

S-1235 WET. HOSTERY MILL -  
Richmond

1949-50



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

LABOUR RELATIONS BOARD OF THE PROVINCE OF QUEBEC.

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

Québec le 24 avril 1950.

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

RE:- National Hosiery Mills Ltd, Richmond, Qué.  
&  
National Hosiery Mills Limited Employees'  
Association of Richmond, Quebec.

Monsieur le sous-ministre,

J'accuse réception de votre lettre du  
20 avril 1950, accompagnée pour dépôt  
de deux copies certifiées d'une convention de tra-  
vail, en date du 22 février 1950, intervenue entre  
les parties ci-dessus mentionnées et déposée au minis-  
tère du Travail, le 2 mars 1950 sous le numéro  
1235-A.

Bien à vous,

  
Alfred Bussière, LL.L

/tr



49.50  
A.1235

MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

QUÉBEC, ce 20 avril 1950.

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

Sujet: Convention collective entre National Hosiery Mills  
Limited, Richmond, Qué., et National Hosiery Mills Limited  
Employees' Association of Richmond, Quebec.

Monsieur,

Conformément aux prescriptions du deuxième para-  
phe de l'article 19-A de la Loi des Relations ouvrières (S.R.Q.,  
chapitre 162-A et amendements), je vous inclus, pour dépôt,  
deux copies certifiées de cette convention datée du 22 février  
1950 et déposée au ministère du Travail le 2 mars  
1950 en exécution de la Loi des Syndicats profession-  
nels (S.R.Q., 1941, chapitre 162 et amendements), sous le nu-  
méro 1235-A.

Sincèrement à vous,

L'Assistant-Sous-Ministre

Donat Quimper

H-14



MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

Québec, ce **le 3 mars, 1950.**

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

Sujet: Convention collective entre **National Hosiery Mills Ltd.,  
Richmond, Qué. et National Hosiery Mills Ltd. Employees' Association of Richmond, Que.**

Je vous inclus une copie du certificat constatant le dépôt  
de cette convention collective enregistrée au ministère du Travail  
en exécution de la Loi des Syndicats professionnels (S.R.Q., 1941.,  
chapitre 162 et amendements), le **2 mars, 1950,** sous le numéro

**1235-A.**

Sincèrement à vous,

L'Assistant Sous-ministre.

Donat Quimper

T-1177

MC. incl.

H-12



DEPARTMENT OF LABOUR  
PARLIAMENT BUILDINGS  
QUEBEC

Quebec, March 3rd, 1950.

Mr. J.A. Kitchen,  
National Hosiery Mills Ltd.,  
Richmond,  
Que.

Dear Sir:-

Enclosed please find a certificate of the deposit made with the Department of Labour on March 2nd, 1950, under Number 1235-A of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between National Hosiery Mills Limited, Richmond, Que., and National Hosiery Mills Limited Employees' Association of Richmond, Quebec.

The labour association party to the above mentioned agreement having been certified on September 13th, 1945, as bargaining agent by the Quebec Labour Relations Board, the deposit of such agreement with the Department of Labour has also the effect of the deposit contemplated in the Labour Relations Act (R.S.Q., 1941, Chapter 162-A and amendments).

Sincerely yours,

Assistant Deputy Minister.

Donat Quimper  
MC. encl.



MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

Québec, ce 3 mars, 1950.

M. Roméo Vallée, Agent d'affaires,  
Fédération Nationale des Employés du Bas Façonné  
et Circulaire, Inc.,  
29, rue Gordon,  
Sherbrooke, Qué.

Monsieur,

Je vous inclus un certificat constatant le dépôt fait au ministère du Travail, le 2 mars, 1950, sous le numéro 1235-A, de la convention collective conclue sous la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements) intervenue entre National Hosiery Mills Limited, Richmond, Qué., et National Hosiery Mills Limited Employees' Association, of Richmond, Quebec.

La partie ouvrière ayant été reconnue le 3 septembre, 1945, comme agent négociateur par la Commission de Relations ouvrières de Québec, le dépôt de cette convention au ministère du Travail a aussi les effets du dépôt exigé par la Loi des Relations ouvrières (S.R.Q., 1941, chapitre 162-A et amendements).

Veillez agréer l'expression de mes meilleurs sentiments.

L'Assistant-Sous-Ministre.

Dopat Quimper.  
MC. incl.

H-2



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

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

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

Número **1235-A**  
Number

Les présentes établissent que le  
*It is hereby certified that on the* **deuxième**

jour du mois de **mars** mil neuf cent quarante ~~et~~ **cinquante**  
*day of the month of* **nineteen hundred and forty-**

le ministère du Travail a reçu de **M. Roméo Vallée, Agent d'affaires, Fédération Nationale des Employés du Bas Façonné et Circulaire, Inc.,**  
*the Department of Labour has received from*

la convention mentionnée ci-après, laquelle a été déposée sous le numéro **1235-A**  
*the hereinafter mentioned agreement, which has been deposited under Number*

savoir :  
*to wit :* **d'amendement en date du**  
Une convention collective en date du **22 février, 1950,**  
*A collective agreement under date of*

intervenue entre : **National Hosiery Mills Limited, Richmond, Qué., et**  
*between :* **National Hosiery Mills Limited Employees' Association of Richmond, Quebec.**

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

Sceau - Seal **ce** **troisième** jour du mois de  
*this* **nineteen hundred and forty-**

**mars** mil neuf cent quarante ~~et~~ **cinquante**  
*nineteen hundred and forty-*

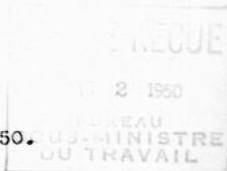
**Assistant** ..... **Assistant**  
Sous-ministre ..... Deputy Minister



# Fédération Nationale des Employés du Bas Façonné et Circulaire, Inc.

AFFILIÉE À LA C. T. C. C.

Sherbrooke, 28 février 1950.



Monsieur Gérard Tremblay,  
Sous-Ministre du Travail,  
Hotel du Gouvernement,  
Québec, Qué.

Cher Monsieur,

Je vous envoie ci-inclus deux copies de l'article 23.03 pour dépôt avec la Convention de (National Hosiery Mills Limited de Richmond) et le (National Hosiery Mills Limited Employees' Association of Richmond, Québec).

Entente qui a été signée par les deux parties contractantes pour prolonger la Convention de 1949 pour une période de 3 mois, du 22 Février au 31 mai 1950.

Votre tout dévoué,  
Roméo Vallée, agent d'affaires.

*Roméo Vallée*

CONVENTIONS COLLECTIVES		
VISA DE	Date	Par
etampille	✓	<i>me</i>
signatures	✓	
circulation	<i>15.4.46</i>	
connaissance	<i>13.9.46</i>	
numérotage	<i>1235A</i>	
Formule		

72-2-50

CONTRACT EXTENSION

Under Clause 23.03 of present Labour Contract between:

National Hosiery Mills Limited  
of Richmond, Quebec

and

National Hosiery Mills Limited Employees' Association  
of Richmond, Quebec

This Agreement shall continue in effect from February 22nd, 1950 until May 31st 1950 unless either party notified the other in writing not less than sixty (60) days and not more than ninety (90) days prior to the expiration date that it is desired to amend or terminate the Agreement.

