.

Section 5. When a foreman thinks it advisable for disciplinary purposes to dismiss an employee, he can lay-off the employee and refer to the superintendent of the department, who will decide whether he should be dismissed definitely or other disciplinary means be taken. The superintendent of the department and a representative of the Union, with the employee concerned will make an investigation on the facts and circumstances and if necessary will consult the administration and the representatives

Section 5. Cont'd

of the employee. The settlement of the case will be carried out mutually by the superintendant of the department and the Union within three (3) days. Should the employee be exonerated, he shall be paid at his regular scheduled rate for time lost, if any.

ARTICLE NO. 10

BOARD FOR NOTICES

Section 1. It is agreed that the employees will have the right to use four (4) boards that the Company will put at their disposal to post all Union circulars or notices, as long as they have been previously approved by the plant manager or any other representative of the Company having such authority.

ARTICLE NO. 11

NO DISCRIMINATION OR INTIMIDATION

Section 1. There shall be no discrimination, interference, restraint or coercion by or on behalf of the Company regarding any employee because of membership in the Union. The Union, its members and/or its agents, shall not intimidate or coerce employees into membership and shall not conduct Union activities on Company time or solicit employees for membership in the Union on Company premises. The Company agrees to equally prohibit any other collective bargaining agency.

ARTICLE NO. 12

CLASSIFICATION

Section 1. Within thirty (30) days from the signature of this Agreement, the Company will give to the Union a list of classifications of its employees with their wage rates and years of service.

ARTICLE NO. 13

UNION COMMITTEE

Section 1. The Union agrees to communicate to the Company the names of the members of a committee appointed by the Union to discuss with the Company any question or grievance which could arise during the life of the Agreement and also of any changes thereof that could occur. All members of the Committee will be employees of the Company and if they have to quit their work to perform their duty as members of the said Committee they will have to notify their foreman before doing so.

ARTICLE NO. 14

TERMS AND DURATION OF AGREEMENT

- Section 1. It is agreed that the five (.05) cents per hour general increase incorporated into the wages shown in Appendix "A" of this Agreement will be paid only to those employees in the employ of the Company on the date of signing this Agreement, retroactive to April 1st, 1952, for hours worked.
- Section 2. It is agreed that all other amendments or changes incorporated in this Agreement will be effective from the ninth (9th) day of June, 1952.
- Section 3. This Agreement shall be effective from the first (1st) day of April, 1952 to the thirty-first (31st) day of March 1953 and, thereafter, from year to year unless written notice is given by either party, thirty (30) days before the expiration of this Agreement of their intention to make amendments. The present Agreement shall remain in force until the new revised Agreement will be signed. However, by mutual understanding any changes could be made during the duration of this Agreement.

SIGNED ON THIS 12TH DAY OF JUNE, 1952.

ON BEHALF OF BUILDING PRODUCTS LIMITED:

John W. Church
Plant Manager

J.J. Robinson
Assistant Industrial Relations Manager

ON BEHALF OF LOCAL NO. 2
CANADIAN UNION OF BUILDING PRODUCTS
WORKERS
AND THE CANADIAN CONGRESS OF LABOUR:

Gorman Barret
Vice-President

Georges Patrice
President

Philippe Villancourt
Regional Director

APPENDIX "A"

CURRENT RATES- MONTREAL PLANTFELT MILL

<u>Class</u>	<u>Name</u>	<u>Hourly Rate</u>
1.	Chipper Man	\$1.11
2.	Rag Cutter Man	1.12
3.	Defibrator Operator	1.25
4.	Breaker Beater Man	1.20
5.	Rag Beater Man	1.26
6.	Rag Beater Man Helper	1.21
7.	Machine Tender	1.31
8.	Back Tender	1.21
9.	Third Habds	1.19
10.	Shift Labour	1.14
11.	Day Labour	1.05
12.	Scale Man	1.09
13.	Truck Driver (Felt Mill)	1.11
14.	Paper Mill Warehouseman	1.08
15.	Rewinder Operator	1.07
16.		
17.	Electric Lift Truck Operator	1.11
18.	Splitter Man	1.07
19.	Wood Scaler	1.07

ROOFLING

1.	Machine Operator No. 1 Machine	1.28
1A.	Machine Operator No. 2 Machine	1.28
2.	Coater Section No. 1 Machine	1.25
3.	Coater Section No. 1 Machine Thick Butt	1.21
4.	Winderman No. 1 Machine	1.20
4A.	Winderman No. 2 Machine	1.18
5.	Felt Cooler Operator	1.16
6.	Tale Surfacing Section	1.15
7.	Overlay Press Roll Operator	1.19
8.	Inspector Roofing Mill	1.20
9.	Slate Mixer	1.14
10.	Slate Mixer Helper	1.08
11.	Tallyman	1.17
12.	Colour Drift Operator	1.14
13.	Finishing Looper	1.10
14.	Shingle Tiers	1.10
15.	Labourers	1.05
16.	Cleaners	1.05
17.	Filler Supply Man	1.13
18.	Supply Material to Machine	1.13
19.	Spare	1.10
20.	Wrapping Man	1.08
21.	Scale Man No. 1 Machine	1.13
22.	Scale Man No. 2 Machine	1.10

ROOFING- cont'd

<u>Class</u>	<u>Name</u>	<u>Hourly Rate</u>
23.	Base Press Roll Operator	\$1.10
24.	Lift Truck Operator	1.18
25.	Stackers & Take Off Man	1.13

YARD

1.	Blowing Asphalt	1.17
2.	Pump Man	1.14
3.	Felt Warehouseman	1.14
4.	Pre-Heaterman	1.11
5.	Felt Warehouseman Helper	1.09
6.	Unloading Raw Stock	1.07
7.	Yard Cleaner	1.05
8.	Labourer	1.05

