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It is hereby agreed by and between the James MacLaren Company Limited, and the International Brotherhood of Paper Makers, the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and the International Brotherhood of Electrical Workers that the Labour Agreement as amended May 1st, 1953, is renewed until the 30th day of April 1956, subject to the following:

1. A general increase of 5% to be applied on all rates throughout the mill, with the exception of Boss Machine Tenders. In applying this general 5% increase, rates resulting in fractions up to one-half cent shall revert to the lower full cent and rates resulting in fractions from one-half cent upward shall advance to the next full cent. Rate for Boss Machine Tenders shall be adjusted to provide for an increase to 18¢ per hour per machine supervised, over Machine Tender's rate.

2. Reference to shift differentials as contained in the wage clauses of the agreement shall be amended to indicate that shift differentials are increased from 3¢ to 4¢ per hour on the 4 - 12 shift and from 5¢ to 6¢ per hour on the 12 - 8 shift.

3. The appropriate clauses entitled Overtime Shift Workers shall be amended to provide as follows:

I. Tour Workers shall be paid at the rate of time and one-half for all work performed beyond their regular daily hours of work with the following exceptions:

(a) When required to work more than eight hours in a 24 - hour period, due to change of shifts required by the normal scheduling of mill operations.

(b) Overtime worked by special arrangement between a tour worker and his mate to exchange shifts with the approval of his supervisor and when this can be accomplished without additional cost or penalty to the Company.

(c) When required to replace an employee for tardiness up to two hours.

2. The Unions and the Company agree that it is the duty of a shift worker to report for his regular shift unless he has already arranged with his supervisor for Leave of Absence. If unavoidably prevented from reporting, he must give notice to his foreman four hours before his normal tour of duty would begin. The Company and the Union agree to co - operate actively to forestall abuses of the provisions of the overtime for shift workers clause.

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Employees who fail to report for work as scheduled without bonafide reason in the opinion of Management will be disciplined as follows:

1. First Offence - Written warning
2. Second Offence - 3 days layoff without pay
3. Third Offence - Subject to discharge

It is understood that should an employee have a clear record for a full 12 months between Steps 1 and 2 or Steps 2 and 3, or after step 3, his record shall be considered clear.

4. TO AMEND SECTION 9A "SICK LEAVE" TO READ AS FOLLOWS:

"An hourly paid employee with at least six months' continuous service who furnishes proper evidence from a physician that he has been wholly incapacitated and prevented from performing the duties of his occupation by sickness or non-occupational accident for a period of at least ten (10) consecutive working days, will receive, less applicable income tax deduction one normal week's earnings of sick leave pay in the contract year, calculated on the same basis as vacation pay."

5. While not a part of this Agreement, the Company will continue studies to reduce excessive heat and noise in the paper machine room, and to improve any other unsatisfactory conditions that may exist throughout the mill.

6. Seasonal employees who have less than five (5) years' continuous temporary employment and who have worked at least eight hundred and thirty-four (834) hours in the calendar year of 1955 will be given vacation pay amounting to one-half (1/2) day for each twenty - five (25) days of actual work.

7. All requests for local adjustments shall in future be presented not less than thirty days prior to expiration of the contract year.

8. The Company agrees that these requests are based on six-day operation and a one-year agreement, but it is understood that seven-day operation brought about by emergency conditions will be dealt with as in the past.

9. To change stopping time of machines as covered by Rule II from three minutes to seven minutes.

10. To delete clause (d) paragraph no. 5 of the memorandum of Agreement following our conference November 18, 19 and 20th, 1953, and substitute the following:

"In case of emergency or by mutual consent an employee's scheduled day or days off may be changed by the employer's supervisor on not less than twenty-four (24) hours' notice with the assignment of some other day or days off during the same week."

II. To alter the wording to section 9 "Vacation with Pay" so that it is clearly understood that no employee is entitled to any more than three weeks vacation in a contract year.

I2. To automotically promote a new employee in the Electrical Staff from the catagoty of "Laborer" to that of "Electrician's Helper" after six months of fervice if he proves competent. Should he not prove competent after six months he would be subject to immediate discharge.

Dated at Buckingham P. Q., this Fifth Day of August, 1955.

THE JAMES MACLAREN COMPANY? LIMITED

President

Manager

THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS

Vice-President

BUCKINGHAM LOCAL NO. 260 - THE INTERNATIONAL
BROTHERHOOD OF PAPER MAKERS

President

Vice-President

BUCKINGHAM LOCAL NO. 212 - THE INTERNATIONAL
BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS

President

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS

International Representative

BUCKINGHAM LOCAL NO. B-1388 - THE INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS

Vice-President

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EAS:JC
August 3rd, 1955.

The James MacLaren Company Limited

Schedule of Wage Rates

Effective May 1st, 1955.

MASSON MILL

Beaters & Mixers

Colormixer - \$2.14
Colormixer - 2nd class - \$1.91
Beaterman - \$1.53

Boiler House

Chief Boiler Operator - \$2.03
Boiler Operator - \$1.72
First Helper - \$1.62
Second Helper - \$1.56
Laborer - \$1.53

Electricians

Head Electrician - \$2.26 (Effective June 19/55)
Electrician - 1st class - \$2.11
Drive Operator - \$2.03
Maintenance Electrician - \$2.02
Substation Operator - \$1.81 (Effective June 19/55 rate \$1.92)
Electrician's helper - \$1.71
Motor oiler - \$1.73
Laborer - \$1.53

Finishing Room

Head Finisher - \$1.90
All Round Man - \$1.72
Coreman - \$1.67
Electric Truck Operator - \$1.67
Weigher - \$1.66
Car blocker - \$1.61
Car checker & Loader - \$1.63
Finisher - \$1.61
General Helper \$1.55
Laborer - \$1.53

Grinder Room

Millwright - 2nd class - \$1.97
Grinderman special - \$1.76
Grinderman - \$1.65
Magazine Loader - \$1.54
Laborer - \$1.53

Head Electrician - A New classification in the Electrical Crew
at a rate of \$2.26 per hour - effective only on June 19th, 1955.

The James MacLaren Company Limited

Schedule of Wage Rates

Effective May 1st, 1955.

- Page two -

Machine Shop

Assistant Foreman - \$2.36
Auto Mechanic - \$2.11
Auto Mechanic - 3rd class - \$1.86
Blacksmith - \$2.11
Blacksmith - 3rd class - \$1.86
Blacksmith helper - \$1.62
Carpenter - 1st class - \$2.11
Carpenter - 2nd class - \$1.97
Carpenter - 3rd class - \$1.86
Carpenter Helper - \$1.62
Machinist - 1st class - \$2.11
Machinist - 2nd class - \$1.97
Machinist - 3rd class - \$1.86
Machine shop helper - \$1.62
Millwright Head - \$2.26
Millwright - 1st class - \$2.11
Millwright - 2nd class - \$1.97
Millwright - 3rd class - \$1.86
Millwright Helper - \$1.62
Oiler Head - \$2.03
Painter - 1st class - \$2.11
Painter - 2nd class - \$1.95
Painter - 3rd class - \$1.65
Painter Helper - \$1.56
Pipefitter - \$2.26
Pipefitter - 1st class - \$2.11
Pipefitter - 2nd class - \$1.97
Pipefitter - 3rd class - \$1.86
Pipefitter Helper - \$1.62
Roll Grinder - \$2.11
Tinsmith - 1st class - \$2.11
Tinsmith - 2nd class - \$1.97
Tinsmith Helper - \$1.62
Truck Operator - \$1.65
Welder Head - \$2.26
Welder - 1st class - \$2.11
Welder - 2nd class - \$1.97
Laborer - \$1.53

Paper Machine Room - Miscellaneous

Clothing Man 1350' - \$2.50
Millwright - 1st class - \$2.11
Millwright - 2nd class - \$1.97
Pipefitter - 2nd class - \$1.97
Oiler - \$1.72 (Effective June 19/55 rate \$1.76)
Floorman - \$1.62

The James MacLaren Company Limited

Schedule of Wage Rates

Effective May 1st, 1955.

