

S-330 MOLSON'S BREWERY - M.T.L. -

1946-47



S. 330

DEPARTMENT OF LABOUR  
PARLIAMENT BUILDINGS  
QUEBEC

Quebec, January 25th, 1947.

Mr. Georges Lord, Secretary,  
Molson's Brewery Limited Employees' Association,  
P. O. Box 1600, Place d'Armes,  
MONTREAL.

Dear Sir:-

The legal Branch of the Department of Labour has studied in relation to existing labour legislation, the Collective Agreement dated **October 4th, 1946** under the Professional Syndicates' Act (R.S.Q., Chapter 162 and amendments) between your association and **Molson's Brewery Limited**.

Enclosed please find, for your information copy of the report presented following such analysis.

Sincerely yours,

Deputy Minister.



MINISTÈRE DU TRAVAIL  
PROVINCE DE QUÉBEC

Québec, ce 25 janvier 1947.

M E M O destiné à: Me Philippe Rousseau, conseiller juridique,  
286, rue St-Joseph  
Québec.

Sujet: Convention collective entre "Molson's Brewery Limited"  
et Molson's Brewery Limited Employees' Association.

Monsieur,

J'ai bien reçu votre lettre du 24 janvier 1947 et je note vos observations concernant la convention ci-haut mentionnée et déposée à nos archives le 8 octobre 1946 sous le numéro 330 ; le ministère transmet une copie de votre rapport à l'association ouvrière partie à cette convention.

Sincèrement à vous,

Le sous-ministre

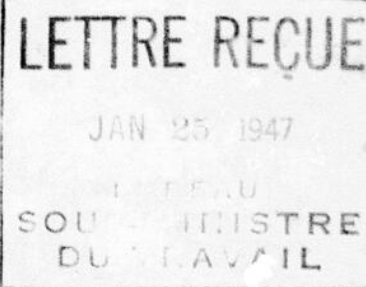
COMMISSION DU SALAIRE MINIMUM

1 rue DE LA COURONNE

QUÉBEC

CORRESPONDANCE  
ENTRE SERVICES

Québec, ce 24 janvier, 1947.



Monsieur Gérard Tremblay, sous-ministre,  
Ministère du travail,  
Hôtel du gouvernement,  
Québec.

Sujet: Convention collective intervenue  
entre "Molson's Brewery Limited "  
et "Molson's Brewery Limited Em-  
ployees' Association."

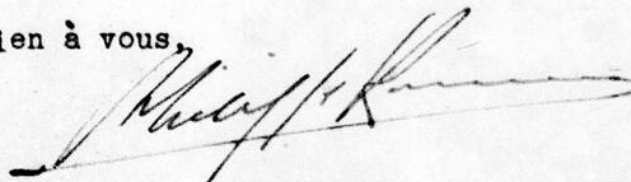
Monsieur le sous-ministre,

Nous avons étudié ce contrat en date du 4 octobre 1946, déposé à votre ministère sous le no 330, le 8 octobre, 1946, et à la Commission des relations ouvrières en vertu de l'article 19-a, Chap.162-A, S.R.Q., 1941 et amendements.

Nous vous soumettons les observations suivantes:

Les parties, à cette convention, se sont louablement appliquées à suivre toutes les directives de nos lois d'ordre public et de nos ordonnances et elle en rencontre toutes les exigences.

Bien à vous,



Philippe Rousseau, c.r.  
conseiller juridique

BUREAU DU SOUS-MINISTRE	
Préparer référence à:	
Apporter dossier	
Préparer	régulation
	arrêté ministériel
	projet de loi
	avis d'opinion
Attester réception	
M'en couvrir	
Faire l'avis d'opinion	
Mettre en circulation	
Classer	



46-47

S. 330

MINISTÈRE DU TRAVAIL  
PROVINCE DE QUÉBEC

Québec, ce 27 décembre 1946.

M E M O destiné à: M<sup>e</sup> Philippe Rousseau, conseiller juridique,  
286, rue St-Joseph,  
Québec.

