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INDUSTRIAL FILTERS LTD.

1946-47

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MEMORANDUM OF AGREEMENT

BETWEEN

INDUSTRIAL FILERS LIMITED

AND

THE FEDERAL UNION OF BRICK EMPLOYEES

LOCAL 270

C.M.T.C.

Microfilmé

19/1897

MEMORANDUM OF AGREEMENT entered into in the City and District of Montreal on the 1st day of July, nineteen hundred and forty-eight.

IN AND BETWEEN :

INDUSTRIAL FILLERS LIMITED, a body politic and corporate having its principal place of business and head office in the City of Montreal, Province of Quebec, hereinafter called the "EMPLOYER" of the first part,

AND :

THE FEDERAL UNION OF BRICK EMPLOYEES, of the Trades and Labor Congress of Canada, and Local 270 thereof, herein acting through their duly authorized officers and representatives having their chief offices for the Province of Quebec in the City and District of Montreal, at

a voluntary unincorporated association, hereinafter collectively called the "UNION" of the second part,

1. PURPOSE

It is the intention of this agreement, which is freely entered into by both parties, that a spirit of friendliness and mutual consideration shall at all times prevail between the employer, the Union, and the employees of the employer, for the purpose which is hereby recognized by all parties, of enabling the employer to continue to manufacture products of the highest quality at the lowest cost consistent with fair treatment for all concerned ; and to this end, this agreement is signed in good faith by both parties hereto.

2. INTERPRETATION

The term " Company " when used in this agreement shall mean Industrial Fillers Limited, of the City and District of Montreal, the term " Union " shall mean the Trades and Labor Congress of Canada and Local 270 of the Federal Union of Brick Employees ; and the term " employees " shall mean all the employees of the employer at its plant, save and except office workers, foremen, and others of a rank senior to foreman.

3. RECOGNITION

The Company agrees to recognize the Union as the sole bargaining agency for the employees of the Company, in matters pertaining to rates of pay, hours of work, working conditions and their general welfare in their relations with the Company.

The Union having been certified by the Quebec Labour Relations Board on the 26th of June 1947, the Company agrees that the employees may be represented for purposes of negotiation by any officer or representative of the Union.

4. UNION SECURITY

The employer agrees that it is a condition of employment that :-

- (a) (i) All employees who are now members of the Union or who later become members of the Union, shall remain members in good standing for the lifetime of this agreement ;
- (ii) All new employees hired after the signing of this agreement or the renewal thereof, shall within thirty (30) days following his employment, become a member of the Union and remain in good standing.

(b) COLLECTION OF DUES

The Company agrees that the regular monthly Union dues shall be deducted from the pay of each employee who, in writing, authorizes the Company to do so ; such deduction to be made from the first pay of each month for the duration of this agreement. The Company undertakes to make such deductions, provided it is permitted to do so under, the laws of the Province of Quebec, without incurring any liability, penalty or sanction. The total amount thus collected by the Company shall be paid to the Financial Secretary of the Union at its head office in Montreal, and a receipt therefor by the said Union and officer shall be considered as discharge to the Company.

5. HOURS OF WORK AND STATUTORY HOLIDAYS

The normal working hours for employees shall be forty-eight (48) hours per week. All work performed on Sundays and statutory holidays shall be paid at the rate of time and one-half the basic rates of pay.

The following statutory holidays shall be observed by the Company for the above mentioned purposes :-

- (a) New Year's Day
- (b) Epiphany
- (c) Good Friday
- (d) Ascension Day
- (e) Dominion Day
- (f) St Jean Baptiste
- (g) Labour Day
- (h) All Saints Day
- (i) Immaculate Conception
- (j) Christmas Day

Overtime work shall be paid for at the rate of time and one-half the regular rate of pay to all employees after the regular hours herein provided.

6. MINIMUM CALL PAY

Any employee who, having been requested to appear for work by the foreman of the Company and who complied with such request by appearing at the regular commencement hour, or at the hour instructed by the foreman, shall be entitled to a minimum call pay of two (2) hours work at the regular rate of pay.

7. COMMENCEMENT AND TERMINATION OF WORK

All employees shall commence work or be at their machines or stations immediately upon the hour commencing their shift, and shall not leave work or their machine until the hour terminating their shift.

Every employee covered by this agreement shall have five (5) minutes twice a day immediately before the hour of termination of his work at noon and in the evening, to dust himself off and prepare for his departure from the Company's premises, and at no other time shall an employee be allowed to leave his work or station without the permission of the foreman, apart from the usual necessities.