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Paper Makers - I350'

Tour Boss - \$3.65
Machine Tender - \$3.29
Back Tender - \$3.02
Third Hand - \$2.50
Fourth Hand - \$2.00
Fifth Hand - \$1.86
Sixth Hand - \$1.64

Screen Room

Stock Runner - \$1.74
Screenman Helper - \$1.56
Lapping - \$1.56
Pressing - \$1.53

Stores

Store Issue Clerk - \$1.62

Sulphite

Head Pipefitter - \$2.26
Millwright 1st class & Pipefitter 1st class - \$2.11
Cook - \$2.17
Acid Maker - \$2.03
Cooks Helper - \$1.74
Blowpit Man - \$1.61
Laborer - \$1.53

Technical Section

Tester Helper - \$1.61 (Effective June 19/55 rate \$1.65)

Wood Room

Assistant Foreman - \$1.97
Millwright - \$2.01
Millwright -3rd class - \$1.86
Knife grinder - \$1.91
Coal Hoist Operator - \$1.65
Crane Operator - \$1.92
Rake Hoist Operator - \$1.65
Tractor Operator - \$1.82
Truck Driver - \$1.65
Chipper man - \$1.54
Laborer - \$1.53

NOTE: A premium of 5¢ per hour will be paid to employees engaged in the handling of dry sulphur by hand from railway cars.

SHIFT DIFFERENTIAL - 4 - 12 - 4¢: 12-8 - 6¢.

The James MacLaren Company Limited

Schedule of Wage Rates

Effective May 1st, 1955.

- Page four -

B U C K I N G H A M M I L L

Pulp Mill

Stone Sharpener - \$1.76
Millwright - 2nd class - \$1.97
Oiler Millwright - \$1.86
Grinderman - \$1.61
Testers - \$1.61

Outside

Foreman - \$1.97
Electrician - \$2.11
Maintenance Electrician - \$2.02
Millwright - 1st class - \$2.11
Millwright - 3rd class - \$1.86
Scaler - \$1.86
Assistant Scaler - \$1.64
Truck Driver - \$1.65
Sawyer - \$1.56
Crane Operator - \$1.92
Laborer - \$1.53

SHIFT DIFFERENTIAL - 4- 12 - 4¢: 12 - 8 - 6¢.

EAS:JC
August 3rd, 1955.

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It is hereby agreed by and between The James MacLaren Company Limited, and the International Brotherhood of Paper Makers, the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and the International Brotherhood of Electrical Workers that the Labour Agreement as amended May 1st, 1950; is renewed until the 30th day of April 1952, subject to the following:-

1. To meet representatives of the Unions for the purposes of examining all the implications of the 40 hours week with 48 hours take home pay.
2. To increase all rates, including those covered by the Paper Makers' Wage Schedule, by twelve and one-half percent (12½%) in the calculation of which any fraction of a cent of one half or over will go to the full cent, and less than one half will be dropped. The rates covered by the Paper Makers' Wage Schedule will be arrived at by using a base rate of \$1.11 per hour, after which the 12½% increase will be applied.
3. To amend the vacation with pay plan, insofar as the qualification provision for three weeks' vacation is concerned, to the following:-

"Over fourteen years of continuous service, but less than fifteen years" as at May 1st of that year;- Twelve days, plus six days on attainment of fifteen years of continuous service.

Fifteen years of continuous service as at May 1st of that year- eighteen days.

Employees who wish to take three weeks consecutively will be entitled to do so only between September 16th and the following May 15th.

4. To pay all Vacation Credits on severance of employment, regardless of the circumstances of such severance, to all permanent employees of more than one year's service.
5. To amend paragraph 3 of Rule 4, General Mill Rules to read as follows:

"Every hourly rated employee shall be entitled to eight (8) hours pay for each of the four specified Mill Holidays shown above, subject to the conditions set forth below:-

To be eligible for pay for a Mill Holiday, an employee:-

- (a) Must have been on the payroll at least thirty (30) calendar days prior to such holiday, and ~~(two-2)~~
- (b) Must have been present full time on the/scheduled work day immediately preceding and the ~~two-(2)~~ scheduled work day immediately following such holiday unless absent with justifiable cause.

An employee will be considered absent with justifiable cause if he is:-

- (a) Away on vacation.
- (b) So sick that he is unable to report for work and is able to prove such sickness.
- (c) Unable to work because of the sickness of some member of his family,
- (d) Informed by his supervisor that his services are not required
- (e) Absent because of direct action initiated by the Management, or,
- (f) Absent on leave initiated by himself and approved by Management.

An employee will be considered absent without justifiable cause if he:-

- (a) Is absent on unapproved leave initiated by himself.
- (b) Fails to report because he does not care to work, or
- (c) Is absent for other personal reasons of his own.

6. To make arrangements when possible so that shift workers over fifty years of age will not be required to work long shifts.

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Dated at Buckingham, P.Q. this eleventh day of June, 1951.

THE JAMES MACLAREN COMPANY LIMITED

A. MacLaren
President

THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS

H.W. Cressy
Manager

THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS

J.A. Daoust
Vice-President
Par: J.S. Lambert

BUCKINGHAM LOCAL NO. 260, ~~THE~~ INTERNATIONAL
BROTHERHOOD OF PAPER MAKERS

Gérald Lemnur
President

THE INTERNATIONAL BROTHERHOOD OF PULP
SULPHITE AND PAPER MILL WORKERS

John. P. Burke, per
President

L.P. Lacroix,
Vice-President

BUCKINGHAM LOCAL NO. 212- ~~THE~~ INTERNATIONAL
BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS

E. Kimbrae
President

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

H.C. Tracy. Per Albert Bertrand

International Representative

BUCKINGHAM LOCAL NO. B- 1388- THE INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS.

Albert Bertrand
Vice-President

It is hereby agreed by and between The James MacLaren Company Limited, and the International Brotherhood of Paper Makers, The International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and The International Brotherhood of Electrical Workers that the Labour Agreement as amended May 1st, 1949, is renewed until the 30th day of April, 1951, subject to the following:-

1. To increase all rates other than those covered by the Paper makers' Wage Schedule, by five per cent (5%), in the calculation of which any fraction of a cent of one half or over will go to the full cent, and less than one half will be dropped. The Paper Makers' Wage Schedule will be on a base rate of \$1.03.
2. To complete the restoration of the differentials that existed in 1946, on all jobs except those covered by the Paper Makers' Wage schedule, the Mechanical Trades, and Grindermen, the restoration to be made AFTER the application of the 5% general increase agreed to in Item No. 1.
3. To increase rates in all mechanical trades by 3¢ per hour and increase rates for all helpers in these trades by 1¢ per hour, AFTER the application of the 5% general increase agreed to in Item 1.
4. To pay a shift differential of 2¢ per hour on the 4 - 12 shift, and 3¢ per hour on the 12-8 shift to those qualifying. This differential will NOT be paid between 12 Midnight Saturday and 12 midnight Sunday, or at any time when an overtime premium is being paid, nor shall it enter into the calculation of holiday pay or vacation pay.
5. To extend the vacation with pay plan to provide three weeks' vacation with pay for employees who have completed 15 years of continuous service on May 1st of any year, subject to the following conditions:-
 - (a) The effective date will be May 1st, 1950:
 - (b) Employees who wish to take three weeks consecutively will be entitled to do so only between September 16th and the following May 15th.
6. To correct the condition of excessive noise in the paper machine room as far as possible when and as proven remedies become available.
7. To minimize Sunday as far as possible.
8. To alter Section 1 - General Purpose of Agreement - to read as follows:-

"The purpose of this agreement is:-

- (1) To promote the mutual interests of the employer and employees, to provide for the operation of the plant by methods which will further to the fullest extent possible the safety and welfare of the employees, the economy of operations, ~~maximum~~ ~~the~~ ~~maximum~~ quality and quantity of output, cleanliness of the plant and protection of property.
- (2) To provide a written document setting forth the rules mutually agreed upon which are conditions of employment under which the unions and the members thereof shall be employed and by which the Company officials shall be guided in their relations with the Unions and the Union members.
- (3) To emphasize the responsibilities and mutual interest of individual company representatives and individual union members in a just and humane relationship between Management and employee to the end that each individual may be happy and contented in his work and in his personal life.