Sujet: Convention collective intervenue entre Molson's Brewery Limited & Molson's Brewery Limited Employees' Association.

Monsieur,

Je vous inclus une copie de cette convention conclue sous la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements) et déposée au ministère du Travail le 8 octobre 1946 sous le numéro 330 ; je vous prie d'en faire l'étude et de me communiquer vos observations.

Le sous-ministre





MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

Québec, ce 27 décembre 1946.

MEMO destiné à l'Administrateur délégué,  
Conseil Régional du Travail,  
QUEBEC.

Monsieur,

Je vous inclus, pour l'action opportune, une copie de cette convention collective de travail intervenue le 4 octobre 1946 et conclue sous la Loi des Syndicats professionnels entre **Molson's Brewery Limited & Molson's Brewery Limited Employees' Association.**

Cette convention a été déposée aux archives du ministère du Travail, le 8 octobre 1946.

Sincèrement à vous,

Le sous-ministre

H-16





MINISTÈRE DU TRAVAIL  
PROVINCE DE QUÉBEC

Québec, ce 27 décembre 1946.

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

Sujet: Convention collective entre Molson's Brewery Limited  
& Molson's Brewery Limited Employees' Association.

Monsieur,

Conformément aux prescriptions du deuxième paragraphe 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 4 octobre 1946 et déposée au ministère du Travail le 8 octobre 1946 sous le numéro 330 en exécution de la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements).

Sincèrement à vous,

Le sous-ministre



**MINISTÈRE DU TRAVAIL**  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

Québec, ce 29 novembre 1946.

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

Sujet: Convention collective entre Molson's Brewery Ltd., and  
Molson's Brewery Limited Employees' Association

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 8 octobre 1946 sous le numéro  
330.

Sincèrement à vous,

Le sous-ministre

MC.  
incl.



DEPARTMENT OF LABOUR  
PARLIAMENT BUILDINGS  
QUEBEC

Quebec, October 9th, 1946.

Mr. Georges Lord, Secretary,  
Molson's Brewery Limited Employees' Association,  
P.O. Box 1600, Place d'Armes,  
Montreal, Que.

Dear Sir:-

Enclosed please find a certificate of the deposit made with the Department of Labour on **October 8th, 1946** under Number **330** of the Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between **Molson's Brewery Limited and Molson's Brewery Limited Employees' Association.**

The labour association party to the agreement having been certified on **October 16th, 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).

May I also remark that under the Federal Wartime Wages Control Order, 1943 (C.P. 9384 and amendments) it is necessary to receive, previous to the enforcement of the provisions of the deposited agreement, should same have for effect a modification of the working conditions, an authorization from the Regional War Labour Board, 13 d'Aiguillon Street, Quebec.

Sincerely yours,

MC.  
encl.

Deputy Minister.



DEPARTMENT OF LABOUR  
PARLIAMENT BUILDINGS  
QUEBEC

Quebec, October 9th, 1946.

Mr. H.W. Molson, President,  
Molson's Brewery Limited,  
P.O. Box 1600, Place d'Armes,  
Montreal, Que.

Dear Sir:-

Enclosed please find a certificate of the deposit made with the Department of Labour on **October 8th, 1946** under Number **330** of the Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between **Molson's Brewery Limited and Molson's Brewery Limited Employees' Association.**

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Sincerely yours,

Deputy Minister.

Province de Québec



Province of Quebec

MINISTÈRE DU TRAVAIL

DEPARTMENT OF LABOUR

**Loi des Syndicats Professionnels**

**Professional Syndicates' Act**

(S.R.Q., 1941, chapitre 162 et amendements)

(R.S.Q., 1941, Chapter 162 and amendments)

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

Numéro 330  
Number

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

jour du mois de **octobre**  
day of the month of

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

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

**Molson's Brewery Limited, Box 1600, Place d'Armes,  
Montréal,**

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

**330**

savoir:  
to wit:

Une convention collective en date du  
A collective agreement under date of

**4 octobre 1946**

intervenue entre:  
between:

**Molson's Brewery Limited & Molson's Brewery Limited  
Employees' Association**

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

Sceau - Seal

ce **neuvième**  
this

jour du mois de  
day of the month of

**octobre**

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

MC.

