

S-758 CANADA PACKERS CO. -

1948-49



48.49
S. 758

MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

QUÉBEC, ce 27 mai 1948.

MEMO destiné à La Commission du Salaire Minimum,
286, rue St-Joseph,
QUÉBEC.

Sujet: Convention collective entre Canada Packers Limited,
Fertilizer & Feed Division, 6000, St-Patrick St., Montréal,
and The Independent Syndicate of the Employees of Canada
Packers Limited, Fertilizer & Feed Division.

Monsieur,

Je vous inclus une copie de cette convention
conclue sous la Loi des Syndicats Professionnels, (S.R.Q., 1941, cha-
pitre 162 et amendements), datée du 31 mars 1948 et déposée au
ministère du Travail sous le numéro 758.

Sincèrement à vous,

Le sous-ministre,

H-15



COMMISSION DE RELATIONS OUVRIERES DE LA PROVINCE DE QUEBEC.

LABOUR RELATIONS BOARD OF THE PROVINCE OF QUEBEC

JUGE EUDORE BOIVIN.
PRESIDENT.

PIERRE-A. GOSSELIN,
MEMBRE.

BRUNAY BRAIS,
MEMBRE.

256, RUE ST-JOSEPH,
QUEBEC.

4 EST, RUE NOTRE-DAME
MONTREAL.

A

Québec le 2 juin, 1948.



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

RE:- Canada Packers Limited, Fertilizer & Feed Division,
&
The Independent Syndicate of the Employees of Canada
Packers Limited, Fertilizer & Feed Division.

Monsieur le sous-ministre,

J'accuse réception de votre lettre
du 27 mai, 1948, accompagnée pour dépôt
de deux copies certifiées d'une convention de travail,
en date du 31 mars, 1948, intervenue entre
les parties ci-dessus mentionnées et déposée au ministè-
re du Travail, le 24 avril, 1948.
sous le numéro 758.

LO.

Bien à vous,

Paul E. Bernier

Le secrétaire,

P. E. Bernier, L.L.L.



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

QUÉBEC, ce 27 mai 1948.

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

Sujet: Convention collective entre Canada Packers Limited
Fertilizer & Feed Division, 6000, St-Patrick St., and
The Independent Syndicate of the Employees of Canada
Packers Limited, Fertilizer & Feed Division.

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 31 mars 1948 et déposée au ministère du Travail le 24 avril 1948 en exécution de la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements) sous le numéro 758.

Sincèrement à vous,

Le sous-ministre,

H-14



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 27 avril 1948.

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

Sujet: Convention collective entre **Canada Packers Limited,
Fertilizer & Feed Division, et The Independent Syndicate of the Employees of Canada Packers
Limited, Fertilizer & Feed Division**"

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 24 avril 1948 sous le numéro
758.

Sincèrement à vous,

Le sous-ministre



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 27 avril 1948.

M. Lucien Daoust, secrétaire,
Syndicat Indépendant des Employés de Canada
Packers Limited, (Fertilizer & Feed Division),
6000, St.Patrick,
Montréal.

Monsieur le secrétaire,

Je vous inclus un certificat constatant le dépôt fait au ministère du Travail, le 24 avril 1948 sous le numéro 758, de la convention collective conclue sous la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements) intervenue entre "Canada Packers Limited, Fertilizer & Feed Division," et "The Independent Syndicate of the Employees of Canada Packers Limited, Fertilizer & Feed Division".

La partie ouvrière ayant été reconnue le 28 novembre 1947 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.

Le Sous-Ministre

Gérard Tremblay.
MC. incl.



DEPARTMENT OF LABOUR
PARLIAMENT BUILDINGS
QUEBEC

Quebec, April 27th, 1948.

Mr. G.D. Mungall, Manager,
Fertilizer & Feed Division,
Canada Packers Limited,
6000, St. Patrick Street,
Montreal.

Dear Sir:-

Enclosed please find a certificate of the deposit made with the Department of Labour on **April 24th, 1948**, under Number **758** of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between **Canada Packers Limited, Fertilizer & Feed Division, and The Independent Syndicate of the Employees of Canada Packers Limited, Fertilizer & Feed Division.**

The labour association party to the above mentioned agreement having been certified on **November 28th, 1947** 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,

Deputy Minister.