8. (Continued)

- (4) To set up the machinery providing the means of contact between Management and employees for the purpose of promoting harmonious relations between the two, settling any differences which arise as to the application of the rules and by which individual employees may settle claims of unfair treatment.
- (5) To insure and preserve the dignity of the individual employee as a human being through a mutually agreed upon policy of human relations which will allow each individual the freedom to live free from undue fear due to unwarranted pressure or discrimination on the part of Management or any supervisor.
- (6) To provide methods for redress when any individual employee feels his rights under this agreement are not being realized, that he is being subjected to treatment inconsistent with the terms of this agreement or treated by supervisory authority in a manner tending to undermine his self respect or dignity as a human being.

It is recognized by this agreement to be the responsibility of the company and the employee to cooperate fully individually, morally and collectively, in the promotion of the conditions herein set forth.

It is agreed that the Company will make every reasonable effort to insure that the principles of this agreement are observed by Management representatives including supervisory personnel, so that the material and spiritual benefits intended will flow freely to every employee."

9. To change the working of paragraph 3 of Section 2 - Recognition- to read as follows:-

" A new employee who is not a member of a union signatory to this agreement shall join the appropriate union within thirty days after the commencement of his employment."

10. To delete paragraph 4 of Section 3 - Application of this Agreement.

Dated at Buckingham, P. O., this Seventeenth day of May, 1950.

THE JAMES MACLAREN COMPANY LIMITED

A.B. Maclaren

President

H.W. Cressy

Manager

THE INTERNATIONAL BROTHERHOOD OF PAPER
MAKERS

J.A. Daoust O.B.E.

Vice-President

BUCKINGHAM LOCAL NO. 260 - THE INTERNATIONAL
BROTHERHOOD OF PAPER MAKERS

Gerald Lummer

PRESIDENT

THE INTERNATIONAL BROTHERHOOD OF PULP,
SULPHITE AND PAPER MILL WORKERS

John P. Burke

President - Secretary

per

William H. Burnell

Vice-President

BUCKINGHAM LOCAL NO. 212 - THE INTER-
NATIONAL BROTHERHOOD OF PULP, SULPHITE
AND PAPER MILL WORKERS

Unreadable

President

THE ~~1902~~ INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS

H.C. Tracy

International Representatives

BUCKINGHAM LOCAL NO. B-1389 - THE INTER-
NATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Unreadable

Vice-President.

It is hereby agreed by and between the James MacLaren Company Limited, and the International Brotherhood of Paper Makers, the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and the International Brotherhood of Electrical Workers that the Labour Agreement as amended May 1st, 1948, is renewed until the 30th day of April, 1950, subject to the following:

1. To adopt the 1946 Paper Makers' Minimum Standard Wage Schedule for newsprint machines, revised as of May 1st, 1949, on a base rate of \$1.00 per hour, subject to the following conditions:-
 - (a) That the adopted schedule will establish the rates for all jobs covered thereby.
 - (b) That the adopted schedule is applicable to either six (6) or eight(8) hour shifts.
 - (c) That the adopted schedule be considered permanent and that no future alterations may be made in the schedule except by mutual consent.
 - (d) That a machine must maintain a new speed for a period of two weeks averaged daily before rates are adjusted either upward or downward as required by the schedule.
2. To increase rates in all mechanical trades by 3¢ per hour and increase rates for all helpers in these trades by 1¢ per hour.
3. To adjust by 3¢ per hour rates which would require an adjustment of 6¢ or more per hour to re-establish the 1946 differentials, to adjust by 2¢ per hour rates which would require an adjustment of 5¢ per hour to re-establish the 1946 differentials, and to adjust by 1¢ per hour rates which would require an adjustment of 4¢ per hour to re-establish the 1946 differentials, on all jobs not covered by the Paper Makers' Standard Wage Schedule and the mechanical trades.
4. To extend the vacation with pay plan to provide three weeks' vacation with pay for employees who have completed 20 years of continuous service on May 1st of any year, subject to the following conditions:-
 - (a) The effective date will be May 1st, 1949.
 - (b) Employees who wish to take three weeks consecutively will be entitled to do so only between September 16th and the following May 15th.
5. Wherever possible maintenance workers will be given one Sunday off in four, subject to the operational needs of the Mill.

Dated at Buckingham, P.Q. this Twenty-sixth day of August, 1949.

THE JAMES MACLAREN COMPANY LIMITED

A.B. MacLaren
President

H.W. Cressy
Manager.

THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS

J.A. Daoust
President

BUCKINGHAM LOCAL NO. 260- THE INTERNATIONAL
BROTHERHOOD OF PAPER MAKERS

Marcel Bronsard
President.

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THE INTERNATIONAL BROTHERHOOD OF PULP
SULPHITE AND PAPER MILL WORKERS

John.P.Burke
President

William H. Burnell
Vice-President

BUCKINGHAM LOCAL NO. 212- THE INTERNATIONAL
BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL
WORKERS

O. Kimball
President

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS

H.C. Tracey
International Representative

BUCKINGHAM LOCAL NO. 1388- THE INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS

Ray Stanyar
Vice-President

Certified true copy
J.L. Champagne, R. Sec.
Local No. 1388 - I.B.E.W.

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TO THE EMPLOYEES OF
THE JAMES MACLAREN COMPANY LIMITED

Our original labour agreement bearing the formal date of May 1st, 1945, was amended as of May 1st, 1946, May 1st, 1947, and May 1st, 1948. Certain changes were also in the General Mill Rules which form part of that agreement.

In order that you may be fully informed, we have altered the wording of the original Agreement and Mill Rules in accordance with the changes agreed upon, and you will find herein a printed copy of both. These conditions will govern our operations until April 30th, 1949.

June 28th, 1948.

H.W. Cressy
Manager.

19/19/19

LABOUR AGREEMENT

(Incorporating amendments agreed to May 1st, 1946, May 1st, 1947, and May 1st, 1948).

Page 1.

By and Between:

THE JAMES MACLAREN COMPANY, LIMITED, of the Town of Buckingham, Province of Quebec (hereinafter called "the Company")

And

THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS, THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS, AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (hereinafter called "the Unions")

SECTION 1.- GENERAL PURPOSE OF AGREEMENT

This Agreement is entered into in the mutual interests of the Company and its employees to provide for the operation of the Company's mills, located at Buckingham and Masson in the Province of Quebec, under methods which will further to the fullest extent possible the safety and welfare of the employees, and also to bring about economy of operations, maximum quality and quantity of output, cleanliness of plant and protection of property. It is recognized by this Agreement that it is the duty of the Company and the employees to co-operate fully, individually and collectively, for the advancement of said conditions.