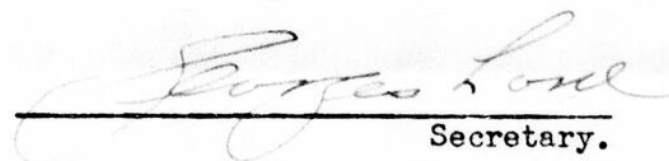
.....  
Sous-ministre

.....  
Deputy Minister

EXTRACT FROM MINUTES OF A MEETING OF THE  
EMPLOYEES' ASSOCIATION OF MOLSON'S BREWERY LIMITED  
HELD ON SEPTEMBER 20TH 1946

"Upon motion duly made and carried, it was agreed  
that J. A. Lalonde, President and Georges Lord,  
Secretary, of the Association, be and are hereby  
authorized to sign the proposed new Collective  
Agreement with Molson's Brewery Limited. "

CERTIFIED TRUE EXTRACT

  
Secretary.

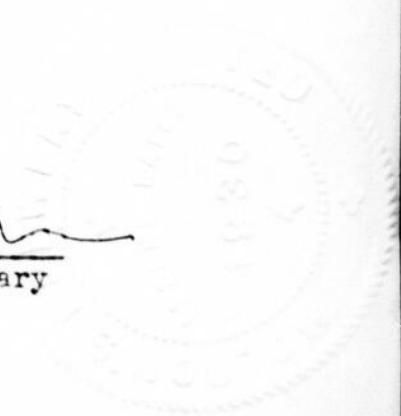
4th October, 1946.

EXTRACT from Minutes of a Meeting of the Directors of  
Molson's Brewery Limited, held at the Company's Office  
on Wednesday, 2nd October 1946 at 4:30 P. M.

"The new Wage Agreement prepared following  
the completion of the Job Evaluation  
Study by Messrs. J. D. Woods & Gordon  
Limited, was approved, and on motion  
duly proposed and seconded, the President  
was authorized to sign the Agreement on  
behalf of the Company".



Secretary





# Molson's Brewery Limited

1670 NOTRE DAME ST. EAST - POSTAL ADDRESS - BOX 1600 - PLACE D'ARMES - MONTREAL, CANADA.

CONVENTIONS COLLECTIVES		Date	Par
1	1	✓	
2	2	✓	
3	3	7-1-44	THC
4	4	16-10-45	
5	5	330	
6	6	H4	

4th October, 1946.



Mr. Gerard Tremblay,  
Deputy Minister,  
Department of Labour,  
Parliament Buildings,  
QUEBEC CITY, P. Q.

Dear Sir:-

Formule

In accordance with the provisions of Division 3, Section 19, of the Labour Relations Act (Revised), we are enclosing two copies of a Collective Agreement signed between Molson's Brewery Limited and the Employees' Association of Molson's Brewery Limited on October 4th.

We wish to point out that this new Agreement supersedes the previous one dated April 5th, 1946 and in addition to the new rates certain clauses have been amended to conform with the recommendations made in your letter to the Employees' Association on August 29th, 1946.

We are enclosing two signing resolutions, one dated October 2nd, authorizing Mr. H. W. Molson to sign on behalf of the Company and the other dated September 20th, authorizing Mr. J. A. Lalonde and Mr. Georges Lord to sign on behalf of the Association.

Yours very truly,

MOLSON'S BREWERY LIMITED

*H. W. Molson*

H. W. MOLSON  
PRESIDENT

MOLSON'S BREWERY LIMITED EMPLOYEES' ASSOCIATION

*Georges Lord*  
GEORGES LORD  
SECRETARY.