8. ABSENTEEISM AND LATENESS FOR WORK

- (a) No employee may be absent from his work without the permission from the Company except in case of sickness or accident. In such case the employee shall notify the foremen or office of the Company of his intended absence insofar as such may be at all possible, at least thirty (30) minutes before the commencement of his hour of work. If any employee shall fail to notify the foreman or the office as provided and shall fail to explain such default satisfactorily, he shall incur the penalties and sanctions provided under the present agreement.
- (b) Any employee who has been absent from work without permission for any reason whatsoever other than sickness shall be subject to suspension and dismissal by the Company, and his case shall automatically be reported to the Union ;
- (c) Any employee who is habitually late for his work or shift shall be subject to suspension and dismissal by the employer.

9. DISCIPLINE

- (a) The Union shall undertake to support any disciplinary measure of the Company, having the aim of increasing production and good relations in the plant.
- (b) The employer shall observe that its representative, managers, foremen, etc. shall apply such disciplinary measures, with good judgment and in accordance with the provisions of the present agreement.
- (c) The employer shall be entitled to dismiss any employee who :
 - (i) Brings alcoholic beverages on the Company's property ;
 - (ii) Destroys or damages or steals any material, moveable or immoveable, belonging to the Employer ;
 - (iii) Smokes in prohibited or dangerous places ;
 - (iv) Endangers his own life or that of a fellow employee ;
 - (v) Tears down or defaces any notice, bulletin or other document posted on the premises of the employer ;
 - (vi) Knowingly and maliciously interferes with any fellow employee and thereby prevents the latter from doing his work or giving his full share of production ;
 - (vii) Is habitually late at his work ;
 - (viii) Is negligent, careless, uneconomical or wasteful in the handling of materials, machinery and merchandise or in his work ;
 - (ix) It is agreed between employer and employee that the employee shall be given warning by Grievance Committee of any infractions made by him in clause 8 and 9 before he can be dismissed. After the warning had been received and ignored by the employee, he shall be dismissed without any further recourse.

10.

DISMISSALS

The Management of the Company shall upon request give the Grievance Committee the reason for the dismissal of any employee covered by this agreement. Should the Grievance Committee feel that the discharge is unjust, the Company will make a careful investigation of all the circumstances and facts concerning such dismissal and communicate its findings to the Grievance Committee. Protest must be made within forty-eight (48) hours of such discharge. In any case, the discharge of a Grievance Committee member may be effected only by the Plant Superintendent, or in his absence, by his designated representative. Any employee who is unjustifiably dismissed or laid off and who is later reinstated in his position, shall be entitled to time lost during the interval at his regular rate of pay.

11.

DIVISION OF WORK

In slack times when there is not sufficient work for all employees in the factory in any one department, the available work therein shall be divided as equally as possible amongst all the employees of such department.

SENIORITY

In questions involving lay-offs and re-hirings the Company will give consideration to years of service, skilled competence and ability. Should it find these factors equal as between individual employees, seniority (years of service) will be the guiding factor.

12.

HIRING AND DISCHARGE OF EMPLOYEES

Nothing in the present agreement shall be deemed to limit the rights of the Employer in engaging any new employee. Any new employee thus engaged and, after the lapse of the trial period as provided herein, shall be governed by all the terms and conditions of the present agreement.

13.

GRIEVANCES DISPUTES AND ARBITRATION

In the case of any complaint, or grievance or dispute arising out of the terms or conditions of the present agreement, all employees covered by this agreement will be represented in such complaint, grievance or dispute by the Grievance Committee to be composed of three (3) members elected amongst the members of the Union who will be authorized to discuss and adjust those questions with the Company. The Company agrees to meet the Grievance Committee within seventy-two (72) hours after having been notified by letter with full details of the complaint, dispute or grievance. Prior to such method of settlement, the complaint, dispute or grievance must be discussed with the Superintendent of the shop and, if possible, must be amicably settled between the shop steward and the Superintendent.

14.

ARBITRATION

Should the Company and the Grievance Committee fail to reach agreement upon any matter dealt with by them under the provisions of this agreement, the matter shall be referred to an Arbitration Committee consisting of an equal number of representatives (but not exceeding two each) of the Company and the Union, and a Chairman chosen by mutual agreement by such representatives, or, failing agreement, chosen by the Minister of Labour of the Province of Quebec in accordance with the procedure of the Quebec Trade Disputes Act R.S.Q. 1941 ch.167. The demand for arbitration shall be made by either party to the other in writing by registered letter.

14. ARBITRATION(con'd)

After the Arbitration Committee as hereinabove provided has been formed, such Committee shall act and hear the evidence of both sides, and render a decision within seven (7) days of the completion of the taking of such evidence. Its decision shall be final and binding on the Company and the Union and the employees subject to this agreement. Such committee may hear, or may not hear any evidence or argument upon such complaint, grievance or dispute as in their discretion may seem fit. The award or decision of the arbitrator, if only one, or of a majority of the Arbitration Committee if composed of three or more, shall be final, binding and observed and performed by the parties and by the Union and its members. Such award need not be in authentic or notarial form and need not be served upon the parties hereto, but shall be in writing. Verbal communications of such word is hereby declared to be sufficient and valid for all purposes.

