

S-1307 MOLSOW'S BREWERY LTD.

- M.L.L. -

1949-50



COMMISSION DE RELATIONS OUVRIERES DE LA PROVINCE DE QUEBEC.

LABOUR RELATIONS BOARD OF THE PROVINCE OF QUEBEC.

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

Québec le 19 décembre 1949

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



RE:- Molson's Brewery Limited
&
Molson's Brewery Limited Emp. Ass.

Monsieur le sous-ministre,

J'accuse réception de votre lettre du
15 décembre 1949, accompagnée pour dépôt
de deux copies certifiées d'une convention de tra-
vail, en date du 26 septembre 1949, intervenue entre
les parties ci-dessus mentionnées et déposée au minis-
tère du Travail, le 29 septembre 1949 sous le numéro 1307

mp/

Bien à vous,

Alfred Bussière
Alfred Bussière, LL.L



449.50
S.1307

MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

QUÉBEC, ce 15 décembre 1949.

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 26 septembre 1949 et déposée au ministère du Travail le 29 septembre 1949 en exécution de la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements), sous le numéro 1307.

Sincèrement à vous,

L'Assistant-Sous-Ministre

Donat Quimper

H-14



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 30 septembre 1949.

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

Sujet: Convention collective entre Molson's Brewery Limited
and Molson's Brewery Limited Employees' Association (1670, est, rue Notre-Dame, Mtl)

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 29 septembre, 1949 sous le numéro
1307.

Sincèrement à vous,

L'Assistant Sous-Ministre.

Donat Quimper
MC. incl.



DEPARTMENT OF LABOUR
PARLIAMENT BUILDINGS
QUEBEC

Quebec, September 30th, 1949.

Molson's Brewery Limited,
1670, Notre Dame Street East,
Montreal.

s/o The Secretary

Dear Sir:-

Enclosed please find a certificate of the deposit made with the Department of Labour on **Sept. 29th, 1949**, under Number **1307** of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between **Molson's Brewery Limited & Molson's Brewery Employees' Association**.

The labour association party to the above mentioned 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).

Sincerely yours,

Assistant Deputy Minister.



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 30 septembre 1949.

Monsieur Georges Lord, secrétaire,
Association des Employés de Molson's Brewery Ltd.,
1670, est, rue Notre-Dame,
Montréal.

Monsieur le secrétaire,

Je vous inclus un certificat constatant le dépôt fait au ministère du Travail, le 29 septembre, 1949 sous le numéro 1307, de la convention collective conclue sous la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements) intervenue entre Molson's Brewery Limited & Molson's Brewery Limited Employees' Association.

La partie ouvrière ayant été reconnue le 16 octobre, 1945 comme agent négociateur par la Commission de Relations ouvrières de Québec, le dépôt de cette convention au ministère du Travail a aussi les effets du dépôt exigé par la Loi des Relations ouvrières (S.R.Q., 1941, chapitre 162-A et amendements).

Veuillez agréer l'expression de mes meilleurs sentiments.

L'Assistant-Sous-Ministre

Donat Quimper
MC. incl.

H-2

Province de Québec

MINISTÈRE DU TRAVAIL



Province of Quebec

DEPARTMENT OF LABOUR

Loi des Syndicats Professionnels

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

Professional Syndicates' Act

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

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

Numéro **1307**
Number

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

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

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

la ministère du Travail a reçu de **M. Georges Lord, secrétaire, Association des**
the Department of Labour has received from **Employés de Molson's Brewery Limited, 1670,**
est, rue Notre-Dame, Montréal,

la convention mentionnée ci-après, laquelle a été déposée sous le numéro **1307**
the hereinafter mentioned agreement, which has been deposited under Number

savoir:
to wit:

Une convention collective en date du **26 septembre 1949**
A collective agreement under date of

intervenue entre:
between:

Molson's Brewery Limited & Molson's Brewery Limited Employees' Association. En vigueur et en effet pour une période d'une année à compter du 3 octobre, 1949. Renouvellement automatique.

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

Sceau - Seal

ce **trentième**
this

jour du mois de
day of the month of

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

EC.

