

1947-1948

1947-1948

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AGREEMENT BETWEEN
J. G. WILSON LIMITED - LAGHYTE MILLS
AND
THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS LOCAL 437

LETTRE REÇUE
MAR 26 1953
BUREAU
DES REÇUS

1074 D

December 16, 1955.

A meeting was held on December 15th, with F.H. Wilson and R.M. Cairns representing the Company. J.J. Arseneau, R. Gagne and O. Pilon representing the Union.

It was agreed that there would be:-

- I. A general increase of (3¢) three cents to male workers and (2¢) two cents to female workers, effective December 12th., 1955.
2. Three weeks vacation will be granted to employees having (15 years) fifteen years service. The date for calculating vacations will remain the same, namely May 1st.

SIGNED AT LACHUTE, this,

sixteenth day of December, 1955.

INTERNATIONAL BROTHERHOOD
OF PAPER MAKERS

J.C. WILSON LIMITED

J.J. ARSENEAU

Roger Gagné
President - Local 437

Illisible
PRESIDENT

OMER PILON
SECRETARY- LOCAL 437

Illisible
MANAGER

J.C. WILSON LIMITEDPAPER MILL

<u>Occupation</u>	<u>NEW RATE</u>
Machine Tender	\$1.43
Back Tender	1.25
Ist. Cutter Boy	1.14
2nd Cutter Boy	1.08
Beaterman	1.20
Beaterman Ass't.	1.08
Sizemaker	1.09
Cutterman	1.17
Cutter Helper	1.14
Sub Foreman Finisher	1.20
Paper Finisher	1.14
2nd. Paper Finisher	1.08
Re-Winder Man	1.17
Ass't Shipper	1.25
Marker	1.19
Lift Truck Operator	1.18
Labourers	1.08
Oiler	1.14
Shop Foreman	1.60
Sub Foreman	1.45
Ist. Machinist	1.37
2nd. Machinist	1.31
Grinderman	1.20
Electrical Helper	1.25
Fireman	1.22
Fireman Helpers	1.13
Pipe Fitters	1.40
2nd. Pipefitters	1.20
Foreman Carpenter	1.33
Ist. Carpenter	1.25
2nd. Carpenter	1.20
3rd. Carpenter	1.16

BAG FACTORY

<u>Occupation</u>	<u>NEW RATE</u>
Sub Foreman	\$ 1.20
Bag Machine Operator	1.14
2nd. Bag Machine Operator (Apprentice)	1.08
Bag Machine Attendant (Female)Apprentice	.74
Bag Machine Attendant (Female)	.76
Bag Machine Inspector	.87
Bag Packer	1.14
Bag Packer Ass't	1.08
Bag Roll Storeman	1.08
Bag Pressman on large press obly	1.13
Bag Pressman on small presses	1.08
Labellers (Female)Apprentice	.74
Labellers (Female)	.76
Pastemaker	1.08
Bag Storeman	1.18 (New Classification)

447

AGREEMENT BETWEEN

J.C. WILSON LIMITED.

LACHUTE MILLS

AND

THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS.
LOCAL 437

August 11 1955.

Conforming our negotiations the following changes will be made in our contract.

1. A general increase of (5¢) five cents to male worker and (3¢) three cents to female workers.
2. Time and one half will be paid to tour workers after normal working hours. This is subject to certain conditions which will be written into the contract.
3. An adjustment of (5¢) five cents per hour to the assistant shipper and marker
4. An adjustment of (10¢) ten cents per hour to the lift truck operation.
5. An adjustment of (5¢) five cents per hour to the electrician helper.
6. An adjustment of (6¢) six cents per hour to the helper on layboy.
7. Shift differential on the 4-12 shift increased increased to (4¢) four cents per hour, and on the 12-8 shift to (6¢) six cents per hour.

All of the above changes will be retroactive to May 1st, 1955 except the shift differential which will be effective August 15th 1955.

We further agree to re-opening negotiations between dec. 1st and 15th. to discuss wages and the question of three weeks vacation after 15 years service.

SIGNED AT LACHUTE. THIS

eleventh day of August, 1955.

INTERNATIONAL BROTHERHOOD
OF PAPER MAKERS

J.J.Arseneau

Roger Gagné,
president. Local 437

Secretary Local 437

J.C.WILSON LIMITED

Illisible, vice president

Illisible, manager,

J.C.WILSON LIMITED

PAPER MILL	
OCCUPATION	NEW RATE
Machine Tender	1.40
Back Tender	1.22
1st. cutter Boy	1.11
2nd Cutter Boy	1.05
Beaterman	1.17
Beaterman Ass't	1.05
Sizemaker	1.06
Cutterman	1.14
Cutter Helper	1.11 (includes 6¢ adjustment)
Sub Foreman Finisher	1.17
Paper Finisher	1.11
2nd Paper Finisher	1.05
Re-Winder Man	1.14
Ass't. Shipper	1.22 (Includes 5¢ adjustment)
Marker	1.16 (Includes 5¢ adjustment)
Lift Truck Operator	1.15 New classification
Labourers	1.05
Oiler	1.11
Shop Foreman	1.57
Sub Foreman	1.42
1st Machinist	1.34
2nd Machinist	1.28
Grinderman	1.17
Electrical Helper	1.22 (includes 5¢ adjustment)
Fireman	1.19
Fireman Helpers	1.10
Piper fitters	1.37
2nd pipefitters	1.17
Foreman Carpenter	1.30
1st carpenter	1.22
2nd carpenter	1.17
3rd carpenter	1.13

Lachute Mills. Que. Effective May 1st 1955.

BAG FACTORY	NEW RATE
Occupation	
Sub Foreman	1.17
Bag Machine Operator	1.11
2nd Bag Machine Operator (Apprentice)	1.05
Bag Machine Attendant (Female) Apprentice	.72
Bag Machine Attendant (Female)	.74
Bag Machine Inspector	.80
Bag Packer	1.11
Bag Packer Ass't	1.05
Bag Roll Storeman	1.05
Bag Pressman on large press only	1.10
Bag pressman on small presses	1.05
Labellers (Female) Apprentice	.72
Labellers (Female)	.74
Pastemaker	1.05

Shift differential increased from 3- to 4¢ on 4-12 shift. from 5¢ to 6¢ on 12-8 shift effective august 15th 1955.

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AGREEMENT BETWEEN

J.C. WILSON LIMITED- LACHUTE MILLS

AND

THE INTERNATIONAL BROTHERHOOD OF PAPERMAKERS.

LOCAL 437

19/276413

April 23rd. 1954

The agreement dated June 1950 has been amended as follows.

1. There will be a shift differential of (3¢) three cents on the 4-12 shift and (5¢) five cents on the 12-8 shift.
2. After further discussion with the Insurance Company, the Local will decide on increased benefits they wish, and the Company will see that the necessary changes are made.
3. Assistant shipper will be paid at a rate halfway his normal and that of shipper while he is doing the shipper's work.
4. The contract may be re-opened for discussions of wages after Sept. 1st.

SIGNED AT LACHUTE. this

Twenty-third day of April 1954.

INTERNATIONAL BROTHERHOOD
OF PAPER MAKERS

J.S.Lambert

Roger Gagné
President- Local 437

Donat Williams
Secretary Local 437

J.C. WILSON LIMITED

J.Wilson
President

W.R.Pollock
Secretary

Unreadable
Manager.

442

AGREEMENT BETWEEN

J. C. WILSON LIMITED - LACHUTE MILLS

AND

THE INTERNATIONAL BROTHERHOOD OF PAPERMAKERS, LOCAL 437

19/2764 A

September 9, 1953.

The agreement dated June 1950 has been amended as follows.

1. A general increase of three cents per hour from May 1st, 1953 to August 31st, 1953.
2. An additional increase of two cents per hour beginning September 1st., 1953.
3. Employees with twenty or more years of service will be granted three weeks vacation, beginning in 1954.
4. An additional paid holiday, Easter Monday, has been granted.

As of September 1st, the wage scale will be as per the attached schedule.

SIGNED AT LACHUTE, this

Ninth day of September 1953

INTERNATIONAL BROTHERHOOD
OF PAPER MAKERS

J. C. WILSON LIMITED

J. S. Lambert

James C. Wilson
PRESIDENT

Anselme Guénette
PRESIDENT - LOCAL 437

W. R. Pollock
SECRETARY

Wilfrid Durocher
SECRETARY - LOCAL 437

Unreadable
MANAGER

Lucien Unreadable
PROVINCE of QUEBEC - DEPT. of LABOUR
Conciliation and Arbitration Service.