ROTARY INSUL-SIDING UNITS

1.	Lead Hand	1.23
2.	Press Operator	1.19
3.	Shiplap & Saturator Operator	1.16
4.	Packing Machine Operator	1.16
5.	Punch Operator	1.14
6.	Combining	1.13
7.	Asphalt Carrier	1.11
8.	Labourer	1.05
9.	Towmotor Operator	1.18
10.	Shiplap & Helper	1.07
11.	Board Coolerman	1.07
12.	Punch Operator Helper	1.07
13.	End Finisher	1.07
14.	Finish Coolerman	1.07
15.	Packing Machine Helper	1.07
16.	Checker	1.07
17.	Punch Press Scrap Cleaner	1.07
18.	Floor Cleaner or Relief Man	1.07
19.	Board Feeder- Flipper	1.11
20.	Capsheet Feeder	1.11
21.	Floorman	1.19

ARMOURED CORNERS

1.	Primary Man	1.15
2.	Primary Helper	1.07
3.	Coaters (Male)	1.07
4.	Granulators (Male)	1.07
5.	Packing & Inspection	1.11
6.	Lining Machine Operator (Female)	.99
7.	Coaters (Female)	.96

ARMOURD CORNERS- Cont'd

<u>Class</u>	<u>Name</u>	<u>Hourly- Rate</u>
8.	Granulators (Female)	\$.96
9.	Labourers (Male)	1.05
10.	Labourers (Female)	.96
11.	Female Labourer Dipping Corner	.96
12.	Transfer Man	1.11
13.	Packing Helper	1.07
14.	Armoured Corner Feeder	1.11
15.	Mechanical Granulators	1.11

SHIPPING

1.	Lead Hand	1.16
2.	Gang Leader	1.13
3.	Warehouseman	1.11
4.	Truck Driver (Senior)	1.16
5.	Truck Driver	1.13
6.	Loader	1.07
7.	Lift Truck Operator	1.16
8.	Labourers	1.05

MAINTENANCE

1.	Repair Machinist	Grade A	1.35
2.	Repair Machinist	Grade B	1.27
3.	Repair Machinist	Grade C	1.19
4.	Repair Millwright	Grade A	1.31
5.	Repair Millwright	Grade B	1.23
6.	Repair Millwright	Grade C	1.15
7.	Repair Carpenter	Grade A	1.31
8.	Repair Carpenter	Grade B	1.23
9.	Repair Carpenter	Grade C	1.15
10.	Repair Steam Fitter	Grade A	1.33
11.	Repair Steam Fitter	Grade B	1.25
12.	Repair Steam Fitter	Grade C	1.17
13.	Repair Electrician	Grade A	1.35
14.	Repair Electrician	Grade B	1.27
15.	Repair Electrician	Grade C	1.19
16.	Maintenance Electric Welder	Grade A	1.35
17.	Maintenance Electric Welder	Grade B	1.27
18.	Maintenance Electric Welder	Grade C	1.29
19.	Paper Mill Oiler		1.15
20.	Apprentices		1.11
21.	Labourers		1.05

SAMPLE DEPARTMENT

1.	Male Labourers	1.05
2.	Female Labourers	.96

APPENDIX "B"

VACATIONS & PAID HOLIDAYS

1. VACATION PERIOD

The vacation period will be from January 1st through December 31st.

2. LENGTH OF VACATION

One Week

Every employee who completes one year of continuous service is entitled to a vacation of one week.

Two Weeks

Every employee who completes five or more years of continuous service in the current year is entitled to a vacation of two weeks.

Three Weeks

Every employee who completes twenty-five or more years of continuous service in the current year is entitled to a vacation of three weeks.

3. CALCULATION OF VACATION PAY

One Week's Vacation

One (1) week's vacation will be calculated on the basis of two (2%) percent of gross wages earned, including overtime, during the previous calendar year.

Two Weeks' Vacation

Two (2) weeks' vacation will be calculated on the basis of four (4%) percent of gross wages earned, including overtime, during the previous calendar year.

Three Weeks' Vacation

Three (3) weeks' vacation will be calculated on the basis of six (6%) percent of gross wages earned, including overtime, during the previous calendar year.

4. PAYMENT OF VACATION PAY

Vacation pay must be given to the employee immediately prior to the commencement of his vacation.

5. PERIOD DURING WHICH VACATIONS MUST BE GIVEN

Vacations should be given as soon after the qualification date as is convenient to the Management, but in no case are to run beyond the end of the current year. Vacation periods cannot be transferred or accumulated.

6. NOTIFICATION OF VACATION

Employee must be notified at least fifteen (15) days in advance.

7. ADDITIONAL TIME OFF

Additional time off will only be granted after satisfactory arrangements have been made with the Superintendent or Department Head in charge, and if allowed, will be without pay.

Section 8.

ALLOTMENT OF VACATION

Employees having the longest record of service will have first consideration in the allotment of time for vacations. The Superintendent or Department Head in Charge will arrange the times of vacations as may be most convenient for the employee and the Company.

Section 9.

STATUTORY HOLIDAYS

An extra day off may be allowed when a statutory holiday occurs during a vacation period, but will be without pay.

Section 10.

COMPULSORY VACATIONS

Employees are not allowed any payment of wages in lieu of vacation.

Section 11.

SEPARATION

(a) An hourly paid employee leaving the service of the Company who has not completed one (1) year of continuous service is entitled to receive two (2%) percent of wages earned between hiring date and date of departure.

(b) Any employee leaving the service of the Company, who has completed at least one (1) year of continuous service, is entitled to vacation pay not received. Over and above this, he/she is entitled to receive two (2%) percent of wages earned between January 1st and the date of separation.

(c) Any employee leaving the service of the Company, who has completed at least five (5) years of continuous service is entitled to vacation not received. Over and above this he/she is entitled to receive four (4%) percent of wages earned between January 1st and the date of separation.

Section 12.

SHUTDOWN

Should a shutdown of a department or the plant occur for a vacation week, each employee who has not completed one year's service prior to December 31st last, will receive as vacation pay 2% of gross earnings from date of employment to previous December 31st.

In the event of a shutdown all employee, unless otherwise notified, will be required to take their holidays during the shutdown week.

Section 13.