Negotiations shall begin within fifteen (15) days following notification for amendment as provided in the preceding paragraph.

If, pursuant to such negotiation, an agreement is not reached on the renewal or amendment of this Agreement prior to the current expiration date, it shall expire unless it is extended for a specific period by mutual agreement of the parties.

SIGNED at Richmond, County of Richmond, Province of Quebec, on the 22nd day of February, Nineteen Hundred and Fifty.

NATIONAL HOSEIERY MILLS LTD.  
Richmond, Quebec

*J. A. Kuehner*  
*[Signature]*

The NATIONAL HOSEIERY EMPLOYEES'  
ASSOCIATION OF RICHMOND, INCORP.

*Local President*  
*Romin Gallie*  
*Admin. Secretary*

CONTRACT EXTENSION

Under Clause 23.03 of present Labour Contract between:

National Hosiery Mills Limited  
of Richmond, Quebec

and

National Hosiery Mills Limited Employees' Association  
of Richmond, Quebec

This Agreement shall continue in effect from February 22nd, 1950 until May 31st 1950 unless either party notified the other in writing not less than sixty (60) days and not more than ninety (90) days prior to the expiration date that it is desired to amend or terminate the Agreement.

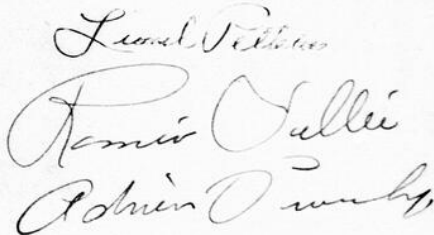
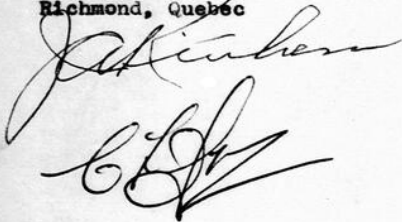
Negotiations shall begin within fifteen (15) days following notification for amendment as provided in the preceding paragraph.

If, pursuant to such negotiation, an agreement is not reached on the renewal or amendment of this Agreement prior to the current expiration date, it shall expire unless it is extended for a specific period by mutual agreement of the parties.

SIGNED at Richmond, County of Richmond, Province of Quebec, on the 22nd day of February, Nineteen Hundred and Fifty.

NATIONAL HOSIERY MILLS LTD.  
Richmond, Quebec

The NATIONAL HOSIERY EMPLOYEES'  
ASSOCIATION OF RICHMOND, INCORP.



Fédération Nationale des Employés du Bas  
Façonné et Circulaire, Inc.

Sherbrooke, 28 février 1950.

Monsieur Gérard Tremblay,  
Sous-Ministre du Travail,  
Hôtel du Gouvernement,  
Québec. Qué.

Cher monsieur,

Je vous envoie ci-inclus deux copies de  
l'article 23.03 pour dépôt avec la Convention de (National  
Hosiery Mills Limited de Richmond) et le (National Hosiery Mills  
Limited Employees' Association of Richmond, Quebec.).

Entente qui a été signée par les deux parties  
contractantes pour prolonger la Convention de 1949 pour une  
période de 3 mois, du 22 février au 31 mai 1950.

Votre tout dévoué

Roméo Vallée agent d'affaires

1235-A

CONTRACT EXTENSION

Under Clause 23.03 of present Labour Contract between:

National Hosiery Mills Limited  
of Richmond, Quebec

and  
National Hosiery Mills Limited Employees' Association  
of Richmond, Quebec.

This Agreement shall continue in effect from February 22nd, 1950, until May 31st 1950 unless either party notifies the other in writing not less than sixty (60) days and not more than ninety (90) days prior to the expiration date that it is desired to amend or terminate the Agreement.

Negotiations shall begin within fifteen (15) days following notification for amendment as provided in the preceding paragraph.

If, pursuant to such negotiation, an agreement is not reached on the renewal or amendment of this Agreement prior to the current expiration date, it shall expire unless it is extended for a specific period by mutual agreement of the parties.

SIGNED AT Richmond, County of Richmond, Province of Quebec, on the 22nd, day of February, Nineteen Hundred and Fifty.

NATIONAL HOSEIERY MILLS LTD.

Richmond, Quebec.

J.A. Kitchen

Unreadable signature

The NATIONAL HOSEIERY EMPLOYEES'  
ASSOCIATION OF RICHMOND, INCORP.

Lionel Pelletier

Roméo Vallée

Adrien Proulx



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

LABOUR RELATIONS BOARD OF THE PROVINCE OF QUEBEC.

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

Québec le 28 octobre 1949

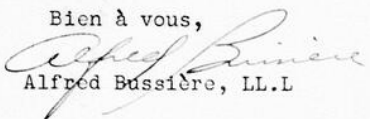
Monsieur Gérard Tremblay,  
Sous-ministre du Travail,  
Hôtel du Gouvernement,  
Québec, P.Q.RE:- National Hosiery Mills of Richmond  
&  
The National Hosiery Employees Association of  
Richmond, Inc.,

Monsieur le sous-ministre,

J'accuse réception de votre lettre du  
25 octobre 1949, accompagnée pour dépôt  
de deux copies certifiées d'une convention de tra-  
vail, en date du 3 mars 1949, intervenue entre  
les parties ci-dessus mentionnées et déposée au minis-  
tère du Travail, le 28 juin 1949 sous le numéro 1255

mp/

Bien à vous,

  
Alfred Bussière, LL.L



49.50  
S.1235

MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

QUEBEC, ce 25 octobre 1949.

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

Sujet: Convention collective entre National Hosiery Mills of  
Richmond et The National Hosiery Employees Association of  
Richmond, Inc.

Monsieur,

Conformément aux prescriptions du deuxième para-  
graphe de l'article 19-A de la Loi des Relations ouvrières (S.R.Q.,  
chapitre 162-A et amendements), je vous inclus, pour dépôt,  
deux copies certifiées de cette convention datée du 3 mars 1949  
et déposée au ministère du Travail le 28 juin  
1949 en exécution de la Loi des Syndicats profession-  
nels (S.R.Q., 1941, chapitre 162 et amendements), sous le nu-  
méro 1235.

Sincèrement à vous,

L'Assistant-Sous-Ministre

Donat Quimper

H-14



MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

Québec, ce 4 juillet 1949.

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

Sujet: Convention collective entre National Hosiery Mills,  
Ltd. de Richmond et The National Hosiery Employees Association  
of Richmond, Inc.

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

1235.

Sincèrement à vous,

L'Assistant Sous-Ministre.

Donat Quimper



DEPARTMENT OF LABOUR  
PARLIAMENT BUILDINGS  
QUÉBEC

Quebec, July 4th, 1949.

Mr. J.A. Kitchen, Vice-President,  
National Hosiery Mills Ltd.,  
Richmond,  
P.Q.

