

S-1377

ESTURE FOOTWEAR LTD. -

1960



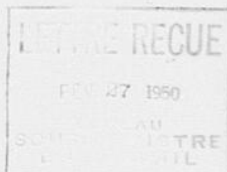
## COMMISSION DE RELATIONS OUVRIERES DE LA PROVINCE DE QUEBEC.

## LABOUR RELATIONS BOARD OF THE PROVINCE OF QUEBEC.

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

Québec le 24 février 1950.

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



RE:- The Feature Footwear Ltd Montreal  
&  
Le Syndicat des Travailleurs en Chaussures  
de Montréal Inc. affilié à la Fédération  
de Cuir et de la Chaussure du Canada Inc.

Monsieur le sous-ministre,

J'accuse réception de votre lettre du  
**16 février courant**, accompagnée pour dépôt  
de deux copies certifiées d'une convention de tra-  
vail, en date du **1er novembre 1949**, intervenue entre  
les parties ci-dessus mentionnées et déposée au minist-  
ère du Travail, le **17 décembre 1949** sous le numéro  
**1377**.

Bien à vous,

Alfred Bussière, LL.L

/tr



49-50  
S.1377

MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

QUÉBEC, ce 16 février 1950.

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

Sujet: Convention collective entre The Feature Footwear Ltd.,  
Montreal, & Le Syndicat des Travailleurs en Chaussures de  
Montreal Inc., affilié à la Fédération de Cuir et de la Chaussure  
du Canada Inc.

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 **1er novembre 1949** et déposée au ministère du Travail le **17 décembre 1949** en exécution de la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements). sous le numéro **1377**.

Sincèrement à vous,

Le sous-ministre,

M-14



MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

22 décembre, 1949.

Québec, ce

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

Montreal, (747, rue Guy) est le Syndicat des Travailliers en Chaussures de Montréal, Inc., affilié à la Fédération du Cuir et de la Chaussure du Canada Inc. The Feature Footwear Ltd.,

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., 1971, titre 162 et amendements), le 17 décembre, 1949, sous le numéro

Sincèrement à vous,

L'Assistant Sous-ministre.

**Encl. 1**



DEPARTMENT OF LABOUR  
PARLIAMENT BUILDINGS  
QUEBEC

Quebec, December 22nd, 1949.

**Feature Footwear Limited,  
747, Guy Street,  
Montreal.**

c/o The Secretary

Dear Sir:-

Enclosed please find a certificate of the deposit made with the Department of Labour on **Dec. 17th, 1949**, under Number **1377** of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between **The Feature Footwear Ltd., Montreal, & "Le Syndicat des Travailleurs en Chaussures de Montreal, Inc.,"** affiliated to **"La Fédération du Cuir et de la Chaussure du Canada, Inc."**

The labour association party to the above mentioned agreement having been certified on **December 6th, 1949**, as bargaining agent by the Quebec Labour Relations Board, the deposit of such agreement with the Department of Labour has also the effect of the deposit contemplated in the Labour Relations Act (R.S.Q., 1941, Chapter 162-A and amendments).

Sincerely yours,

Assistant Deputy Minister.

**Donat Quimper**  
MC. encl.

T-1170

H-2a



MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

Québec, ce 22 décembre, 1949.

**M. Paul Dugas, secrétaire,  
Syndicat des Travailleurs en Chaussures de Montréal, Inc.,  
1231 est, rue Demontigny,  
Montréal.**

**Monsieur,**

Je vous inclus un certificat constatant le dépôt fait au ministère du Travail, le 17 décembre, 1949, sous le numéro 1377, de la convention collective conclue sous la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements) intervenue entre

**The Feature Footwear Ltd., Montréal, et Le Syndicat des Travailleurs en Chaussures de Montréal Inc., affilié à la Fédération du Cuir et de la Chaussure du Canada Inc.**

La partie ouvrière ayant été reconnue le 6 décembre, 1949, comme agent négociateur par la Commission de Relations ouvrières de Québec, le dépôt de cette convention au ministère du Travail a aussi les effets du dépôt exigé par la Loi des Relations ouvrières (S.R.Q., 1941, chapitre 162-A et amendements).