In arriving at a decision the arbitrator or arbitration Committee shall also act as " amiable compositeurs " or mediators, and shall not be bound by any rule of law regarding the formalities required by the Code of Civil Procedure in arbitration, but all decisions and awards shall be based upon equity and good conscience. All the expenses of an arbitration and the remuneration of the arbitrator or Arbitration Committee shall be paid in equal shares by the Union and the Employer, unless the award otherwise provides.

15. TRANSFERS FROM REGULAR WORK

Any employee temporarily transferred from his regular work shall receive his regular rate, but if transferred to a class of work entailing a higher rate of pay, he shall be entitled to the rate customarily paid by the Company for such work, provided that he works at least ten (10) hours at this post during any day of transfer for a period of two weeks.

16. VACATIONS

- (a) All employees falling under the jurisdiction of the present agreement who are in the continuous employment of the Company for a period of one (1) year shall be granted two weeks vacation with pay or an amount equal to (4%) four percent of their earnings since the beginning of their employment with the Company if one (1) year, or four percent (4%) of their earnings during the last preceding year if more than one (1) year.
- (b) Any employee who has been in the continuous employ of the Company for more than six (6) months prior to the vacation period, but less than one (1) year, shall be granted a proportionate number of days and half day vacation with two per cent (2%) of his earnings since the beginning of his employment with the Company.
- (c) It is further agreed that vacation money although paid in advance of the vacation period shall be conditional upon the return of the employee to work promptly after the expiry of the vacation period.
- (d) Any employee who has been guilty of chronic absenteeism or lateness shall be disqualified from receiving vacation with pay.
- (e) Vacation will be given to all employees at the discretion of the Company's management between the first of June and the first of October 1949.

16. NOTICES AND BULLETIN BOARDS

The Company authorizes the Union to post in the shops on the regular Company notice boards, bulletins and communications pertaining to the business of the union, provided that all notices shall be approved by the Company before being posted.

17. SAFETY AND HEALTH

The Company and Union will co-operate in the prevention of Accidents and will promote all health measures necessary to insure the safety and health of all employees.

18. LEAVE OF ABSENCE

All employees elected or appointed as Union delegates, not exceeding three, at any time may obtain permission to take time off without pay to transact the business of the Union, provided the request for permission is submitted to the Company at least forty-eight (48) hours before the period of absence.

Any employee who is elected in the Union to a position taking up all his time, shall obtain from the Company his leave of absence from employment without pay and shall retain his seniority.

19. WAGES

(a) The rates of pay for the duration of this agreement shall be the following :

The actual rates of pay to each of the hereinbelow mentioned classifications shall be :

Ordinary Labourers(8 or more)	.80¢ per hour
Head Men (2)	.85¢ per hour
Mechanic (1)	.95¢ per hour
Handy Man (1)	.85¢ per hour
Bulldozer Operator(1)	.90¢ per hour

(b) Employees will have the following holidays with pay :

New Year's Day
Labour Day
Christmas Day

(c) The rate of pay for new men will be seventy cents (70¢) per hour for a period of not longer than thirty (30) days. After the trial period they will be eligible for all benefits and privileges in this contract.

20. STRIKES AND LOCKOUTS

There shall be no strikes or lockouts during the life of this Agreement. All disputes shall be settled according to the established grievance procedure. Any infraction of this clause shall be a punishable offense.

It is further specifically agreed that upon termination of the contract neither party shall engage in a strike or lockout during the period of six (6) weeks after termination, in order to enable both parties to commence or continue negotiations for renewal or amendment of the present contract or any renewal thereof.

21. RESERVATION OF MANAGEMENT RIGHTS

The Union recognizes the right of the Company to manage this plant and to direct the working forces, including the right to hire, promote, transfer, suspend, discipline and discharge any employee for just cause.

22. DURATION OF AGREEMENT

This Agreement shall take effect as and from July 1st, 1948, and shall continue in force until the 1st of July 1949, and from year to year, thereafter, unless terminated by either party upon notice to be given at least sixty (60) days prior to the end of the contract or the end of the contract in any year of renewal. Such notice shall be given in writing and by registered mail by one party to the other.

SIGNED AND EXECUTED THIS TWENTY-SEVENTH DAY OF
MAY, NINETEEN HUNDRED AND FORTY-EIGHT.

INDUSTRIAL FILERS LIMITED

Illisible

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EMPLOYER OF THE FIRST PART.

Roland Racicot, President

Léopold Levesque, Sec. trés.
THE FEDERAL UNION OF BRICK EMPLOYEES, OF THE
TRADES AND LABOR CONGRESS OF CANADA. LOCAL 270.

Victor Trudeau - Org.
Manager of Union.