Dear Sir,

Enclosed please find a certificate of the deposit made with the Department of Labour on June 28, 1949, under Number 1235 of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between

**National Hosiery Mills, Ltd. and The National Hosiery Employees Association of Richmond, Inc.**

The labour association party to the above mentioned agreement having been certified on September 13th, 1948, bargaining agent by the Quebec Labour Relations Board, the deposit of such agreement with the Department of Labour has also the effect of the deposit contemplated in the Labour Relations Act (R.S.Q., 1941, Chapter 162-A and amendments).

Sincerely yours,

Ass<sup>ts</sup> Deputy Minister.

Donat Quimper,  
gc.



MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

Québec, ce 4 juillet 1949.

Monsieur Roméo Vallée, agent d'affaires,  
Fédération Nationale des employés du bas  
façonné et circulaire, Inc.,  
29, rue Gordon,  
Sherbrooke.

Cher monsieur,

Je vous inclus un certificat constatant le  
dépôt fait au ministère du Travail, le 28 juin 1949  
sous le numéro 1235, de la convention collective con-  
clue sous la Loi des Syndicats professionnels (S.R.Q.,  
1941, chapitre 162 et amendements) intervenue entre

National Hosiery Mills Ltd. de Richmond et The National Hosiery  
Employees Association of Richmond, Inc.

La partie ouvrière ayant été reconnue le 13 sep-  
tembre 1945 comme agent négociateur par la Commission de  
Relations ouvrières de Québec, le dépôt de cette convention  
au ministère du Travail a aussi les effets du dépôt exigé  
par la Loi des Relations ouvrières (S.R.Q., 1941, chapitre  
162-A et amendements).

Veillez agréer l'expression de mes meilleurs  
sentiments.

L'Assistant-Sous-Ministre

Donat Quimper  
gq.

H-2



MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

Québec, ce 4 juillet 1949.

Monsieur Maurice Corriveau,  
Association Nationale des employés de  
National Hosiery de Richmond, Inc.,  
Richmond.

Cher monsieur,

Je vous inclus un certificat constatant le  
dépôt fait au ministère du Travail, le 28 juin 1949  
sous le numéro 1235, de la convention collective con-  
clue sous la Loi des Syndicats professionnels (S.R.Q.,  
1941, chapitre 162 et amendements) intervenue entre

National Hosiery Mills Ltd., de Richmond et National Hosiery  
Employees Association of Richmond, Inc.

La partie ouvrière ayant été reconnue le 13 sep-  
tembre 1945 comme agent négociateur par la Commission de  
Relations ouvrières de Québec, le dépôt de cette convention  
au ministère du Travail a aussi les effets du dépôt exigé  
par la Loi des Relations ouvrières (S.R.Q., 1941, chapitre  
162-A et amendements).

Veillez agréer l'expression de mes meilleurs  
sentiments.

L'Assistant-Sous-Ministre

Donat Quimper  
gc.

H-2



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

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

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

Numéro  
Number **1235**

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

jour du mois de  
*day of the month of*

**juin**

**vingt-trois**

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

le ministère du Travail a reçu de  
*the Department of Labour has received from*

**M. Roméo Vallée, agent d'affaires,**  
**Fédération nationale des employés du bas Sapeord**  
**et Circulaire, Inc. Sherbrooke.**

la convention mentionnée ci-après, laquelle a été déposée sous le numéro  
*the hereinafter mentioned agreement, which has been deposited under Number* **1235**

savoir:  
*to wit:*

Une convention collective en date du **3 mars 1949.**  
*A collective agreement under date of*

intervenue entre:  
*between:*

**National Hosiery Mills of Richmond et The National Hosiery Employees**  
**ASSOCIATION of Richmond, Inc. En vigueur pour un an à compter du**  
**3 mars 1949. Renouvellement automatique.**

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

Seau - Seal

ce  
*this* **quatrième**

jour du mois de  
*day of the month of*

**juillet**

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

**Ass<sup>ts</sup>** Sous-ministre

**Ass<sup>ts</sup>** Deputy Minister



# Fédération Nationale des Employés du Bas Façonné et Circulaire, Inc.

AFFILIÉE À LA C. T. C. C.

Sherbrooke 27 juin 1949.

LETTRE REÇUE

JUN 28 1949

BUREAU  
SOUS-MINISTRE  
DU TRAVAIL

Monsieur Gérard Tremblay,  
Sous-Ministre du Travail,  
Hotel du Gouvernement,  
Québec, Qué.

W  
✓  
Cher Monsieur,

Je vous envoie ci-inclus deux copies de la convention qui a été signée le 3 mars 1949, entre la Compagnie National Hosiery Mill de Richmond, et le Syndicat des Employés.

Je m'excuse de ne pas avoir été capable d'envoyer la convention avant aujourd'hui. La raison du retard est que les deux copies étaient chez l'Employeur à ~~Hamilton~~ Hamilton Ontario et on me les a fait parvenir seulement que le 22 juin 1949.

Votre tout dévoué,

Roméo Vallée, agent d'affaires.

*Roméo Vallée*

CONVENTIONS COLLECTIVES		
VISA DE	Date	Par
Estampille	✓	P. M.
Signatures	✓	
Incorporation	15-4-49	
Reconnaissance	13-9-45	
Numerotage	123 5	
Formule	4-8	

Signée = 3-3-49.

## L A B O U R      A G R E E M E N T

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BY AND BETWEEN

NATIONAL HOSIERY MILLS OF RICHMOND  
hereafter referred to as - (THE COMPANY)

AND

THE NATIONAL HOSIERY EMPLOYEES ASSOCIATION  
OF RICHMOND INCORPORATED, a voluntary  
Association, hereafter referred to as -  
(THE ASSOCIATION).

### ARTICLE 1

#### PURPOSE OF AGREEMENT

1.01 This Agreement is entered into by the parties hereto in order to provide for orderly collective bargaining relations between the Company and its employees. It is the desire of both parties to cooperate in maintaining a harmonious relationship between the Company and its employees, and to amicably settle differences or grievances which may arise from time to time in the manner hereinafter set out.

1.02 All provisions and terms of this Agreement are hereby mutually agreed to by and between National Hosiery Mills Limited, of Richmond and signed by the representative of the parties hereto who have been duly authorized to execute the same on behalf of the National Hosiery Mills and the Employees' Association.

1.03 The fulfillment of this Agreement and that of any subsequent joint agreement entered into shall be fully observed by the officers and members of the Association and the Company and it shall be their duty to see that all such agreements are carried out both in letter and in spirit.

### ARTICLE 2

#### RECOGNITION AND COVERAGE

2.01 The Company shall recognize the Association as the sole bargaining agency during the continuance of this Contract, in accordance with the provisions of the Labour Relations Act of Quebec, for the purpose of bargaining collectively for all Company employees within the scope of this agreement on matters affecting wages, hours of work and working conditions.

2.02 All employees at the Company's plant at Richmond, shall be covered by this Agreement with the following exceptions:

(a) Salaried Executives and all those engaged in a confidential capacity, Department Heads, Foremen, Foreladies, Sub-Foremen, Sub-Foreladies, Employees of the Office, and Maintenance Men not employed permanently by the Company.