Assistant Sous-ministre

Assistant Deputy Minister

1307

Québec, le 4 octobre 1949.

M. Georges Lord, secrétaire,
Association des Employés de Molson's Brewery Ltd.,
1670, est, rue Notre-Dane,
Montréal 24.

Monsieur le secrétaire,

Nous recevons votre lettre du 30 septembre, qu'accompagne un extrait du procès-verbal de votre association autorisant la signature de l'entente collective intervenue avec Molson's Brewery Limited.

Nous avons déposé cette convention collective en date du 29 septembre 1949, sous le numéro 1307, et nous joignons le document que vous nous adressez à l'exemplaire original.

Sincèrement à vous,

L'Assistant Sous-Ministre,

Donat Quimper
M.C.

EMPLOYEES ASSOCIATION DES EMPLOYES
MOLSON'S BREWERY LIMITED
1670 NOTRE DAME STREET EAST
MONTREAL 24



le 30 septembre, 1949

Le Ministère du Travail,
Hotel du Gouvernement,
Québec.

Monsieur le Ministre,

Dans notre lettre en date du 28 courant et incluant une copie d'une convention collective intervenue le 26 septembre avec Molson's Brewery Limited, nous avons négligé de vous faire parvenir un extrait du procès-verbal de cette association autorisant la signature de cette entente. Nous nous empressons donc de rectifier cette négligence de notre part.

Regrettant cette erreur, nous vous prions de croire à l'expression de nos meilleurs sentiments.


Georges Lord,
SECRETAIRE.

EMPLOYEES ASSOCIATION DES EMPLOYES
 MOLSON'S BREWERY LIMITED
 1670 NOTRE DAME STREET EAST
 MONTREAL 24

le 28 septembre, 1949.

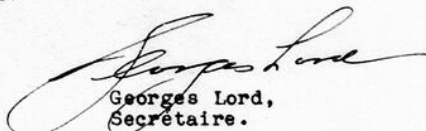
Le Ministère du Travail,
 Hotel du gouvernement,
 Québec.



Monsieur le Ministre,

Suivant l'article 23 de la Loi des syndicats professionnels de cette province, nous vous incluons une copie de notre convention collective intervenue le 26 courant et qui sera effective le 3 octobre prochain pour une période d'un an.

Veuillez croire à l'expression de nos sentiments respectueux.


 Georges Lord,
 Secrétaire.

CONVENTIONS COLLECTIVES		
VISA DE	Date	Par
Estampille	✓	M E
Signatures	✓	
Incorporation	11-1-49	
Reconnaissance	16-10-49	
Numerotage	1307	
Formule		

Signée: 26-9-49



Molson's Brewery Limited

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

REGISTERED MAIL

September 27, 1949

Hon. Antonio Barrette,
Minister of Labour,
Parliament Bldgs.,
QUEBEC, Quebec.

Dear Sir:

In accordance with the requirements of the Professional Syndicates Act, we are enclosing a signed copy of the Collective Agreement recently negotiated between Molson's Brewery Limited and Molson's Brewery Limited Employees' Association.

This agreement takes effect for the year commencing October 3rd, 1949. Kindly acknowledge receipt.

Yours very truly,

MOLSON'S BREWERY LIMITED,

C.G. BOURNE,
ASSISTANT TO THE DIRECTOR OF PERSONNEL

CGB:P

Enc.



1307

AGREEMENT made this 26th day of September, Nineteen Hundred and Forty-Nine,
to take effect the 3rd day of October, Nineteen Hundred and Forty-Nine

B E T W E E N

MELSON'S BREWERY LIMITED, hereinafter called the Company

OF THE FIRST PART

A N D

MELSON'S BREWERY LIMITED EMPLOYEES' ASSOCIATION, hereinafter
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 been duly certified by the Labour Relations Board of the Province of Quebec 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 Brewer, Assistant Brewers, Superintendents, Foremen, Assistant Foremen, Clerical or Monthly Salaried Employees, or Probationary 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, subject to the right of the employee to have a fair hearing through the procedure outlined in Article I, Paragraph 1.
- 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 60 hours.
- 3.- The standard working week for Gatemen shall be 55 hours.