PAID STATUTORY HOLIDAYS

The Company will recognize:-

Christmas Day- December 25th
Good Friday- As set
St. John Baptiste Day- June 24th
Dominion Day- July 1st
Labour Day- First Monday in September
New Year's Day- January 1st
Conception Day- December 8th

as statutory holidays for which all employees will be paid their regular wages although nor work may be performed.

Section 13 Cont'd

(a) Every employee who is in the employ of the Company and actually at work on the last scheduled working day preceding and the first scheduled working day following a paid statutory holiday and who is not required to perform work in the service of the Company will be paid his hourly rate multiplied by the hours normally worked exclusive of overtime provided:

(1) that the employee be not on leave of absence for sickness, Workmen's Compensation or other reasons or be on vacation.

(2) the employee's earnings shall be computed according to his designated classification and shall be exclusive of any overtime or night shift bonus.

(3) any employee required to work on a paid statutory holiday will be entitled to receive an alternate day off with pay. This alternate day must be taken.

(4) time paid for but not worked will be excluded in calculating the number of weekly hours worked for the purpose of overtime.

(5) employees requested to work on a paid statutory holiday and who refuse will not be entitled to receive any compensation.

APPENDIX "C"

HOURS OF WORK

Section 1. The standard starting and quitting time for day shift employees will be from 7:00 a.m. to 12:00 a.m. and from 12:30 p.m. to 4:30 p.m.

The starting and quitting time for day shifts in the shipping department will be:

7:30 a.m. to 12:00 a.m. and from 12:30 p.m. to 4:30 p.m.

8:00 a.m. to 12:00 a.m. and from 12:30 p.m. to 5:30 p.m.

Section 2. The standard starting and quitting time for rotating shift employees will be :

12:00 midnight to 8:00 a.m.

8:00 a.m. to 4:00 p.m.

4:00 p.m. to 12:00 midnight

LABOUR AGREEMENT

BUILDING PRODUCTS LIMITED.

and

LOCAL No. 2. CANADIAN UNION.

OF BUILDING PRODUCTS WORKERS.

AGREEMENT entered into the First day of April 1951 between Building Products Limited in Ville LaSalle, ^{Quebec} (Hereinafter called "The Company") and the employees of Building Products Limited represented for the purposes of this Agreement by Local No. 2 CANADIAN UNION OF BUILDING PRODUCTS WORKERS, chartered by the Canadian Congress of Labour (Hereinafter called the "Union")

As the Union represents the majority of the employees actually employed by the Company and are members of the Union, they have authorized the Union to act as their representative before the Company for the purpose of negotiating this Agreement.-

As this Agreement is negotiated with a view to promoting and maintaining harmonious and peaceful industrial relations between the Company and its employees, the parties hereto mutually agree as follows:-

ARTICLE No. 1

EMPLOYEE.

The word "employee" as used in this Agreement shall apply to all hourly rated men and women employed by the Company in the production work or maintenance of the plant in Ville LaSalle excepting superintendents, foremen, office employees and all other employees having authorization of hiring and dismissing employees.-

ARTICLE No. 2

RECOGNITION OF UNION.

The Company recognizes the Union as the sole and exclusive bargaining agency for all employees with respect to their rate of pay, hours of work and all other conditions of employment.-

ARTICLE No. 3

RATES OF WAGES.

- (a) It is agreed that where an employee is assigned temporarily to perform work in a classification paying a lower rate than his own he shall be paid his regular rate.-

- (b) Any employee performing work in a higher rates classification than his own, shall receive the higher rate of pay while occupying the said higher rates position.

The ability and seniority shall be considered before assigning men to those positions; however, any decision to this effect shall be subject to representations from the Grievance Committee.-

If, 30 days after appointment, the work of the employee is judged satisfactory he shall be retained in the position as long as, in the opinion of the Company, his services remain satisfactory and are required.-

- (c) The Company agrees to pay five (.05) cents per hour over the regular hourly rate to all employees working on the night shift.-
- (d) The Company agrees to pay two and one half (.02½) cents per hour over the regular hourly rate to all employees working on the afternoon 4.00 P.M. to midnight rotating shift, and five (.05½) cents per hour over the regular hourly rate to all employees working on the night midnight to 8.00 A.M. rotating shift.-
- (e) Wage Rates See Schedule "A" attached.-
- (f) Any employee, regardless of age, shall be paid according to established rates and classifications.
- (g) All Maintenance Department employees who called in on emergency work after regular working hours shall be paid at the rate of time and three-quarters.-
- (h) The Company agrees to pay double time to volunteer firemen when called for a fire drill practice.-

ARTICLE No. 4

IRREVOCABLE CHECK OFF.

On receipt of a written authorization of an employee, the Company will deduct from his wages an amount equal to the monthly dues as specified by local #2 Canadian Union of Building Products Workers. The sum of money thus collected will be transmitted to the Secretary-Treasurer of the Union once a month who will furnish a proper receipt to the Company for all money received. This authorization shall be effective for the period of the current labour agreement and shall automatically be renewed for the period of each succeeding applicable labour agreement unless written notice of revocation is given to the Company by an employee within thirty (30) days prior to the expiration date of such labour agreement.-