Gérard Tremblay.
MC. encl.



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 **758**
Number

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

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

huit
mil neuf cent quarante-
nineteen hundred and forty-

le ministère du Travail a reçu de
the Department of Labour has received from
Canada Packers Limited, Montréal,

Mr. G.D. Mungall, Manager, Fertilizer & Feed Division,

la convention mentionnée ci-après, laquelle a été déposée sous le numéro **758**
the hereinafter mentioned agreement, which has been deposited under Number

savoir:
to wit:

Une convention collective en date du **31 mars 1948**
A collective agreement under date of

intervenue entre: **Canada Packers Limited, Fertilizer & Feed Division, 6000,
betwee n : St-Patrick St., Montréal, and The Independent Syndicate of
the Employees of Canada Packers Limited, Fertilizer & Feed
Division. En vigueur à compter du 31 mars 1948 jusqu'au
1er octobre 1948. Renouvellement automatique.**

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

Seceau - Seal

cevingt-sixième
this

jour du mois de
day of the month of

avril

huit
mil neuf cent quarante-
nineteen hundred and forty-

MC.

.....
Sous-ministre

.....
Deputy Minister

CANADA PACKERS LIMITED

MONTREAL, CANADA

April 22, 1948.



Department of Labour,
Office of the Deputy Minister,
QUEBEC CITY,
Que.

Dear Sirs :

We have received your letter of April 12th requesting a copy of the collective labour agreement entered into between Canada Packers Limited and The Independent Syndicate of the Employees of Canada Packers Limited, Fertilizer & Feed Division, showing the actual signatures rather than a typewritten copy as forwarded recently.

We are pleased to enclose herewith an authentic copy of the agreement as requested.

Yours truly,

G. D. Mungall, Manager,
Fertilizer & Feed Division.

GDM:EF

Encl.

CONVENTIONS COLLECTIVES		
VISA DE	Date	Par
Estampille	✓	MC
Signatures	✓	
Incorporation	27-10-47	
Reconnaissance	28-11-47	
Numerotage	758	
Formule		

Quebec, April 12th, 1948.

Mr. G.D. Mungall, Manager,
Fertilizer & Feed Division,
Canada Packers Limited,
6000 St. Patrick Street,
Montreal, P.Q.

Dear Sir:-

We have received a copy of the collective labour agreement entered into between Canada Packers Limited & The Independant Syndicate of the Employees of Canada Packers Limited, Fertilizer & Feed Division. I understand that the deposal of same is required under the Professional Syndicates Act.

I notice that the signatures of the agreement have been typewritten. Article 23 of the above mentioned Act, a copy of which is enclosed, enacts that the Honourable the Minister of Labour must receive an authentic copy or, in the case of a private writing, a duplicate of the writing setting forth the terms of the agreement.

Under the circumstances, we regret not to be legally authorized to proceed to the official deposit. In order to abide by the law, it would be sufficient to have a copy duly signed by the contracting parties.

Sincerely yours,

Deputy Minister of Labour

Gérard Tremblay.
MC. encl.

Quebec, April 9th, 1948.

Mr. G.D. Mangall, Manager,
Fertilizer & Feed Division,
Canada Packers Limited,
6000 St. Patrick Street,
Montreal, P.Q.

Re:- Canada Packers Limited,
&
The Independent Syndicate of the
Employees of Canada Packers Limited.
Fertilizer & Feed Division.

Dear Sir:-

Section 23 of the Professional Syndicates Act, by virtue of which the above mentioned Syndicate seems to be incorporated, stipulates that any Collective Labour Agreement must be deposited by one of the signatory parties with the Minister of Labour.

Then Section 19-A of the Labour Relations Act, mentions that such deposit shall dispense the parties, from the transmission contemplated in Section 19 of that Law.

Therefore, we have sent to the Minister of Labour, the Collective Labour Agreements which you sent with your letter of April 5th, 1948, concerning the above noted matter.

Yours very truly,

Joint-Secretary.

Leo Massicotte, LL.L.,

LO.

COPIE.

2300.