Lachute Mills, Que. Effective Sept. 1st., 1953.

J. C. WILSON LIMITED

PAPER MILL

<u>Occupation</u>	<u>New Rate</u>
Machine Tender	\$ 1.35
Back Tender	1.17
1st. Cutter Boy	1.06
2nd. Cutter Boy	1.00
Beaterman	1.12
Beaterman Ass't.	1.00
Sizemaker	1.01
Cutterman	1.09
Sub-Foreman Finisher	1.12
Paper Finisher	1.06
2nd. Paper Finisher	1.00
Re-Winder Man	1.09
Ass't. Shipper	1.12
Marker	1.06
Labourers	1.00
Oiler	1.06
Shop Foreman	1.52
Sub - Foreman	1.37
1st. Machinist	1.29
2nd. Machinist	1.23
Grinderman	1.12
Electrical Helper	1.12
Fireman	1.14
Fireman Helpers	1.05
Pipe Fitters	1.32
2nd. Pipe Fitters	1.12
Foreman Carpenter	1.25
1st. Carpenter	1.17
2nd. Carpenter	1.12
3rd. Carpenter	1.08

Lachute Mills, Que. Effective Sept. 1st., 1953.

J. C. WILSON LIMITED

BAG FACTORY

<u>Occupation</u>	<u>New Rates</u>
Sub. Foreman	\$ 1.12
Bag Machine Operator	1.06
2nd. Bag Machine Operator (Apprentice)	1.00
Bag Machine Attendant (female) Apprentice	.69
Bag Machine Attendant (Female)	.71
Bag Machine Inspector	.77
Bag Packer	1.06
Bag Packer Ass't.	1.00
Bag Roll Storeman	1.00
Bag Pressman on large press only	1.05
Bag Pressman on small presses	1.00
Labellers (Female) Apprentice	.69
Labellers (Female)	.71
Pastemaker	1.00

442

AGREEMENT BETWEEN

J.C. WILSON LIMITED

and

TRADES AND LABOUR CONGRESS, WORKERS FEDERAL UNION, LOCAL 457

I. PARTIES:

The parties of the agreement are J.C. Wilson Limited and the Trades and Labour Congress, Workers Federal Union, Local 457, covering the Mill of the Company located at St-Jérôme, Qué.

2.- PURPOSE OF AGREEMENT:

The mutual interest of employer and employee is recognized by this agreement for the operation of the Plant as certified by Quebec Labour Board under methods that will promote to the fullest extent, safety of the employees, economy of operation, quality and quantity of output, cleanliness of plant and protection of property, and it is recognized by this agreement to be the duty of the Company and the men to co-operate fully, individually and collectively, for the advancement of this condition.

3.- RECOGNITION

In accordance with the ruling of the Quebec Labour Relations Board, the Company recognizes the Trades and Labour Congress, Workers Federal Union, Local 457, as the sole collective bargaining representative of the Company's employees, except as provided in section 26 of the Labour Relations Act.

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

When a new employee has been employed for thirty (30) days and is considered permanent he will be encouraged to join the Union. There shall be no discrimination either by the Company or by the Union towards the individual.

3a. ELIGIBILITY FOR MEMBERSHIP

Employees ineligible for membership in the Union under the term of this agreement include Managers, Office Employees, Foremen, and all temporary employees.

4.- PERIOD

The Company and the Union agree one with the other that they will abide by the articles of this agreement for a period of one year, from October 1st, 1951.

The parties further agree that this agreement shall be automatically renewed from year to year, for a period of twelve (12) months, upon failure by one of the parties to give a written notice to the other party in accordance with section 15 of the Labour Relations Act.

4a. Should a member of Local 457 be chosen as a delegate to a Union Convention, the Company shall allow him to go, provided it does not interfere with production.

5.- EMPLOYMENT

When hiring new employees, the Company will give consideration the following factors:

- (a) Record of Applicant;
- (b) Previous service with the Company, except when separation was voluntary or when employee was discharged for cause.
- (c) Local residence.

When hiring new employees, the Company's decision is final.

6.- PROMOTIONS:

When making promotions, preference shall be given to employees best qualified,

and where other things are equal, department seniority shall be the governing factor ,

LAY OFFS

Where is it necessary to generally reduce the working force of the employees, seniority will be a guiding factor, although preference shall be given to employees who are qualified and willing to do the work which is available. Seniority for the purpose of this section will be first exercised on a Departmental basis; plant wide seniority will then be exercised where practical.

8.- SCHEDULE OF WAGES:

The attached wage schedule shall be effective for the period of this agreement.

9.- INTERRUPTION OF WORK:

It is agreed that there shall be no strike or lockouts during the life of this agreement.

10.- MILL RULES:

All Mill Rules as attached shall be a part of this agreement.

11.- GRIEVANCES

A grievance is defined for the purpose of this agreement as a controversy between the parties on a question concerning

An interpretation or a violation of the terms of the Agreement or of the Mill Rules.

The Union, Local 457, shall appoint two members to a grievance committee, and in case of a grievance, they can call in a representative from their Head Office.

In case of grievances arising in the Mill, they shall be reported by the Trades and Labour Congress, Workers Federal Union, Local 457, to the Mill Manager, if the Mill Manager and the Committee are unable to arrive at a satisfactory settlement within forty eight (48) hours, the question shall be referred to the Company Management. If they are unable to reach an agreement within the following ten (10) days, the matter shall be referred to Arbitration in the manner set forth by the Quebec Trade Disputes Act (Chap.167) The decision rendered by Arbitration shall be final and binding upon all parties.

12. GOVERNMENT LEGISLATION:

It is understood that all or any clauses in this Agreement that may at any time during the term of the Agreement conflict with the Provincial or Federal Legislation or Orders-in-Council, shall automatically become null and void.

Signed at ST JEROME. this

TRADES AND LABOUR CONGRESS WORKERS FEDERAL UNION LOCAL 457

Réjean Racine, président

Elie Thivierge , Marcel Charbonneau, T.L.C. Repres.

J.C. WILSON LIMITED

W.R. Pollock sec.

W.R. Cairns, Gen. Mgf.

Unreadable.

M.S.

I. MILL SCHEDULES:

Operation of the Mill shall not exceed six (6) day per week, from 8.00 a.m. Monday to 8.00 A.M. Sunday, or alternatively from 12.00 midnight Sunday to 12.00 midnight Saturday. This alternative is at the Company's option and depends on the ability of the men to startup without causing damage to equipment and to obtain maximum production.

2.- DAY WORKERS:

The regular hours of service for day workers shall be from 7.00 a.m. to 12.00 noon, and from 1.00 p.m. to 5.00 p.m. except on Saturday when stopping time shall be 12.00 Noon. Workers are to be at their respective places, ready to start on time.

3.- MEDICAL EXAMINATION

Before being hired to work at this Mill, your ~~name~~ has been considered by our Employment Committee in an endeavour to place on our payroll only the best type of employee possible, without favouritism being shown in any way. Every new employee must then be examined and approved by our Doctor, or at the Clinic, and at regular intervals be examined by X-rays-at the Company's expense. Notices are posted in the Mill, showing requirements on which we insist, but they are based largely on the idea a new employee must be physically fit, without any communicable disease, and that the health of our present employees must be protected.

4.- INSTRUCTIONS:

When you start to work, it is the first duty of your foreman or department head to give you definite instructions regarding your work. If there is anything you do not understand, ask the head of your department about it.

5.- SUGGESTIONS:

Is it the intention of the Company to promote in every way possible, safe and healthful working conditions and your suggestions and constructive criticisms, submitted to department heads, will at all times be welcome and receive careful consideration. The Manager's door is always to any employee, who has a personal problem, or who feels the need of assistance not otherwise obtainable. A suggestion box will also be installed in the Mill.

6.- THE CARDS:

Every employee is provided with a time card, which must be properly punched at the beginning and end of tour of duty and must be kept in its place in the rack. If there is any question regarding your time card, do not attempt to make corrections yourself but see the head of your department. Do not punch the time card for any other employee, as this may be cause for immediate discharge. The time card becomes the record upon which your pay is based, and when duly filled in and signed becomes the cheque for your pay, so do not forget to punch it.