ARTICLE No. 5

HOURS OF LABOUR

- (a) Forty-eight (48) hours of service shall be considered the standard work week. These hours shall be divided as follows: five (5) days of nine (9) hours and on Saturday, three (3) hours.-
- (b) The standard starting and quitting time for day shift employees will be from 7.00 A.M. to 12.00 A.M. and from 12.30 P.M. to 4.30 P.M.
- The starting and quitting time for day shifts in the Shipping Department will be :-
- 7.00 A.M. to 12.00 a.m. and from 12.30 P.M. to 4.30 P.M.
8.00 a.m. to 12.00 a.m. and from 12.30 P.M. to 5.30 P.M.
- (c) The standard starting and quitting time for night shift employees will be:
- 12.00 midnight to 8.00 a.m.
8.00 a.m. " 4.00 p.m.
4.00 p.m. " 12.00 midnight
- (e) Every employee required by the Company to work more than nine hours of work for one (1) day shall be paid at the rate of time and one-half for the first three (3) hours and one and three-quarters time after three (3) hours overtime.-
- (f) Double the prorata shall be paid for the work performed on Sundays and the following holidays:-
- | | |
|--------------------------|-----------------------|
| New Year's Day | Dominion Day |
| Epiphany | Labour Day |
| Good Friday | Thanksgiving Day |
| Ascension Day | Immaculate Conception |
| St. John the Baptist Day | Christmas Day.- |
- Should one of the said holidays fall on Sunday, the day declared by the civil, provincial or dominion authorities should be treated as the legal holiday and double time shall be paid for the work performed on such day.
- (g) The Sundays and holidays shall be considered as twenty-four (24) hours elapsing between midnight and midnight.-
- (h) All employees reporting for work unless a contrary order from the foreman has been given will receive half a day's pay. It is understood that under such conditions an employee may be required to work in alternate work if requested at his regular hourly rate.-

- (i) Every employee shall be given two periods of fifteen (15) minutes for rest during their regular work without stoppage of machine and without requiring their neighbour to do their work, but anyone who will take more than fifteen (15) minutes without permission will be liable to discharge.-
- (j) It is agreed that every employee shall be allowed five (5) minutes of rest prior to the quitting time on each day and five (5) minutes rest prior to lunch on each day in order to have the opportunity to clean up and change clothes, but they will be liable to discharge if they quit work more than five (5) minutes before the authorized time.-
- (k) The overtime shall be distributed as evenly as possible among the employees usually performing such work.-
- (l) No foreman or watchman will do overtime when the regular employees are available.-
- (m) Maintenance employees shall be entitled to be notified on the previous day if they are required to work overtime failing which a meal (or an amount of sixty (.60) cents) shall be provided at the expense of the Company, if such overtime necessitates working through the meal time (6.30 p.m.)
- (n) Maintenance Department employees called in for emergency work will receive a minimum of two and one half (2½) hours pay at their overtime rate.-
- (o) All Maintenance Department employees will receive a minimum of one Sunday off a month.-
- (o) The Company will supply protective clothing (Aprons) to female employees working in the Armoured Corner Department.-

ARTICLE No. 6.

PAID HOLIDAYS.

See Schedule "B"

ARTICLE No. 7.

SENIORITY.

- (a) Ability being equal, the seniority in employment with the Company shall be the governing factor in promotions, discharges, lay-offs and rehiring.-
- (b) An employee shall lose his seniority and his status of employee of the Company in the following cases.-
 - 1. if he quits the Company of his own volition
 - 2. if he is dismissed.
 - 3. if the employee fails to report for work within two days upon recall.-

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ARTICLE No. 8

SAFETY, SANITATION AND HEALTH.

The Company shall make necessary provisions for the safety and health of its employees at the plant, will give them sanitary rest rooms, fountains in each department, individual lockers and other needs provided for by the Quebec By-Laws.-

ARTICLE No. 9

GRIEVANCES.

- (a) The Company agrees that a Grievance Committee of seven (7) employees selected by the Union will represent the employees of the Company in any grievance with respect to hours of labour, rates of wages, general conditions of work or conditions of employment.-
- (b) Should differences arise between the Company and the Union as to the meaning and application of the provisions of this Agreement or should troubles arise in the plant, there shall be no suspension of work on account of such differences but an earnest effort shall be made to settle the same in the following manner:-
1. Between the employee concerned who is a member of the Union and the foreman of his department.-
 2. Between one or some members of the Grievance Committee appointed by the Union and the foreman and superintendent of the department concerned.-
 3. Between one or some members of the Grievance Committee appointed by the Union and the Plant Manager.-
 4. Between a member of the National Organization of the Union and the Management of the Company.-
- (c) The Grievance Committee of the Union and the Plant Manager agree to meet on the second Tuesday of the month for the settlement of grievances; however, the cases of dismissal and other matters which cannot be delayed up to the time of the regular meeting may be submitted any time.-
- (d) The Company and the Union are willing to take all provisions at their disposal to settle a dispute without lock-out or strike. Any employee who commits himself in a strike, slow-down or suspension of work before having complied himself with the procedure to settle the grievance provided above or to the other provisions provided by the law will be dismissed.
- (e) When a foreman thinks it advisable for disciplinary purposes to dismiss an employee, he can lay-off the employee and refer him to the Superintendent of the Plant who will decide whether he should be dismissed definitely or other disciplinary means be taken. The Superintendent of the plant or the representative of the Union with the employee concerned will make an investigation on the facts and circumstances and if necessary will consult the administration and the representative of the

Article No. 9 Grievances Cont'd.

- (e) employee. The settlement of the case will be carried out mutually by the Superintendent and the Union within three (3) days. Should the employee be exonerated, he shall be paid at his regular scheduled rate for time lost, if any.-

ARTICLE No. 10

BOARD FOR NOTICES.

It is agreed that the employees will have the right to use four (4) boards that the Company will put at their disposal to post all Union circulars or notices, as long as they have been previously approved by the General Superintendent or any other representative of the Company having such authority.

ARTICLE No. 11

NO DISCRIMINATION OR INTIMIDATION.

There shall be no discrimination, interference, restraint or coercion by or on behalf of the Company regarding any employee because of membership in the Union. The Union, its members and "or its agents, shall not intimidate or coerce employees into membership and shall not conduct Union activities on Company time or solicit employees for membership in the Union on Company premises. The Company agrees to equally prohibit any other collective bargaining agency.-

ARTICLE No. 12

CLASSIFICATION.

Within thirty (30) days from the signature of this Agreement the Company will give to the Union a list of classification of its employees with their wage rates and years of service.-

ARTICLE No. 13

UNION COMMITTEE.

The Union agrees to communicate to the Company the names of the members of a Committee appointed by the Union to discuss with the Company any question or grievance which could arise during the life of the Agreement and also of any charges thereof that could occur. All members of the Committee will be employees of the Company and if they have to quit their work to perform their duty as members of the said Committee they will have to notify their foreman before doing so.-

ARTICLE No. 14

EXPIRATION OF THIS AGREEMENT.