SECTION 2.- RECOGNITION:

For the purposes of the present Agreement the Company recognizes the said International Brotherhood of Paper Makers, the said International Brotherhood of Pulp, Sulphite and Paper Mill Workers and the said International Brotherhood of Electrical Workers as the collective representatives for the purposes of collective bargaining of the Company's permanent employees who are eligible for membership in the said Unions, coming within the jurisdiction of each of the said Unions respectively as established by the certificates issued to them on October 3rd, 1944 and February 9th, 1945, by the Labour Relations Board of the Province of Quebec, in favour of the said Unions in conformity with the provisions of Chapter 162A, R.S.Q.; 1941.

Any employee who is now a member or who after this date becomes a member or is reinstated as a member of either of the signatory Unions, shall as a condition of continued employment maintain such membership in good standing.

A new employee who is not a member of one of the signatory Unions shall join such union within thirty (30) days, unless temporarily employed. However, as soon as a temporary employee is classed as a permanent employee, he will become and remain a member in good standing of such union.

SECTION 3.- APPLICATION OF THIS AGREEMENT:

The present Agreement shall apply only to the permanent employees of The James MacLaren Company Limited at Buckingham and Masson aforesaid; temporary employees do not come under this Agreement.

The following employees are considered as part of the Management of the Company, Superintendents, Assistant Superintendents, Foremen, Office Staff, including all employees doing clerical work wherever located, Engineering Department, Technical Control Department, Research Department, Storemen and Watchmen, and, therefore, do not come under this Agreement.

Any employee who shall be permanently assigned or promoted to any one of the abovementioned positions shall cease automatically and immediately to be governed by this Agreement.

For the purposes of this Agreement, permanent employees are those men who are filling regular standard jobs it is understood that they do not include casual labour or seasonal workers such as those required for wood handling, construction or temporary jobs.

In order to insure the carrying out of the purpose of this Agreement, it is agreed that it is desirable that all eligible employees of the Company should remain or become members of one or other of the Unions, but nothing in this Agreement shall prevent the Company from retaining in its employ or from engaging at any time any person whatever, whether or not such person is a member of any of said Unions.

The Unions agree that they will not permit their members to discriminate against, interfere with or unduly influence any employees of the Company who are not members of any of the Unions, and the Company agrees not to discriminate against, interfere with or unduly influence any members of any Union on account of their membership therein, and not to interfere with the right of any of its employees to become members of any of the Unions.

The parties hereto agree to abide by all provincial and federal laws now in force or that may hereafter come into force during the term of this Agreement. Any provision of this Agreement which would or might come into conflict with the present or future provisions of federal or provincial laws shall automatically be or become null and void.

SECTION 4.- TERM OF THIS AGREEMENT:

The contracting parties agree to abide by the terms of this Agreement for a period of one year and from year to year thereafter unless either one of the signatory parties desiring a change or cancellation of this Agreement gives thirty days notice in writing to the other party prior to the expiration date of the Agreement.

If due notice has been served by any party hereto that such party wishes to amend this Agreement before same is renewed for another year as above provided, but, due to unavoidable circumstances, negotiations between the parties are not concluded at the time of the regular renewal date, all decisions reached shall be retroactive to such regular renewal date and there will be no suspension or stoppage of work during the period of negotiations.

SECTION 5.- JURISDICTION:

It is fully agreed and understood that the Company will not be asked to act upon questions of jurisdiction which may arise as between the Unions parties to this Agreement. All questions of jurisdiction are to be decided by the Unions themselves.

SECTION 6.- EMPLOYMENT:

The engaging, direction, control, promotion, demotion, suspension and discharge of employees will remain solely within the discretion of the Company.

However, when engaging new employees, the Company will give preference to men who are capable of doing the work efficiently and, insofar as possible, to men who have previously been laid off. Also, if employees are to be promoted or laid off, the Company will take into consideration ability and length of service. Should the Unions be of the opinion that the demotion, promotion, suspension or discharge of any employee is unjust, then such Unions may make representations to the Company on such matters in conformity with Clause 11 of this Agreement.

The Company reserves the right to adjust all or any of its crews arising out of a change of process or a change of equipment.

SECTION 7.- INTERRUPTION OF WORK:

There shall be no lock-outs, strikes, or walk-outs during the term of this Agreement. Should any employee or employees belonging to any of the Unions violate this provision, such action shall not void this Agreement, but such employee or employees who have committed such violation, shall automatically cease to be in the employ of the Company.

In the event of cessation of operations due to any cause whatever, it is specifically agreed that the Company's property will be protected by the continuance at work of the following employees: electrical system operators, boiler-room operators, pump-house operators, ~~mechanics~~ and electricians looking after fire protection equipment, stock pump operators at pulp mill and pipe line patrol men, storemen, watchmen and office staff, all of whom shall be designated by the Company. It is moreover agreed that, in the event last mentioned, there shall likewise be no interference with any of the other employees of the Company who are designated herein as part of the Management of the Company.

SECTION 8.-

WAGES:

A schedule of the Company's existing wage rates is attached hereto and is made a part of this Agreement. These rates shall remain in effect during the period of this Agreement.

NOTE: The adoption of the 1946 Paper Makers' Minimum Standard Wage Schedule for newsprint machines on a base rate of \$1.00 per hour, effective May 1st, 1948, was made subject to the following conditions.

- (a) That the adopted schedule will established the rates for all jobs covered thereby.
- (b) That the adopted schedule is applicable to either six or eight hour shifts.
- (c) That the adopted schedule be considered permanent and that no future alterations may be made in the schedule except by mutual consent.
- (d) That a machine must maintain a new speed for a period of two weeks averaged daily before rates are adjusted either upward or downward as required by the schedule.

SECTION 9.-

VACATIONS WITH PAY:

All employees covered by this Agreement who are on the payroll on May 1st, 1948, will be entitled to vacation with pay on the following basis:-

Less than one year's continuous service- One day for each two calendar months of service from date of employment to May 1st, 1948.

One year of continuous service- One week.

Over four years of continuous service, but less than five years- Twelve days LESS one day for each two calendar months of service under five years as at May 1st, 1948.

Five years of continuous service- two weeks.

All vacations are to be taken at such times as may be arranged with the General Superintendent of the Company whose decision shall be final.

The Company agrees, whenever possible, to make whatever arrangements are necessary so that shift workers will not be required to work extra hours.

SECTION 9A-

SICK LEAVE:

The Company agrees to pay six (6) days per agreement year at the equivalent of Group Insurance Benefits less normal Income Tax deductions, providing the employee can furnish proper evidence that he has been sick or suffered from a non-occupational accident for a period of not less than twelve (12) consecutive working days. This applies only to employees with one or more years of continuous service, and is not cumulative.

SECTION 10- DISCUSSIONS WITH EMPLOYEES:

To promote the mutual interests of the employees and the Company, representatives of the Company and of the Unions shall meet from time to time at the request of any party to consider matters of common concern.

SECTION 11- ADJUSTMENT OF COMPLAINTS:

Complaints arising in any department of the plant covered by this Agreement shall be reported, either in writing or orally, by the duly constituted Union Adjustment Committee of the local plant, to the Department Superintendent (i.e; the person in charge of the Department for the time being). The Department Superintendent shall make a reply, either in writing or orally, within forty-eight hours stating the adjustment he has made of the complaint. If the Department Superintendent fails to adjust the complaint in a satisfactory manner, the question shall be referred to the General Superintendent who shall meet with the Committee and the Department Superintendent. If the General Superintendent fails to adjust the complaint in a satisfactory manner within five days, the Committee has the right to appeal to the International President of the International Union concerned who may, either personally or through his representative, refer the matter in dispute to the President of the Company. If the President, or his representative, and the International President of the International Union, or his representative, are unable to reach a satisfactory settlement of the complaint within ten days, it shall be referred to a Board of Arbitration, as provided in Section 12 hereof, if the complaint is one which is subject to arbitration under said Section.