CONVENTIONS COLLECTIVES		Date	Par
1	1	✓	

BUREAU DU SOUS-MINISTRE	
Préparé par	
Approuvé par	
Reçu par	
Numerotation	
Formule	
Attesté par	CGB/A.
Mémoire	
Parti	
Mémoire	
Classifié	
CIP 13	

3  
AGREEMENT made this 4th day of October Nineteen Hundred and Forty-Six

B E T W E E N

MOLSON'S BREWERY LIMITED, hereinafter called the Company  
OF THE FIRST PART

A N D

MOLSON'S BREWERY LIMITED EMPLOYEES' ASSOCIATION, herein-  
after called the Association

OF THE SECOND PART

PURPOSE

In recognition of their mutual interests this Agreement is entered into for the purpose of recording the hours, wage rates and working conditions of the Company's employees; to set up the means for settling amicably any differences or grievances which may possibly arise, and for the general purpose of promoting and improving industrial relations between the Company and its employees.

ARTICLE I - RECOGNITION

- 1.- The Company recognizes that the Association has duly been certified by the Labour Relations Commission as sole representative to bargain with the Company for all employees except hereinafter mentioned with respect to wages, hours, and working conditions during the life of this agreement, and that it has all the rights inherent to such certification.
- 2.- The term "employee" as used in this Agreement shall not include the Brewmaster, Assistant Brewmasters, Superintendents, Foremen, Assistant Foremen, Clerical or Monthly Salaried Employees.

ARTICLE II - RESERVATIONS TO MANAGEMENT

- 1.- The Company reserves to itself the exclusive right to hire, lay off, promote, demote, transfer, suspend, discipline or discharge any employee for cause.
- 2.- The operation and management of the business, schedules of production, methods, improvements and means of manufacturing are solely and exclusively the responsibility of the management of the Company. The management further reserves the right, from time to time, to make rules and regulations to be observed by the employees, and these shall not be inconsistent with the terms or spirit of this Agreement.

ARTICLE III - WORKING HOURS

STANDARD HOURS

- 1.- For all hourly-rated employees, except as hereinafter mentioned, the standard working week shall be 48 hours.
- 2.- The standard working week for Night Watchmen shall be 54 hours.
- 3.- The standard working week for Gatemen shall be 60 hours.

REST PERIODS

- 4.- The Company shall, where practical, allow to all employees a ten minute rest period ("Beer Time") with pay in the morning and afternoon. Shifts other than the day shift shall be allowed two similar periods.

LATENESS

- 5.- If, at the commencement of his normal working day an hourly-rated employee is late in arriving at his work place, ready to assume his duties, he shall be penalized to the extent of one-half hour where the lateness is in excess of five minutes in each half-hour, i.e.,

a) for lateness up to five minutes, there shall be no penalty.

5.- (Cont'd.)

- b) for lateness from six to thirty-five minutes, the penalty shall be one half-hour.

For lateness less than five minutes several times during the week, the penalty shall be one half-hour.

ARTICLE IV - STATUTORY HOLIDAYS

New Year's Day  
Good Friday  
Dominion Day

Labour Day  
Thanksgiving  
Christmas

- 1.- The above-mentioned holidays will be regarded by the Company as "paid holidays" and all hourly-rated employees will be credited with the standard hours for the week-day on which the holiday falls.
- 2.- If any of the above-mentioned holidays fall on a Saturday or a Sunday no compensation will be granted.
- 3.- Holiday time allowance shall not be eligible for overtime rates.
- 4.- In the event that it is necessary for an employee to work on any of the above days, he shall, in addition to his holiday pay, be paid at his regular rate for standard hours, plus overtime for any excess thereof.

ARTICLE V - OVERTIME

- 1.- All time worked by hourly-rated employees in excess of standard weekly hours shall be paid for at the rate of time and one-half. Watchmen shall not be entitled to receive overtime.
- 2.- Time worked by maintenance men who are called out on a breakdown job at night, or on a Sunday or holiday, shall be classed as overtime and shall be paid at the rate of time and one-half; such time to be over and above that of the standard working week. If the time actually worked is less than three hours, the employees shall nevertheless be paid for three hours time which is to be regarded as a minimum in such cases.
- 3.- All overtime will be computed only in half-hour units and will be paid for at the rate of time and one-half for each half-hour unit. Any period of overtime less than one half-hour shall not be deemed to constitute overtime.