7.- ATTENDANCE:

When sick or unavoidably absent, do ^{not} fail to notify the head of your department as directed under Mill Rules. This is only an act of fairness to your fellow-workers any yourself, as well as the Management who have to plan your work.

SAFETY REGULATIONS

Your attention is particularly called to the following:

Each new employee should pledge himself, to work safely, and the first day should get instructions from the foreman.

Is it absolutely necessary that all Safety Rules be followed. An employee who will not conform, is a menace to fellow-workers and has no place in the Mill.

1. Do not remove safeguards except for repairs and cleaning, then replace immediately.
2. Do not operate any machinery whatsoever unless it is in a safe operating condition, and you have been instructed and permitted to operate it.
3. Do not clean machinery in motion, if it can be stopped for this purpose.
4. Beware of inrunning rolls, they cannot always be guarded.

5. Keep hand tools in good condition. Poor tools cause many accidents.
6. Do not ride on trucks or cars of any kind.
7. Horseplay and scuffling are dangerous and will not be allowed.
8. Do not drop things on the floor for someone to fall over.
9. Do not wear loose sleeves, coats, or ties around machinery.
10. Do not smoke in the Mill, except in rooms where it is specially permitted. Do not carry matches carelessly.
11. Observe all danger signs, and never remove.
12. Never lift a load beyond your strength, and never lift even a light load with a sudden jerk. Use your legs and not your back for lifting.
13. Guard especially against slippery floors and unsafe ladders.
14. Be safety conscious. Try to promote safety among your fellow-workers. Report unsafe practices and dangerous equipment.
15. Be sure you know how to handle fire equipment, and where it is placed.
16. All accidents, however minor, must be reported immediately to the Main Office.
17. Venereal or infectious diseases must be reported immediately.
18. Goggles are to be worn whenever there is any danger or eye injury. Any employee refusing to wear them when requested, must give a satisfactory reason by he should not do so.

CLEANLINESS

The Company desires and intends to have the cleanest mill in the Country. Clean Pulp can be made only in a clean mill by employees who are interested in cleanliness. It is the duty of every employee to keep his own place neat and orderly as well as clean. You will probably spend as much time in this Mill as you do in your home, and you should endeavour to make your surroundings pleasant so that you can enjoy your work, as we are interested in having satisfied employees. Spitting on floors and throwing paper, fruit skins, candy wrappers, etc, about the Mill, will not be tolerated.

ECONOMY

Economy both of materials and time, is a virtue to be cultivated. Do not waste Pulp, raw material, power, light, heat, oil, or your own time.

LEAVING EMPLOY:

When a person leaves the employ of this Company he must turn in any tools or other Company property. Final payment will not be made until this is done, and deductions at cost will be made for any lost articles.

ABSENCE FROM WORK:

It is the duty of all workers to report for work at the scheduled time, unless they have previously arranged with their foreman. If an employee is unavoidably prevented from reporting to work, he shall notify his foreman or the time office at least two hours before starting time, unless such employee can justify that it has been impossible for him to give such notice, his absence shall be considered as unauthorized.

When a tour begins each tour worker is required to be at his place. At the end of a shift, no tour worker is to leave his place to wash up and dress until his mate has changed his clothes and reported to take on the responsibility of the position. If a tour worker does not report for his shift, his mate shall notify the department superintendent or foreman. He shall then remain at his post until relieved. The superintendent or foreman will notify the third member of the 24 hours crew if requested. It is the responsibility of the three men on each job to provide for continuous 24 hours operation per day at the regular hourly rate.

After the tour worker has been absent from work because of sickness, vacation, or for any other cause, he must report to his foreman or superintendent at least twenty-four hours previous to the beginning of his tour that he intends to begin duty.

OVERTIME FOR DAY WORKERS:

Time and one half shall be paid to all hourly paid day workers for all time worked in excess of nine continuous hours in any one week-day except Saturday, afternoon, 12.00 noon, when time and one half will be paid, and for work done on Sundays. Day workers called in without previous notice shall receive a minimum of three hours straight time, unless the special work for which they were called in immediately precedes or follows their regular day's work, in which event they shall be paid for the actual number of hours worked, all time in excess of nine hours being at time and one half.

Where an employee deliberately defaces any time punched on his card, or neglects to punch, the paymaster shall deduct one half hour from his pay after checking up with the superintendent to see that the employee did not lose more than a half hour. If, on the other hand, the employee actually lost more than a half hour either entering or leaving the Mill, the matter shall be referred to the Management who will decide what deduction from his pay shall be made, or what other penalty should apply.

OVERTIME FOR TOUR WORKERS:

Time and one half shall be paid to tour workers for all work done on Sundays.

Tour workers required to work overtime at other than tour work shall receive time and one half for such overtime work. On vacancies after two weeks the one half shall be paid for all time worked over eight hours. If, however, the Company applies to the Union for men, and the Union and the Company are not able to procure competent men, in such case straight time would be paid until the vacancy can be filled.

HOLIDAYS:

The following holidays shall be paid, and any employee having to work shall be paid double time. However, if an employee is absent either the day before or the day after a holiday without permission, he shall not be paid for the holiday.

New Years Day- Forty (40) hours shutdown from 4.00 p.m. the day before the holiday, until 8.00 A.M. the day after the holiday.

Thanksgiving Day- 24 hours shutdown, from 8.00 a.m. the day of the holiday to 8.00 A.M. the day after the holiday.

Christmas Day; Forty (40) hours shutdown, from 4.00 p.m. the day before the holiday, until 8.00 A.M. the day after the holiday.

CHANGING OF HOURS OF HOLIDAYS:

A re-arrangement of the hours to be observed for holidays may be made by mutual agreement to accommodate special occasions, when it is impractical to shut the Mill down for the occasion.

VACATION WITH PAY:

All employees shall be entitled to vacation with pay each year as provided in the attached rule governing vacation.

BULLETIN BOARDS:

Notices must not be posted in the Mill, except on the official bulletin Boards, and only after they have been submitted and permission received from the general Superintendent.

UNION ACTIVITIES:

It is agreed that no Union activities shall be carried on in the plant except at official meetings with Company representatives.

CAUSES FOR DISCHARGE:

The following offenses are cause for immediate discharges:-

- (1) Bringing intoxicants into, or consuming intoxicants in the Mill, or on Mill premises.
- (2) Reporting for duty under the influence of liquor.
- (3) Deliberate destruction or removal of Company's or another employee's property.

- (4) Dishonesty
- (5) Giving or taking a bribe of any nature in connection with the hiring of an employee, the retention of his position, or his promotion.
- (6) Punching another employee's card.
- (7) Deliberate prevention by any means of the efficient operation of the plant.
- (8) Repeated absences without leave.
- (9) Insubordination.
- (10) Refusal to or negligence in observing the provisions of the Labour Agreement or the Mill Rules.
- (11) Smoking in prohibited areas.
- (12) Inefficiency or incompetence.
- (13) Sleeping on duty.
- (14) Lack of adoption of labour saving devices or improvement of methods.

VACATIONS WITH PAY TO HOURLY EMPLOYEES:

Subject to the provisions of Federal or Provincial regulations which may become applicable thereto:

I.- All employees of J.C. WILSON LIMITED who meet the following requirements will be granted a vacation with pay.

II.- ELIGIBILITY

One week's vacation with pay will be available to all employees having completed twelve (12) months' of continuous employment in the Company's service prior to May 1st, Thereafter employees will again be eligible for vacation with pay from year to year after completion of twelve (12) months of continuous employment in the Company's service. New employees not having completed twelve (12) months of continuous employment in the Company's service will be paid as required by Provincial Ordinance No. 3., September 14, 1946, Employees who have completed five (5) years continuous employment with the Company will be entitled to two weeks vacation with pay.

III. CONTINUOUS EMPLOYMENT

(a) Continuous employment is broken by unauthorized absenteeism, discharge for cause, voluntary resignation, or any other voluntary separation.

(b) Periods of disability because of sickness or accidents and temporary lay-offs resulting from curtailment of operations or other causes beyond the control of the employee shall not break continuous employment. Doctor's certificate must be produced as proof of sickness.

(c) In cases where continuous employment is broken by any causes mentioned in paragraph (a) above, employees will be eligible for vacation with pay after completion of one year of continuous employment from the date of return to work or re-engagement following absence.