Article III. - (Cont'd)

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.
- 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
St. Jean Baptiste Day

Christmas

Dominion Day
Labour Day
Thanksgiving

- 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 which they would have worked, if their normal schedule had involved work on that day.
- 2.- Holiday time allowance shall not be eligible for overtime rates.
- 3.- 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.
- 4.- Any employee who is absent without permission on the working day preceding or following any of the above holidays will not receive pay for that holiday.
- 5.- Where New Year's Day, Dominion Day or Christmas falls on a Sunday, the Monday following will be considered a paid holiday.

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 and gatemen shall not be entitled to receive overtime.
- 2.- Time worked by men who are called out on a breakdown job (i.e. for mechanical, electrical, steam or refrigeration defects or maintenance) at night, Saturday, Sunday, or paid holiday, shall be classed as overtime and shall be paid for at the rate of time and one-half. If the time actually worked is less than three hours, the employee shall nevertheless be paid for three hours time which is to be regarded as a minimum in such cases. The time for this work shall be calculated from the time an employee leaves home until he returns home after the completion of the job.

Article V. - (Cont'd)

- 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.- a) Employees with less than one year's service shall be entitled to an annual vacation with pay of one half day for each calendar month worked. Employees who are hired by the Company prior to May 1 shall receive their vacation before April 30 of the following year. Employees hired subsequent to May 1, shall not receive their vacation before May 1, of the following year.
- b) Employees with more than one but less than five years' service shall be entitled to an annual vacation of one week with pay.
- c) Employees with more than five but less than twenty-five years' service shall be entitled to an annual vacation of two weeks with pay.
- d) Employees with more than twenty-five years' service shall be entitled to an annual vacation of three weeks with pay.
- 2.- a) No employee with less than three full calendar months' service, whose service is terminated either by himself or the Company, shall be entitled to any vacation.
- b) Any employee with more than three full calendar months' service, whose service is terminated for any reason, shall be entitled to the vacation owing to him as at the previous May 1st plus one-half day for each subsequent full calendar month worked.
- c) In no event shall a fractional vacation exceed the employee's standard work week.
- 3.- Vacation pay shall be payable in advance as follows:-

Employees entitled to less than one week:

Hourly-rated employees - Standard hours
Weekly-rated employees - 1/10 of the weekly wage for each 1/2 day of vacation.

Employees entitled to one week:

Hourly-rated employees - 48 hours pay
Gateman - 55 hours pay
Night Watchman - 60 hours pay
Weekly-rated employees - One week's pay

Employees entitled to two weeks:

Hourly-rated employees - 96 hours pay
Gateman - 110 hours pay
Night Watchman - 120 hours pay
Weekly-rated employees - Two weeks' pay

Employees entitled to three weeks:

Hourly-rated employees - 144 hours pay
Gateman - 165 hours pay
Night Watchman - 180 hours pay
Weekly-rated employees - Three weeks' pay

Article VI. - (Cont'd)

- 4.- 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. Vacation pay will not be allowed for vacations not taken and in such case, any unused vacation privileges will be allowed to accumulate, until conditions permit them to be exercised.

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	}	83¢
Elevator Operator		
Brewhouse Cleaners		
Grain Drier Helpers Gateman		
Warehouse General Labour	}	85¢
Storage - Cleaner		
Bought Storage - General Lab. Baking Man		
Fermenting Room- Gen'l. Labour	}	87¢
Baking Room - Package Disp.		
Yeast Drier Operators		
Watchman		
Yeast Room Man		
Briggs Machine Operator		
Lighting-out Man Bakereaper		
Hop Removal Man		88¢
Storage Tank Washer	}	90¢
Wash-out Man's Helper		
Set Man		
Grain Drier Operator		
Wash Tub Man		
Hop Weigher Drooping Room Man		
Kettle Man		92¢
Carbonators Helper	}	92/96¢
Cooler Man		
Miller		
Painter		
Odler-Mechanic		
Carbonator Wash-out Man		
Sign Painter		\$1.11/1.15
Cooper		\$1.17/1.21
Wat Builder		\$1.24/1.36
CHARGE HANDS		93/1.33

