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COLLECTIVE LABOUR AGREEMENT

This agreement made and entered into as of the 1st day of July, 1955

BY AND BETWEEN

THE TEXTILE WORKERS UNION OF AMERICA, LOCAL No. 1185, affiliated with the C. I. O. - C. C. L., having its principal place of business in the city of St. Johns, Province of Quebec.

HEREINAFTER STYLED THE UNION,

AND

DOMINION HAIR FELT CO. LIMITED, a body politic and corporate having its head office at 131 Collin Street, in St. Johns, District of Iberville, Province of Quebec,

HEREINAFTER STYLED THE COMPANY.

GENERAL PROVISIONS

Article 1- PURPOSE:

a) This is a voluntary agreement entered into by the signatory parties for the purpose of establishing and maintaining harmonious relations between the Company and its employees, and to set forth the basic agreement covering rates of pay, hours of employment, and other conditions of employment to be observed by the parties hereto.

Article 2- RECOGNITION:

a) This agreement shall cover all employees of the Company except office employees, supervising foremen and superintendents, watchmen, power plant employees, and employees engaged in a work of a confidential nature.

b) The Company recognizes and accords to the Union the exclusive right and power to represent all employees for the purpose of bargaining and concluding a Collective Labour Agreement with respect to relations between the Company and the Union, and hours of employment, rates of pay, and all other conditions of employment of such employees, and the Company agrees not to negotiate or bargain collectively with any other organization or group of employees during the life of this agreement.

**Article 3- POSTING NOTICES:**

a) The Union shall have the right to post notices on a board placed in a convenient spot on the company's property stating time and place of its meetings or other news of interest to its members.

**Article 4- PAY AND LEAVE OF ABSENCE FROM DUTY FOR UNION ACTIVITIES:**

a) Grievance and negotiation meetings shall be held no oftener than necessary, but if held during hours in which the plant is operating, a reasonable number of employees attending such meetings will be compensated at their regular rate of pay. In no event, will employees be compensated for appearing as witnesses before Provincial or Federal Boards of Conciliation or of Arbitration or other government bodies.

b) The delegate or delegates chosen by the Union to represent it at the Provincial and National Canadian Congress of Labour Conventions and at the International Conventions of the Textile Workers Union of America, will be granted the necessary leave of absence without pay to attend such conventions.

**Article 5- CHECK-OFF:**

a) The Company agrees to deduct, and to pay to the Financial Secretary of the Union against his or her receipt therefor in the name of the Union, membership dues from pay checks of each employee who signs and files with the Company written authorization in the following form:

" I hereby authorize and direct Dominion Hair Felt Co. Limited to deduct each month from earnings due me the membership dues of \_\_\_\_\_ monthly, which I have agreed to pay, and to pay the same to the Financial Secretary of the Textile Workers Union of America, Local No. 1185, St. Johns, Quebec, chartered by the Canadian Congress of Labour.

" This authorization shall be irrevocable for a period of one (1) year from the date hereof or until the termination date of the agreement dated July 1, 1955, between the Company and said Union, whichever occurs sooner; and thereafter this authorization shall be revocable at any time of my election by written notice signed by me and submitted to the Company.

(Signed) \_\_\_\_\_

Dated \_\_\_\_\_ "

b) The Union agrees to furnish to the Company evidence of election of the Financial Secretary of the Local authorized to receipt for moneys deducted for membership dues under this Article, together with a specimen of such Financial Secretary's signature.

c) The Union agrees that it will indemnify and hold the Company harmless against all loss or damage that it may suffer from or by reason of the deduction of membership dues from the pay of any employee pursuant to the provisions of this Article.