IV. VACATION PERIOD:

A vacation with vacation pay shall not exceed the equivalent of one half a day for each twenty-five (25) days of actual work and/or of authorized absenteeism with a maximum vacation period of twelve (12) working days per twelve (12) months of continuous employment in the Company's service.

V. VACATION PAY:

(a) The amount of vacation pay for each employee shall be calculated on the basis of a normal week's work earnings. EXAMPLE: Normal week forty-eight (48) hours at 60 cents per hour equals \$28.80 vacation pay.

(b) An employee may draw his vacation pay at the beginning of his vacation period if desired.

(c) Vacation pay should not be allowed for vacations not taken; in such cases, any unused vacation privileges should be allowed to accumulate until conditions permit them to be exercised. If an employee leaves the service of his employer of his own accord, or is dismissed for cause, at a time when vacation privileges have been allowed to accumulate to his credit as a result of vacation not taken, he shall be paid the amount due him in lieu of vacation calculated to the end of his last completed twelve (12) months of continuous service.

(d) If an employee, not having been dismissed for cause, leaves the service of the Company for reasons beyond his control, at a time when an unused period of vacation with pay stands to his credit, he shall be paid the amount due him in lieu of vacation calculated to the date of his leaving such service.

VI. GENERAL:

(a) Vacation privileges are not transferable.

(b) It is the intent of the present plan that vacation periods shall not be permitted to interfere with Mill Operations.

(c) The Company reserves the right to schedule the vacation period for each employee as well as to generally administer the vacation plan in accordance with the above provisions; requests for vacation shall be made to Department Heads or Foremen who shall decide upon the time of vacation.

(d) In determining the time of vacation, preference shall be given to the senior man in position, and then to the man senior in time of service.

(e) Employees engaged in seasonal operations for a period of less than six (6) consecutive months shall not be eligible for vacation with pay.

Signed. at St-Jérôme, this

TRADE AND LABOUR CONGRESS WORKERS FEDERAL UNION LOCAL 457.

Réjean Racine, Président

Elie Thivierge,

Marcel Charbonneau, T.L.C. Repres.

J.C. WILSON LIMITED

W.R. Pollock, sec.

W.R. Cairns, Gen. Mgr.

M.B.

J.C.WILSON LIMITED.

Effective, sept 1, 1951.

WAGES SCHEDULE

Maintenance	\$1.05 per hour
Truck driver	.90 "
Truck driver helper	.85
Grinder	.90
Barker	.85
Slasher	.85
Wet Lap	.80
Labourer	.80

442

J.C. WILSON LIMITED

LACHUTE DIVISION

INTERNATIONAL BROTHERHOOD.

of

PAPER MAKERS

Local 437

General Instructions

Agreement

MILL RULES.

May 1951.-

2764

AGREEMENT BETWEEN

J.C. WILSON LIMITED.

and

THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS.

AMENDED TO JUNE, 1952.

FORWARD.

This booklet has been printed for our employees of the Lachute Division, J.C. Wilson Ltd. It is to assist you in understanding your surroundings and the conditions under which you work.-

Our Company was founded in 1870 by the late James Crockett Wilson, who started a small hand-make paper bag business at Montreal. In 1880 the paper mill at Lachute commenced operations and in 1890. bag machines were installed there. Steady progress has been made since with branches opened at Winniped and Vancouver.-

The expansion and improvement of this mill, the Montreal plant and branches has only been accomplished because the management and employees have constantly worked together to manufacture the best products possible. This is the way to continued success.-

We believe and hope for the development of a spirit of loyalty and co-operation which will make your work a source of satisfaction to you. You are an integral part of an organization performing a service to the public. Our success as a Company is determined by the manner in which each employee carried out his duties.-

MEDICAL EXAMINATION.

Before being hired to work at this Mill, your name has been considered by our Employment Committee in an endeavour to place on our payroll only the best type of employee possible, without favouritism being shown in any way. Every new employee must be examined and approved by our Doctor, and at regular intervals be examined by X-rays at the Company's expense. Notices are posted in the Mill, showing requirements on which we insist, but they are based largely on the idea that a new employee must be physically fit, without any communicable disease, and that the health of our present employees must be protected.-

INSTRUCTIONS.

When you start to work, it is the first duty of your foreman or department head to give you definite instructions regarding your work. If there is anything you do not understand ask the head of your department about it.-

SUGGESTIONS.

It is the intention of the Company to promote in every way possible, safe and healthful working conditions and your suggestions and criticisms, submitted to department head, will at all times be welcome and receive careful consideration. The Manager's door is always open to any employee, who has a personal problem or who feels the need of assistance not otherwise obtainable.-

GROUP INSURANCE.

All employees after three months' service have the privilege of participating in the Group Insurance Plan established by the company in conjunction with the Confederation Life Association.-

Employees covered by the plan are insured for one Thousand Dollars (Life) as long as they remain in the service of the Company, and, on leaving, they may continue the life insurance only at their own expense.-

The Group plan also provided a wage indemnity of twenty dollars a week for men and ten dollars a week for women, for a period of 13 weeks, during the time they are under the care of a physician for illness.-

The insurance plan covers all non occupational accidents, not covered by the Workmen's Compensation Act, but the Life Insurance feature of four policy is effective under all conditions even if the employee is fatally injured while working for the Company.-

A further provision is made for surgical treatment in any licensed hospital, for which a reasonable amount is specified in the policy; there is, as well, an allowance of Four Dollars a day during the time the employee is hospitalized, valid for a period of 70 days, with a further allowance of \$30.00 while in the hospital for incidental expenses, such as X-ray and operating room.-

The Company fully co-operates with the employees in handling claims, compiling the required reports, etc., in order that claim maybe handled in a prompt and satisfactory manner.-

UNION:

The Company has recognized the International Brotherhood of Paper Makers, Local No. 437, as the representative of the employees of this Division, and later in this book is a complete agreement with Mill Rules governing the operation of the Mill. You should become familiar with these Rules, as they must necessarily be followed in order that smooth and uninterrupted operation may be possible. Some of these Rules are especially emphasized below.-

TIME CARDS.

Every employee is provided with a time card, which must be properly punched at the beginning and end of tour of duty and must be kept in its place in the rack. If there is any question regarding your time card, do not attempt to make corrections yourself but see the head of your department. Do not punch the time card for any other employee, as this may be cause for immediate discharge. The time card becomes the record upon which your pay is based, and when duly filled in and signed becomes the cheque for your pay, so do not forget to punch it.-

ATTENDANCE:

When sick or unavoidably absent, do not fail to notify the head of your department as directed under Mill Rules. This is only an act of fairness to your fellow-workers and yourself, as well as the Management who have to plan your work.-

SAFETY REGULATIONS.

Your attention is particularly called to the following.

Each new employee should pledge himself or herself to work safely and the first day should get instructions from the Safety Inspector and his own foreman.-

It is absolutely necessary that all Safety Rules be followed. An employee who will not conform, is a menace to fellow-workers and has no place in the Mill.-

1. Do not remove safeguards except for repairs and cleaning, then replace immediately.
2. Observe strictly the instructions for operating elevators. Do not use or ride on any elevator unless permission has been given by the head of your department. Elevators are meant primarily for freight and not passenger service.-
3. Do not operate any machinery whatsoever, unless it is un a safe condition, and you have been instructed and permitted to operate it.-
4. Do not clean machinery in motion, if it can be stopped for this purpose.-
5. Beware of inrunning rolls, they cannot always be guarded.-
6. Keep hand tools in good condition. Poor tools cause many accidents.-
7. Do not ride on trucks or cars of any kind.-
8. Horseplay and scuffling are dangerous, and will not be allowed.
9. Do not drop things on the floor for someone to fall over.-
10. Do not wear loose sleeves, coats, or ties around machinery.
11. Do not smoke in the Mill except in rooms where it is especially permitted Do not carry matches carelessly.-
12. Observe all danger signs, and never remove.-
13. Never lift a load beyond your strength, and never lift even a light load with a sudden jerk. Use your legs and not your back for lifting.-

14. Guard especially against slippery floors and unsafe ladders.-
15. Be safety conscious. Try to promote safety among your fellow-workers. Report unsafe practices and dangerous equipment.
16. Be sure you know how to handle fire equipment, and where it is placed.
17. All accidents, however minor, must be reported immediately to the First Aid Ro

CLEANLINESS.