654

MEMORANDUM OF AGREEMENT
BETWEEN
INDUSTRIAL FILLERS LIMITED
AND
THE FEDERAL UNION OF BRICK EMPLOYEES
LOCAL 270

C.M.T.C.

19/3089

MEMORANDUM OF AGREEMENT entered into in the City and District of Montreal on the 1st day of July, nineteen hundred and fifty-two.

IN AND BETWEEN:

INDUSTRIAL FILLERS LIMITED, a body politic and corporate, having its principal place of business and head office in the City of Montreal, Province of Quebec, hereinafter called the "Employer" of the first part.

A N D:

THE FEDERAL UNION OF BRICK EMPLOYEES, of the Trades and Labor Congress of Canada, and Local 270 thereof, herein acting through their duly authorized officers and representatives, having their chief offices for the Province of Quebec in the City and District of Montreal, at

a voluntary unincorporated Association, herein after collectively called the "Union" of the second part.

1. PURPOSE

It is the intention of this agreement, which is freely entered into by both parties, that a spirit of friendliness and mutual consideration shall at all times prevail between the Employer, the Union, and the Employees of the Employer, for the purpose which is hereby recognized by all parties, of enabling the Employer to continue to manufacture products of the highest quality at the lowest cost consistent with fair treatment for all concerned; and to this agreement is signed in good faith by both parties hereto.

2. INTERPRETATION

The term "Company" when used in this agreement shall mean Industrial Fillers Limited, of the City and District of Montreal; and term "Union" shall mean the Trades and Labor Congress of Canada and Local 270 of the Brick Employees; and the term "Employees" shall mean all the employees of the employer at its plant, save and except office workers, foremen, and others of a rank senior to foreman.

3. RECOGNITION

The Company agrees to recognize the Union as the sole bargaining agency for the employees of the Company, in matters pertaining to rates of pay, hours of work, working conditions and their general welfare in their relations with the Company.

The Union having been certified by the Quebec Labour Relations Board on the 26th of June, 1947, the Company agrees that the employees may be represented for purposes of negotiation by any officer or representative of the Union.

4. UNION SECURITY

The employer agrees that it is a condition of employment that:-

- (a) (i) All employees who are now members of the Union or who later become members of the Union, shall remain members in good standing for the lifetime of this agreement;
- (ii) All new employees hired after the signing of this agreement or the renewal, thereof, shall within thirty (30) days following his employment become a member of the Union and remain in good standing.

(b)

COLLECTION OF DUES

The Company agrees that the regular monthly Union dues shall be deducted from the pay of each employee who, in writing, authorizes the Company to do so; such deduction to be made from the first pay of each month for the duration of this agreement. The Company undertakes to make such deductions, provided it is permitted to do so under the laws of the Province of Quebec, without incurring any liability, penalty or sanction. The total amount thus collected by the Company shall be paid to the Financial Secretary of the Union at its head office in Montreal, and a receipt therefor by the said Union and officer shall be considered as discharge of the Company.

5.

HOURS OF WORK AND STATUTORY HOLIDAYS

The normal working hours for employees shall be forty-eight (48) hours per week. All work performed on Sundays and statutory holidays shall be paid at the rate of time and one-half the basic rates of pay.

The following statutory holidays shall be observed by the Company for the abovementioned purposes:-

- | | |
|------|-----------------------|
| (a), | New Year's Day |
| (b) | Epiphany |
| (c) | Good Friday |
| (d) | Ascension Day |
| (e) | St. Jean Baptiste |
| (f) | Dominion Day |
| (g) | Labour Day |
| (h) | All Saints Day |
| (i) | Immaculate Conception |
| (j) | Christmas Day |

Overtime work shall be paid for at the rate of time and one-half the regular rate of pay to all employees after the regular hours herein provided.

6.

MINIMUM CALL PAY

Any employee who, having been requested to appear for work by the foreman of the Company and who complied with such request by appearing at the regular commencement hour, or at the hour instructed by the foreman, shall be entitled to a minimum call pay of two (2) hours work at the regular rate of pay.

7.

COMMENCEMENT AND TERMINATION OF WORK

All employees shall commence work or be at their machines or stations immediately upon the hour commencing their shift, and shall not leave work or their machines until the hour terminating their shift.

Every employee covered by this agreement shall have five (5) minutes twice a day immediately before the hour of termination of his work at noon and in the evening, to dust himself off and prepare for his departure from the Company's premises, and at no other time shall an employee be allowed to leave his work or station without the permission of the foreman, apart from the usual necessities.

8.