Nothing herein contained shall prevent any employee in person from discussing any matter affecting him with his Foreman, or the General Superintendent or any other officer of the Company.

SECTION 12- ARBITRATION:

Any dispute involving the interpretation of any provisions of this Agreement, which may arise during the term of this Agreement and which the Unions and the Company shall fail to adjust satisfactorily, shall be promptly submitted to arbitration. The Board of Arbitration shall be appointed and the conduct of the said arbitration shall be governed in accordance with the provisions of the Quebec Trade Disputes Act, Revised Statutes of Quebec, 1941, Chapter 167. The decision of the Arbitration Board shall be final and binding upon the parties and shall be deemed to be covered by this Agreement.

SECTION 13- GENERAL MILL RULES:

The General Rules in force at the Company's said Mills are hereto annexed and shall form part of this Agreement.

SECTION 14- FORMAL DATE OF AGREEMENT:

For the purpose of convenience this may be referred to as bearing formal date of May 1st, 1945 (Original Agreement), irrespective of the actual date of the execution thereof, and the formal dates of the amendments thereto are May 1st, 1946, May 1st, 1947, and May 1st, 1948.

IN WITNESS WHEREOF the parties hereto have signed this Agreement this Fifth day of July, 1945.

THE JAMES MACLAREN COMPANY LIMITED

Per (sgd) A.B. Maclaren.....
President

....(sgd) H.W. Cressy.....
Manager

THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS

.....(sgd) Jos. J. Arseneau.....
Vice-President

BUCKINGHAM LOCAL NO. 260- THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS

....(sgd) Gerard Hamay.....
President

THE INTERNATIONAL BROTHERHOOD OF PULP SULPHITE AND PAPER MILL WORKERS

.....(sgd)..John. P. Burke.....
President

.....(sgd)..Armand Harnois.....
Secretary

.....(sgd)..L.P. Lacroix.....
Vice-President

BUCKINGHAM LOCAL NO. 212- THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS

.....(sgd).. Aldege Clement.....
President

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

.....(sgd)...H.C. Tracy.....
International Representative

BUCKINGHAM LOCAL NO. B-1388 - THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

.....(sgd)..Omer Pharand.....
President.

THE JAMES MACLAREN COMPANY LIMITEDGENERAL MILL RULES1. MILL OPERATION- WEEKLY SCHEDULE

The normal operation of the pulp and paper mills will be six (6) days per week, with twenty-four (24) hours of shut down on Sundays. It is understood, however, that during the winter months, when any possibility of damage to the woodpulp line exists, due to extremely cold weather, i.e. ten degrees below zero or lower, the maximum shutdown period on Sundays will be sixteen (16) continuous hours, provided however, that each paper machine will have a total of twenty-four (24) hours shutdown during the week.

2. MILL WEEK - Starts at midnight on Sunday.

3. MILL DAY- Will be from 12.00 midnight to 12.00 midnight.

4. MILL HOLIDAYS

Mill holidays will be as follows:-

Domintion Day	-32 hours
Labour Day	-40 hours
Christmas Day	-24 hours
New Year's Day	-24 hours

It is understood, however, that when any possibility of damage to the woodpulp line exists due to extremely cold weather, i.e. ten degrees below zero or lower, the maximum shutdown period on Christmas Day and New Year's Day will be sixteen (16) continuous hours.

Every hourly rated employee shall be entitled to eight (8) hours pay for each of the four specified Mill Holidays shown above.

The hourly rated employees who are required to work on any of the four (4) holidays shall be entitled to a day off with eight (8) hours pay, at a time to be agreed upon mutually by the Management and the employees.

GENERAL MILL RULES (Continued)5. ENTERING AND LEAVING MILL

Every employee entering or leaving the Mill shall pass through the Time Office. In coming to and from his regular work, he will punch the time clock. No man shall punch another man's card. Any man coming into the mill on other than his own shift must secure a pass from the Main Office.

6. PUNCHING LATE

Employees who punch the time clock more than five (5) minutes late will be penalized by losing one-half hour of pay unless, after investigation, the General Superintendent finds extenuating circumstances and approves full time.

7. HOURS FOR DAY WORKERS

Regular schedule of hours for day workers shall be from 8 a.m. to 12 noon, and from 1 p.m. to 5 p.m.; except as mutually agreed. When it is necessary to maintain a crew outside of the established hours, men so employed will be rated as day workers.

8. HOURS FOR TOUR WORKERS

Tour workers shall be organized into three shifts and shall work eight consecutive hours upon each shift as follows:-

Tour "A" - from 12 midnight to 8 a.m.
Tour "B" - from 8 a.m. to 4 p.m.
Tour "C" - from 4 p.m. to 12 midnight.

Shifts will rotate in sequence weekly.

9. STARTING AND STOPPING TIME OF TOUR WORKERS

When a tour begins, each tour worker is required to be in his place. At the end of a shift, no tour worker shall leave his place to wash up and dress until his mate has changed his clothes and reported to take on the responsibility of the position. If a tour worker does not report for his regular shift, his mate shall notify the Department Superintendent or Foreman. He shall then remain at his post until a substitute is secured and, if necessary, he shall work an extra shift. It is the duty of a tour worker to report for his regular shift unless he has already arranged for a leave of absence. If unavoidably prevented from reporting, he shall give the Time Keeper at least two hours' notice before his tour goes on duty. Tour workers reporting for their regular tour and when, on reporting, no work is available because of a change in plans or an emergency situation, no time will be paid provided the Management of the Company has made every reasonable effort to advise the employees of this situation. Should investigation indicate negligence on the part of the Management of the Company in this respect two (2) hours time will be paid. After a tour worker has been absent from work, at least two hours' notice previous to the beginning of the tour in which he intends to resume duty shall be given to the Time Keeper.

10. RATES OF PAY

Each day a tour employee will be paid for the number of hours actually spent in the Company's service, at the rate which is established for his occupation, except that such extra time and overtime allowance as are provided for in these rules, shall be paid in each case where work is done under conditions named. This will in no way reduce any man's permanent rate.

11. STARTING AND STOPPING WORK OF DAY WORKERS

Day workers shall be in their respective working places to begin work at their designated starting time. Machinery shall be started promptly and not stopped until three (3) minutes before the designated stopping time.

12. OVERTIME PAY

(a) Time and one-half will be paid to all hourly mill employees for all work done between midnight Saturday and midnight Sunday or on recognized Mill Holidays.

(b) Time and one-half will be paid to hourly workers forming mechanical, electrical and hydro-electric maintenance crews and all other hourly day workers for all time worked in excess of eight (8) consecutive working hours in any one week day.

(c) Tour workers who are required to work longer than their regular tour hours will be paid straight time only for such time worked. No tour worker shall be required to work more than two consecutive weeks at long hours.

Tour workers who are required to work overtime on tour work for Company convenience because of breakdowns, extra work or other circumstances created by the Company, shall be paid time and a half for such overtime. However, overtime due to sickness, accidents, absenteeism, vacations, leaves of absence, promotions, or any other circumstances not created by the Company, shall not be regarded as overtime for Company convenience and tour workers who work overtime caused by these conditions shall not be paid time and a half therefor.

(d) Time and one-half will be paid to all hourly mill day workers called in after their regular day's work, but not less than four hours at straight time.

(e) Regular operating employees who report for work and there is no work for them due to sudden changes in the operating schedule will be paid two hours straight time unless the Company has made an honest attempt to notify them of the change.