ARTICLE VI - VACATIONS WITH PAY

- 1.- Employees with less than ten years' continuous service shall be entitled to an annual vacation of one week, or fractions thereof, with pay in accordance with the provisions of Ordinance No. 3 (Revised) of the Minimum Wage Commission of the Province of Quebec.
- 2.- Employees with more than ten years' service shall be entitled to an annual vacation of two weeks with pay as follows:-  

Employees paid by the hour - 96 hours' pay  
Employees paid by the week - 2 weeks' pay.
- 3.- Whenever conveniently possible, and at the discretion of the Company, vacations shall be granted at the period preferred by each employee, his seniority and length of service being taken into consideration.

ARTICLE VII - WAGES

- 1.- The wage rates and ranges of wage rates to be paid pursuant to this Agreement, to employees or occupational classifications, are as follows:-

**SCHEDULE**  
**BREWING DEPARTMENT**

General Labour	)	.65¢
Elevator Operator		
Brewhouse Cleaners		
Grain Drier Helpers		
Gatemen		
Washhouse General Labour	)	.67¢
Storage - Cleaner		
Draught Storage - General Labour		
Racking Man		
Fermenting Room - General Labour	)	.69¢
Racking Room - Package Inspector		
Hop Removal Man		
Yeast Drier Operators		
Watchmen		
Yeast Room Man		
Briggs Machine Operator		
Lighting-Out Man		
Barkeeper		
Storage Tank Washer	)	.72¢
Rack-Out Man's Helper		
Kotite Men		
Set Man		
Grain Drier Operator		
Mash Tub Man		
Hop Weigher		
Dropping Room Man		
Carbonators Helper	)	.74/.78¢
Cooler Man		
Miller		
Painter		
Oiler-Mechanic		
Carbonator		
Rack-Out Man		
Reception Room Chef		
Sign Painter		.93/.97¢
Cooper		.99/\$1.03
Vat Builder		\$1.06/\$1.18
<b><u>CHARGE HANDS</u></b>		
Brewhouse Cleaners	)	.83/.94¢
Kotite		
Racking Room		
Washhouse		.85/.96¢
Grains		.91/\$1.02
Kettleman		\$1.02/\$1.12

BOTTLING DEPARTMENT

General Labour	}	.65¢
Lavatory Attendant		
Carton Scrapper		
Conveyor Man - Packages		
Bale Pilers		
Case Repair Man	}	.67¢
Mechanic's Helper		
Conveyor Man and Piler		
Elevator Operator		
Night Cleaners		
Baling Machine Operator		
Sweeper		
Bottle Examiner		
Label Inspector		
Crown Supplier		
Brushless Washer		
Bottle Inspector	}	.69¢
Pasteuriser Loader		
Soaker Loader		
Bottle Caser		
Label Machine Helper		
Label Machine Operator	}	.72¢
Oiler		
Filler Operator		.74/.78¢
Mechanic "B"		.86/.97¢
Mechanic "A"		.99/\$1.11
Charge Hands:		
Case Repairs	}	.83/94¢
Night Cleaners		

SHIPPING DEPARTMENT

General Labour	}	.65¢
Carton Filler		
Carton Assembler		
Elevator Operator		

Carton Filler - Control	}	.67¢
Carton Feeder - Piler		
Carton Piler - 5th Floor		

Teamster	}	.69¢
Piler (Siding)		
Carton Inspector		
Checker		
Piler (Inside)		
Unpiler		

Packomatic Operator .72¢

Handyman Mechanic .74/.78¢

Drivers' Helpers

Class I \$35/\$39.50

Starting rate	\$35.00	} Conditional upon performance only
After 1 year	37.00	
After 2 years	39.50	

Class II \$39.50/\$45

Increases from \$39.50 to \$45 at discretion of management in light of performance.