Article 6- WORKING HOURS:

a) The regular working schedule shall be no more than nine (9) hours per day or forty-five (45) hours per week, to be worked in a period of five (5) days from Monday to Friday, inclusive. Each work day shall start at 7:00 A.M. and shall end the following morning at 7:00 A.M. Each work week shall start at 7:00 A.M. Monday morning and shall end the following Monday morning at 7:00 A.M. Time worked between 7:00 A.M. Saturday morning and 7:00 A.M. Sunday morning shall be considered Saturday time, and time worked between 7:00 A.M. Sunday morning and 7:00 A.M. Monday morning shall be considered Sunday time; The same rules shall be applied in the determination of holiday time.

b) A regular lunch period of one hour shall be given to employees except in emergency.

c) Any time worked over nine (9) hours per day or forty-five (45) hours per week or on Saturday shall be considered overtime and shall be paid for at the rate of time and one-half. All work performed on Sunday or on any of the following holidays shall be paid for at the rate of double time:

New Year's Day	Good Friday
Epiphany	St. John Baptist Day
Labour Day	Dominion Day
All Saints Day	
Conception Day	
Christmas Day	

If any of the aforementioned holidays fall on Sunday, the day to be observed as declared by statute or decree shall be treated and paid for as a holiday.

d) In the event no work is performed upon one or more of the following holidays

New Year's Day
Epiphany
Labour Day
Christmas Day
Good Friday
St. John Baptist Day
Dominion Day
Conception Day

each employee eligible therefor shall receive nine(9) hours pay for each of said holidays on which no work is performed said pay to be computed on the basis of the hourly rate, (excluding overtime), received by him on the last full day of employment prior to the holiday for which payment is made. an employee to be eligible for payment for a holiday not worked shall have been actively employed by this company not

less than eight (8) hours during the thirty (30) calendar day period immediately preceding the holiday.

e) Premium rates and pay for holidays not worked shall not be pyramided, and the company will not be obligated to pay on any day more than the highest single applicable rate.

**Article 7- VACATIONS:**

a) Every employee shall be eligible for a vacation of one calendar week at a time selected by the company between June 1st and August 15, provided he shall have been in the employ of the company on or before June 1st of the year in which he is entitled to a vacation.

b) Every employee shall be eligible for a vacation of two calendar weeks at a time selected by the company between June 1st and August 15, provided he shall have been continuously employed as defined in paragraph (g) for five years prior to June 1st of the year in which he is entitled to a vacation.

c) An employee's vacation compensation shall vary with his years of service at June 1st of each year, and the amount to which he is entitled shall be determined by multiplying the applicable percentag from the following schedule by the total wages he has received from this company for the 52 weeks ending on the Sunday preceding June 1st of the year in which he is entitled to a vacation:

Less than 2 years continuous service	- 2%
2 years but less than 3 years continuous service	- 2½%
3 years but less than 4 years continuous service	- 3%
4 years but less than 5 years continuous service	- 3½%
5 years but less than 10 years continuous service	- 4%
10 years but less than 15 years continuous service	- 5%
15 years continuous service or more	- 6%

e) In the event the plant is operated during the vacation period, the company will make every effort to arrange the vacation schedule satisfactory to the individual employees taking into consideration their seniority with the company and the nature of the work performed by each. In the event the plant is to be shut down, the following period or periods will be selected, provided business conditions permit:

<u>Length of Shutdown</u>	<u>Vacation Period</u>
One week	First week in August
Two weeks	First two weeks in August
Three weeks	First Three weeks in August

The actual vacation period established for any year will be announced by the Company not later than July 1st and thereafter will not be changed except in emergency.

f) Since it is expected that the plant will be closed during one, two, or three full weeks of the vacation period, and each employee's vacation compensation for this period will vary with his years of service. For this reason, other factors being equal, preference will be given to employees receiving the lowest vacation compensation with respect to such work as may be available during the vacation period.

g) For the sole purpose of the vacation plan, an employee shall be considered to be in continuous service from the date of his employment to the date he quits, is discharged, or having been laid off, fails to return to work within five days after having been notified so to do, or, having been laid off, has been continuously laid off for a period of six months prior to June 1st.

h) Any employee eligible for a vacation who is on a lay-off during the time his vacation is scheduled shall at the beginning of the scheduled vacation period receive his vacation check and shall be considered to have had his vacation.