GENERAL MILL RULES (Continued)

12. OVERTIME PAY - (Continued)

(f) All day workers who work on Sundays on unavoidable work shall be entitled to and expected to take one day off during the week, to be mutually arranged between the employee and his Department Head. Time and one-half will be allowed to employees called in during their day off.

(g) Putting on Wires- Crews engaged in putting on wires at a time other than their regular shift, and others called in after having punched out, shall receive six (6) hours' time for such work.

[Note:- Such crews called in one hour or more before their regular tour shall receive the six hours, and those already on tour shall receive straight time for the period actually worked. Crews called in less than one hour before their regular tour shall receive straight time for period actually worked and the tour workers carrying on shall receive the six hours.)

13. HIRING

The hiring and choice of new and additional employees will be entirely at the discretion of the Management.

It is the intention of the Company in all cases wherever possible to give preference to men returned from Active Service with His Majesty's Armed Forces.

14. CAUSES FOR DISCHARGE

Causes for immediate discharge shall include:-

Bringing intoxicants into the Mill.
Reporting for duty under the influence of liquor,
Neglect upon the Company's premises except in designated places.
Giving or taking of a bribe of any nature as an inducement to obtaining work or retaining a position.
Failure to report for duty without good cause.
Destruction or removal of Company property.
Dishonesty.
Disobedience.
Poor workmanship.
Deliberate sleeping on duty.
Insubordination.
Conviction for a criminal offence.
Refusal or failure to comply with the Company's rules.

Nothing contained in these Rules shall be deemed to restrain or limit the Company's right to discharge employees for just cause.

GENERAL MILL RULES (continued)

15.

PROHIBITED ACTIVITIES

Political or unionist activities on Company premises or during working hours are strictly prohibited.

16.

SMOKING

Smoking will not be permitted except in designated places in the Mill or in the Mill Yard.

17.

LIQUOR

Any man reporting for work, or at work, under the influence of liquor, or bringing liquor on to the premises of the Company, will be liable to instant dismissal.

SCHEDULE OF WAGE RATES

1948

ELECTRICAL EMPLOYEES

Electrician 1st Class	\$1.33
Helper Improver	1.21
Helper	1.07
Mill Maintenance	1.21
Substation Operator	1.09
Drive Operator	1.23
Motor oiler	1.05

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LABOUR AGREEMENT

BY AND BETWEEN:

THE JAMES MACLAREN COMPANY, LIMITED:
of the Town of Buckingham, Province
of Quebec (hereinafter called "The
Company")

AND:

THE INTERNATIONAL BROTHERHOOD OF
PAPER MAKERS, THE INTERNATIONAL
BROTHERHOOD OF PULP, SULPHITE AND
PAPER MILL WORKERS, AND THE INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS
(hereinafter called "The Unions")

SECTION 1. - GENERAL PURPOSE OF AGREEMENT:

This Agreement is entered into in the mutual interests of the Company and its employees to provide for the operation of the Company's mills, located at Buckingham and Masson in the Province of Quebec, under methods which will further to the fullest extent possible the safety and welfare of the employees, and also to bring about economy of operations, maximum quality and quantity of output cleanliness of plant and protection of property. It is recognized by this Agreement that it is the duty of the Company and the employees to co-operate fully, individually and collectively, for the advancement of said conditions.

SECTION 2. - RECOGNITION:

For the purposes of the present Agreement

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the Company recognizes the said International Brotherhood of Paper Makers, the said International Brotherhood of Pulp, Sulphite and Paper Mill Workers and the said International Brotherhood of Electrical Workers as the collective representatives for the purposes of collective bargaining of the Company's permanent employees who are eligible for membership in the said Unions, coming within the jurisdiction of each of the said Union respectively as established by the certificates issued to them on October 3rd, 1944 and February 9th, 1945, by the Labour Relations Board of the Province of Quebec, in favour of the said Unions in conformity with the provisions of Chapter 1624, R. S. Q., 1941.

Any employee who is now a member or who after this date becomes a member or is reinstated as a member of either of the signatory unions, shall as a condition of continued employment maintain such membership in good standing.

a new employee who is not a member of one of the signatory unions shall join such union within thirty (30) days, unless temporarily employed. However, as soon as a temporary employee is classed as a permanent employee, he will become and remain a member in good standing of such union.

SECTION 3. - APPLICATION OF THIS AGREEMENT:

The present Agreement shall apply only to the permanent employees of The James MacLaren Company Limited at Buckingham and Masson aforesaid; temporary employees do not come under this Agreement.

The following employees are considered as part of the Management of the Company, Superintendents, Assistant Superintendents, Foremen, Office Staff, including all employees doing electrical work wherever located, Engineering Department, Technical Control Department, Research Department, Storemen and Watchmen, and, therefore, do not come under this Agreement.

Any employee who shall be permanently assigned or promoted to any of the abovementioned.

positions shall cease automatically and immediately to be governed by this Agreement.

For the purpose of this Agreement, permanent employees are those men who are filling regular standard jobs but it is understood that they do not include casual labour or seasonal workers such as those required for wood handling, construction or temporary jobs.

In order to insure the carrying out of the purpose of this Agreement, it is agreed that it is desirable that all eligible employees of the Company should remain or become members of one or other of the Unions, but nothing in this Agreement shall prevent the Company from retaining in its employ or from engaging at any time any person whatever, whether or not such person is a member of any of said Unions.

The Unions agree that they will not permit their members to discriminate against, interfere with or unduly influence any employees of the Company who are not members of any of the Unions, and the Company agrees not to discriminate against, interfere with or unduly influence any members of any Union on account of their membership therein, and not to interfere with the right of any of its employees to become members of any of the Unions.

The parties hereto agree to abide by all provincial and federal laws now in force or that may hereafter come into force during the term of this Agreement. Any provision of this Agreement which would or might come into conflict with the present or future provisions of federal or provincial laws

shall automatically be or become null and void.

SECTION 4. TERM OF THIS AGREEMENT:

The contracting parties agree to abide by the terms of this Agreement for a period of one year and from year to year thereafter unless either one of the signatory parties desiring a change or cancellation of this Agreement gives thirty days notice in writing to the other party prior to the expiration date of the Agreement.

If due notice has been served by any party hereto that such party wishes to amend this Agreement before same is renewed for another year as above provided, but, due to unavoidable circumstances, negotiations between the parties are not concluded at the time of the regular renewal date, all decisions reached shall be retroactive to such regular renewal date and there will be no suspension or stoppage of work during the period of negotiations.

SECTION 5. JURISDICTION:

It is fully agreed and understood that the Company will not be asked to act upon questions of jurisdiction which may arise as between the Unions parties to this Agreement. All questions of jurisdiction are to be decided by the Unions themselves.

SECTION 6. EMPLOYMENT:

The engaging, direction, control, promotion, demotion, suspension and discharge of

employees will remain solely within the discretion of the Company.

However, when engaging new employees, the Company will give preference to men who are capable of doing the work efficiently and, insofar as possible, to men who have previously been laid off. Also, if employees are to be promoted or laid off, the Company will take into consideration ability and length of service. Should the Unions be of the opinion that the demotion, promotion, suspension or discharge of any employee is unjust, then such Unions may make representations to the Company on such matter in conformity with clause 11 of this Agreement.

The Company reserves the right to adjust all or any of its crews arising out of a change of process or a change of equipment.

SECTION 7. INTERRUPTION OF WORK:

There shall be no lock-outs, strikes or walk-outs during the term of this Agreement. Should any employee or employees belonging to any of the Unions violate this provision, such action shall not void this Agreement, but such employee or employees who have committed such violation, shall automatically cease to be in the employ of the Company.