CANADA PACKERS LIMITED.

MONTREAL.

April 5, 1948.

Labour Relations Board,
Province of Quebec,
286 St. Joseph Street,
Quebec City, P.Q.

Mr. Leo Massicotte.

Dear Sirs:

We are pleased to enclose herewith two copies of the Labour Agreement which has been signed between our Company and the Independent Syndicate of Canada Packers' Employees, Fertiliser & Feed Division, located at 6000 St. Patrick Street Montreal.

Yours truly,

G.D. Mungall, Manager,
Fertiliser & Feed Division.

GDM/EF

Encl.

March 31, 1948.

AGREEMENT BETWEEN

**Canada Packers Limited, Fertilizer & Feed Division,
6000 St. Patrick Street, Hereinafter called "the
Company"**

-and-

**The Independent Syndicate of the Employees of Canada
Packers Limited, Fertilizer & Feed Division, herein
called the "Syndicate".**

Recognizing that the welfare of the Company and that of its Employees depends upon the welfare of the business as a whole and recognizing further that a relationship of goodwill and mutual respect between Employers and Employees can contribute greatly to the maintenance and increase of that welfare, the parties to this contract join together in the following Agreement :--

ARTICLE 1 - RECOGNITION

The Company recognizes the Syndicate certified by the Labour Relations Board of the Province of Quebec as the exclusive bargaining agency for its Fertilizer & Feed Plant, located at 6000 St. Patrick Street, Montreal.

The Company will not bargain collectively with any other labour organization affecting Employees in the above-mentioned Plant.

ARTICLE 2 - OBJECTS

The purpose of this Agreement is to define clearly all conditions of employment and to provide a method of settling differences or grievances which may arise from time to time.

In the interest of Employees and Company alike, the Syndicate agrees to co-operate with the Company in maintaining the highest quality of workmanship in the handling of products, premises, equipment, etc.

ARTICLE 3 - EMPLOYEES

The term "Employees" as used in this Agreement shall be considered to include all Employees of the Company's Plant covered by this Agreement with the following exceptions:

Executive Officers, Salesmen, Office and Clerical Staff including all in Superintendent's office and Time office, Superintendents, Foremen and weekly-paid Sub-Foremen, Security Staff.

ARTICLE 4 - CHECK OFF

1. The Company agrees that upon receipt of written authorization in form prescribed in Clause 2 of this article it will, so long as such authorization remains in force, deduct from the Employees' pay on the first pay-day in each calendar month during the term of this Agreement, the amount of Syndicate dues so authorized to be deducted and will transmit the total sum of the amounts so deducted to the Secretary-Treasurer of the Syndicate on or before the first day of the following calendar month.
2. The following form of authorization is mutually agreed upon as the "prescribed form" referred to in the next preceding clause of

this article :

NameNo.

Address

INDEPENDENT SYNDICATE OF THE EMPLOYEES OF CANADA PACKERS LIMITED
FEED & FERTILIZER DIVISION
6000 St. Patrick St., Montreal.

I being an Employee of Canada Packers Limited at its Plant at 6000 St. Patrick Street, Montreal, and a Member of the Independent Syndicate of the Employees of Canada Packers Limited, Feed & Fertilizer Division, 6000 St. Patrick Street, Montreal, hereby authorize and direct Canada Packers Limited to deduct monthly on the first pay-day of each calendar month from my earnings the sum of .50¢, this being my monthly dues to the said Syndicate, I further authorize Canada Packers Limited to pay the amounts so deducted to the Secretary-Treasurer of the above-mentioned Syndicate.

Signature Witness

Dated at this day of 19 ..

ARTICLE 5 - MAINTENANCE OF MEMBERSHIP

1. The Company agrees that any Employee who becomes a Member of the Syndicate shall maintain such membership during the term of this Agreement.
2. Any Employee to whom Clause 1 of this Article applies may resign from Membership in the Syndicate from October 1st to October 30th by giving 30 days' notice in writing.
3. No coercion or intimidation of any kind shall be practiced to compel or influence an Employee to join the Syndicate nor shall any discrimination of any kind whatever be practiced or permitted with respect to Employees who are or who become Members of the Syndicate.