ABSENTEEISM AND LATENESS FOR WORK

- (a) No employee may be absent from his work without the permission from the Company except in case of sickness or accident. In such case the employee shall notify the foreman or office of the company of his intended absence insofar as such may be at all possible, at least thirty (30) minutes before the commencement of his hour of work. If any employee shall fail to notify the foreman or the office as provided and shall fail to explain such default satisfactorily, he shall incur the penalties and sanctions provided under the present agreement.
- (b) Any employee who has been absent from work without permission for any reason whatsoever other than sickness shall be subject to suspension and dismissal by the Company, and his case shall automatically be reported to the Union.
- (c) Any employee who is habitually late for his work or shift shall be subject to suspension and dismissal by the employer.

9.

DISCIPLINE

- (a) The Union shall undertake to support any disciplinary measure of the Company, having the aim of increasing production and good relations in the plant.
- (b) The employer shall observe that its representatives, managers, foremen, etc. shall apply such disciplinary measures with good judgment and in accordance with the provisions of the present agreement.
- (c) The employer shall be entitled to dismiss any employee who:
 - (i) Brings alcoholic beverages on the Company's property;
 - (ii) Destroys or damages or steals any material, moveable or immoveable, belonging to the Employer;
 - (iii) Smokes in prohibited or dangerous places;
 - (iv) Endangers his own life or that of a fellow employee;
 - (v) Tears down or defaces any notice, bulletin or other document posted on the premises of the employer;
 - (vi) Knowingly and maliciously interferes with any fellow employee and thereby prevents the latter from doing his work or giving his full share of production;
 - (vii) Is habitually late at his work;
 - (viii) Is negligent, careless, uneconomical or wasteful in the handling of materials, machinery and merchandise or in his work;
 - (ix) It is agreed between employer and employee that the employee shall be given warning by Grievance Committee of any infractions made by him in clause 8 and 9 before he can be dismissed. After the warning has been received and ignored by the employee, he shall be dismissed without any further recourse.

10. DISMISSALS

The Management of the Company shall upon request give the Grievance Committee the reason for the dismissal of any employee covered by this agreement. Should the Grievance Committee feel that the discharge is unjust, the Company will make a careful investigation of all the circumstances and facts concerning such dismissal and communicate its finding to the Grievance Committee. Protest must be made within forty-eight (48) hours of such discharge. In any case, the discharge of a Grievance Committee member may be effected only by the Plant Superintendent, or in his absence, by his designated representative. Any employee who is unjustifiably dismissed or laid off and who is later reinstated in his position, shall be entitled to time lost during the interval, at his regular rate of pay.

11. DIVISION OF WORK

In slack times when there is not sufficient work for all employees in the factory in any one department, the available work therein shall be divided as equally as possible amongst all the employees of such department.

SENIORITY

In questions involving lay-offs and re-hirings, the Company will give consideration to years of service, skilled competence and ability. Should it find these factors equal as between individual employees, seniority (years of service) will be the guiding factor.

12. HIRING AND DISCHARGE OF EMPLOYERS

Nothing in the present Agreement shall be deemed to limit the rights of the Employer in engaging any new employee. Any new employee thus engaged and, after the lapse of the trial period as provided herein, shall be governed by all the terms and conditions of the present agreement.

13. GRIEVANCES, DISPUTES AND ARBITRATION

In the case of any complaint, or grievance or dispute arising out of the terms or conditions of the present agreement, all employees covered by this agreement will be represented in such complaint, grievance or dispute by the Grievance Committee to be composed of three (3) members elected amongst the members of the Union who will be authorized to discuss and adjust those questions with the Company. The Company agrees to meet the Grievance Committee within seventy-two (72) hours after having been notified by letter with full details of the complaint, dispute or grievance. Prior to such method of settlement, the complaint, dispute or grievance must be discussed with the Superintendent of the shop and, if possible, must be amicably settled between the shop steward and the Superintendent.

14. ARBITRATION

Should the Company and the Grievance Committee fail to reach agreement upon any matter dealt with by them under the provisions of this agreement, the matter shall be referred to an Arbitration Committee consisting of an equal number of representatives (but not exceeding two each) of the Company and the Union, and a Chairman chosen by mutual agreement by such representatives, or, failing agreement, chosen by the Minister of Labour of the Province of Quebec in accordance with the procedure of the Quebec Trade Disputes Act R.S.Q.1941, Ch.167. The demand for arbitration shall be made by either party to the other in writing by registered letter.

14. ARBITRATION (Con'd)

After the Arbitration Committee as hereinabove provided has been formed, such Committee shall act and hear the evidence of both sides, and render a decision within seven (7) days of the completion of the taking of such evidence. Its decision shall be final and binding on the Company and the Union and the employees subject to this agreement. Such Committee may hear, or may not hear any evidence or argument upon such complaint, grievance or dispute as in their discretion may seem fit. The award or decision of the arbitrator, if only one, or of a majority of the Arbitration Committee if composed of three or more, shall be final, binding and observed and performed by the parties and the Union and its members. Such award need not be in authentic or notarial form and need not be served upon the parties hereto, but shall be in writing. Verbal communications of such word is hereby declared to be sufficient and valid for all purposes.