Veillez agréer l'expression de mes meilleurs sentiments.

L'Assistant-Sous-Ministre

Donat Quimper

**MC. incl.**

H-2



CONVENTIONS COLLECTIVES		
VISA DE	Date	Par
Etablissement	✓	MC
Signatures	✓	PL
Incorporation	23-1-32	
Reconnaissance	6-12-49	
Numerotage	1377	
Formule		

1-11-49 QUEBEC, le 19 décembre, 1949.

Monsieur Paul Dugas, secrétaire,  
Syndicat des Travailleurs en Chaussures  
de Montréal Inc.,  
1231 Est, rue Desautigny,  
MONTREAL.

RE: The Feature Footwear Ltd. Montréal.  
&

Syndicat des Travailleurs en Chaussures de  
Montréal Inc., affiliée à la Fédération du  
Cuir et de la Chaussure du Canada Inc.,

Cher monsieur:-

L'article 23, de la Loi des Syndicats Professionnels, en vertu de laquelle le Syndicat ci-haut mentionné semble incorporé, exige que toute convention collective que vous signez soit déposée au bureau du Ministre du Travail par l'une des parties signataires.

Or l'article 19-A de la Loi des Relations Ouvrières, expose que ce dépôt, vous dispense de nous en transmettre deux exemplaires ou deux copies certifiées, tel que prévu à l'article 19.

Aussi avons-nous donc transmis au Ministère du Travail, la convention collective de travail que vous nous avez fait parvenir, avec votre lettre du 12 décembre 1949 concernant l'affaire ci-dessus mentionnée.

Votre tout dévoué,

ap/

ALFRED BUSSIERE.

SYNDICAT DES TRAVAILLEURS EN CHAUSSURES DE MONTREAL  
INC.?

1231 Est, Demontigny, Montréal.

MONTREAL, 12 décembre, 1949.

Commission de Relations Ouvrières  
de la Province de Québec,  
7080 rue Hutchison,  
MONTREAL.  
Monsieur P.E. Bernier, secrétaire.

Cher monsieur,

Je vous adresse deux copies de contrat  
passé entre Feature Fottwear Ltd, et le Syndicat des Travailleurs  
en Chaussures de Montréal inc. en date du 1er novembre 1949.

REF. Q-3240

Certification émis le 9 décembre 1949  
par la Commission.

Votre tout dévoué,

par: Paul Dugas, secrétaire.

copie.

mp/

COLLECTIVE LABOUR AGREEMENT

ENTERED INTO

BETWEEN

ON THE ONE PART: THE FEATURE FOOTWEAR LTD. MONTREAL QUE. hereinafter designated the Employer a civil corporation having its office in the city and district of Montreal, in the province of Quebec.

AND ON THE OTHER PART: LE SYNDICAT DES TRAVAILLEURS EN CHAUSSURES DE MONTREAL INC. affiliated to LA FEDERATION DU CUIR ET DE LA CHAUSSURE DU CANADA INC. hereinafter designated as the Syndicate, a civil corporation having its office in the City and district of Montreal, in the province of Quebec.

THE EMPLOYER AND THE SYNDICATE MUTUALLY AGREE THAT:

Sec. 1. The present Agreement applies to all the employer's workers with the exception of ~~those~~ who have the right to hire also salesmen, shipping and receiving clerks, watchmen and firemen.

GENERAL AIMS AND MEANS

Sec. 2.-

AIM

The purpose of this agreement is to promote harmonious and orderly relation between the employer and its employees represented by the Syndicate, by securing prompt and equitable disposition of grievances and by maintaining mutually satisfactory wages, hours and working conditions:-

Sec. 3.

MUTUAL GOODWILL

The employer and the Syndicate each agree that they will perform in good faith the terms and provisions of this agreement, and exercise all disciplinary powers which respectively they may possess to secure or enforce due performance of this agreement, rights and functions.

Sec. 4.

MUTUAL RIGHT

The employer recognizes the Syndicate as the only bargaining agent authorized to negotiate for and behalf of the employees affected by the agreement in all that concerns wages and other working conditions enumerated in such agreement.