ARTICLE 6 - MANAGEMENT.

The Management and operation of the business, and suspension or discharge of Employees for just cause shall be vested solely in the management of the Company.

ARTICLE 7 - SETTLEMENT OF COMPLAINTS AND GRIEVANCES

1. Both the Company and the Syndicate emphasize the desirability of a satisfactory grievance procedure, the purpose of which will be to settle as many grievances as possible promptly and on the spot. It is agreed that consultation at any step in the following procedure will take place quietly and speedily so that any possible cause of friction may be reduced to a minimum.

2. The Syndicate agrees to appoint or elect and the Company to recognize a Grievance Committee, the Members of which shall be regular Employees of the Company, to deal with matters affecting Employees in all Departments. A list of Members of this Committee shall be supplied to the Company.

3. The Grievance Committee shall be made up of three Members of the Syndicate.

4. Alleged grievances shall be dealt with progressively in the following manner :-

- (a) Between the aggrieved Employee, a Member of the Grievance Committee and the Foreman of the Department in which the Employee works.
- (b) Between those involved in Section 'A' above and the Superintendent.

(c) Between those involved in Section 'B' above and the Manager (if so desired, more Members of the Grievance Committee may attend).

5. Meetings of the Grievance Committee shall be held at times suitable to the operations of the business by arrangement between the Plant Superintendent and the Syndicate. The Company will pay the Members of the Grievance Committee at their regular rates for time spent at meetings up to an average total not exceeding 24 hours per Member during the term of the Agreement. Such hours shall not be included when calculating overtime or guaranteed time.

6. If, after a sincere effort, it is found impossible to reach a solution locally, a full and circumstantial account of the difference shall be forwarded in writing to the Head Office of the Company and to the President of the Syndicate who shall endeavour to reach a settlement.

7. If settlement is not reached, the procedure prescribed by The Quebec Trade Dispute Act may be followed.

8. Interruptions of Production, Strikes and Lockouts. It is agreed that there will be no slowdowns, interruptions of production, strikes or lockouts during the term of this Agreement, nor will there be any strike vote taken by the Syndicate or its Members during the term of this Agreement or extension thereof.

ARTICLE 8 - WAGES

The Company agrees to maintain wage rates in harmony with the rates of other Companies engaged in the similar type of business in the Province of Quebec.

ARTICLE 9 - NIGHT PREMIUM

The Company agrees to pay a premium of five cents (5¢) per hour to all Employees for work performed between the hours of 6.00 p.m. and 6.00 a.m. This premium shall not be considered as part of such Employees' basic rates.

ARTICLE 10 - HOURS OF WORK AND OVERTIME

1. The regular work-week shall be considered to be 48 hours consisting of days of varying lengths, but in no case shall the hours exceed 9 in any one day.
2. The Company agrees to guarantee a minimum work-week of 40 hours subject to the provision of Section 9 of this Article.
3. The schedule of work-week hours shall be determined by mutual Agreement between the Company and the Syndicate, and shall be changed from time to time to suit the seasonal peaks of the Industry.

If overtime is necessary, the Syndicate agrees to encourage Employees to work.

4. In cases where it becomes necessary to work before or after the schedule, the following rules shall apply :

Hourly-rated Employees :

The Company agrees to pay one and one-half ($1\frac{1}{2}$) times their regular rates to hourly-rated Employees for all hours worked in any day in excess of the number of hours prescribed in the schedule for the day.

5. The Company agrees to pay to regular hourly-rated Employees double their regular rates for work performed on Sundays except by those workers whose schedule calls for work on Sunday. If an Employee's regular day off falls on a week day, he shall be paid double the regular rate for hours worked on such a day.

6. (a) The Company agrees to pay all regular hourly-rated Employees at their regular rates whether they work or not for the normal hours of work on each of eight public holidays as follows :-

New Year's Day	Dominion Day
Day after New Year	Labour Day
Good Friday	Christmas Day
St. Jean Baptiste Day	Day after Christmas

If any of these days falls on a Sunday, the day proclaimed in its stead by the Government of Canada shall be observed.