In arriving at a decision the arbitrator or Arbitration Committee shall also act as "amisables compositeurs" or mediators, and shall not be bound by any rule of law regarding the formalities required by the Code of Civil Procedure in arbitration but all decisions and awards shall be based upon equity and good conscience. All the expences of an arbitration Committee shall be paid in equal shares by the Union and the Employer, unless the award otherwise provides.

15. TRANSFER FROM REGULAR WORK

Any employee temporarily transferred from his regular work shall receive his regular rate, but if trasferred to a class of work entailing a higher rate of pay, he shall be entitled to the rate customarily paid by the Company for such work, provided that he works at least ten (10) hours at this post during any day of transfer for a period of two weeks.

16. VACATIONS

- (a) All employees falling under the jurisdiction of the present agreement who are in the continous employment of the Company for a period of three (3) years shall be granted two weeks vacation with pay or an amount equal to four percent (4%) of their earnings, for a period from the first of July 1952.
- (b) Any employee who has been in the continuous employ of the Company for more than six(6) months prior to the vacation period, but less than one (1) year, shall be granted a proportionate number of days and half day vacation with two percent (2%) og his earnings since the beginning of his employment with the Company, and will receive one (1) week vacation from one year up to three years service.
- (c) It is further agreed that vacation money although paid in advance of the vacation period shall be conditional upon the return of the employee to work promptly after the expiry of the vacation period.
- (d) Any employee who has been guilty of chronic absenteeism or lateness shall be disqualified from receiving vacation with pay.
- (e) Vacation will be given to all employees at the discretion of the Company's management between the first of June and the first of October, 1953.

17. NOTICES AND BULLETIN BOARDS

The Company authorizes the Union to post in the shops on the regular Company notice boards, bulletins and communications pertaining to the business of the Union, provided that all notices shall be approved by the Company before being posted.

18. SAFETY AND HEALTH

The Company and Union will co-operate in the prevention of accidents and will promote all health measures necessary to insure the safety and health of all employees.

19. LEAVE OF ABSENCE

All employees elected or appointed as Union Delegates, not exceeding three, at any time may obtain permission to take time off without pay to transact the business of the Union, provided the request for permission is submitted to the Company at least forty-eight (48) hours before the period of absence.

Any employee who is elected in the Union to a position taking up all his time, shall obtain from the Company his leave of absence from employment without pay and shall retain his seniority.

20. WAGES

(a) The rates of pay for the duration of this agreement shall be the following actual rates of pay to each of the herein-below mentioned classifications:

Ordinary Labourers	(8 or more)	\$1.10 per hour
Head Men	(2)	1.15 " "
Mechanic	(1)	1.25 " "
Handyman	(1)	1.20 " "
B ulldozer Operator	(1)	1.30 " "

(b) Employees will have the following holidays with Pay:

New Year's Day
Good Friday
Ascension Day
St. Jean Baptiste
Dominion Day
Labour Day
Immaculate Day
Christmas Day

(c) The rates of pay for new men will be \$1.00 per hour for a period of not longer than thirty (30) days. After the trial period, they will be eligible for all benefits and privileges in this contract.

(21) STRIKES AND LOCKOUTS

There shall be no strikes or lockouts during the life of this agreement. All disputes shall be settled according to the established grievance procedure, Any infraction of this clause shall be a punishable offense.

It is further specifically agreed that upon termination of the contract neither party shall engage in a strike or lockout during the period of six (6) weeks after termination, in order to enable both parties to commence or continue negotiations for renewal or amendment of the present contract or any renewal thereof.

22. RESERVATION OF MANAGEMENT RIGHTS

The Union recognizes the right of the Company to manage this plant and to direct the working forces, including the right to hire, promote, transfer, suspend, discipline and discharge any employee for just cause.

23. DURATION OF AGREEMENT

This agreement shall take effect as and from July 1st, 1952, and shall continue in force until the 1st of July 1953, and from year thereafter, unless terminated by either party upon notice to be given at least sixty (60) days prior to the end of the contract or the end of the contract in any year of renewal. Such notice shall be given in writing and by registered mail by one party to the other.

SIGNED AND EXECUTED THIS TWENTY-EIGHT DAY OF MAY,
NINETEEN HUNDRED AND FIFTY-TWO.

INDUSTRIAL FILLERS LIMITED

Undeable

Undeable

EMPLOYER OF THE FIRST PART

Paul Emile Sauriol

M. Marcoux

THE FEDERAL UNION OF BRICK EMPLOYEES,
OF THE TRADES AND LABOR CONGRESS OF
CANADA, LOCAL 270.

Victor Nadeau

MANAGER OF UNION.