Charge Hands

Shipping (2nd Floor) \$83/.94¢

RECEIVING DEPARTMENT

Yardman .67¢

Checkers \$36.50/\$41.75

DRAUGHT EQUIPMENT SERVICEMEN

Pipe Washer \$34.50

Draught Mechanic Serviceman \$38.50/\$40.50

PLANT MAINTENANCE

Apprentices		40/65¢
General Labour	}	.65¢
Elevator Operator		
Tradesmen's Helpers		.67¢
Tradesmen Improvers		.72/.84¢
Carpenter 2nd Class		.80/84¢
Electrician		.86/.90¢
Journeyman Painter	}	.93/.97¢
Millwright		
Bricklayer - Plasterer		
Plumber		
Machinist	}	.99/\$1.03
Senior Electrician		
Carpenter 1st Class		
Master Carpenter	}	\$1.06/\$1.18
Patternmaker		
Master Plumber, Tin & Coppersmith		
Master Machinist		
Master Millwright		
Master Steamfitter		

ENGINE ROOM

Engine Room Cleaner		.65¢
Coal Handler		.69¢
Boiler & Engine Room Repairman	}	.74/.78¢
Boiler & Engine Room Helper		
Fireman		.83/94¢
Stationary Engineman 3rd Class		.96/\$1.10
" " 2nd Class		\$1.12/\$1.18

GARAGE & STABLES

General Labour	}	
Oil & Gas Servicemen		
Gateman		.65¢
Harness Cleaner		
Truck Washer	}	
Tradesmen's Helper		.67¢
Greaser		
Wagon Washer		.69¢
Stableman	}	
Night Watchman		.72¢
Blacksmith-Wheelwright	}	
Horseshoer		.93/.97¢
Garage Mechanic		.99/\$1.03
Master Garage Mechanic		\$1.12/\$1.18
<u>Chauffeurs</u>		
Starting rate		\$36.50
After 2 years		38.50
After 5 years		40.00

CAFETERIA

MALE

General Labour		.57/.65¢
Cleaners & Sweepers		.65¢
2nd Cook		\$30/\$35
Cook	}	
Baker		\$35/\$45

FEMALE

Counter Help - Waitresses	}	
Cleaner & Dish Washer		.50¢
Cafeteria Cashier		\$24/\$28
Senior Counter Help	}	
Senior Waitress		.54¢

MISCELLANEOUS

General Labour	}	
Office Cleaners		.65¢
First Aid Man		.74/.78¢
Charge Hands		.83/94¢

- 2.- Wages will be paid weekly on the Friday following the work week. No wages shall be distributed before 2 P.M. on Friday.
- 3.- All new employees shall be on probation for a term of three months, and if satisfactory at the end of that time, shall have their employment confirmed.
- 4.- Any employee newly engaged for general labour shall be paid at the basic rate of .60¢ per hour during his term of probation, and shall be raised, at the end of his probation, to the full rate for the occupation or group in which he is employed.
- 5.- Employees on steady night shifts (i.e. excluding those on rotating shifts and night watchmen) shall be paid an additional differential rate of 5¢ per hour.
- 6.- A lunch period of one hour without pay shall be allotted to all workers except those on rotating shifts.
- 7.- Employees on rotating shifts, label machine operators in the Bottling Department, and certain designated occupations in the Brewhouse will receive pay for their lunch hour, which will be taken whenever operations of their departments permit.
- 8.- Employees may be transferred temporarily or permanently from one position or department to another at the discretion of management. No transfer shall involve any loss of seniority nor shall the employee suffer any decrease in his wage rate, providing that such transfer is not in the nature of a demotion.
- 9.- Employees who are promoted and are later found to be unfit for the job for reasons of health or any other reason shall revert to their previous occupation and the rate therefor.
- 10.- Employees who have given long and faithful service to the Company and who have become unable to handle heavy work to advantage, will be given preference at such light work as they are able to handle, and shall not suffer any decrease in their wage rates as a consequence.