No other holidays over and above these eight shall be observed and on all other days (Sundays excepted) Employees will work if required to do so and regular rates shall apply, excepting only that, if by competent authority some special and non-recurring public holiday of general observance is proclaimed, such day may

be observed and hourly-rated Employees required to work on it shall, for the hours so worked, receive $1\frac{1}{2}$ times their regular rates.

(b) If hourly-rated Employees do perform work on any of the above eight public holidays, they shall receive pay at their regular rates for their scheduled hours of work on such days, as set forth in (a) above, and shall in addition be paid at regular rates for all hours worked on such days.

(c) Any Employee engaged upon shift work whose day falls on any of the eight agreed public holidays shall be paid at the regular rate for the normal hours of work which he would perform on such day. Shift Employees who are called upon to work on any of the eight agreed public holidays may elect to receive double the regular rate for the work performed upon such day, or may elect to receive the regular rate and to be allowed a day off with pay and may, if they so elect, accumulate such days off to be taken at such time as best suits the reasonable convenience of the management after consultation with the Employee concerned.

(d) Employees absent on the work-days next preceding or next following any Statutory holiday shall not be entitled to pay for such holiday unless the absentee received permission from the Company.

7. Any hourly-rated Employee who has been called out to work and is dismissed for that day by reason of some cause for which he is not responsible, shall receive for that day at least four

hours pay at his regular rate, except that for Saturday, he shall receive at least three hours pay at his regular rate.

8. Any hourly-rated Employee who is specially called in at any time outside his normal working hours shall be through when the emergency is over, but shall, nevertheless, be paid for a minimum of four hours at his regular rate.

9. The Syndicate agrees that its officers and Members shall not collect Syndicate dues, nor transact Syndicate business during hours for which they are paid by the Company, except with the permission of the Company. No Member may leave his Department without securing permission from his Foreman. Permission will be granted as soon as reasonably possible.

10. The Company agrees to guarantee every Employee not otherwise excluded in every week of employment 40 hours pay at regular rates, subject to the following provisions. Premiums for night work shall not be considered when calculating what guarantee, if any, is to be paid.

(a) The Company shall adjust gangs in proportion to the work available or expected. To provide Employees with the guaranteed hours of work, the Company shall be free to distribute work within departments and to transfer Employees from one Department to another, reasonable consideration being given to ability and seniority.

(b) An exception to the weekly guarantee occurs in the case of gangs hired on a temporary basis and normally providing employment for a period of less than six (6) consecutive working days.

(c) The Syndicate agrees and the Company expects that Employees will perform whatever tasks may be assigned to them conscientiously. If any Employee declines to perform the task assigned to him, the Company shall be absolved from its guarantee in respect to the hours so lost by that Employee.

(d) Any Employee who is tardy or absent from work on any day or part of a day that he is scheduled or direct to work shall have his guarantee reduced by the time so lost.

(e) An Employee who is employed after the first of the payroll week shall be guaranteed that fraction of 40 hours work which the number of days remaining of the payroll week is of his scheduled work week.

(f) The guarantee shall be the same in weeks in which the eight paid public holidays occur as in others. Pay received for public holidays shall be regarded as part of the guarantee.

11. An Employee shall be given not less than 48 hours' notice of lay-off. Employees on the payroll at the beginning of the work week shall be paid for the guaranteed number of hours of work for that week.

12. Employees shall not be regularly required to work more than 5 hours, or one hour after scheduled quitting time, without a meal period.

ARTICLE 11 - REST PERIODS

The Company agrees to grant Rest Periods of 10 minutes each during morning and afternoon shifts, provided the working time of the shift exceeds 2½ hours. The Syndicate agrees that, except in cases of personal necessity, Employees shall not ask for additional time off during the working day.

The Syndicate agrees that Rest Periods are a privilege and should not be abused.

ARTICLE 12 - SENIORITY

1. Seniority shall mean accumulated service with the Company.
2. Seniority shall start from the first day of employment.
3. Where Employees are hired for seasonal work and remain in the Company's employ for periods of three months or more and work during consecutive seasons the actual time worked will be accumulated to the credit of the Employees affected.