BOTTLE DEPARTMENT

General Labour Inventory Attendant Carton Scupper Bale Pilers	)	834
Conveyor Men - Packages Case Repair Men Mechanic's Helper Conveyor Men and Piler Elevator Operator Night Cleaners Rolling Machine Operator Sweeper Bottle Examiner Label Inspector Crown Supplier Brushless Washer	)	854
Bottle Inspector Pasteurizer Leader Sealer Leader Bottle Capper Label Machine Helper	)	874
Label Machine Operator Oiler	)	904
Filler Operator		92/964
Mechanic "A"		91.17/1.29
Mechanic "B"		91.04/1.15
CHANGE HANDS		93/1.33

SHIPPER DEPARTMENT

General Labour	}	834
Elevator Operator		
Carton Filler	}	854
Carton Assembler		
Carton Filler - Central		
Carton Feeder - Piler		
Carton Piler - 9th Floor		
Transfer	}	874
Piler (Siding)		
Carton Inspector		
Checker		
Piler (Inside)		
Wpiller		
Pneumatic Operator		904
Handyman Mechanics		92/964
Salesman's Helper - Class I	}	843.64/48.24
Salesman's Helper - Class II		
CHANGE HANDS		93/2.33

REPAIR DEPARTMENT

Yardman	854
Checkers	845.24/50.39

BRANCH EQUIPMENT MAINTENANCE

Pipe Washer	843.24
Branch Mechanic Serviceman	847.24/49.24

PLANT MAINTENANCE

Apprentices		58/834
General Labour Elevator Operator	)	834
Tradesmen's Helpers		854
Tradesman Inspectors		90/1.02
Carpenter "B" Painter "B"	)	\$1.02/1.05
Electrician		\$1.04/1.15
Painter "A" Millwright Bricklayer-Plasterer Plumber Steamfitter	)	\$1.11/1.15
Machinist Carpenter "A"	)	\$1.17/1.21
Senior Electrician		\$1.17/1.23
Master Carpenter Patternmaker Master Plumber, Tin & Copper- smith	)	\$1.24/1.36
Master Machinist Master Millwright Master Steamfitter)	

ENGINE ROOM

Engine Room Cleaner		834
Coal Handler		874
Boiler & Engine Room Repairman Boiler & Engine Room Helper	)	92/964
Fireman		\$1.01/1.12
Stationary Engineer - 3rd Class		\$1.14/1.28
Stationary Engineer - 2nd Class		\$1.30/1.36

GARAGE & STABLE

General Labour Oil & Gas Servicemen Gardener	}	834
Truck Washer Tradesman's Helper Greaser	}	834
Night Watchman		874
Blacksmith-Wheelwright		\$1.11/1.15
Garage Mechanic		\$1.17/1.21
Master Garage Mechanic		\$1.30/1.36

CHAUFFEUR

Starting rate	\$45.14
After two years	48.64

CAFETERIA & RECEPTION ROOM

MALE

Boys	58/834
General Labour	75/834
Cleaners & Sweepers	834
2nd Cook	836.64/43.64
Cook	} 843.64/53.64
Helper	

FEMALE

Counter Help - Waitresses Cleaner & Dish Washer	}	704
Cafeteria Cashier		835.56/37.56
Senior Counter Help Senior Waitress	}	744

MISCELLANEOUS

General Labour Office Cleaners	}	834
First Aid Man		92/964
CHARGE HANDS		93/1.33

COST OF LIVING BONUS PLAN

The Company agrees to pay to each regular weekly or hourly rated employee, excluding female cafeteria employees, a cost of living bonus in accordance with the following terms:-

- 1.- The bonus shall be based on the Cost of Living Index as published by the Dominion Bureau of Statistics.
- 2.- For each rise of one full point over the level of 139.4 which was announced at the beginning of October, 1947, the Company will pay 25¢ per week to each full time employee of the Brewery, whether weekly or hourly rated.
- 3.- In the same manner in which the rate is adjusted upward by the rise in the Index, it shall be reduced by a decrease until the Index again stands at 139.4 when the bonus shall end.
- 4.- Adjustments under 2 and 3 above shall be made as soon as the Index figure is published and shall become effective from the first day of the week previous to the date of publication.
- 5.- The bonus shall be in respect of standard working hours (in most cases 48) and shall not be affected by overtime.
- 6.- For the purpose of this plan, the week shall be deemed to consist of five days for day shift workers and four days for night shift workers. When less than the full week is worked, they shall be paid for each day worked one fifth in the first instance and one quarter in the latter of the current weekly cost of living bonus.