**Article 8- GRIEVANCE COMMITTEE AND GRIEVANCE PROCEDURE:**

a) For the purpose of this agreement a grievance shall be defined as a difference arising between an employee and the Company, or between the Union and the Company, as to the meaning and application of the provisions of the Collective Labour Agreement.

b) The Union shall furnish the Company with the names of three individuals serving as the grievance committee, and the Company shall recognize the right of such individuals to present grievances in accordance with the procedure outlined in this article.

c) Grievances not settled in the plant between the foreman and a member of the grievance committee, shall be presented in writing and discussed by the whole committee with the General Manager of the Company.

d) Either party may request that the aggrieved employee be present at the discussion.

e) In the settlement of any grievance, the Grievance Committee shall have the right to call in higher officers of the Textile Workers Union of America (C.I.O.-C.C.L.), not in the employ of the Company, to assist in obtaining a settlement.

f) The Company agrees that it will promptly consider all factors relating to the grievance and make a prompt decision. This decision, if not accepted by the Union, shall not prevent the Union from seeking such relief as is provided by the Quebec Labor Laws.

**Article 9- JOB CLASSIFICATION AND WAGE SCALE:**

a) The following job classification shall become effective for all hours worked on or after July 1st, 1955, and shall continue in effect throughout the life of this agreement. The wage rates set forth in said job classification shall become effective for all hours worked on or after July 1st, 1955, and shall continue in effect through June 30, 1956.

**Class 1- Machines Operators- Rate \$1.17 per hour**

Felter Operators  
Sang stitch sewing machine operators  
Needle loom operators  
Opening line operators  
Checker, receiver and shipper (leading hand)  
Garnett tender (garnett man)  
Cutting table (leading hand only)  
Sizing machine operators (leading hand only)  
Overcasting machine operators  
Shredding machine operator

**Class 2- Helpers - Rate \$1.12 per hour**

Felter layup men  
Dryer operator  
Sewing machine layup men  
Needle loom layup men  
Cutting table helper  
Garnett or opening line feeder  
Overcasting machine helper  
Mechanical rug wrapper - operator  
Burlap sewing machine and roll up - operator  
Needle board repairman

**Class 3 - Labourers - Rate \$1.07 per hour**

Car loaders, unloaders and hand truckers  
Sizing and drying helpers  
Wrappers and packers  
Yard men  
Mechanical rug wrapper - helpers  
Burlap sewing machine and roll up - helpers  
Porter and waste collectors

Specialty Men

Mechanics  
Mechanics helper

Rate \$1.24 per hour  
Rate 1.18 per hour

b) Except mechanics, who will receive their regular rate regardless of the character of the work performed, employees when working on any of the operations above listed shall receive the rate for such operation, except that an employee who works on two or more operations in the same day shall receive the hourly rate of the highest rated operation on which he was engaged during the day.

c) A premium of five cents (5¢) per hour will be paid to all employees for work performed between 5 P.M. and 7 A.M. provided, however, that no employee engaged on the day shift who begins work at 7 A.M. shall be entitled to receive said premium for work performed subsequent to 5 P.M.

Article 10- SENIORITY:

a) Ability being equal, seniority shall be followed in the case of layoff and rehiring after layoff.

b) An employee shall cease to be entitled to seniority, if:

1. He quits voluntary;

2. Is dismissed for cause and not reinstated;

3. he has been laid off and does not return to work within five days after call by personal notification sent to him either by messenger or by notice sent to him at his last known address by registered mail;

4. he has been laid off for six months or more.

c) The Company shall maintain a seniority list which shall be posted in the Plant or otherwise made available for examination by any employee.

d) In case of layoff only, top seniority rating will be given to the employees serving as President and Members of the Grievance Committee of the Union.

e) The Company shall continue to make reasonable provisions to protect the safety, health and welfare of its employees while at work.

Article 11- DURATION OF AGREEMENT:

a) The present agreement shall continue for a period of one year, from the first day of July, 1955, and it shall be renewed with full force and effect for additional periods of one year, unless it is terminated by one party or the other by notice in writing delivered to the other party, within a

delay which shall not be more than sixty days nor less than thirty days prior to the expiration of each period.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be executed by the hands of their duly authorized representatives this            day of August, 1955.

TEXTILE WORKERS UNION OF AMERICA  
LOCAL 1185

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DOMINION HAIR FELT CO. LIMITED

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President

COLLECTIVE LABOUR AGREEMENT

This agreement made and entered into as of the 1st day of July, 1954.

BY AND BETWEEN

THE TEXTILE WORKERS UNION OF AMERICA, LOCAL No. 1185, affiliated with the Greater Montreal Textile Joint Board, C.I.O. - C.C.L., having its principal place of business in the City of Drummondville, Province of Quebec.