The Company desires and intends to have the cleanest mill in the country. Clean paper can be made only in a clean mill by employees who are interested in cleanliness. It is the duty of every employee to keep his own place neat and orderly, as well as clean. You will probably spend as much time in this Mill as you do in your home, and you should endeavour to make your surroundings pleasant so that you can enjoy your work, as we are interested in having satisfied employees. Spitting on floors, and throwing paper, fruit skins, candy wrappers, etc. about the Mill will not be tolerated. Each employee is provided with a locker which we insist be used.-

ECONOMY.

Economy, both of material and time, is a virtue to be cultivated. Do not waste paper raw material, power light heat oil, or your own time.-

LEAVING EMPLOY.

When persons leave the employ of this Company they must turn in any tools, locker keys, overalls, or other Company property. Final payment cannot be made until all articles are returned, and deductions will be made at cost for any missing articles.

EDUCATION:

The Company encourages any form of education which an employee finds suitable to his need, and urges that advantage be taken of any opportunities to further education. It is only through education in some form that advancement is possible. The Company will advise and assist in all reasonable ways, any employee who wishes to better himself through education. If you wish to take a course, consult your department head.-

It is the sincere desire of the management to promote goodwill and pleasant surroundings, and we ask that every employee do his or her part to make this Mill the kind of place you would like to work in.-

J.C. WILSON LIMITED.-

AGREEMENT BETWEEN
J. C. WILSON LIMITED.
and
THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS.

Amended to May 1 1952

1. PARTIES.

The parties of the agreement are J.C. WILSON LIMITED and the INTERNATIONAL BROTHERHOOD OF PAPER MAKERS, covering the Mill of the Company located at LACHUTE, Quebec.-

2. PURPOSE OF AGREEMENT

The mutual interest of employer and employee is recognized by this Agreement for the operation of the plant as certified by Quebec Labour Board under methods that will promote to the fullest extent safety of the employees economy of operation, quality and quantity of output, cleanliness of plant and protection of property and it is recognized by this Agreement to be the duty of the Company and the men to co-operate fully, individual and collectively, for the advancement of this condition.

3. RECOGNITION

In accordance with the ruling of the Quebec Labour relations Boards, the Company recognizes the International Brotherhood of Paper Makers as the sole collective bargaining representative of the Company's employees except as provided in section 26 of the Labour Relations Act, any employee who is now a member of this Union, or who after this date, becomes a member of this Union or who is reinstated as a member of this Union, shall, as a condition of continued employment, maintain such membership in good standing.-

When a new employee has been employed for thirty (30) days and is considered permanent he will be encouraged to join the Union.

3a. ELIGIBILITY FOR MEMBERSHIP.

Employees ineligible for membership in the Union under the term of this agreement include Managers, Superintendents, Office Employees, Foreman, the Engineering Department, Technical Control Department and Watchmen as well as salaried employees, and all temporary employees.-

4. PERIOD.

The Company and the Union agree one with the other that they will abide by the articles of this agreement for a period of one year, from May 1st, 1951 to May 1st 1952. The parties further agree that this Agreement shall be automatically renewed from year to year, for a period of twelve (12) months, upon failure by one of the parties to give a written notice to the other party in accordance with section 15 of the Labour Relations Act.-

5. EMPLOYMENT:

When hiring new employees, the Company will give consideration to the following factors:-

- (a) Record of Applicant.-
- (b) Previous service with the Company, except when separation was voluntary or when employee was discharged for cause.-
- (c) Local residence.-

When hiring new employees, the Company's decision is final.-

6. PROMOTIONS:

When making promotions, preference shall be given to the employees best qualified and where other things are equal. Departmental seniority shall be the governing factor.-

7. LAY OFFS:

Where it is neccessary to generally reduce the working force of the employees, seniority will be a guiding factor, although preference shall be given to employees who are qualified and willing to do the work which is available. Seniority for the purpose of this section will be first exercised on a Departmental basis; plant-wide seniority will then be exercised where practical.-

8. SCHEDULE OF WAGES:

The attached wage schedule shall be effective for the period of this agreement.

9. INTERRUPTION OF WORK.

It is agreed that there shall be no strike or lockouts during the life of this agreement.-

10. Mill Rules

All Mill Rules as attached shall be a part of this Agreement.-

11. GRIEVANCES:

A grievance is defined for the purpose of this Agreement as a controversy between the parties on a question concerning:-

An interpretation or a violation of the terms of the Agreement of the Mill Rules.

In case of grievances arising in the Mill they shall be reported by the International Brotherhood of Paper Makers Union Committee to the Department Superintendent. If the Department Superintendent and the Committee are unable to arrive at a satisfactory settlement within forty-eight (48) hours, the question shall be referred to the General Superintendent of the Company. Upon failure to agree within the following seven days, the matter shall be referred to the Manager or his accredited representative to reach an Agreement within the following ten days, the matter shall be referred to Arbitration in the manner set forth by the Quebec Trade Disputes Act Chap 167. The decision rendered by Arbitration shall be final and binding upon all parties.-

12. GOVERNEMENT LEGISLATION;

It is understed that all or any clauses in this Agreement that may at any time during the term of this Agreement conflict with Provincial or Federal Legislation or Orders-in-Council, shall be automatically become null and void.-

Signed at LACHUTE, this First day of May 1951.-

INTERNATIONAL BROTHERHOOD OF PAPER MAKERS.

J.S. Lambert.	Vice President.
C. Ampleman.	President Local No. 437
W. Durochier.	Secretary Local No. 437

J.C. WILSON LIMITED.

I.C. Wilson,	President.
W. R. Pollock	Secretafy
R.M. Cairns.	Manager.

X and the President of the Union or his secredited representative. If they are unable

MILL RULES.

1. MILL SCHEDULES:

Operation of Paper Mill shall not exceed six days per week, from 7.00 A.M. Monday to 7.00 A.M. Sunday. However, men will come in at 6.00 A.M. Monday for startup, and make washup after 7.00 A.M. Sunday. These extra hours will be paid at the overtime rate. Paper machine crews may be called in on Sundays for wire and felt changes when considered necessary by the Company, and as permitted under the laws of the Federal Government/ or the Province of Quebec.-

2. DAY WORKERS:

The regular hours of service for day-workers shall be from 7.00 A.M. to 12.00 Noon, and from 1.00 P.M. to 5.00 P.M. except on Saturday when starting and stopping will be from 7.00 A.M. to 12.00 Noon. Work is to start promptly at 7.00 A.M. and 1.00 P.M. A signal siren will sound at starting time and also three minutes before stopping time. Workers are to be at their respective places ready to work, at the sounding of the starting siren, and are not to leave work until the sounding of the stopping.-siren.

3. ABSENCE FROM WORK.

It is the duty of all workers to report for work at the scheduled time, unless they have previously arranged with their foreman. If an employee is unavoidably prevented from reporting to work, he shall notify his foreman or the time-office at least two hours before starting time, unless such employee can justify that it has been impossible for him to give such notice, his absence shall be considered as unauthorized.-

When a tour begins each tour worker is required to be at his place. At the end of a shift, no tour worker is to leave his place to wash up and dress until his mate has changed his clothes and reported to take on the responsibility of the position. If a tour worker does not report for his shift, his mate shall notify the department superintendent or foreman. He shall then remain at his post until relieved. The superintendent or foreman will notify the third member of the 24 hour crew if requested. It is the responsibility of the three men on each job to provide for continuous 24 hours operation per day at the regular hourly rate.-

After the tour worker has been absent from work because of sickness, vacation, or for any other cause, he must report to his foreman or superintendent at least twenty-four hours previous to the beginning of his tour that he intends to begin duty.-

4. OVERTIME FOR DAY WORKERS.

Time and one-half shall be paid all hourly paid day workers for all time worked in excess of nine continuous hours in any one week-day except Saturday afternoon 12.00 noon, when time and one-half will be paid, and for work done on Sundays or recognized Mill Holidays. Day workers called in without previous notice shall receive a minimum of three hours straight time, unless the special work for which they were called in immediately precedes or follows their regular day's work, in which event they shall be paid for the actual number of hours worked, all time in excess of nine hours being paid at time and one-half.-

Where an employee deliberately defaces any time punched on his card, or neglects to punch the paymaster shall deduct one half hour from his pay after checking up with the superintendent to see that the employee did not lose more than a half hour.- If, on the other hand, the employee actually lost more than a half hour either entering or leaving the Mill, the matter shall be referred to the Management who will decide what deduction from his pay shall be made, or what other penalty should apply.-

5. OVERTIME FOR TOUR WORKERS.

Time and one-half shall be paid to tour workers for all work done on Sundays and recognized Mill Holidays -

Tour workers required to work overtime at other than tour work shall receive time and one-half for such overtime work. On vacancies after two weeks, time and one-half shall be paid for all time worked over eight hours. If, however, the Company applies to the Union for men, and the Union and the Company are not able to procure competent men, in such case straight time would be paid until the vacancy can be filled.