ARTICLE 13 - VACATIONS

1. Eligibility for vacations shall be calculated as follows :
 - (a) Employees who join the Staff of the Company shall for the calendar year in which they are first employed become eligible to receive one fifty-second of one week's vacation with pay for

every completed week of service, such vacation to be taken during the vacation season beginning January 1st next following.

(b) In the next and subsequent years, vacations shall be based upon completed years of service reckoned to December 31st, the vacation to be taken in the vacation season immediately following.

(c) Vacations shall be granted for completed years of service as follows :

After 1 year's service 1 week
After 5 years' service 2 weeks
After 15 years' service (by females) 3 "
After 20 years' service (by males) 3 "

2. The vacation week shall be considered to consist of 48 hours.

3. Vacations may be granted at any time subject to the requirements of the business, but the Company will make a sincere effort to grant vacations at times requested by Employees. Senior Employees in each department should be given preference.

Employees eligible for vacation shall be notified of their vacation periods as far in advance as possible. No vacations shall be granted between September 1st and December 31st unless by special arrangement with the Plant Superintendent.

4. Employees who leave the service of the Company for any reason other than discharge for cause shall receive any unexercised vacation privileges for which they may be eligible at time of leaving.

5. Every Employee shall take his vacation in the vacation season in which he becomes eligible for it. Vacation periods shall not be accumulated from year to year.

6. If a statutory holiday for which the Company contracts to pay falls within the Employee's vacation period, the Company will at its option either allow the Employee concerned a compensatory day's holiday with pay or make payment at regular scheduled rates for the hours normally worked on such statutory holiday. The vacation schedule shall not apply to seasonal workers.

ARTICLE 14 - SAFETY AND HEALTH

The Company shall make reasonable provision for the safety and health of Employees during the hours of their employment. Protective devices on machinery and other devices deemed necessary properly to protect Employees from injury shall be provided by the Company. This, however, shall not be construed to include such personal necessities as safety-boots, gloves, overalls, scabbards, or any article which becomes the personal property of the Employees.

ARTICLE 15 - GOVERNMENT REGULATIONS

It is mutually agreed that no demand shall be made by either party to this Agreement upon the other party, which in any way contravenes laws, orders or regulations issued by, or under the authority of, the Government of Canada or that of the Province

of Quebec, or such agency as may be deputed by either of such governments from time to time in regard to Wages, Bonuses, Hours, Conditions of Labour, or other related matters.

ARTICLE 16 - ABSENCE FROM WORK AND TARDINESS

The Syndicate agrees to co-operate with the Company in securing punctual and regular attendance at work and to do all in its power to eliminate tardiness or absence from work on the part of Employees for other than necessary reasons.

ARTICLE 17 - SYNDICATE NOTICES

During the life of this Agreement the Company agrees to permit Syndicate Officers, who are Employees of the Company, to put notices of Syndicate Meetings or other matters of interest to Syndicate Members upon bulletin boards customarily used for such purposes, provided all such notices are to be first approved by the Plant Superintendent. The Syndicate agrees to refrain from distributing any other notices or publications upon the Company's premises, and to distribute any printed material at the gates only after working hours.

ARTICLE 18 - DURATION OF AGREEMENT

This Agreement shall remain in full force and effect from the date hereof until the 1st of October, 1948 and on a yearly basis thereafter. Notice to terminate or amend may be given before August 2nd in each year. During the period of negotiations, this Agreement shall remain in force.

ARTICLE 19 - LABOUR MANAGEMENT CO-OPERATION

All parties affected by this Agreement agree to carry out the provisions therein with tolerance and understanding, and that labour and management will strive for the utmost co-operation in all matters for the benefit of Employee and Employer.

This Agreement is signed by the duly authorized officers of The Independent Syndicate of the Employees of Canada Packers Limited, Fertilizer & Feed Division and by the authorized local Manager of the Company's Plant at 6000 St. Patrick Street, as evidencing their Agreement to and concurrence in its terms.

For CANADA PACKERS LIMITED,

Edmund J. [Signature]
Plant Manager

For Independent Syndicate of the Employees
of Canada Packers Limited, Fertilizer &
Feed Division.

Paul [Signature]
President
Alfred [Signature]
Vice-President
Lucien [Signature]
Secretary