ARTICLE 3

CHECK-OFF

3.01 The Company will upon receipt of a properly authenticated authorization card voluntarily signed by an employee, but not otherwise, deduct from the first pay of such employee due to him in each calendar month while such authorization is in effect the regular authorized dues of the Union and remit the same prior to the 15th day of the month following the month in which the deduction is made to the Financial Secretary of the Association.

3.02 No employee shall as a condition of employment or otherwise be obliged to pay union dues or to sign any such authorization card, but once an employee has voluntarily authorized the Company to deduct union dues as herein provided, such employee shall not be permitted to cancel such authority prior to the expiration date of this Agreement while he remains in the employ of the Company.

3.03 An authorization card must be signed in duplicate by the employee concerned. One duplicate original shall be delivered to the Company's payroll department. Any such authority shall take effect as of the first day of the employee's next ensuing pay period.

3.04 The Company will at the time of making each remittance hereunder to the Union supply a statement showing the name of each employee from whose pay such deduction has been made.

ARTICLE 4

RESERVATION OF MANAGEMENT FUNCTIONS

4.01 Nothing in this Agreement shall be interpreted as limiting the Company in any way in the exercise of the regular customary functions of management, including the extension, limitation, curtailment or cessation of operations.

A- Generally to manage the industrial enterprise in which the Company is engaged, and, without restricting the generality of the foregoing, to determine the products to be manufactured, methods of manufacture, schedules of production, kinds and locations of machines and tools to be used, process of manufacturing, the engineering and designing of its products, the control of materials and parts to be incorporated in products produced.

- B - To maintain order, discipline and efficiency, hire, discharge, direct, classify, transfer, promote, demote and suspend or other wise discipline employees, provided that a claim that an employee has been discharged or disciplined without reasonable cause may be subject of a grievance and dealt with in accordance with the Grievance Procedure.
- C - When an employee is engaged, it will be necessary for him or her, to sign an agreement to undergo medical examination to confirm absence of contagious diseases when this is deemed necessary.
- D - The Company shall have the right to enter complaint to the Grievance Committee and the Association agrees to have such complaints investigated and inform the Company of its views.

#### ARTICLE 5

##### NO DISCRIMINATION OR INTIMIDATION

5.01 It is agreed that there will be no discrimination, coercion or intimidation by the Company or the Association against any employee because of his Union or non-Union affiliation or because of his activity or lack of activity in any labour organization.

5.02 The Association agrees that there will be no intimidation, interference, restraint, coercion or discriminatory action exercised or practiced upon any of the employees by any of its members or representatives either in obtaining new members or in persuading any of the employees to participate in its activities.

#### ARTICLE 6

##### ASSOCIATION REPRESENTATION

6.01 The Association shall establish a Grievance Committee for the purpose of submitting grievances of the employees to the Company representatives for their decision. The Company shall be kept informed of the personnel of such Committee. Should any difference arise between the Company and the employees as to the interpretations, applications, or non-application of the provisions of this Agreement, there shall be no suspension of work on account of such difference or trouble, but an earnest effort shall be made to settle such difference or trouble immediately by the procedure set out below.

6.02 The Association will also appoint a representative in each Department of the Mill who will report all grievances to the Grievance Committee as they arise, but such representatives will not have right to discuss grievances with the Management, this right being reserved exclusively to the Grievance Committee.

6.03 Employees shall not be eligible to serve as members of the Grievance Committee unless they are twenty-one (21) years of age or over, excepting female employees who shall be eighteen (18) years of age or over.

6.04 No employee other than the Grievance Committee shall leave his Department in which he is regularly employed, nor shall any employees except Grievance Committee have access to other departments without express permission of the Department head or person in charge of the said department.

#### ARTICLE 7

#### GRIEVANCE PROCEDURE

7.01 It is the mutual desire of the parties hereto that complaints of employees shall be adjusted as quickly as possible, and it is generally understood that an employee has no grievance until he has first given to his Foreman an opportunity of adjusting his complaint.

7.02 If an employee has a complaint that he has been unable to settle with his Foreman, the Matter may be taken up within two (2) full working days in the following manner and sequence:-

#### Step No. 1

By the aggrieved employee and the Department Foreman. The Employee may be accompanied by the member or members of the Grievance Committee. Failing a settlement within not more than two (2) full working days, then:

#### Step No. 2

Within three (3) full working days following the decision in Step No. 1 by the aggrieved employee and the Mill Manager. The employee may be accompanied by a member or members of the Grievance Committee. The decision of the Mill Manager shall be given in writing and failing a settlement within not more than three (3) full working days, then:

#### Step No. 3

Within three (3) full working days following the decision of Step No. 2, by the Grievance Committee and the General Manager and / or any other person designated by him who shall render his decision in writing within not more than five (5) full working days.

**GENERAL:** Any difference or grievance arising directly between the Company and the Association may be submitted in writing by either Party at Step No. 2.

7.02 When a group of employees have a complaint or grievance it shall first be taken up under Step No. 2.

7.03 Failing a settlement under the above procedure of any difference

concerning the interpretation or alleged violation of this Agreement, the matter in dispute may be taken to conciliation and arbitration as provided in article (8) and if not written request is received within ten (10) full working days after the decision in Step No. 3 is given, it shall be deemed to have been settled or abandoned.

7.04 At any stage of the Grievance Procedure, including conciliation and arbitration, the conferring parties may have the assistance of the employee or employees concerned and any necessary witnesses, and all arrangements will be made to permit the conferring parties to have access to the plant to view disputed operations and to confer with the necessary witnesses.

7.05 Any and all time limits fixed by this Article and Article 8 may at any time be extended by written agreement between the Company and the Association.

7.06 All decisions arrived at between the Company and the representatives of the Association shall be final and binding upon the Company, and the Association, the employee or employees covered.

7.07 SUSPENSION AND DISCHARGE CASES: New employees will be considered as probationary employees for the first sixty (60) days of their employment. The Association acknowledges that new employees may be dismissed for reasons less serious than would justify the dismissal of a permanent employee on the seniority list, and will not question the dismissal of any probationary employee.

7.08 A claim by a permanent employee that he has been unjustly discharged shall be treated as a grievance if a written statement of such grievance is lodged with the General Manager of the Company within five days after the employee ceases to work for the Company. Steps No. 1 and 2 will be omitted in any such case.

7.09 It is also understood that the Department Heads, notify whenever possible, the Committee when an employee fails to obey instructions given to him, so that the Committee can approach this employee and try to improve and warn him or her. In this way the Committee will be aware of what is taking place in case the employee has to be discharged of his or her duty.

7.10 Such special grievance may be settled under the Grievance Procedure by confirming the Management's action, by reinstating the employee with full compensation for time lost, or by any other arrangement which may be deemed just and equitable in the opinion of the conferring parties.

7.11 Letters of reference shall be given to the employees in good standing leaving the service of the Company who have been in the service of the Company for a period/over 60 days, stating the duration of employment,

type of work or occupation and reasons for leaving the employment of the Company.