16. NOTICES AND BULLETIN BOARDS

The Company authorizes the Union to post in the shops on the regular Company notice boards, bulletins and communications pertaining to the business of the union, provided that all notices shall be approved by the Company before being posted.

17. SAFETY AND HEALTH

The Company and Union will co-operate in the prevention of Accidents and will promote all health measures necessary to insure the safety and health of all employees.

18. LEAVE OF ABSENCE

All employees elected or appointed as Union Delegates, not exceeding three, at any time may obtain permission to take time off without pay to transact the business of the Union, provided the request for permission is submitted to the Company at least forty-eight (48) hours before the period of absence.

Any employee who is elected in the Union to a position taking up all his time, shall obtain from the Company his leave of absence from employment without pay and shall retain his seniority.

19. WAGES

(a) The rates of pay for the duration of this agreement shall be the following:

The actual rates of pay to each of the hereinbelow mentioned classifications shall be:

Ordinary Labourers (8 or more)	\$1.00 per hour
Head Men (2)	1.05 " "
Mechanic (1)	1.15 " "
Handyman (1)	1.10 " "
Bulldozer Operator (1)	1.10 " "

(b) Employees will have the following holidays with pay:

New Year's Day
Good Friday
Dominion Day
Labour Day
Christmas Day

(c) The rate of pay for new men will be ninety cents (90¢) per hour for a period of not longer than thirty (30) days. After the trial period, they will be eligible for all benefits and privileges in this contract.

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20. STRIKES AND LOCKOUTS

There shall be no strikes or lockouts during the life of this Agreement. All disputes shall be settled according to the established grievance procedure. Any infraction of this clause shall be a punishable offense..

It is further specifically agreed that upon termination of the contract neither party shall engage in a strike or lockout during the period of six (6) weeks after termination, in order to enable both parties to commence or continue negotiations for renewal or amendment of the present contract or any renewal thereof.

21. RESERVATION OF MANAGEMENT RIGHTS.

The Union recognizes the right of the Company to manage this plant and to direct the working forces, including the right to hire, promote, transfer, suspend, discipline and discharge any employee for just cause.

22. DURATION OF AGREEMENT

This Agreement shall take effect as and from July 1st, 1951, and shall continue in force until the 1st of July 1952, and from year to year thereafter, unless terminated by either party upon notice to be given at least sixty (60) days prior to the end of the contract or the end of the contract in any year of renewal. Such notice shall be given in writing and by registered mail by one party to the other.

SIGNED AND EXECUTED THIS THIRTY-FIRST DAY OF MAY,
NINETEEN HUNDRED AND FIFTY-ONE.

INDUSTRIAL FILERS LIMITED.

ILLISIBLE

ILLISIBLE

EMPLOYER OF THE FIRST PART.

PAUL EMILE SAURIOL

GERARD CHARBONNEAU

THE FEDERAL UNION OF BRICK EMPLOYEES,
OF THE TRADES AND LABOR CONGRESS OF
CANADA, LOCAL 270.

VICTOR TRUDEAU

MANAGER OF UNION.

654

September 19th, 1950.

It is hereby agreed by Industrial Fillers Limited and the Federal Union of Brick Employees, Local 270 that all the conditions of the above existing signed contract shall remain in force until July 1st, 1952, subject to all formal legal procedures. The only change being made in the conditions of this existing contract being that the basic hourly labour wage shall be raised from the existing eighty-five cents per hour to ninety cents per hour, such increase being retroactive to July 1st, 1950, i. e., a general increase of five cents per hour.

INDUSTRIAL FILLERS LIMITED

Unreadable Pres.

J. CLIFFORD STENOS
Employer of the first Part.

PAUL EMILE SAUREOL

GEORGES MARCOUX
THE FEDERAL UNION OF BRICK EMPLOYEES, OF THIS
TRADES AND LABOR CONGRESS OF CANADA, LOCAL 270

VICTOR TRUDEAU
MANAGER OF UNION.

INDUSTRIAL FILLERS LIMITED (Formerly PULVERIZED PRODUCTS LIMITED)

4820 Fourth Avenue,
Montreal, 36

June 3rd 1949

The following amendment is to be attached to the contract
between INDUSTRIAL FILLERS LIMITED and THE FEDERAL UNION OF
BRICK EMPLOYEES, Local 270.

ITEM 19. (a)

WAGES

Each man is to receive five cents additional
per hour from the 1st of July 1949, until
the 1st of July 1950 .

Other conditions to remain the same.

INDUSTRIAL FILLERS LIMITED

Patric Grescesky, President

J. ----- Stinoz, Sec'y. Treas

EMPLOYER OF THE FIRST PART

Paul Emile Sauriol

Leonold Levesque, Executive

THE FEDERAL UNION OF BRICK EMPLOYEES, OF THE
TRADES AND LABOR CONGRESS OF Canada, LOCAL 270.