This Agreement will be in effect for a period of one (1) year and will be renewed year by year unless thirty (30) days before the expiration either party gives a notice by writing to the other party of its intention to make amendments. All adjustments, conditions and the wages as contained in Schedule "A" of this contract will take effect as of August 13th 1951 with thirteen (.13) cents per hour only of this wage increase being paid retroactive from August 13th, 1951 to April 1st 1951 to employees in the employ of the Company on the date of signing the contract. The present agreement shall remain in force until the new revised agreement will be signed. However, by mutual understanding any changes could be made during the duration of this agreement.-

SIGNED ON THIS 15th Day of August 1951.

ON BEHALF OF BUILDING PRODUCTS LIMITED.

CHARLES E. Turner.

PETER REID.

Witness. A.H. URQUHART .

ON BEHALF OF LOCAL No. 2 CANADIAN UNION OF BUILDING PRODUCTS
WORKERS.

Georges Patrice.

Norman Barret.

Viateur Chalifoux.

Witness Pauline Lafontaine.

On behalf of the Canadian Congress of Labour:

Philippe Vaillancourt.

Regional Director of the Canadian Congress
of Labour.-

SCHEDULE "A"

CURRENT RATES - MONTREAL PLANT.

FELT MILL.

<u>Class.</u>	<u>Name.</u>	<u>Hourly Rate.</u>
1.	Chipper Man	1.06
2.	Rag Cutter Man	1.07
3.	Defibrator Operator	1.20
4.	Breaker Beater Man	1.15
5.	Rag Beater Man	1.21
6.	Rag Beater Man Helper	1.16
7.	Machine Tender	1.26
8.	Back Tender	1.16
9.	Third Hands	1.14
10.	Shifts Labour	1.09
11.	Day Labour	1.00
12.	Scale Man	1.04
13.	Truck Driver (Felt Mill)	1.06
14.	Paper Mill Warehouseman	1.03
15.	Rewinder Operator	1.02
16.		
17.	Electric Lift Truck Operator	1.06
18.	Splitter Man	1.02
19.	Wood Scaler	1.02

ROOFING.

1.	Machine Operator #1 Machine	1.23
1A.	Machine Operator #2 Machine	1.23
2.	Coater Section #1 Machine	1.20
3.	Coater Section #1 Machine Thick Butt	1.16
4.	Winderman #1 Machine	1.15
4A	Winderman # 2 Machine	1.13
5.	Felt Cooler Operator	1.10
6.	Talc Surfacing Section	1.10
7.	Overlay Press Roll Operator	1.14
8.	Inspector Roofing Mill	1.15
9.	Slate Mixer	1.09
10.	Slate Mixer Helper	1.03
11.	Tallyman	1.12
12.	Colour Drift Operator	1.09
13.	Finishing Looper	1.05
14.	Shingle Tiers.	1.05
15.	Labourers	1.00
16.	Leaners	1.00
17.	Filler Supply Man	1.08
18.	Supply Material to Machine	1.08
19.	Spare	1.05
20.	Wrapping Man	1.03
21.	Scale Man #1 Machine	1.08
22.	Scale Man #2 Machine	1.05

2.....

FELT MILL Cont'd.

<u>Class.</u>	<u>Name</u>	<u>Hourly Rate.</u>
23.	Base Press Roll Operator	1.05
24.	Lift Truck Operator	1.13
25.	Stackers & Take Off Man	1.08

YARD.

1.	Blowing Asphalt	1.12
2.	Pump Man	1.09
3.	Felt Warehouseman	1.09
4.	Pre-Heaterman	1.06
5.	Felt Warehouseman Helper	1.04
6.	Unloading Raw Stock	1.02
7.	Yard Cleaner	1.00
8.	Labourer	1.00

ROTARY INSUL-SIDING UNITS.

1.	Lead Hand	1.18
2.	Press Operator	1.14
3.	Shiplap & Saturator Operator	1.11
4.	Packing Machine Operator	1.11
5.	Punch Operator	1.09
6.	Combining	1.08
7.	Asphalt Carrier	1.06
8.	Labourer	1.00
9.	Towmotor Operator	1.13
10.	Shiplap Helper	1.02
11.	Board Coolerman	1.02
12.	Punch Operator Helper	1.02
13.	End Finisher	1.02
14.	Finish Coolerman	1.02
15.	Packing Machine Helper	1.02
16.	Checker	1.02
17.	Punch Press Scrap Cleaner	1.02
18.	Floor Cleaner or Relief Man	1.02
19.	Board Feeder - Flipper	1.06
20.	Capsheet Feeder	1.06
21.	Floorman	1.14

ARMOURED CORNERS.

1.	Primary Man	1.10
2.	Primary Helper	1.02
3.	Coaters (Male)	1.02
4.	Granulators (Male)	1.02
5.	Packing & Inspection	1.06
6.	Lining Machine Operator (Female)	.94
7.	Coaters (Female)	.91

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ARMOURD CORNERS - Cont'd.

<u>Class</u>	<u>Name</u>	<u>Hourly Rate.</u>
8.	Granulators (Female)	.91
9.	Labourers (Male)	1.00
10.	Labourers (Female)	.91
11.	Female Labourer Dipping Corner	.91
12.	Transfer Man	1.06
13.	Packing Helper	1.02

SHIPPING.

1.	Lead Hand	1.11
2.	Gang Leader	1.08
3.	Warehouseman	1.06
4.	Truck Driver (Senior)	1.11
5.	Truck Driver	1.08
6.	Loader	1.02
7.	Lift Truck Operater	1.11
8.	Labourers	1.00

MAINTENANCE.