PUTTING ON WIRES.

Special crew called in to put on a wire shall receive time and one-half. Tour workers required to stay to put on a wire after a shift is ended shall receive time and one-half.-

6. HOLIDAYS:

The following holidays shall be paid and any employee having to work shall be paid double time. However, if an employee is absent on the day before or day after a holiday without permission, they shall not be paid for the holiday.-

New Year's Day 40 hours shutdown, from 4.00 p.m. the day before the holiday until 8.00 A.M. after the holiday.

Dominion Day 24 hours shutdown, from 7.00 A.M. the day of the holiday to 7.00 A.M. the day after the holiday.-

Labour Day 24 hours shutdown, from 7.00 A.M. the day of the holiday to 7.00 A.M. the day after the holiday.-

Thanksgiving Day. - 24 hours shutdown, from 7.00 A.M. the day of the holiday to 7.00 A.M. the day after the holiday.-

All Saints Day 24 hours shutdown, from 7.00 A.M. the day of the holiday to 7.00 A.M. the day after the holiday.-

Christmas Day. 40 hours shutdown, from 4.00 P.M. the day before the holiday until 8.00 A.M. the day after the holiday.-

On the day preceding Christmas and New Year's no overtime shall be paid for cleaning up work or necessary repairs done between the hours of 4.00 P.M. and Midnight, except as provided in Mill Rules paragraphs no. 4 and No. 5 The same rule shall apply to operations conducted during the same period after mutual agreement.-

CHANGING OF HOURS OF HOLIDAYS.

A re-arrangement of the hours to be observed for holidays may be made by mutual agreement to accommodate special occasions, when it is impractical to shut the Mill down for the occasion.

7. VACATION WITH PAY.

All hourly paid employees shall be entitled to vacation with pay each year as provided in the attached rule governing vacation.-

8. BULLETIN BOARDS.

Notices must not be posted in the Mill, except on the official Bulletin Boards and only after they have been submitted and permission received from the General Superintendent.-

9. UNION ACTIVITIES.

It is agreed that no Union activities shall be carried on in the plant except at official meetings with Company representatives.-

10. CAUSES FOR DISCHARGE:

The following offenses are cause for immediate discharges:

- (1) Bringing intoxicants into or consuming intoxicants in the Mill, or on Mill premises.-
- (2) Reporting for duty under the influence of liquor.-
- (3) Deliberate destruction or removal of Company's or another employee's property.-
- ~~####~~
- (4) Dishonesty.
- (5) Giving or taking a bribe of any nature in connection with the hiring of an employee, the retention of his position, or his promotion.-

- (6) Bunching another employee's card.
- (7) Deliberate prevention by any means of the efficient operation of the plant.
- (8) Repeated absences without leave.
- (9) Insubordination.
- (10) Refusal to or negligence in observing the provisions of the Labour Agreement or the Mill Rules.
- (11) Smoking in prohibited areas.
- (12) Inefficiency or Incompetence.
- (13) Sleeping on duty.-
- (14) Lack of adoption of labour saving devices or improvement of methods.-

SAFETY AND FIRST AID.

There are a number of men in the Mills qualified to do first aid work in the event of major or minor accidents, and all employees who are injured are required to report to the First Aid Room for treatment and registration, no matter how slight the injury.-

Venereal or infectious diseases must be reported to Doctor immediately.-

All employees who are engaged must have a physical examination. This examination to be arranged and paid for by the Company.-

Goggles are to be worn whenever there is any danger of eye injury. Foremen will be held responsible for the wearing of goggles by employees. If a foreman requests an employee to wear goggles at his work, the employee must wear them or else give a satisfactory reason why he should not do so.-

Employees other than electricians or mechanics must not tamper with electrical or mechanical equipment in any manner that will cause injury to themselves or the equipment.-

VACATIONS WITH PAY TO HOURLY EMPLOYEES.

Subject to the provisions of Federal or Provincial regulations which may become applicable thereto.-

1. All hourly paid employees of J.C. Wilson Limited who meet the following requirements will be granted a vacation with vacation pay.-

11. ELIGIBILITY.

One week's vacation with pay will be available to all hourly paid employees having completed twelve (12) months of continuous employment in the Company's service prior to May 1st 1945. Thereafter, employees will again be eligible for vacation with pay from year to year after completion of twelve (12) months of continuous employment in the Company's service. New employees not having completed twelve (12) months of continuous employment in the Company's service will be paid as required by Provincial ordinance No. 3 September 14, 1946. Employees who have completed five (5) years continuous employment with the Company will be entitled to two weeks' vacation with pay.-

111 CONTINUOUS EMPLOYMENT.

(a) Continuous employment is broken by unauthorized absenteeism, discharge for cause, voluntary resignation or any other voluntary separation.-

(b) Periods for disability because of sickness or accidents and temporary lay-offs resulting from curtailment of operations or other causes beyond the control of the employee shall not break continuous employment. Doctor's certificate must be produced as proof of sickness.-

(c) In cases where continuous employment is broken by any of the causes mentioned in paragraphs (a) above, employees will be eligible for vacation with pay after completion of one year of continuous employment from the date of return to work or re-engagement following absence.-

IV

VACATION PERIOD.

A vacation with vacation pay shall not exceed the equivalent of one half a day for each twenty-five (25) days of actual work and/or of authorized absenteeism with a maximum vacation period of twelve (12) working days per twelve (12) months of continuous employment in the Company's service.-

V

VACATION PAY:

(a) The amount of vacation pay for each employee shall be calculated on the basis of a normal week's earnings. EXAMPLE: Normal week forty-eight (48) hours at 60 cent per hour equals \$28.80 vacation pay.-

(b) An employee may draw his vacation pay at the beginning of his vacation period if desired.-

(c) Vacation pay should not be allowed for vacations not taken, in such cases, any unused vacation privileges should be allowed to accumulate until conditions permit them to be exercised. If an employee leaves the service of his employer of his own accord, or is dismissed for cause, at a time when vacation privileges have been allowed to accumulate to his credit as a result of vacation not taken, he should be paid the amount due him in lieu of vacation calculated to the end of his last completed twelve months of continuous service.-

(d) If an employee, not having been dismissed for cause, leaves the service of the Company, for reasons beyond his control, at a time when an unused period of vacation with pay stands to his credit, he shall be paid the amount due him in lieu of vacation calculated to the date of his leaving such service.-

VI.

GENERAL:

(a) Vacation privileges are not transferable.-

(b) It is the intent of the present plan that vacation periods shall not be permitted to interfere with Mill operations.-

(c) The Company reserves the right to schedule the vacation period for each employ as well as to generally administer the vacation plan in accordance with the above, provisions; requests for vacation shall be made to Department Heads or Foremen who shall decide upon the time of vacation.-

(d) In determining the time of vacation, preference shall be given to the senior men in position, and then to the men senior in time of service.0

(e) Employees engaged in seasonal operations for a period of less than six consecutive months shall not be eligible for vacation with pay.-

Signed at LACHUTE, this first day of May 1951.-

INTERNATIONAL BROTHERHOOD OF PAPER MAKERS.

J.S. Lambert
G Ampleman
W. Durocher

Vice President.
President Local No. 437
Secretary Local No. 437
J.C. Wilson Limited

J.C. Wilson
W.R. Pollock
R.M. Cairns,

President.
Secretary
Manager

Lachute Mills, Que. Effective May 1st 1951.

J.C. WILSON LIMITED.

<u>PAPER MILL.</u> <u>Occupation.</u>	<u>New Rate.</u>
Machine Tender	\$ 1.27
Back er Tender	1.09
1st Cutter Boy	.98
2nd Cutter Boy	.92
Beaterman	1.04
Beaterman Ass't.	.92
Sizemaker	.93
Cutterman	1.01
Sub-Foreman Finisher	1.04
Paper Finisher	.98
2nd Paper Finisher	.92
ReWinder Man	.98
Shipper	1.15
Ass't Shipper	1.04
Marker	.98
Labourers	.92
Oiler	.98
Shop Foreman	1.44
Sub-Foreman	1.29
1st Machinist	1.21
2nd Machinist	1.15
Grinderman	1.04
Electrical Helper	1.04
Fireman	1.06
Firemen Helpers	.97
Pipefitters	1.24
2nd Pipe Fitters	1.04
Foreman Carpenter	1.17
1st Carpenter	1.09
2nd Carpenter	1.04
3rd Carpenter	1.00

LACHUTE MILLS, QUE Effective May 1st., 1951.-

J.C. WILSON LIMITED.