Armand Tremblay Manager of Union

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AMENDMENTS TO THE EXISTING CONTRACT

BETWEEN

INDUSTRIAL FILLERS LIMITED

AND

THE FEDERAL UNION OF BRICK EMPLOYEES

LOCAL 270

FROM 1st JULY 1955 TO 1st JULY 1956

AS FOLLOWS:

1. Increase in basic wage from \$1.15 per hour to \$1.20 per hour.
2. Time and a half will be paid after normal working day of 9½ hours; Thursday, 10 hours.
3. Each man with one year's service is to receive \$75.00 cash. The remainder to receive portion based on monthly service. This amount to be paid immediately.
4. Three weeks holiday with pay to all employees having had fifteen consecutive years service with the Company.
5. Christmas Day and New Year's Day to be paid regardless of what day they fall on.

INDUSTRIAL FILLERS LIMITED

P.E. Unreadable

Employer of the first part.

Paul Emile Sauriol

THE FEDERAL UNION OF BRICK
EMPLOYEES OF THE TRADES AND LABOR
CONGRESS OF CANADA, LOCAL 270.

MANAGER OF UNION.

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AMENDMENTS TO THE EXISTING CONTRACT
BETWEEN
INDUSTRIAL FILLERS LIMITED
AND
THE FEDERAL UNION OF BRICK EMPLOYEES
Local 270

FROM the 1st of JULY 1954 TO 1st of JULY 1955

AS FOLLOWS:

1. Each man is to receive \$125.00 in cash, except F. Bidegare, E. Prudhomme, and three temporary men.
2. A. Vallee Jr. is to have an increase of five cents per hour, and E. Prudhomme ten cents per hour.
3. All other existing conditions in the present contract are to remain unchanged for the abovementioned period.

INDUSTRIAL FILLERS LIMITED

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UNREADABLE

EMPLOYER OF THE FIRST PART.

(S) PAUL EMILE SAURIOL

(S) ARSENE VALLEE SEC. TRES.
THE FEDERAL UNION OF BRICK EMPLOYEES,
OF THE TRADES AND LABOR CONGRESS OF
CANADA, LOCAL 270.

(S) VICTOR TRUDEAU
MANAGER OF UNION.

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AMENDMENTS TO THE EXISTING CONTRACT
BETWEEN
INDUSTRIAL FILLERS LIMITED
AND
THE FEDERAL UNION OF OF BRICK EMPLOYEES
LOCAL 270

FROM THE 1st OF JULY 1953 to 1st OF JULY 1954.

AS FOLLOWS.

1. All the basic wages for Labour will be increased five cents per hour, except that Vallee Jr. will receive \$1.50 per hour and Carl Sr. \$1.20 per hour.
2. Employees starting work with Industrial Fillers Limited must join the Union within thirty days, wages for beginners will be \$1.05 per hour for the first sixty days.
3. All the employees must be in the employ of the Company for four months before receiving paid holidays.

INDUSTRIAL FILLERS LIMITED.

Unreadable signature Prés.

Unreadable signature
EMPLOYEES OF THE FIRST PART.

Paul Emile Sauriol

Arsène Vallé
THE FEDERAL UNION OF BRICK EMPLOYEES.
OF THE TRADES AND LABOR CONGRESS OF
CANADA. LOCAL 270

Victor Trudeau
MANAGER OF UNION

AMENDMENTS TO THE EXISTING CONTRACT

BETWEEN

INDUSTRIAL FILLERS LIMITED

AND

THE FEDERAL UNION OF BRICK EMPLOYEES

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INDUSTRIAL FILLERS LIMITED

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Employer of the first part.

Paul Emile Sauriol

THE FEDERAL UNION OF BRICK
EMPLOYEES OF THE TRADES AND LABOR
CONGRESS OF CANADA, LOCAL 270.

MANAGER OF UNION.

AMENDMENTS TO THE EXISTING CONTRACT
BETWEEN
INDUSTRIAL FILLERS LIMITED
AND
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(S) ARSENE VALLEE SEC. TRÉS.

THE FEDERAL UNION OF BRICK EMPLOYEES,
OF THE TRADES AND LABOR CONGRESS OF
CANADA, LOCAL 270.

(S) VICTOR TRUDEAU

MANAGER OF UNION.

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AMENDMENTS TO THE EXISTING CONTRACT
BETWEEN
INDUSTRIAL FILLERS LIMITED
AND
THE FEDERAL UNION OF OF BRICK EMPLOYEES
LOCAL 270

FROM THE 1st OF JULY 1953 to 1st OF JULY 1954.

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INDUSTRIAL FILLERS LIMITED.

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THE FEDERAL UNION OF BRICK EMPLOYEES.
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CANADA. LOCAL 270

Victor Trudeau
MANAGER OF UNION