Articles VII. - (Cont'd)

- 2.- Wages shall be paid during the week following the work week. Night shift workers and other employees whose work is concluded on Thursday shall be paid on Thursday night between the hours of 5:00 P.M. and 6:00 P.M. All other employees will be paid after 2:00 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 73¢ per hour for men and 60¢ per hour for girls during his or her term of probation, and shall be raised, at the end of his or her probation, to the full rate for the occupation or group in which he or she is employed. Apprentices and Cafeteria boys shall be paid in accordance with the rates set forth in the wage schedule.
- 5.- Employees on steady night shifts (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, and in certain occupations where continuous work is required in which case a paid lunch hour will be granted.
- 7.-
 - a) Employees may be reclassified from one position or department to another at the discretion of Management.
 - b) When an employee is assigned to work temporarily on a job which carries a higher rate of pay than his regular one he will be paid at the higher rate provided he works at the temporary job for at least the standard hours of one full day or night. Men undergoing training for another job shall be exempted from this provision.
 - c) Employees assigned to work temporarily at a job which carries a lower rate of pay shall retain their normal wage rate provided that any such assignment is not made for disciplinary reasons.
- 8.- Employees who are transferred to a new occupation and are subsequently found to be unfit for the job for reasons of health or for any other reason shall revert to their previous occupations and the rate therefor.
- 9.- Aged employees or employees with service so long as to justify special consideration, and who are unable, in the opinion of the Company Doctor, to continue in their duties to advantage shall be given preference at such light work as they are able to handle, and shall not suffer any decrease in their wage rate as a consequence.
- 10.- The Company has the right to make promotions at its own discretion, but it agrees that where two or more people of equal merit are being considered for a job, the award will be made on the basis of seniority.

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 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.
 - b) If there is any dissatisfaction with the decision of the foreman, the employee (or the majority of employees if more than one is involved) 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 placed before him.
 - c) If there is any dissatisfaction with the decision of the superintendent, the employee (or the majority of employees if more than one is involved) may appeal to the Company in the presence of at least one member of the Molsen family 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 the Plant.

ARTICLE XI - HEALTH AND SAFETY

- 1.- It is mutually agreed that both parties hereto will cooperate to the fullest possible extent in the prevention of accidents and the promotion of safety and health.
- 2.- The Company agrees to furnish certain items of protective clothing and devices in accordance with the terms outlined in the attached Schedule A. This schedule may be amended or revised at any time during the life of this contract.
- 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 - COLLECTION OF ASSOCIATION DUES

- 1.- The Company agrees to deduct from the earnings of those employees who have signed authorization forms, dues at the rate of 50¢ per month, or whatever multiple of this amount is required to collect dues exigible by law. These dues shall be payable in advance by instalments of \$1.00, or multiples of \$1.00, deductible from the pay for the second week of the months of January, March, May, July, September and November. It shall be the responsibility of the Association to have authorization forms signed by those members who wish to avail themselves of this convenience. Authorization forms shall be signed in duplicate; one copy to be filed with the Company and one retained by the Association.
- 2.- Association members shall have the right to discontinue deductions at any time by notifying the Company in writing. Cancellation forms will be provided for this purpose and shall be signed in duplicate; one copy shall be retained by the Company and the other forwarded by them to the Association.
- 3.- The Association agrees to provide the Company, not later than February 20th, April 20th, June 20th, August 20th, October 20th and December 20th of each year, with a list of employees for whom deductions of Association dues are to be made. It is agreed that the Company shall not make deductions for less than \$1.00 per member and that it shall be the responsibility of the Association to collect fractional amounts from new members.
- 4.- Employees who have paid Association dues in advance and who leave the service of the Company, shall apply to the Association for refunds.
- 5.- The Company shall remit the dues collected to the Association as soon as possible, but not later than 15 days after the deductions have been made.