7.12 Employees being discharged under normal conditions or employees desiring to leave the Company on their own account, must be given or give the statutory seven-days notice. This notice will be of one calendar week and shall not include the day on which the notice is given unless said notice is filed within two hours of the beginning of the operation.

#### ARTICLE 8

##### ARBITRATION

8.01 When either party requests that any matter be submitted to arbitration as herein before provided, procedure for the appointment of the Arbitration Board shall be as set out in the Quebec Trade Dispute Act (Revised Statute of Quebec 1941).

8.02 No person may be appointed as an arbitrator who has been involved in an attempt to negotiate or settle the grievance.

8.03 No matter may be submitted to arbitration which has not been properly carried through all previous Steps of the Grievance Procedure.

8.04 The Arbitration Board shall not be authorized to make any decision inconsistent with the provisions of the Agreement, nor to alter, modify or amend any part of this Agreement.

8.05 The proceedings of the Arbitration Board will be expedited by the parties hereto, and the decision of a majority of such Board will be final and binding upon the parties hereto.

#### ARTICLE 9

##### HOURS OF WORK

9.01 The regular work week for employees working on the three shift basis shall be as follows:-

First Shift: 8 a.m. to 4 p.m. Monday through Friday and that the Saturday shift start at 8 a.m. and finish at 1 p.m. total 45 hours per week.

Second Shift: 4 p.m. to 12 midnight 40 hours per week.

Third Shift: 12 midnight to 8 a.m. 40 hours per week.

The regular work week for employees working on the three shift basis will begin Monday at 8 a.m. and finish Saturday at 1 p.m.

9.02 The regular work week for male employees in the throwing department shall be 50 hours.

9.03 The regular work week for firemen shall be 65 hours; for the electrician and employees engaged in maintenance shall be 55 hours; for the janitor 61 hours.

9.04 The regular work week for all other employees not covered by the above shall be 45 hours per week.

9.05 Work performed in excess of the regular work week, as defined above shall be considered overtime and shall be paid at the rate of time and one half of the regular rate.

9.06 All employees on the Factory payroll shall be paid on Friday of each week. Should Friday be a legal Holiday they shall be paid on the Thursday of the same week; wages shall be paid for the week ending Saturday of the previous week.

Each pay envelope shall show:

1. Clock Number
2. Hours of Work
3. Piece work or hourly rate
4. Production
5. Amount
6. Allowance (if any)
7. Week Work (if any)
8. Indirect (if any)
9. Bonus (if any)
10. Gross earnings
11. Income tax deductions
12. Unemployment Insurance
13. Insurance
14. Savings (if any)
15. Deduction for bonds or other contributions
16. Net pay.

#### ARTICLE 10

##### SENIORITY-PROMOTIONS-AND-TRANSFERS

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

10.02 An employee will be considered on probation and will not be placed on the seniority list until after he has been in the service of the Company for 60 days when his seniority shall commence from the date of his last hiring.

10.03 The following seniority clauses are applicable on a department basis, and are separated into male and female seniority. Provided, however, that in the practical application of seniority, particularly as it refers to lay-offs and to rehiring thereafter, the Company will give preference to seniority plant wide, giving due consideration to ability to perform the job to be filled.

10.04 Provided that in the opinion of the Company there is equality, skill, competence and efficiency and subject to limitation of Clause 10.02 above, the last employee hired shall, in case of lay-off be the first laid off. Similarly, the last employee laid off shall be the first rehired.

10.05 In cases of promotions, ungrading, transfers and demotions, preference shall be given to the employee having the longest service, subject to the same conditions respecting skill, competence and efficiency as provided in Section 4.

10.06 Employees having one year or more service in the Throwing Department will be given the opportunity to make application for transfer to the knitting department, when a position is open. Provided that in the opinion of the foreman of the full-fashioned department he is qualified for the position, he will be given preference over new applicants.

10.07 Promotions to supervisory positions shall not be subject to the provisions of this Agreement.

10.08 All employees leaving the Richmond mill on their own accord will lose their seniority at Richmond after a period of thirty days, provided, however, that the employees may within the thirty days period request an additional thirty days extension.

10.09 In promotions, subject to the same conditions respecting skill, competence and efficiency, preference shall be given to the employees having the longest service.

10.10 In cases where promotions or transfers occur, notices thereof, containing the following information, shall be posted by the Company on the Departmental Notice Boards:-

1. Date of posting.
2. Details of the machine vacant, giving the number of the machine.
3. Date and time of closing all applications.

Applications for such promotions or transfers shall thereupon be made to the Company by any interested employee, in writing, in triplicate, on forms available at the Company's plant office upon request. When completed one triplicate shall be delivered to the Company, one shall be retained by the employee and one shall be forwarded to the Association. The Grievance Committee shall be forthwith advised of all applications so received by the Company and shall be at liberty to make such representations as it may choose with respect to the eligibility of the applicants. The decision as to the applicant finally selected shall be made by the Company. When the selection has been so made notice thereof shall be posted by the Company on the Departmental Notice Boards.

10.11 Should there be one or more employee not present at the Mill on account of sickness or any reasonable reason, the Company and the Association should see that he receives an application form in order to fill it.

10.12 An employee transferred to another machine shall be paid a guaranteed minimum average rate per hour equal to the average rate earned by the said employee immediately prior to the transfer.

10.13 The Company will not be obliged to follow the seniority rules when laying off employees for less than three (3) calendar days.

10.14 The seniority of employees serving in His Majesty's forces shall be respected in accordance with the Reinstatement in Civil Employment Act, 1942 (as amended), and the right of Labour Act, 1944.

10.15 Seniority lists showing each employees' status shall be posted by the Company in each department for a minimum of three (3) days within one (1) month after execution of this Agreement. These lists shall be brought up to date every three (3) months and shall be available for scrutiny in the office by any employee. A copy of seniority lists shall be furnished to the secretary of the Association.

#### ARTICLE 11

##### LAY-OFF-POLICY AND PROCEDURE

11.01 When production falls in any department or on any operation so that there is not reasonable sufficient work for all employees, the policy and procedure shall be as follows:-

11.02 The first step will be to reduce the number of hours of work per day, or days per week, or by rotating the employees whereby only a sufficient number is brought in each day or each week so that there will be sufficient for all who are on duty. If the volume falls to a point where the hours of work per employee amount to less than four normal days per week, reduction in the number of employees shall be made in order that the remaining employees may have at least four normal days of work in each work week. The most practical methods must be selected in each case and will be discussed with the Grievance Committee before application of the said methods.

11.03 After a list of employees to be laid off has been selected by the Foreman and Grievance Committee, the list will be submitted to the General Manager and to the Association jointly, but the final responsibility will rest with the Company. Two day's notice, in advance, shall be given and the list shall be posted on the Company's Boards.

11.04 When recalling employees to work after a layoff, they shall be recalled in the inverse order to that in which they have been laid off.