The Syndicate agrees that supervision, management and control of the employer's business are exclusively the function of the employer, and that the employer has the right to make such rules and regulations as it considers necessary or advisable for the orderly and efficient conduct of its business.

Sec. 5.

MAINTENANCE OF MEMBERSHIP AND NEW EMPLOYEES

All workers governed by this agreement who were members of the Syndicate when negotiations first were begun, and all workers who have since signed up or intend to sign up at some later date with the said Syndicate, must remain contributing members of the Syndicate in order to be assured of the several advantages which may be derived from the present agreement

Sec. 6. DEDUCTION FOR SYNDICATE'S FEES

The employer, for the duration of the present agreement, upon receipt of written authorization from each affected employee, will deduct from weekly wages those contributions which the Syndicate may establish at given periods by the constitution and regulations of the Syndicate, and shall remit to the said Syndicate the total amount so collected once a month to the authorized representative of the Syndicate.

Sec. 7. WAGES

The employer acknowledges that the Syndicate may discuss a schedule of wages other than that provided for under decree 3003 and amendments. The employer, during the present agreement, shall not be permitted to change a piece work or piece-rate system into minimum hourly rates without first discussing such changes with the Syndicate.

Sec. 8. VACATIONS

The Syndicate will have the right to negotiate with the employer for vacations providing that such vacation at no time are inferior to those provided for by the decree 3003 amendments.

Sec. 9. PAID HOLIDAYS

For those who are member of the Syndicat<sup>a</sup> only, and have been working for the employers for the period of six months entitled to be paid for these holidays.

ST JEAN BAPTISTE  
FÊTE DU TRAVAIL

OTHER PRIVILEGES

Every employee who gets married will be granted an amount of ten dollars (10.00 the same amount will be granted at the occasion of the birth of a child these special privileges will be granted only to the members of the Syndicate.

Sec. 10. POSTING OF MEETING NOTICES

It is agreed that the Syndicate may post in the employer's establishment, in a suitable place, notices of the Syndicate meeting.

Sec. II. GRIEVANCE PROCEDURE

Any grievance arising between one or more employees with the Company will be submitted to the Company's representative and the Union's business agent at the request of the later, in order to meet for discussion.

Sec. 12. ARBITRATION

If, for some reason, parties to this agreement disagree on certain grievance, arbitration shall be carried on as provided for in Quebec trade disputes Act (c. 157 (S.R.Q. 1941) The decision rendered by the arbitration board will be final and binding on all parties and it will have the same value as an arbitration decision rendered in virtue of Chapter 169 (S.R.Q 1941).

Sec. 13. RIGHT AND OBLIGATIONS

Notwithstanding any clause which may be included in the present agreement, such arrangement will have to be in accordance with the right and obligations emanating from provincial Labour Laws.

Sec. 14.- STRIKES AND LOCK-OUTS

All strikes lock-outs and walk-outs are forbidden during the term of this agreement.

Sec. 15.- If in respect to the provisions of the law, any clauses contained in this agreement should be null this will in no way effect the other clauses.

Sec. 16.- If at any time an employee is not following the rules of the Syndicate and the employer and should wald-out it will be undertsood ~~that~~ the Syndicate undertake to replace this employee.

Sec. 17.- The Present Agreement shall enter into force on the date the Union obtains its certificat of recognition from the Labour Relations Board of the Province of Quebec.

Sec. 18. DURATION OF THE AGREEMENT

The present agreement shall remain in force for the term of one year after the date of its signature. It will automatically renew itself from year to year unless one of the parties signifies, in writing its intention to end ~~or~~ modify it, not more than 60 days not less than 30 days before expiry date.

SIGNED IN MONTREAL IN SIX COPIES, this First day of the month of November in the year of one thousand nine hundred and forty-nine (1949).

LE SYNDICAT DES TRAVAILLEURS  
EN CHAUSSURES DE MONTREAL INC.

THE EMPLOYER

Paul Dugas, Agent

Feature Footwear Ltd.  
N. Lee Davis