1.	Repair Machinist	Grade A	1.30
2.	Repair Machinist	Grade B	1.22
3.	Repair Machinist	Grade C	1.14
4.	Repair Millwright	Grade A.	1.26
5.	Repair Millwright	Grade B.	1.18
6.7	Repair Millwright	Grade C	1.10
7.	Repair Carpenter	Grade A	1.26
8.	Repair Carpenter	Grade B	1.18
9.	Repair Carpenter	Grade C	1.10
10.	Repair Steam Fitter	Grade A	1.28
11.	Repair Steam Fitter	Grade B	1.20
12.	Repair Steam Fitter	Grade C	1.12
13.	Repair Electrician	Grade A	1.30
14.	Repair Electrician	Grade B	1.22
15.	Repair Electrician	Grade C.	1.14
16.	Maintenance Electric Welder	Grade A	1.30
17.	Maintenance Electric Welder	Grade B	1.22
18.	Maintenance Electric Welder	Grade C	1.14
19.	Paper Mill Oiler		1.10
20.	Apprentices		1.06
21.	Labourers		1.00
<u>SAMPLE DEPARTMENT.</u>			
1.	Male Labourers		1.00
	Female Labourers		.91

SCHEDULE "B"

VACATIONS.

1. VACATION PERIOD.

The vacation period will be from January 1st through December 31st.

2. LENGTH OF VACATION.

One Week.

Every employee who completes one year of continuous service is entitled to a vacation of one week.-

Two weeks.

Every employee who completes five or more years of continuous service in the current year is entitled to a vacation of two weeks.

Three Weeks.

Every employee who completes twenty-five or more years of continuous service in the current year is entitled to a vacation of three week.-

3. CALCULATION OF VACATION PAY.

One Week's Vacation.

One (1) week's vacation will be calculated on the basis of two (2%) percent of gross wages earned, including overtime, during the previous calendar year.-

Two Weeks' Vacation.

Two (2) weeks' vacation will be calculated on the basis of four (4%) percent of gross wages earned, including overtime, during the previous calendar year.-

Three Weeks' vacation.

Three (3) weeks' vacation will be calculated on the basis of six (6%) percent of gross wages earned, including overtime, during the previous calendar year.-

4. PAYMENT OF VACATION PAY.

Vacation pay must be given to the employee immediately prior to the commencement of his vacation.-

5. PERIOD DURING WHICH VACATIONS MUST BE GIVEN.

Vacations should be given as soon after the qualification date as is convenient to the Management, but in no case are to run beyond the end of the current year. Vacation periods cannot be transferred or accumulated.

6. NOTIFICATION OF VACATION.

Employee must be notified at least fifteen (15) days in advance.

7. ADDITIONAL TIME OFF.

Additional time off will only be granted after satisfactory arrangements have been made with the Superintendent or Department Head in charge, and if allowed, will be without pay.-

8. ALLOTMENT OF VACATION.

Employees having the longest record of service will have first consideration in the allotment of time for vacations. The Superintendent or Department Head in charge will arrange the times of vacations as may be most convenient for the employee and the Company.-

9. STATUTORY HOLIDAYS.

An extra day off may be allowed when a statutory holiday occurs, during a vacation period but will be without pay.-

10. COMPULSORY VACATIONS.

Employees are not allowed any payment of wages in lieu of vacation.

11. SEPARATION.

(a) An hourly paid employee leaving the service of the Company who has not completed one (1) year of continuous service is entitled to receive two (2%) percent of wages earned between hiring date and date of departure.-

(b) Any employee leaving the service of the Company, who has completed at least one (1) year of continuous service, is entitled to vacation pay not received. Over and above this, he /she is entitled to receive two (2%) percent of wages earned between January 1st and the date of separation.-

(c) Any employee leaving the service of the Company who has completed at least five (5) years of continuous service is entitled to vacation not received. Over and above this he" she is entitled to receive four (4%) percent of wages earned between January 1st and the date of separation.-

12. SHUTDOWN.

Should a shutdown of a department or the plant occur for a vacation week, each employee who has not completed one year's service prior to December 31st last, will receive as vacation pay 2% of gross earnings from date of employment to previous December 31st.-

In the event of a shutdown all employees, unless otherwise notified, will be required to take their holidays during the shutdown week.-

13. PAID STATUTORY HOLIDAYS.

The Company shall recognize Christmas Day, December 25th, Good Friday St. John Baptiste Day, June 24th, Dominion Day, July 1st Labour Day (first Monday in September) and New Year's Day, January 1st as Statutory Holidays for which all employee will be paid their regular wages although no work may be performed.-

Every employee who is in the employ of the Company and actually at work on the day preceding a paid statutory holiday and who is not required to perform work in the service of the Company will be paid his hourly rate multiplied by the hours normally worked exclusively of overtime provided.-

- (a) that the employee be not on leave of absence for sickness, Workmen's Compensation or other reasons or be on vacation.
- (b) the employee's earnings shall be computed according to his designated classification and shall be exclusive of any overtime or night shift bonus.
- (c) any employee required to work on a paid statutory holiday will be entitled to receive an alternate day off with pay. This alternate day must be taken.
- (d) time paid for but not worked will be excluded in calculating the number of weekly hours worked for the purpose of overtime.
- (e) employees requested to work on a paid statutory holiday and who refuse will not be entitled to receive any compensation.-

AGREEMENT entered into the 13th day of May 1946, between Building Products Limited in Ville LaSalle, Quebec, (hereinafter called the Company) and the employees of Building Products Limited represented for the purposes of this Agreement by Local No 2, CANADIAN UNION OF BUILDING PRODUCTS WORKERS; chartered by the Canadian Congress of Labour (hereinafter called The Union).

As the Union represents the majority of the employees actually employed by the Company and are members of the Union, they have authorized the Union to act as their representative before the Company for the purposes of negotiating this agreement.

As this Agreement is negotiated with a view of promoting and maintaining harmonious and peaceful industrial relations between the Company and its employees, the parties hereto mutually agree as follows;

ARTICLE NO. 1

EMPLOYEE

The word "employee" as used in the agreement shall apply to all men and women employed by the Company in the production work or maintenance of the plant in Ville LaSalle excepting superintendents, foremen, office employees and all other employees having authorization of hiring and dismissing employees.

ARTICLE NO. 2

RECOGNITION OF UNION

The Company recognizes the Union as the sole exclusive bargaining agency for all employees with respect to their rate of pay, hours of work and all other conditions of employment.