11.05 REPORTING ALLOWANCE If an employee reports for work at the regularly scheduled time for his shift, he shall be entitled to a minimum of four (4) hours' pay at not less than his payroll rate, unless previously notified by the Company to the contrary, either orally, or by notice on the bulletin board, or by message left at the employee's residence; provided that if requested by the Company the employee shall perform a minimum of four (4) hours of such available work as the Company may assign; and further provided, that this section shall not apply in cases of any labour dispute, fire, or flood.

ARTICLE 12

VACATIONS AND STATUTORY HOLIDAYS

12.01 The following holidays will be granted to all employees:

1. Epiphany (Jan. 6)
2. Ascension Day
3. Reminiscence (Nov.11)
4. Dominion Day
5. All Saints Day (Nov. 1)
6. Immaculate Conception
7. New Year's Day
8. Good Friday
9. Labour Day
10. Christmas Day.

In the event, that, for special reason, it will be necessary to conduct operations on the aforesaid holiday, or any of them, or on Sundays, all work done on any such days shall be paid at the rate of time and a half.

12.02 Vacation pay shall be computed on the basis of the employee's total annual earnings for the twelve months period ending with and including the last pay period in June.

Employees having one year's service or less.....	2%
Employees having two year's service.....	2½%
Employees having three years' service.....	3%
Employees having four years' service.....	3½%
Employees having five years' service.....	4%
Employees having ten years' service.....	5%
Employees having fifteen years' service.....	6%

12.03 The Company agrees to close the plant for a period of two weeks, these two weeks being the last week in July and the first week in August for vacation purposes.

ARTICLE 13

LOSS OF SENIORITY AND LEAVE OF ABSENCE

13.01 An employee shall lose all seniority if he:

(a) Voluntarily quits the service of the Company.

(b) is justifiably discharged

(c) fails to return to work within eight (8) days after he has been notified by the Company by registered post, or fails to advise the Company within eight (8) days receipt of notice to return to work, of his intention so to return. If an employee informs the Company of his intention to return to work, but is unable to report on the date and at the time specified due to reasons beyond his control, his name may be left on the seniority list at the discretion of the Company.

(d) has been laid off for more then twelve (12) consecutive months.

13.02 It shall be the duty of employees to notify the Company promptly of any change of their address. If an employee should fail to do this the Company will not be responsible for failure of a notice to reach such employee.

13.03 An employee shall not lose any seniority because of absence due to sickness, accident or other unavoidable reason, unless such absence exceeds three (3) months. If an employee finds that he is unable to report for work because of sickness or other legitimate reason, he will notify the Office if possible, before the start of his shift, or as soon thereafter as possible.

13.04 The Company may grant leave of absence to any employee for legitimate personal reasons, such as bereavement in the family or illness attested to by a physician's certificate; any person who is absent with written permission shall not be considered to be laid off, and his seniority shall continue to accumulate during his absence.

13.05 The Company will grant leave of absence to delegated Association members not exceeding four (4) in number to attend Association conventions and conferences provided that in the opinion of the Company they can be spared and that the Company is notified.

13.06 Any leave of absence will be in writing and no such leave will affect any employee's seniority rights when used for the purpose granted. If an employee works elsewhere while on leave of absence, he will lose all seniority, unless he has written permission from the Company to do such work.

ARTICLE 14

WAGES

14.01 The Company agrees to pay and the Association agrees to accept during the life of this Agreement, -the scale of wages presently paid. The Company and the Association will mutually agree on a job classification covered by this Agreement and shall set forth rates of pay for each position and this classification shall be added as an appendix to this Agreement.

14.02 The Company agrees to pay a guaranteed rate of 100% of an employee's average hourly earnings in the case of unintentional loss of production resulting from a machine breakdown beyond the control of the employee. To facilitate determination of the time lost through shut-down, - the fixer shall keep a card end on this card record the time when the machine trouble occurred and when regular production was resumed again on the machine.

14.03 When it is necessary to establish a new rate per hour or a new piecework rate or to modify any rate covered by this Agreement, the new rate proposed by the Company shall come into effect immediately. The proposed rate shall be submitted without delay to the secretary of the Association. Any such rate shall be subject to review under the Grievance Procedure, provided that notice is given in writing to the Mill Manager within a period of thirty (30) days from the date the new rate comes into effect.

Should the rate not be accepted and therefore become a matter of negotiation under the Grievance Procedure, during the period of such negotiations, including arbitration, the employee will work on the new rate, but any change in the rate agreed upon will be made retroactive to the date on which the rate was first established by the Company.

14.04 In the case of a change in Style, or in the case of a change in operation of a machine, -- the employee will receive the rate for the New Style, or his average rate, whichever is higher, for a period not exceeding three weeks.

14.05 When an employee is requested to make samples of new styles or to operate his machine on styles on which the rate has not been established, - he shall receive his average hourly earnings until the rate is established as provided for in paragraph 14.03.

ARTICLE 15

NIGHT SHIFT DIFFERENTIAL

15.01 The Company agrees to pay a five cent premium to night shift workers in the Throwing Department and in the boiler room only, and when the workers are permanently employed on the regular night shift.

15.02 The Company agrees to pay an off-shift differential of 4¢ per hour for the first shift from 4 p.m. to 12 midnight and 6¢ per hour for the second shift from 12 midnight to 8 a.m.

ARTICLE 16

16.01 It is clearly understood that Stewards and other Union officers will not absent themselves from their regular duties unreasonably in order to deal with grievances of employees, or with other Union business; and that in accordance with this understanding the Company will compensate such employees for time spent in negotiating with the Company in handling grievances of employees, and attending meetings of the Grievance Committee, at their regular rate of pay, and that this does not apply to time spent on matters outside or regular working hours.

ARTICLE 17

OUTSIDE WORKERS

17.01 The Company agrees that Process work will not be sent outside workers when there is not sufficient work available to give full time employment to all employees regularly employed on this work inside the Mill.

The Company agrees that when it needs to send work outside the Mill to keep the best work for the employees inside the Mill.

17.02 The Company agrees to pay when employees are obliged to work on Hamilton plant's process work the same piece work or time-work rates paid for such operations at the Hamilton plant.

ARTICLE 18

SAFETY, SANITATION AND HEALTH

18.01 The Company shall make reasonable provisions for the safety, sanitation and health of its employees.

The Association agrees that it will co-operate fully with the Company in maintenance of these services.

ARTICLE 19

NOTICES

19.01 The Association shall have the right to post notices on the Company notice boards, provided that such notices are signed by authorized officers of the Association, and have the approval of the Company.

ARTICLE 20

RELIEF WORK AND RESERVATION OF RATES

20.01 Employees temporarily assigned for one day or more cumulative in any one week to higher rated positions, shall receive the higher rate while occupying such position. Employees temporarily assigned to lower rated positions shall not have their regular rates reduced.

20.02 All temporary assignments contemplate the fulfillment of the duties and responsibilities of the position during the time occupied. Assisting a higher rated employee due to a temporary increase in the volume or work does not constitute a temporary assignment.

20.03 The rates of pay for additional positions or new lines established shall be in conformity with the rates of pay for positions of a similar kind or class.