BAG FACTORY.

<u>Occupation.</u>	<u>New Rates.</u>
Sub Foreman	\$ 1.04
Bag Machine Operator	.98
2nd Bag Machine Operator (Apprentice)	.92
Bag Machine Attendant (Female) Apprentice.-	.61
Bag Machine Attendant (Female)	.63
Bag Machine Inspector	.69
Bag Packer	.98
Bag Packer Ass't.	.92
Bag Roll Storeman	.92
Bag Pressman on large ^{press} only	.97
Bag Pressman on small presses	.92
Labellers (Female) Apprentice	.61
Labellers (Female)	.63
Pastmaker	.92

BOULET FACTORY.

Sub Foreman	1.04
Helpers	.92
Machine Attendant (Female)	.63
Machine Attendant (Female) Apprentice	.61

LABOUR AGREEMENT;

BETWEEN

J.C. WILSON, LIMITED

AND

THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS;

1. PARTIES:

The parties to the agreement are: J.C. WILSON, LIMITED and the INTERNATIONAL BROTHERHOOD OF PAPER MAKERS, covering the Mill of the Company Located at LACHUTE, Quebec.

2. PURPOSE OF AGREEMENT:

The mutual interest of employer and employee is recognized by this agreement for the operation of the plant as certified by Quebec Labour Board under methods that will promote to the fullest extent: safety of the employees, economy of operation, quality and quantity of out-put, cleanliness of plant and protection of property; and it is recognized by this agreement to be the duty of the Company and the men to cooperate fully, individually and collectively, for the advancement of this condition.

3. RECOGNITION:

In accordance with the ruling of the Quebec Labour Relations Board, the Company recognizes the International Brotherhood of Paper Makers as the sole collective bargaining representative of the Company's employees, except as provided in Section 26 of the Labour Relations Act. any employee who is now a member of this Union, or who after this date, becomes a member of this Union, or who is reinstated as a member of this Union, shall, as a condition of continued employment, maintain such membership in good standing.

It is agreed that Superintendents and Assistant, Superintendents are considered for the purpose of this, Agreement as part of Management and are not covered by the Agreement.

4. PERIOD:

The Company and the Union agree one with the other that they will abide by the articles of this agreement for a period of one year, from August 24th, 1944 to May 1st, 1945. The parties further agree that this Agreement shall be automatically renewed from year to year, for a period of twelve (12) months, upon failure by one of the parties to give a written notice to the other party in accordance with Section 15 of the Labour Relations Act.

5. EMPLOYMENT:

When hiring new employees, the Company will give consideration to the following factors:

- (a) Record of applicant.
- (b) Previous service with the Company, except when separation was voluntary or when employee was discharged for cause.
- (c) Local residence.

When hiring new employees, the Company's decision in any case is final.

19/190

6. PROMOTIONS:

When making promotions, preference shall be given to employees best qualified, and where other things are equal, Departmental seniority shall be the governing factor.

7. LAY-OFFS:

Where it is necessary to generally reduce the working force of the employees, seniority will be a guiding factor, although preference shall be given to employees who are qualified and willing to do the work which is available. Seniority for the purpose of this section will be first exercised on a Departmental basis; plant-wide seniority will then be exercised where practical.

8. SCHEDULE OF WAGES:

The attached wage schedule as authorized by the Quebec Regional War Labour Board and the National War Labour Board forms part of this Agreement and shall be effective for the period from March 1st, 1945 to May 1st, 1945.

9. INTERRUPTION OF WORK:

It is agreed that there shall be no strike or lockouts during the life of this agreement. This section shall not have the effect of preventing an interruption of work which does not constitute a strike or a lock-out.

10. MILL RULES:

All Mill Rules as attached shall be a part of this Agreement.

11. GRIEVANCES:

A grievance is defined for the purpose of this agreement as a controversy between the parties on a question concerning.

(a) Working conditions at the Mill not specifically covered by the terms of the Agreement or the Mill Rules.

(b) An interpretation or a violation of the terms of the Agreement or of the Mill Rules.

In case of grievances arising in the Mill, they shall be reported by the International Brotherhood of Paper Makers Union Committee to the Department Superintendent. If the Department Superintendent and the Committee are unable to arrive at a satisfactory settlement within forty-eight (48) hours, the question shall be referred to the General Superintendent of the Company. Upon failure to agree within the following seven days, the matter shall be referred to the Manager or his accredited representative and the President of the Union or his accredited representative. If they are unable to reach an Agreement within the following ten days, the matter shall be referred to Arbitration in the manner set forth by the Quebec Trade Disputes Act (Chap. 167). The decision rendered by Arbitration shall be final and binding upon all parties.

12. GOVERNMENT LEGISLATION:

It is understood that all or any clauses in this Agreement that may at any time during the term of this Agreement

conflict with Provincial or Federal Legislation or Orders in Council, shall automatically become null and void.

Signed at LACHUTE, this twenty-seventh Day
of February 1945.

INTERNATIONAL BROTHERHOOD
OF PAPER MAKERS

J.C. WILSON, LIMITED.

M.C. Reynolds

E.K. Wilson
Manager.

Léon Gibeault
President - Local No. 437.

James C. Wilson
Asst. Manager.

Donat Williams
Secretary - Local No. 437

J.C. WILSON, LIMITED

MILL RULES

1. MILL SCHEDULE:

Operation of Paper Mill shall not exceed six days per week, from 7,00 A.M. Monday to 7.00 A.M. Sunday, and no employee shall be required to work on paper machines between the hours of 7,00 A.M. Sunday to 7,00 A.M. Monday, other than for washing screens, oiling, and repair work, except as mutually agreed, and as permitted under the laws of the Federal Government and/or the Province of Quebec.

2. DAY WORKERS:

The regular hours of service for day-workers shall be from 7.00 A.M. to 12.00 Noon, and from 1.00 P.M. to 6.00 P.M., except on Saturday when starting and stopping will be from 7.00 A.M. to 12.00 Noon. Work is to start promptly at 7.00 A.M. and 1.00 P.M. A signal siren will sound at starting time and also three minutes before stopping time. Workers are to be at their respective places, ready to work, at the sounding of the starting siren and are not to leave work until the sounding of the stopping siren.

3. ABSENCE FROM WORK:

It is the duty of all workers to report for work at the scheduled time, unless they have previously arranged with their foreman. If an employee is unavoidably prevented from reporting to work, he shall notify his foreman or the time-office at least two hours before starting time, unless such employee can justify it has been impossible for him to give such notice, his absence shall be considered as unauthorized.

4. OVERTIME FOR DAY WORKERS:

Time and one half shall be paid to all hourly paid day workers for all time worked in excess of ten continuous hours in any one week-day, except Saturday afternoon, 12.00 P.M. when time and one half will be paid and for work done on Sundays or recognized Mill Holidays. Day workers called in without previous notice shall receive a minimum of three hours straight time, unless the special work for which they were called in immediately precedes or follows their regular day's work, in which event they shall be paid for the actual number of hours worked, all time in excess of ten hours being at time and one-half,

5. OVERTIME FOR TOUR WORKERS:

Time and one half shall be paid to Tour Workers for all work done on Sundays and recognized Mill Holidays.

Tour workers required to work overtime at other than tour work shall receive time and one half for such overtime work. On vacancies after two weeks, time and one-half shall be paid for all time worked over eight hours. If, however, the Company applies to the Union for men, and the Union and the Company are not able to procure competent men, in such case straight time would be paid until the vacancy can be filled.

PUTTING ON WIRES:

Special crew called in to put on a wire shall receive five hours pay. Tour workers required to stay to put on a wire after a shift is ended shall receive four hours straight time, excepting when the job is started at least half an hour before the tour ends, when actual time worked, plus one hour, shall be paid.

6. HOLIDAYS: All

All necessary work done on the following Holidays shall be paid for at the time and one half rate. Holidays are as follows.