HEREINAFTER STYLED THE UNION,

AND

DOMINION HAIR FELT CO. LIMITED, a body politic and corporate having its head office at 131 Collin Street, in St. Johns, District of Iberville, Province of Quebec.

HEREINAFTER STYLED THE COMPANY.

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GENERAL PROVISIONS

Article I - PURPOSE:

a) This is a voluntary agreement entered into by the signatory parties for the purpose of establishing and maintaining harmonious relations between the Company and its employees, and to set forth the basic agreement covering rates of pay, hours of employment, and other conditions of employment to be observed by the parties hereto.

Article 2 - RECOGNITION:

a) This Agreement shall cover all employees of the Company except office employees, supervising foremen and superintendents, watchmen, power plant employees, and employees engaged in a work of a confidential nature.

b) The Company recognizes and accords to the Union the exclusive right and power to represent all employees for the purpose of bargaining and concluding a Collective Labour Agreement with respect to relations between the Company and the Union, and hours of employment, rates of pay, and all other conditions of employment of such employees, and the Company agrees not to negotiate or bargain collectively with any other organization or group of employees during the life of this agreement.

Article 3 - POSTING NOTICES:

a) The Union shall have the right to post notices on a board placed in a convenient spot on the company's property stating time and place of its meetings or other news of interest to its members.

Article 4 - PAY AND LEAVE OF ABSENCE FROM DUTY FOR UNION ACTIVITIES:

a) Grievance and negotiation meetings shall be held no oftener than necessary, but if held during hours in which the plant is operating, a reasonable number of employees attending such meetings will be compensated at their regular rate of pay. In no event, will employees be compensated for appearing as witnesses before Provincial or Federal Boards of Conciliation or of Arbitration or other government bodies.

b) The delegate or delegates chosen by the Union to represent it at the Provincial and National Canadian Congress of Labour Conventions and at the International Conventions of the Textile Workers Union of America, will be granted the necessary leave of absence without pay to attend such conventions.

Article 5 - CHECK-OFF:

a) The Company agrees to deduct, and to pay to the Treasurer of the Union against his or her receipt therefor in the name of the Union, membership dues from pay checks of each employee who signs and files with the Company written authorization in the following form:

"I hereby authorize and direct Dominion Hair Felt Co. Limited to deduct each month from earnings due me the membership dues of \_\_\_\_\_ monthly, which I have agreed to pay, and to pay the same to the Treasurer of the Textile Workers Union of America, Local No. 1185, St. Johns, Quebec, chartered by the Canadian Congress of Labour.

"This authorization shall be irrevocable for a period of one (1) year from the date hereof or until the termination date of the agreement dated July 1, 1954, between the Company and said Union, whichever occurs sooner; and thereafter this authorization shall be revocable at any time of my election by written notice signed by me and submitted to the Company.

(Signed) \_\_\_\_\_

Dated \_\_\_\_\_ "

b) The Union agrees to furnish to the Company evidence of election of the Treasurer of the Local authorized to receipt for moneys deducted for membership dues under this Article, together with a specimen of such Treasurer's signature.

c) The Union agrees that it will indemnify and hold the Company harmless against all loss or damage that it may suffer from or by reason of the deduction of membership dues from the pay of any employee pursuant to the provisions of this Article.

Article 6 - WORKING HOURS:

a) The regular working schedule shall be no more than nine (9) hours per day or forty-five (45) hours per week, to be worked in a period of five (5) days from Monday to Friday, inclusive. Each work day shall start at 7.00 A.M. and shall end the following morning at 7.00 A.M. Each work week shall start at 7.00 A.M. Monday morning and shall end the following Monday morning at 7.00 A.M. Time worked between 7.00 A.M. Saturday morning and 7.00 A.M. Sunday morning shall be considered Saturday time, and time worked between 7.00 A.M. Sunday morning and 7.00 A.M. Monday morning shall be considered Sunday time. The same rules shall be applied in the determination of holiday time.

b) A regular lunch period of one hour shall be given to employees except in emergency.