ARTICLE 21

FREEDOM OF EMPLOYEE ACTION

21.01 Members of the Association shall be free to discharge their duties without fear that their relations with the Company may be affected in any way. Any other employees serving on a committee shall be free likewise to act without fear that his relations with the Company may be affected in any way.

ARTICLE 22

MEETING

22.01 There shall be a meeting of the Company's representatives and the Association Committee at the Company's office at least one time during each month.

ARTICLE 23

DURATION AND MODIFICATION OF AGREEMENT

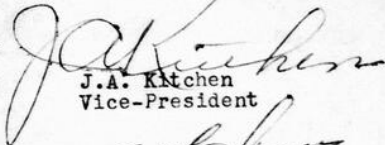
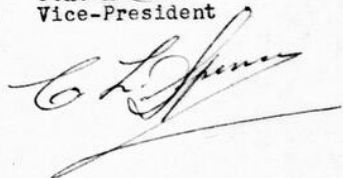
23.01 This agreement shall continue in effect for one (1) year from the date hereof and shall continue automatically thereafter for annual periods of one (1) year each, unless either party notified the other in writing not less than sixty (60) days and not more than ninety (90) days prior to the annual expiration date that it is desired to amend or terminate the Agreement.

23.02 Negotiations shall begin within fifteen (15) days following notification for amendment as provided in the preceding paragraph.



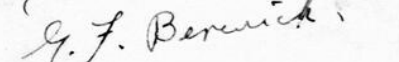
23.03 If, pursuant to such negotiations, an agreement is not reached on the renewal or amendment of this Agreement prior to the current expiration date, it shall expire unless it is extended for a specific period by mutual agreement of the parties.

SIGNED at Richmond, County of  
Richmond, Province of Quebec,  
on the Third day of March,  
Nineteen Hundred and Forty-Nine.

NATIONAL HOSIERY MILLS, Limited,  
Richmond, Quebec.

  
J.A. Kitchen  
Vice-President  


BY: THE NATIONAL HOSIERY  
EMPLOYEES' ASSOCIATION OF  
RICHMOND, INCORPORATED.

  
Honoré Vallée  
  
Maurice Corriveau  
  
G.F. Bernick

CATEGORY - 1 - THROWING

GROUP A

The following minimum rates will be paid for all operations.

	<u>MEN</u>	<u>WOMEN PIECE WORK OPERATIONS</u>	<u>WOMEN TIME WORK OPERATIONS</u>	
Starting rates for 1 month	.450	.400	.400	per hour.
1 month to 2 months	.480	.420	.420	" "
2 months to 4 months	.510	.4430	.441	" "
4 months to 6 months	.540	.4680	.4680	" "
6 months to 8 months	.570	.49	.49	" "
8 months to 12 months	.60	-	.59	" "
Over 12 months	.65	-	.57	" "

GROUP B

RE-DRAWING AND SKEIN WINDING

30 denier twisted	.073
30 denier CIL	.062
40 denier CIL	.049
40 denier twisted	.062

GROUP C

CONING

30 denier nylon	.166
40 denier nylon	.146

Employees working in Groups B-C not making piece-work rates will be paid at rates posted in Group A.

CATEGORY - 2 - KNITTING  
MALE HELPERS AND LEARNERS

<u>GROUP A</u>		<u>RATE</u>	
Starting rate for 1 month		\$0.45	per hour
1 month to	2 months	.47	" "
2 months to	4 months	.49	" "
4 months to	6 months	.51	" "
6 months to	8 months	.53	" "
8 months to	12 months	.55	" "
Over 12 months		.60	" "

<u>GROUP B</u>				
<u>STYLES</u>	<u>GAUGES</u>	<u>SECTIONS</u>	<u>SINGLE CARRIER</u>	<u>THREE CARRIERS</u>
809	45	24 R.H.	\$ 1.343	\$ 1.413
601	45 W.T.	28 R.H.	1.04	1.11
1620	48	24 R.H.	1.546	1.616
218	51	26 R.H.	1.526	1.596
1805	51 S.S.	30 R.H.	1.107	-
202	51 S.S.S.W.	30 R.H.	1.002	1.072
223	51 S.S.S.W.	30 R.H.	.986	1.056
1620	48	24 R.H.	1.019 Double Job	1.066
		First Helper	.529 Double Job	0.552

Knitter on double job shall receive \$5.00 more per week until the Company has two experienced knitters on the machine,

*OK*

CATEGORY - 2 - KNITTING

APPENDIX B

Round Heel, one (1) picot stocking, size 10 "High Speed" knitted on a 24 sections, style 800, 45 gauges, if it has 1700 courses or less..... \$1.1795 per doz.

45 W.T.

Round Heel, one (1) picot stocking, size 10 "High Speed" knitted on a 24 sections, style 601, 45 gauges, if it has 1700 courses or less..... \$1.1620 per doz.

Round Heel, one (1) picot stocking, size 10 "High Speed" knitted on a 24 sections, style 1620, 48 gauges, if it has 1800 courses or less..... \$1.3538 per doz.

Round Heel, one (1) picot stocking, size 10 "High Speed" knitted on a 24 sections, 51 gauges, style 210, if it has 1700 courses or less..... \$1.4125 per doz.

Each 5 additional courses..... 0.0025 more per doz.

Each Stripe..... 0.0050 more per doz.

OLD MACHINE SECTIONS DEDUCTIONS

When stocking is knitted on a 26 sections..... 0.0665 less per doz.

When stocking is knitted on a 28 sections..... 0.1330 less per doz.

NEW READING MACHINES

Round Heel, one (1) picot stocking, size 10 "High Speed" knitted on a 30 sections, 51 gauges, style 1800, if it has 1800 courses or less..... 0.9395 per doz.

Style 202, if it has 1800 course or less..... 0.9120 per doz.

Style 220, if it has 1800 courses or less..... 0.9460 per doz.

Each 5 additional courses ..... 0.0025 more per doz.

Each stripe..... 0.005 more per doz.

OLD AND NEW MACHINES EXTRAS

PICOT

Each picot in excess of standard with not more than 3 dips..... 0.005 more per doz.

*Jack*

One picot, one (1) inch or less from welt closing, with not more than 3 dips	\$0.01 more per doz.
One picot done after closing of the welt, with not more than 3 dips.....	\$0.01 more per doz.
For the other picots following the first, after the closing of the welt....	\$0.005 more per doz.
For all picots of more than 3 dips, each additional dip.....	\$0.0010 more per doz.

OLD AND NEW MACHINES EXTRAS

PLAITING

For each 4 courses under the normal speed of the machine in splicing sole and toe operations.....	\$0.0025 more per doz.
Stocking plaited in the splicing and the sole.....	\$0.04 more per doz.
Stocking plaited in the toe.....	\$0.01 more per doz.
Stocking plaited in the splining the sole and the toe.....	\$0.05 more per doz.

OLD AND NEW MACHINES DEDUCTIONS

Automatic set starter.....	\$0.045 less per doz.
Automatic set starter and half welt turner.....	0.0950 less per doz.
Automatic welt turner.....	0.10 less per doz.
Automatic set starter and welt turner.....	0.1450 less per doz.