In the event of cessation of operations due to any cause whatever, it is specifically agreed That the Company's property will be protected by the

continuance at work of the following employees; electrical system operators, boiler-room operators, pump-house operators, mechanics and electricians looking after fire protection equipment, stock pump operators at pulp mill and pipe line patrol men, storemen, watchmen and office staff, all of whom shall be designated by the Company. It is moreover agreed that, in the event last mentioned, there shall likewise be no interference with any of the other employees of the Company who are designated herein as part of the Management of the Company.

SECTION 8. WAGES:

a schedule of the Company's existing wage rates, as approved by the Finding and Direction of the Regional War Labour Board for Quebec dated August 16th , 1944, is attached hereto and is made a part of this Agreement. These rates shall remain in effect during the period of this Agreement unless changed pursuant to the provisions of the Wartime Wages Control Order 1943 and amendments, upon application of any of the parties hereto , under reserve of the rights of the other parties to object thereto should they so choose.

SECTION 9. VACATIONS WITH PAY:

After one year's continuous service, all employees covered by this Agreement shall be entitled to one week's vacation per year with pay, subject to the conditions set out in the Finding and Direction of the Regional War Labour Board of Quebec, dated

June 23rd, 1943. All vacation are to be taken at such times as may be arranged with the General Superintendent of the Company whose decision in all cases shall be final. The arrangements for vacations with pay, as contemplated by the provisions of this section, shall remain in effect during the period of this Agreement unless changed pursuant to the provisions of the Wartime Wages Control Order 1943 and amendments, upon application of any of the parties hereto, under reserve of the rights of the other parties to object thereto should they so choose.

SECTION 10. DISCUSSION WITH EMPLOYEES:

To promote the mutual interests of the employees and the Company, representatives of the Company and of the Unions shall meet from time to time at the request of any party to consider matters of common concern.

SECTION 11. ADJUSTMENT OF COMPLAINTS:

Complaints arising in any department of the plant covered by this Agreement shall be reported, either in writing or orally, by the duly constituted Union Adjustment Committee of the local plant, to the Department Superintendent (i.e., the person in charge of the Department for the time being) The Department Superintendent shall make a reply, either in writing or orally, within forty-eight hours, stating the adjustment he has made of the complaint. If the Department Superintendent

fails to adjust the complaint in a satisfactory manner, the question shall be referred to the General Superintendent who shall meet with the Committee and the Department Superintendent . If the General Superintendent fails to adjust the complaint in a satisfactory manner within five days, the Committee has the right to appeal to the International President of the International Union concerned who may, either personally or through his representative, refer the matter in dispute to the President of the Company . If the President , or his representative, and the International President of the International Union, or his representative, are unable to reach a satisfactory settlement of the complaint within ten days, it shall be referred to a Board of Arbitration, as provided in Section 12 hereof , if the Complaint is one which is subject to arbitration under said Section.

Nothing herein contained shall prevent any employee in person from discussing any matter affecting him with his Foreman, or the General Superintendent or any other officer of the Company.

SECTION 12. ARBITRATION:

Any dispute involving the interpretation of any provisions of this Agreement , which may arise during the term of this Agreement and which the Unions and the Company shall fail to adjust satisfactorily, shall be promptly submitted to arbitration. The Board of Arbitration shall be appointed and the conduct of the said arbitration shall be governed in accord-

ance with the provisions of the Quebec Trade Disputes Act, Revised Statutes of Quebec, 1941, Chapter 167. The Decision of the Arbitration Board shall be final and binding upon the parties and shall be deemed to be covered by this Agreement.

SECTION 12. GENERAL MILL RULES:

The General Rules in force at the Company's said Mills are hereto annexed and shall form part of this Agreement.

SECTION 14. FORMAL DATE OF AGREEMENT:

For the purpose of convenience this may be referred to as bearing formal date of May 1st, 1945, irrespective of the actual date of the execution thereof.

IN WITNESS WHEREOF the parties hereto have signed this Agreement this fifth day of July,

1945.

THE JAMES MACLAREN COMPANY, LIMITED

per: ..(Sgd).A.B..Maclaren.....
President

.....(Sgd).H.W..Cressy.....
Manager.

THE INTERNATIONAL BROTHERHOOD OF
PAPER MAKERS

.....(Sgd).JOS..J..Arseneau.....
Vice-President

BUCKINGHAM LOCAL NO. 260 - THE INTER-
NATIONAL BROTHERHOOD OF PAPER MAKERS

.....(Sgd)..Gérard.Lemay.....
President

THE INTERNATIONAL BROTHERHOOD OF PULP
SULPHITE AND PAPER MILL WORKERS.

.....(Sgd)..John.P..Burke.....
President

.....(Sgd) Armand Harnois.....
Secretary

.....(Sgd)..L.P..LACROIX.....
Vice-President

BUCKINGHAM LOCAL NO. 212 - THE INTERNA-
TIONAL BROTHERHOOD OF PULP, SULPHITE
AND PAPER MILL WORKERS:

.....(Sgd)..Aldege.Clement.....
President

THE INTERNATIONAL BROTHERHOOD OF ELEC-
TRICAL WORKERS:

.....(Sgd)..H.C..Tracy.....
International Representative

BUCKINGHAM LOCAL NO. B-1388 - THE INTER-
NATIONAL BROTHERHOOD OF ELECTRICAL WOR-
KERS:

.....(Sgd) Omer Pharand.....
President.

Certified a true Copy

J. A. Bryant
Secretary.

THE JAMES MACLAREN COMPANY , LIMITED

GENERAL MILL RULES

L. MILL OPERATION - WEEKLY SCHEDULE:

The normal operation of the pulp and paper mills will be six (6) days per week , with twenty-four (24) hours of shutdown on Sundays.

2. MILL WEEK:

Starts at ~~midnight~~ on Sunday.

3. MILL DAY:

Will be from 12.00 midnight to 12.00 midnight.

4. MILL HOLIDAYS:

Mill holidays will be as follows:

New Year's Day,
Dominion Day,
Labour Day,
Christmas Day,

5. ENTERING AND LEAVING MILL:

Every employee entering or leaving the Mill shall pass through the Time Office . In coming to and from his regular work , he will punch the time clock . No man shall punch another Man's card. Any man coming into the mill on other than his own shift must secure a pass from the Main Office.

6. PUNCHING LATE:

Employees who punch the time clock more than five (5) minutes late will be penalized by losing one-half hour of pay unless , after investigation, the General Superintendent finds extenuating circumstances and approves full time.

7. HOURS FOR DAY WORKERS:

Regular Schedule of hours for day workers shall be from 8.a.m. , to 12 noon, and from 1 p.m. , to 5 p.m., except as mutually agreed . When it is necessary to maintain a crew outside of the established hours, men so employed will be rated as day workers.

8. HOURS FOR TOUR WORKERS:

Tour workers shall be organized into three shifts and shall work eight consecutive hours upon each shift as follows:

<u>Tour "A"</u>	-	from 12 midnight	to 8 a.m.
<u>Tour "B"</u>	-	from 8 a.m.	to 4 p.m.
<u>Tour "C"</u>	-	from 4 p.m.,	to 12 midnight.

Shifts will rotate in sequence weekly.

9. STARTING AND STOPPING TIME OF TOUR:
WORKERS:

When a tour begins, each tour worker is required to be in his place. At the end of a shift, no tour worker shall leave his place to wash up and dress until his mate has changed his clothes and reported to take on the responsibility of the position. If a tour worker does not report for his regular shift, his mate shall notify the Department Superintendent or Foremen. He shall then remain at his post until a substitute is secured and , if necessary , he shall work an extra shift. It is the duty of a tour worker to report for his regular shift unless he has already arranged for a leave of absence. If unavoidably prevented from reporting, he shall give the Time Keeper at least two hours' notice before his tour goes on duty. Tour workers reporting for their regular tour and when, on reporting, no work is available because of a change in plans or an emergency situation, no time will be paid provided the Management of the Company has made every reasonable effort to advise the employees of this situation. Should investigation indicate negligence on the part of the Management of the Company in this respect two (2) hours time will be paid. After a tour worker has been absent from work, at least two hours' notice previous to the beginning of the tour in which he intends to resume duty, shall be given to the Time Keeper.