c) Any time worked over nine (9) hours per day or forty-five (45) hours per week or on Saturday shall be considered overtime and shall be paid for at the rate of time and one-half. All work performed on Sunday or on any of the following holiday shall be paid for at the rate of double time:

New Year's Day	Good Friday
Epiphany	St. John Baptist Day
Labour Day	Dominion Day
All Saints Day	
Conception Day	
Christmas Day	

If any of the aforementioned holidays fall on Sunday, the day to be observed as declared by statute or decree shall be treated and paid for as a holiday.

d) In the event no work is performed upon one or more of the following holidays

New Year's Day
Epiphany
Labour Day
Christmas Day
Good Friday
St. John Baptist Day
Dominion Day
Conception Day

each employee eligible therefor shall receive nine (9) hours pay for each of said holidays on which no work is performed, said pay to be computed on the basis of the hourly rate, (excluding overtime), received by him on the last full day of employment prior to the holiday for which payment is made. An employee to be eligible for payment for a holiday not worked shall have been actively employed by this company not

less than eight (8) hours during the thirty (30) calendar day period immediately preceding the holiday.

e) Premium rates and pay for holidays not worked shall not be pyramided, and the company will not be obligated to pay on any day more than the highest single applicable rate.

Article 7 - VACATIONS:

a) Every employee shall be eligible for a vacation of one calendar week at a time selected by the company between June 1st and August 15, provided he shall have been in the employ of the company on or before June 1st of the year in which he is entitled to a vacation.

b) Every employee shall be eligible for a vacation of two calendar weeks at a time selected by the company between June 1st and August 15, provided he shall have been continuously employed as defined in paragraph (f) for five years prior to June 1st of the year in which he is entitled to a vacation.

c) Every employee shall be eligible for a vacation of three calendar weeks at a time selected by the company between June 1st and August 15, provided he shall have been continuously employed as defined in paragraph (f) for fifteen years prior to June 1st of the year in which he is entitled to a vacation.

d) An employee's vacation compensation shall vary with his years of service at June 1st of each year, and the amount to which he is entitled shall be determined by multiplying the applicable percentage from the following schedule by the total wages he has received from this company for the 52 weeks ending on the Sunday preceding June 1st of the year in which he is entitled to a vacation.

Less than 2 years continuous service	- 2%
2 years but less than 3 years continuous service	- 2½%
3 years but less than 4 years continuous service	- 3%
4 years but less than 5 years continuous service	♦ 3½%
5 years but less than 10 years continuous service	- 4%
10 years but less than 15 years continuous service	- 5%
15 years continuous service or more	- 6%

e) It is expected that the plant will be closed during one, two, or three full weeks of the vacation period, and each employee's vacation compensation for this period will vary with his years of service. For this reason, other factors being equal, preference will be given to employees receiving the lowest vacation compensation with respect to such work as may be available during the vacation period.

f) For the sole purpose of the vacation plan, an employee shall be considered to be in continuous service from the date of his employment to the date he quits, is discharged, or having been laid off, fails to return to work within five days after having been notified so to do, or, having been laid off, has been continuously laid off for a period of six months prior to June 1st.

g) Any employee eligible for a vacation who is on a lay-off during the time his vacation is scheduled shall at the beginning of the scheduled vacation period receive his vacation check and shall be considered to have had his vacation.

Article 8 - GRIEVANCE COMMITTEE AND GRIEVANCE PROCEDURE:

a) For the purpose of this agreement a grievance shall be defined as a difference arising between an employee and the Company, or between the Union and the Company, as to the meaning and application of the provisions of this Collective Labour Agreement.

b) The Union shall furnish the Company with the names of three individuals serving as the grievance committee, and the Company shall recognize the right of such individuals to present grievances in accordance with the procedure outlined in this article.

c) Grievances not settled in the plant between the foreman and a member of the grievance committee, shall be presented in writing and discussed by the whole committee with the General Manager of the Company.

d) Either party may request that the aggrieved employee be present at the discussion.

e) In the settlement of any grievance, the Grievance Committee shall have the right to call in higher officers of the Textile Workers Union of America (C.I.O. - C.C.L.), not in the employ of the Company, to assist in obtaining a settlement.

f) The Company agrees that it will promptly consider all factors relating to the grievance and make a prompt decision. This decision, if not accepted by the Union, shall not prevent the Union from seeking such relief as is provided by the Quebec Labour Laws.