ARTICLE NO. 3

RATES OF WAGES

(a) The Parties hereto agree that the wages and hours of work which could affect the wages cannot in accordance with the provisions and by-laws of the Dominion Government be changed without authorization or order by writing of the Regional War Labour Board.

(b) It is agreed that where an employee is assigned temporarily to perform work in a classification paying a lower rate than his own, he shall be paid his regular rate.

(c) Any employee performing work in a higher rated classification than his own, shall receive the higher rate of pay while occupying the said higher rated position.

The ability and seniority shall be considered before assigning men to those positions; however, any decision to this effect shall be subject to representations from the Grievance Committee.

If 30 days after appointment the work of the employee is judged satisfactory, he shall be retained in the position as long as, in the opinion of the Company, his services remain satisfactory and are required.

(d) The Company agrees to pay (5) cents per hour over the regular hourly rate to all employees working on the night shift.

(e) WAGE RATES

See Schedule A, attached.

(f) Any employee, regardless of age, shall be paid according to established rates and classifications.

(g) All Maintenance Department employees called in on emergency work, after regular working hours, shall be paid at the rate of time and three quarters.

ARTICLE NO. 4
HOURS OF LABOR

(a) Forty-eight (48) hours of service shall be considered the work week.

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These hours shall be divided as follows: five (5) days of nine (9) hours and on Saturdays, three (3) hours.

(b) The regular starting and quitting time shall be from 7.00 a.m. to 12.00 a.m. and from 12.30 p.m. to 4.30 p.m.

(c) The regular starting and quitting time for the second shift employees shall be from 6.00 p.m. to 12.00 p.m. and from 1.00 a.m. to 4.00 a.m.

(e) Every employee required to work more than regular hours of work for one (1) day shall be paid at the rate of time ~~of time~~ and one-half for the first three (3) hours and one and three-quarters time after three (3) hours overtime.

(f) One and three-quarters the pro rate shall be paid for the work performed on Sundays and the following holidays:

New Year's Day
Good Friday
St. John the Baptist Day,
Dominion Day
Labour Day
Thanksgiving Day
Christmas Day.

Should one of the said holidays fall on Sunday, the day declared by the civil, provincial or dominion authorities should be treated as the legal holiday and one and three-quarters time shall be paid for the work performed on such day.

(g) The Sundays and holidays shall be considered as twenty-four (24) hours elapsing between midnight and midnight.

(h) All employees reporting for work unless a contrary order from his foreman will receive half-a-day's pay. The parties agree in such cases that if there is work at the regular position of the employees, they may be requested to work the three (3) hours.

(i) Every employee shall be given two periods of fifteen (15) minutes for rest during their regular work without stoppage of machine and without requiring their neighbour to do their work, but anyone who will take more than fifteen (15) minutes without permission will be liable to discharge.

(j) It is agreed that every employee shall be allowed five (5) minutes of rest prior to the quitting time each day in order to have the opportunity of cleaning up and changing clothes but they will be liable to discharge if they quit work more than five (5) minutes before the quitting time.

(k) The overtime shall be distributed as evenly as possible among the employees usually performing such work.

(l) No foreman nor watchman will do overtime when the regular employees are available.

ARTICLE NO. 5

PAID HOLIDAYS

(a) All employees shall be allowed one (1) week of vacation with pay after one (1) year of continuous service and thereafter.

(b) All employees temporarily laid off for reasons beyond their control shall receive their holidays as if they had been at the continual service of the Company.

ARTICLE NO 6.

SENIORITY

(a) Ability being equal, the seniority in employment with the Company shall be the governing factor in promotions, discharges, lay-off and rehiring.

(b) An employee shall lose his seniority and his status of employee of the Company in the following cases:

- (l) If he quits the Company on his own volition;
- (ii) If he is dismissed.

ARTICLE NO. 7

SAFETY, SANITATION AND HEALTH

The Company shall make necessary provisions for the safety and health of its employees at the plant and will give them sanitary rest rooms, fountains in each department, individual lockers and other needs provided for by the Quebec By-laws.

ARTICLE NO. 8

GRIEVANCE

(a) The Company agrees that a Grievance Committee of six (6) employees selected by the Union will represent the employees of the Company in any grievance with respect to hours of labour, rates of wages, general conditions of work or conditions of employment.

(b) Should differences arise between the Company and the Union as to the meaning and application of the provisions of this Agreement or should troubles arise in the plant, there shall be no suspension of work on account of such differences but an earnest effort shall be made to settle the same in the following manner:

1. Between the employee concerned who is member of the Union and the foreman of his department.
2. Between one or some members of the Grievance Committee appointed by the Union and the foreman and superintendent of the Department concerned.
3. Between one or some members of the Grievance Committee appointed by the Union and the General Superintendent of the Plant.
4. Between a member of the National Organization of the Union and the Administration or its representative.

(c) The Grievance Committee of the Union and the General Superintendent of the Plant agree to meet on the second Tuesday of the month for the settlement of grievances; however the cases of dismissal and other matters which cannot be delayed up to the time of the regular meeting may be submitted any time.

(d) The Company and the Union are willing to take all provisions at their disposal to settle a dispute without lock-out strike. Any employee who commits himself in a strike, slow-down or suspension of work before having complied himself with the procedure to settle the grievance provided above or to the other provisions provided by the Law will be dismissed.

(e) When a foreman thinks it advisable for disciplinary purposes to dismiss an employee he can lay-off the employee and refer him to the Superintendent of the plant who will decide whether he should be dismissed definitely or other disciplinary means be taken. The Superintendent of the plant or the representatives of the Union with the employee concerned will make an investigation on the facts and circumstances and if necessary will consult the administration and the representative of the employee. The settlement of the case will be carried out mutually by the Superintendent and the Union within three (3) days. Should the employee be exonerated, he shall be paid at his regular schedule rate for time lost, if any.