#### ARTICLE VIII - GROUP ASSURANCE

- 1.- All employees who are taken on permanently at the end of their three months' period of probation, will be assured without cost to themselves, under the Company's Group Assurance Plan. Full details of this Plan are set out in a leaflet officially published by the Company.

#### ARTICLE IX - PENSIONS

- 1.- Regular employees of the Company who have completed one year of continuous service are eligible to become members of the Pension Fund of Molson's Brewery Limited. Full details of this Plan are set out in a booklet officially published by the Company.

#### ARTICLE X - GRIEVANCE PROCEDURE

- 1.- In the event of any dispute or alleged dispute concerning an alleged violation or misinterpretation of this Agreement, the subscribing parties agree to abide by the following procedure for arriving at a fair and binding settlement thereof:
  - a) The grievance shall first be taken up directly with the foreman concerned. If more than one employee is involved, those affected shall designate one of their number as a representative to take up the matter with their foreman and the foreman shall be bound to render a decision within twenty-four hours of having the matter placed before him.

1. - (Cont'd)

- b) If the employee or the majority of employees (if more than one is involved) are not satisfied with the decision of the foreman, he or they may appeal to the superintendent of the Department concerned who shall be bound to render a decision within forty-eight hours of having the matter first placed before him.
  - c) If the employee or the majority of the employees (if more than one is involved) are not satisfied with the decision of the superintendent, he or they may appeal to the Company who shall grant them a fair hearing, and before whom he or they shall be represented by not more than three members of the Association, one of whom must be an officer.
2. - There shall be no strikes, lockouts or walkouts or any slowdowns or other interruptions of work during the life of this Agreement.
3. - The Company reserves the right to discharge any of its employees forthwith for any of the following infractions of its rules and regulations:
- a) Absence without leave
  - b) Theft or other dishonest practices
  - c) Unauthorized drinking in the Plant
  - d) Drunkenness
  - e) Unauthorized smoking in the Plant
  - f) Punching the Time Clock for another employee
  - g) Failure to make proper arrangements for liquidating any indebtedness
  - h) Fighting or rowdy behaviour in Plant

ARTICLE XI - HEALTH & SAFETY

1. - It is mutually agreed that both parties hereto will co-operate to the fullest possible extent in the prevention of accidents and the promotion of safety and health.
- 2 - Where, by agreement between the Company and Association, the use of any of the following protective clothing and devices is considered necessary, it will be issued to employees in accordance with the indicated terms:-

Aprons	Free
Caps	"
Gloves, Mitts, etc.	"
Goggles	"
Respirators, Masks, etc.	"
Oilskin or Rubber Suits	"
Overalls	\$1.00
Rubber Boots	.50¢ per pair

3. - Any employee suffering an injury, no matter how trivial, or becoming ill while at work, shall report to his foreman and be allowed a reasonable time to visit the Medical Department for treatment.
4. - Sickness or accidents which necessitate absence from work must be reported as soon as possible to the foreman of the Department concerned or to the personnel department.
5. - All employees will submit to medical examination by the Company's Doctor, whenever requested so to do.

ARTICLE XII - DURATION OF AGREEMENT

1. - This Agreement shall remain in full force and effect for the period of one year from the date hereof and shall be renewed automatically from year to year, provided that either party may give to the other party a written notice within a delay which shall not be more than sixty days nor less than thirty

1.- (Cont'd.)

days prior to the expiration of each period of its intention to terminate or seek amendment to this agreement.

2.- This Agreement cancels and supersedes the previous Agreement dated April 5th, 1946.

SIGNED at Montreal, this <sup>4<sup>th</sup></sup> day of October 1946.

**NOLSON'S BREWERY LIMITED  
EMPLOYEES' ASSOCIATION**

J. G. Galsde  
President

James Lou  
Secretary-Treasurer

**NOLSON'S BREWERY LIMITED**

W. W. W. W. W.  
President