ARTICLE XIII - DURATION OF AGREEMENT

- 1.- This Agreement shall remain in full force and effect for the period of one year from October 3rd, 1949, 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 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 October 4th, 1948.

SIGNED at Montreal, this 26th day of September, 1949

NELSON'S BREWERY LIMITED
EMPLOYEES' ASSOCIATION

W. J. Down
President

James L. ...
Secretary-Treasurer & Business Agent

NELSON'S BREWERY LIMITED

W. ...
President

SCHEDULE 2A

WATERWORKS DEPARTMENT

PROPOSED SCHEDULE OF PRICES OF PROPERTY ACQUIRED

<u>ARTICLE</u>	<u>MODE OF ISSUE</u>	<u>DEPARTMENT</u>	<u>PRICE</u>
Aprons, Leather	Ordered on requisition	Stables (Blacksmith)	Free
Aprons, rubber	On authorization	Brewing, Bottling	Free
Aprons, white	Ordered on requisition	Reception Room, Bar, Cooks & Bakers in Cafeteria	Free
Aprons, khaki	On authorization	Salweeny, Helpers & Cleaners	Free
Boots, rubber	On authorization	Brewing, Bottling, Garage & Boiler Room	50¢ a pair
Boots, rubber (Bursary)	On authorization	Brewing & Bottling	50¢ a pair
Boots, safety	On demand	All	Cost
Caps	On authorization	Brewing	Free
Caps	On demand	All	Cost
Cante, blue	On demand	All	Cost
Cante, white	On demand	All	Cost
Coveralls, blue	On authorization	Boiler Room and Garage	\$1.00
Coveralls, khaki	On demand	All others	Cost
Coveralls, khaki	On authorization	Brewing, Boiler Room & Garage	\$1.00
Coveralls, khaki	On demand	All others	Cost
Coveralls	On authorization	Maintenance Men	Free Loan
Coveralls, Khaki	On authorization	Maintenance Men	Free Loan
Coveralls, Khaki	On authorization	Bottling	Free
Coveralls, Khaki	On authorization	Package	Free

ARTICLE	TERM OF ISSUE	DEPARTMENT	PRICE
Gloves, cotton	On authorization	Brewing, Bottling, Malting & Breading	Free
Gloves, leather	On authorization	Helping, Garments & Wash House	Free
Gloves, rubber	On authorization	All	Less
Mitts, leather	On authorization	Brought delivery men, Siding pilers	Free
Overalls, blue	On demand	All	Cost
Overalls, white	On demand	All	Cost
Overalls, white 2-piece	On demand	All	Cost
Overalls, blue 2-piece	On demand	All	Cost
Robbers	On demand	Brewing All others	50¢ pair Cost
Shoes, rubber	On authorization	Malting men	Less
Shirts, khaki	On authorization	All	Cost
Trousers, khaki	On authorization	Brewing	\$1.00
Trousers, khaki	On demand	All	Cost
Uniforms	Ordered on requisition	Uniforms, H. Operators (brewing) Office jackets, Company Cheats Suits, Garages, Trousers, Coat Pile men, etc.	Free
Underwear	On authorization		Less

* Not handled through Stores Department.

SCHEDULE 522

AUTHORIZATION FOR DEDUCTION OF MEMBERSHIP DUES

Until further notice, I authorize Molson's Brewery Limited to deduct from my pay the sum of 50¢ per month representing my membership dues to Molson's Brewery Limited Employees' Association. These dues shall be payable in advance by instalments of \$1.00 deductible from my pay for the second week of the months of January, March, May, July, September and November, and I further authorize you to remit these to the Association in my name and on my behalf.

I reserve the right to cancel these instructions by written notice at any time.

DEPARTMENT

NO.

DATE

WITNESS

SIGNATURE _____

.....

CANCELLATION OF DEDUCTION OF MEMBERSHIP DUES

I herewith cancel my previous instructions to you to deduct membership dues for the Molson's Brewery Limited Employees' Association from my pay.

DEPARTMENT

NO.

DATE

WITNESS

SIGNATURE _____