NEW YEAR'S DAY: 40 hours shutdown from 4.00 P.M. the day before the Holiday until 8.00 A.M. the day after.

DOMINION DAY: 24 hours shutdown from 7.00 A.M. the day of the Holiday to 7.00 A.M. the day after the Holiday.

LABOUR DAY: 24 hours shutdown, from 7.00 A.M. the day of the Holiday to 7.00 A.M. the day after the Holiday.

THANKS GIVING DAY: 24 hours shutdown, from 7.00 A.M. to the day of the Holiday to 7.00 A.M. the day after the Holiday.

ALL SAINTS DAY: 24 hours shutdown, from 7.00 A.M. the day of the Holiday to 7.00 A.M. the day after the Holiday.

CHRISTMAS DAY: 40 hours shutdown, from 4.00 P.M. the day before the Holiday until 8.00 A.M. the day after.

xMidnight, except as provided in Mill Rules, paragraphs No. 4 and

On the day preceding Christmas and New Year's, no overtime shall be paid for cleaning up work or necessary repairs done between the hours of 4.00 P.M. and No. 5. The same rule shall apply to operations conducted during the same period after mutual agreement.

CHANGING OF HOURS OF HOLIDAYS:

A re-arrangement of the hours to be observed for Holidays may be made by mutual agreement to accommodate special occasions, when it is impractical to shut the Mill down for the occasion.

7. VACATION WITH PAY:

All hourly paid employees shall be entitled to one week's Holiday with pay each year as provided in the attached rule governing Holidays.

8. BULLETIN BOARDS:

Notice must not be posted in the Mill, except on the Official Bulletin Boards, and only after they have been submitted and permission received from the General Superintendent.

9. UNION ACTIVITIES:

It is agreed that no Union activities shall be carried on in the plant except at official meetings with Company representatives.

10. CAUSES FOR DISCHARGE:

The following offenses are causes for immediate discharge:

- (1) Bringing intoxicants into, or consuming intoxicants in the Mill, or on Mill premises.
- (2) Reporting for duty under the influence of liquor.
- (3) Deliberate destruction or removal of Company's or another employee's property.

- (4) Dishonesty.
- (5) Giving or taking a bribe of any nature in connection with the hiring of an employee, the retention of his position, or his promotion.
- (6) Punching another employee's card.
- (7) Deliberate prevention by any means of the efficient operation of the plant.
- (8) Repeated absences without leave.
- (9) Insubordination .
- (10) Refusal to or negligence in observing the provisions of the Labour Agreement or the Mill Rules.
- (11) Smoking in prohibited areas.

J.C. WILSON LIMITED.

VACATIONS WITH PAY TO HOURLY EMPLOYEES.

Subject to the approval of the Regional War Labour Board and subject to any Federal or Provincial regulations which may become applicable thereto:

- I. All hourly paid employees of J.C. WILSON, LIMITED, who meet the following requirements will be granted a vacation with vacation pay.

II. ELIGIBILITY:

The vacation with pay will be available to all hourly paid employees having completed twelve (12) months of continuous employment in the Company's service prior to May 1st, 1945. Thereafter, employees will again be eligible for vacation with pay from year to year after completion of twelve (12) months of continuous employment in the Company's service. New employees not having completed twelve (12) months of continuous employment in the Company's service will become eligible for vacation with pay at such time they have completed twelve (12) months of continuous employment in the Company's service.

III. CONTINUOUS EMPLOYMENT:

- (a) Continuous employment is broken by unauthorized absenteeism discharge for cause, voluntary resignation, or any other voluntary separation.

(b)x
(c)

In cases where continuous employment is broken by any of the causes mentioned in paragraph (a) above, employees will be eligible for vacation with pay after completion of one year of continuous employment from the date of return to work or re-engagement following absence.

IV. VACATION PERIOD:

A vacation with vacation pay shall not exceed the equivalent of one-half a day for each twenty-five (25) days of actual work and/or of authorized absenteeism with a maximum vacation period of six (6) consecutive working days per twelve (12) months of continuous employment in the Company's service.

V. VACATION PAY:

- (a) The amount of vacation pay for each employee shall be calculated on the basis of 2% of each employee's yearly earnings.
- (b) An employee may draw his vacation pay at the beginning of his vacation period if desired.
- (c) Vacation pay should not be allowed for vacations not taken; in such cases, any unused vacation privileges should be allowed to accumulate until conditions permit them to be exercised. If an employee leaves the service of his employer of his own accord, or is dismissed for cause, at a time when vacation privileges have been allowed to accumulate to his credit as a result of vacation not taken, he should be paid the amount due him in lieu of vacation calculated to the end of his last completed twelve months of continuous service.
- (b)x Periods of disability because of sickness or accident and temporary lay-offs resulting from curtailment of operations or other causes beyond the control of the employee shall not break continuous employment.

- (d) If an employee, not having been dismissed for cause, leaves the service of the Company for reasons beyond his control, at a time when an unused period of vacation with pay stands to his credit, he shall be paid the amount due him in lieu of vacation calculated to the date of his leaving such service.
- (e) Since the purpose of this plan is to provide a reasonable rest period, employees shall not engage in remunerative work during the vacation period, and vacation pay shall not be allowed to employees who fail to meet this condition.

VI. GENERAL:

- (a) Vacation privileges are not transferable.
- (b) It is the intent of the present plan that vacation periods shall not be permitted to interfere with mill operations;
- (c) The Company reserves the right to schedule the vacation period for each employee as well as to generally administer the vacation plan in accordance with the above provisions; requests for vacation shall be made to Department Heads or Foremen who shall decide upon the time of vacation.
- (d) In determining the time of vacation, preference shall be given to the man senior in position, and then to the man senior in time of service.
- (e) Employees engaged in seasonal operations for a period of less than six consecutive months shall not be eligible for vacation with pay.

E.K.W.

M.C.R.

Approved,
L.G.

Montreal, Que.,
February 26th 1945.

Mr. Kilgour Wilson, Manager,
J.C. Wilson Company, Limited,
Lachute,
P.Q.

re: Vacations with pay and
in addition to Division "B",
Section "3".

Dear Mr. Wilson:

Further to our conversation of to-day's date, it is hereby agreed that when, in the Company's opinion, an employee is claimed to be off sick unjustifiably, the Company's doctor may visit the home of such employee.

All expense of such visit to be sustained by the Company.

Sincerely yours,

Léon Gibeault
President

Lachute Local 437

David Williams
Secretary,

Lachute Local 437.

T.A.

MARCH 1st, 1945.

Beaterman,	.58
Beaterman's Helper,	.50
Machine Tender,	.73
Backtender,	.58
Shipper,	.55 $\frac{1}{2}$
Shipper's Helper,	.52 $\frac{1}{2}$
Finisher	.52 $\frac{1}{2}$
Finisher,	.50 $\frac{1}{2}$
Bag Machine Operator,	.55
Bah Machine Operator,	.50
Stockkeeper,	.50
Packer,	.55
Packer,	.50
Toilet room helper,	.50
Press Man,	.48
Bag Mach. Attendant,	.33
Bag Mach. Attendant,	.32
Toilet Mach. Attendant,	.33
Toilet Mach. Attendant,	.32
Fireman,	.59
Fireman's Helper,	.54
Laborers,	.47 $\frac{1}{2}$
Machinist,	.69
Substation Attendant,	.59
Size Man,	.49
Oiler,	.49
Machinist's Helper,	.59
Boss Carpenter,	.79
Carpenter's Asst.,	.64
" "	.54
" "	.49
First Boy	.51
Second Boy,	.49
Third Boy,	.47

x Paste Man .50

COAL MEN

55 Hours Weekly

5 x 10 Hrs.
1 x 5 Hrs.

SUB STATION

Same as in effect now

10 Hrs. Day
13 Hrs. Night

Any necessary extra

SHIPPING ROOM)
FINISHING ROOM)
TRUCKERS)

55 Hours Weekly

5 x 10 Hrs.
1 x 5 Hrs.

BAG FACTORY

48 Hours Weekly

5 x 8 $\frac{1}{2}$ Hrs.
1 x 4 $\frac{1}{2}$ Hrs.

MACHINE CREWS)
FIREMEN)

48 Hours Weekly

MACHINE SHOP)
CARPENTER SHOP)

50 Hours Weekly

Same as in effect now

5 x 9 Hrs.
1 x 5 Hrs.