10. RATES OF PAY:

Each day a tour employees will be paid for the number of hours actually spent in the

Company's service , at the rate which is established for his occupation, except that such extra time and overtime allowances as are provided for in these rules, shall be paid in each case where work is done under conditions named. This will in no way reduce any man's permanent rate.

11. STARTING AND STOPPING WORK OF DAY
WORKERS:

Day Workers shall be in their respective working places to begin work at their designated starting time . Machinery shall be started promptly and not stopped until three (3) minutes before the designated stopping time.

12. OVERTIME PAY:

(a) Time and one-half will be paid to all hourly mill employees for all work done between midnight Saturday and midnight Sunday or on recognized Mill Holidays.

(b) Time and one-half will be paid to hourly workers forming mechanical, electrical and hydro-electric maintenance crews and all other hourly day workers for all time worked in excess of eight (8) consecutive working hours in any one week day.

(c) Tour workers who are required to work longer than their regular tour hours will be paid straight time only for such time worked. No tour worker shall be required to work more than two consecutive weeks at long hours.

Tour workers who are required to work overtime on tour work for Company convenience because of breakdowns, extra work or other circumstances created by the Company, shall be paid time and a half for such overtime. However, overtime due to sickness, accidents, absenteeism, vacations, leaves of absence, promotions, or any other circumstances not created by the Company, shall not be regarded as overtime for Company convenience and tour workers who work overtime caused by these conditions shall not be paid time and a half therefor.

(d) Time and one-half will be paid to all hourly mill day workers called in after their regular day's work. If, without previous warning, not less than the equivalent of four (4) hours straight time will be paid.

(e) Regular operating employees who report for work and there is no work for them due to sudden changes in the operating schedule will be paid two hours straight time unless the Company has made an honest attempt to notify them of the change.

(f) All day workers who work on Sundays on unavoidable work shall be entitled to and expected to take one day off during the week, to be mutually arranged between the employee and his Department Head. Time and one-half will be allowed to employees called in during their day off.

(g) Putting on Wires - Crews engaged in putting on wires at a time other than their regular shift, and others called in after having punched out, shall receive six (6) hours' time for such work.

(NOTE: Such crews called in one hour or more before their regular tour shall receive the six hours, and those already on tour shall receive straight time for the period actually worked. Crews called in less than one hour before their regular tour shall receive straight time for period actually worked and the tour workers carrying on shall receive the six hours.)

13. HIRING:

The hiring and choice of new and additional employees will be entirely at the discretion of the Management.

It is the intention of the Company in all cases wherever possible to give preference to men returned from Active Service with His Majesty's Armed Forces.

14. CAUSES FOR DISCHARGE:

Causes for immediate discharge shall include.

Bringing intoxicants into the Mill,
Reporting for duty under the influence of liquor,
Neglect of duty,
Smoking upon the Company's premises except in designated places,
Giving or taking of a bribe of any nature as an inducement to obtaining work or retaining a position,
Failure to report for duty without good cause,
Destruction or removal of Company property,
Disobedience,
Dishonesty,
Poor workmanship,
Deliberate sleeping on duty,
Insubordination,
Conviction for a criminal offence,
Refusal of failure to comply with the Company's rules.

Nothing contained in these Rules shall be deemed to restrain or limit the Company's right to discharge employees for just cause.

15. PROHIBITED ACTIVITIES:

Political or unionist activities on Company premises or during working hours are strictly prohibited.

16. SMOKING:

Smoking will not be permitted except in designated places in the Mill or in the Mill Yard.

17. LIQUOR:

Any man reporting for work, or at work, under the influence of liquor, or bringing liquor on to the premises of the Company, will be liable to instant dismissal .

THE JAMES MACLAREN COMPANY, LIMITED

SCHEDULE OF WAGE RATES EXISTING AS
AT MAY 1st, 1945.

MASSON MILL:

PAPERMAKERS:

Machine Tender	\$1.68 per hour
Back Tenders	1.51 " "
Third Hands	1.16 " "
Fourth hands	.78 " "
Fifth hands	.72 " "
Sixth hands	.60 " "

MACHINE ROOM - MISCELLANEOUS:

Millwright - 1st class	.77 per hour
Millwright - 2nd class	.66/70 per hour
Clothing Man	.66 per hour
Oilars	.62 " "
Floormen	.55 " "

FINISHING ROOM:

Head Finisher.	.76 per hour
Weighers	.55/75 per hour
Rewinderman	.69 per hour
All round man	.65 " "
Finishers	.55/58 per hour
Electric Truck Operators	.65 per hour
Car checker , loader and spare blacksmith	.65 " "
Core man	.64 " "
Rewinder helper	.64 " "
Statistical Clerk	.61 " "
Car checker & Loader	.61 " "
Car blocker.	.55 " "
Head Night Finisher	.64 " "

SCREEN ROOM:

Head Screen Men	.62 per hour
Screen	.55 " "

MACHINE SHOP:

Machinists - 1st class	.76/86 per hour
Machinists - 3rd class	.61/70 " "
Machinist - helper	.69 per hour
Machine Shop helper	.61 " "

Roll Grinder	\$0.77 per hour
Pipe fitter - 1st class	.88 " "
Pipe fitter - 2nd class	.60/61 per hour
Pipe fitter - 3rd class	.60 per hour
Carpenter - 1st class	.76/80 per hour
Blacksmith	.77 per hour
Welder - 1st class	.76 " "
Millwright - 1st class	.75/77 per hour
Millwright - 2nd class and Pipefitter	.66 per hour
Millwright helper.	.55 " "
Tinsmith - 2nd class	.70 " "
Painter	.69 " "
Apprentices	.55 " "
Labourer	.55 " "

ELECTRICIANS:

Electrician - 1st class	.84 per hour
Electrical Maintenance helper	.
Improvers	.71 " "
Electrician's helper	.65 " "
Driver Operators	.76/81 per hour
Sub Station Operator and Spare	
Electrical helper	.66 per hour
Sub Station Operator	.62 " "
Motor Oilers	.62 " "

BEATERS, MIXERS, & LAPPING:

Colors & Mixers	.71/77 per hour
Beatermen	.55 per hour
Labour	.55 " "
Lapping	.55 " "

SULPHITE:

Cooks	.90 per hour
Acid Makers	.75 " "
Sulphur & stoneman	.60 " "
Cook's helpers	.55 " "
Blow pit men	.55 " "

ELECTRIC BOILERS & STEAM PLANT:

Chief Boiler Operators	.81 per hour
Operators	.66 " "
Spare Boiler Operator	.66 " "
Helpers & Labourers	.55 " "

WOOD ROOM:

Millwright - 1st class	.70 per hour
Knife Grinder	.69 " "
Labourer	.60 " "
Teamster	.57 " "

Chipper man	\$0.55	per hour
Axeman	.55	" "
Rake Hoist Operator	.55	" "
Labourers	.55	" "

PULP MILL:

Pulpwood culler	\$5.16	per day
Millwright - 1st class	.81	per hour
Electrician	.76	" "
Millwright - 2nd class	.65	" "
Oilers	.60	" "
Millwrights - 3rd class	.60	" "
Grinder-Labours	.60	" "
Slidemen	.60	" "
Labourers	.55	" "