This plan shall be used to determine the piece work rate on knitting Department. If, during the present Agreement, the Company introduces new styles or modifications to existing styles or other particularities etc., not being mentioned in Annex "B" of the present Agreement and which occasion more work to knitters, the matter shall be subject to review between the Company and the Grievance Committee.

<u>GAUGE</u>	<u>SECTION</u>	<u>COURSE</u>	<u>STYLE</u>	<u>PIECE WORK RATE</u>
45	24	1974	800	<u>1.3430</u>

1974 Style Courses

1700 Standard Courses (Base Rate .....	1.1795
274 Courses more than the standard .....	.1375
1 picot more than standard .....	.0100
6 dips more than standard .....	.0060
16 courses less in speed in the foot .....	.0100
Piece work rate	<u>\$1.3430</u>

<u>45 W.T.</u>	28	1959	601	<u>1.040</u>
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1959 style courses

1700 standard courses (Base Rate .....	1.1620
259 courses more than the standard .....	.1300
1 picot more than standard .....	.0100
6 dips more than standard .....	.0060
16 courses less in speed in the foot .....	.0100
total	<u>1.3180</u>

DEDUCTIONS

4 sections more than standard .....	<u>.1330</u>
	1.1850
set starter and welt turner .....	<u>.1450</u>
Piece work rate ..	<u>1.0400</u>

<u>GAUGE</u>	<u>SECTION</u>	<u>COURSE</u>	<u>STYLE</u>	<u>PIECE WORK RATE</u>
48	24	1998	1620	<u>1.546</u>

1998 Style courses

1700 standard courses (base rate).....	1.3538
298 courses more than the standard .....	.1500
6 picots more than the standard .....	.0350
14 courses less in the speed in the foot.....	<u>.0075</u>
Total	<u>1.5463</u>

<u>GAUGE</u>	<u>SECTION</u>	<u>COURSE</u>	<u>STYLE</u>	<u>PIECE WORK RATE</u>
51	26	2019	210	<u>1.5260</u>

2019 style courses

1700 standard courses (base rate).....	1.4125
320 courses more than the standard .....	.1600
2 picots more than the standard .....	.0150
8 courses less in speed in the foot .....	<u>.0060</u>
total	<u>1.5925</u>

DEDUCTIONS

2 sections more than the standard	<u>.0665</u>
Piece work rate .....	<u>1.5260</u>

<u>GAUGE</u>	<u>SECTION</u>	<u>COURSES</u>	<u>STYLE</u>	<u>PIECE WORK RATES</u>
51	30	2178	1800	<u>1.1070</u>

2178 style courses  
 1800 standard courses (base rate).....\$ .9395  
 378 courses more than the standard ..... .1900  
 2 picots more than the standard ..... .0150  
 12 courses less in the speed in the foot ..... .0075  
1.1520

DEDUCTIONS

Automatic set starter less ..... .0450  
 Piece work rate ..... 1.1070

51	30	2024	202	<u>1.002</u>
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2024 style courses  
 1800 standard courses (base rate) ..... .9120  
 224 courses more than the standard ..... .1125  
 2 picots more than the standard ..... .0150  
 12 courses less in the speed in the foot ..... .0075  
\$1.0470

DEDUCTIONS

Automatic set starter ..... .0450  
 Piece work rate ..... 1.0020

51	30	2024	220	<u>.986</u>
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2024 style courses  
 1800 standard courses (base rate) ..... .9460  
 224 courses more than the standard ..... .1125  
 2 picots more than the standard ..... .0150  
 12 courses less in speed in the foot..... .0075  
1.0810

DEDUCTIONS

Set starter and half welt turner ..... .0950  
 Piece work rate ..... .9860

Size 11 on all styles .02 more per doz.

Starting rate for experinced knitters \$0.95 per hour.

Experienced knitters assisting on rebuilding and for a period of 6 weeks after machine is in operation.95¢ per hr.

Leggers and Complete Machine operators will not be charged with defective stockings found in good work when the percentage of menders found is less than 1% knitters will be charged for all defective stockings found over 1% which have not been credited by the foreman. One hour time-work will be paid to the operator when his machine is shut down for cleaning with compressed air.

CATEGORY - 3 - GREIGE PROCESS

<u>GROUP A</u>	<u>PIECE WORK RATE</u>	<u>TIME WORK RATE</u>	<u>SPOT-CHECKER MACHINE MENDER</u>
Starting rate for 1 month	\$0.40	\$0.40	\$0.40 per hour.
1 month to 2 months	0.42	0.42	0.44 " "
2 months to 4 months	0.443	0.441	0.46 " "
4 months to 6 months	0.468	0.468	0.52 " "
6 months to 8 months	0.49	0.49	0.57 " "
8 Months to 12 months	-	0.52	0.63 " "
over 12 months	-	0.57	0.70 " "

GROUP BLOOPINGRATE

45-48 gauges

\$0.085 per doz.

51 gauge 30 denier

0.090 " "

51 gauge 15 denier

0.100 " "

GROUP CSEAMING

30 denier

0.177 " "

15 denier

0.210 " "

GROUP DINSPECTING AND MENDING

Inspecting

{ 0.085 .75 guaranteed per hour.

Inspecting style 1800

{ 0.106

Mending Style 1800

0.385

Mending

0.318

Mending bad mends

0.056 each mend.

Mending bad mends 1800

0.061 " "

INCENTIVE PLAN FOR LOOPERS AND SEAMERSPRODUCTION PER HOURRound Heel LooperSeamer

2 doz.

 $\frac{1}{2}$  doz.

.42 per hour

3 doz.

1 doz.

.443 " "

4 doz.

 $1\frac{1}{2}$  doz.

.466 " "

5 doz.

2 doz.

.49 " "

In order to qualify for the higher rate the employees must retain higher rate of production.

JAK

GREIGE PROCESS TRAINING

When an experienced operator is requested to teach a beginner, she will be paid her average rate during the time required for the beginner to learn the operation and she will receive a bonus of \$5.00 for each beginner.

ELECTRICIAN

CATEGORY - 4 - MISCELLANEOUS

The rate for an experienced, qualified Electrician who is held responsible for maintenance of all electrical equipment will be \$1.15 per hour.

For all calls outside regular hours he will receive a minimum of 1 hour's pay.

FIREMEN

The rate for qualified firemen holding necessary licences will be:

Firemen in charge \$0.80 per hour

Second Fireman 0.75 " "

A differential of .05 per hour will be paid to men working on night shift.

CARPENTER

The rate for the carpenter will be \$0.900 per hour.

JANITOR

Starting for 6 months .60 per hour

After 6 months .65 per hour

SPECIAL RATES

V. Durocher .90 per hour.

R. Viger .90 per hour.

L. Lussier .75 per hour.

A. Roux .65 per hour.

*jak*

It is agreed that for the year 1949,- employees will be paid a Bonus equivalent to 3% of their earnings computed from last pay period November 1948 to last pay period November 1949.

Roméo Vallée  
Marie Cariveau  
G.F. Bernick.

A. Kitchen  
C. J. [Signature]