ARTICLE NO. 9: MILITARY, AIR AND NAVAL SERVICES

Any employee who enlists or is called into the services of the British Empire when the Empire is at war, and who provided he does not accept any work elsewhere within ninety (90) days after his honourable discharge from such service, registers for employment at the Company, shall for the sole purpose of determining his seniority in accordance with this agreement be deemed to have been in continuous service with the Company during the time that he was engaged in such service .

L'UNION CANADIENNE DES OUVRIERS DE MATERIAUX
DE CONSTRUCTION, LOCAL No 2
VILLE LASALLE, QUEBEC

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ARTICLE NO 10.

BOARD FOR NOTICES

It is agreed that the employees will have the right to use four (4) boards that the Company will put at their disposal to post all Union circulars or notices, as long as they have been previously approved by the Manager of Industrial Relations or any other representative of the Company having such authority.

ARTICLE NO 11.

NO DISCRIMINATION NOR INTIMIDATION

There shall be no discrimination, interference, restraint or coercion by, or on behalf of, the Company regarding any employee because of membership in the Union. The Union, its members and/or its agents shall not intimidate or coerce employees into membership, and shall not on Company time conduct union activities and shall not on Company premises solicit employees for membership in the Union. The Company agrees to equally prohibit any other collective bargaining agency.

ARTICLE NO 12.

CLASSIFICATION

Within thirty (30) days from the signature of this Agreement, the Company will give to the Union a list of classifications of its employees, with their wage rates and years of service.

ARTICLE NO 13.

UNION COMMITTEE

The Union agrees to communicate to the Company the names of the members of a Committee appointed by the Union to discuss with the Company any question or grievance which could arise during the life of this Agreement and also of any changes thereof that could occur. All members of the Committee will be employees of the Company and if they have to quit their work to perform their duty as members of the said Committee they will have to notify their foreman before doing so.

EXPIRATION OF AGREEMENT

This agreement will be in effect for a period of one (1) year and will be renewed year by year unless thirty (30) days before the expiration either party gives a notice, by writing to the other party of its intention to make amendments. The present agreement shall remain in force until the new revised agreement will be signed. However by mutual understanding any changes could be made during the duration of this Agreement.

Signed on this June 21 day of June 1946.

ON BEHALF OF BUILDING PRODUCTS LTD;

Charles E. Turner
.....

John W. Church
.....

Witness.....F. E. Norman.....

L'Union Canadienne des Ouvriers de Matériaux
de Construction, Local No 2
Ville Lasalle, Québec

ON BEHALF OF LOCAL NO. 2, CANADIAN UNION OF BUILDING PRODUCTS WORKERS

J. M. Clément

.....

J. Charles Ouellette

.....

Léon. Gauthier.....

Alcédor Poissant

Witness.....

ON BEHALF OF THE CANADIAN CONGRESS OF LABOUR

.....

Jean-Marie Bédard,

Regional Director of Organization for the
Province of Quebec.

Insu

L'Union Canadienne des Ouvriers de
Matériaux de Construction, Local NO 2
Ville Lasalle, Québec.

BUILDING PRODUCTS LIMITED

MONTREAL PLANT

Insul-B-ick Department

1.- 1st. Class Inspectors	.69
2.- Machine Adjusters	.66½
3.- Punch Operators	.64½
4.- Punch Operator's Helpers	.59½
5.- Combining	.61½
6.- Press Operators	.61½
7.- Asphalt Supply & Relief Man	.61½
8.- End Shiplap Man	.61½
9.- Cleaner's Relief	.59½
10.- Primary Man	.65½
11.- Packing & Inspection of Corners	.61½
12.- Male Labourer	.57½
13.- Female Labourer 43½ 1 - 15 days	.46½
14.- End Cleaners	.57½

Roofing Department

1.- Machine Operator NO. 1 & 2 Machine	.78½
2.- Coater Section NO. 1 Machine	.75½
3.- Coater Section NO. 1 Machine Thick Butt Machine	.71½
4.- Senior Winderman	.72½
5.- Winderman	.68½
6.- Tale & Felt Control	.65½
7.- Press Roll Operator	.69½
8.- Inspector	.70½
9.- Slate Mixers	.64½
10.- Slate Mixer's helper	.58½
11.- Tally Man	.67½
12.- Color Drift Operator	.64½
13.- Chief Truckers	.63½
14.- Shingle Dyers	.60½
15.- Male Labourer	.57½
16.- Cleaner	.57½
17.- Roofing Cement Mixer Helper	.59½

18.- Supply Material to Machine	.63½
19.- Wire Maker	.57½
20.- Wrapping Man	.60½
21.- Scale Man	.60½
22.- Scale Man on Shingle Machine	.63

Repair Departments

1.- 1st. Class Repair Man	.67½ - .69½ - .73 - 74½ - 76½ - 77½ - .78
2.- 2nd Class Repair Man	.63½ - .64½
3.- Labourers	.57½

Shipping Department

1.- Senior Warehouseman	.67
2.- 1st. Class Warehouseman	.65
3.- 2nd Class Warehouseman	.63½
4.- Truck Driver	.65
5.- Labourers	.57½

Sample Department

1.- Male Labourer	.57½
2.- Female Labourer	.43½ - 1-15 days .46½

Yard Department

1.- Blowing Asphalt	.67½
2.- Pump Men	.64½
3.- Warehouseman	.64½
4.- Supply Material to Machine	.63½
5.- Night Heater Man	.59½
6.- Unloading Raw Stock	.59½
7.- Yard Cleaner	.57½
8.- Labourer	.57½

Latite Department

1.- Male	.57½
2.- Female .43½ 1-15 days	.46½

Felt Mill

1.- Chipper Man	.59½
2.- Rag Cutter Man	.64½
3.- Breaker Beater Man	.69
4.- Defilrater Operator	.71
5.- Rag Beater Man	.78½
6.- Rag Beater Man Helper	.73
7.- Machine Tender	.83½
8.- Back Tender	.73
9.- Third Hands	.71
10.- Shift Labourer	.66
11.- Oiler	.61
12.- Day Labourer	.57½
13.- Scale Man	.61
14.- Truck Driver	.63½