Article 9 - JOB CLASSIFICATION AND WAGE SCALE:

a) The following job classification shall become effective for all hours worked on or after July 1st, 1954, and shall continue in effect throughout the life of this agreement. The wage

rates set forth in said job classification shall become effective for all hours worked on or after July 1st, 1954, and shall continue in effect through June 30, 1955.

Class 1 - Machines Operators - Rate \$1.13 per hour

Felter Operators  
Lang stitch sewing machine operators  
Needle loom operators  
Opening line operators  
Checker, receiver and slipper (leading hand)  
Carnett tender (carnett man)  
Cutting table (leading hand only)  
Sizing machine operators (leading hand only)  
Overcasting machine operators  
Shredding machine operator

Class 2 - Helpers - Rate \$1.08 per hour

Felter layup men  
Sewing machine layup men  
Needle loom layup men  
Cutting table helper  
Carnett or opening line feeder  
Overcasting machine helper  
Mechanical rug wrapper - operator  
Burlap sewing machine and roll up - operator  
Needle board repairman

Class 3 - Labourers - Rate \$1.03 per hour

Car loaders, unloaders and hand truckers  
Sizing and drying helpers  
Wrappers and packers  
Yard men  
Mechanical rug wrapper - helpers  
Burlap sewing machine and roll up - helpers  
Porter and waste collectors

Specialty Men

Mechanics	Rate \$1.20 per hour
Mechanics Helper	Rate 1.08 per hour

b) Except mechanics, who will receive their regular rate regardless of the character of the work performed, employees when working on any of the operations above listed shall receive the rate for such operation, except that an employee who works on two or more operations in the same day shall receive the hourly rate of the highest rated operation on which he was engaged during the day.

c) A premium of five cents (5¢) per hour will be paid to all employees for work performed between 5 P.M. and 7 A.M. provided, however, that no employee engaged on the day shift who began work at 7 A.M. shall be entitled to receive said premium for work performed subsequent to 5 P.M.

Article 10 - SENIORITY:

- a) Ability being equal, seniority shall be followed in the case of layoff and rehiring after layoff.
- b) An employee shall cease to be entitled to seniority, if:
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  - 2. is dismissed for cause and not reinstated;
  - 3. he has been laid off and does not return to work within five days after call by personal notification sent to him either by messenger or by notice sent to him at his last known address by registered mail;
  - 4. he has been laid off for six months or more.
- c) The Company shall maintain a seniority list which shall be posted in the Plant or otherwise made available for examination by any employee.
- d) In case of layoff only, top seniority rating will be given to the employees serving as President and Members of the Grievance Committee of the Union.
- e) The Company shall continue to make reasonable provisions to protect the safety, health and welfare of its employees while at work.

Article II - DURATION OF AGREEMENT

- a) The present agreement shall continue for a period of one year, from the first day of July, 1954, and it shall be renewed with full force and effect for additional periods of one year, unless it is terminated by one party or the other by notice in writing delivered to the other party, within a delay which shall not be more than sixty days nor less than thirty days prior to the expiration of each period.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be executed by the hands of their duly authorized representatives this 23rd day of July, 1954.

A. Palenaude  
Domina Remillard  
Léo Piette

TEXTILE WORKERS UNION OF AMERICA  
LOCAL #1185

Edgar Vadeboncoeur

Gérard Renault

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DOMINION HAIR FELT CO., LIMITED

N. S. ~~Mc~~ Kay  
President

COLLECTIVE LABOUR AGREEMENT

This agreement made and entered into as of the 1st day of July,  
1953

BY AND BETWEEN

THE TEXTILE WORKERS UNION OF AMERICA, LOCAL No. 1185, affiliated  
with the Greater Montreal Textile Joint Board, C.I.D. - C.C.L.,  
having its principal place of business at 2020 Clarke Street,  
in the City and District of Montreal, Province of Quebec.

HEREINAFTER STYLED THE UNION,

AND

DOMINION HAIR FELT CO. LIMITED, a body politic and corporate  
having its head office at 131 Collin Street, in St. Johns,  
District of Iberville, Province of Quebec,

HEREINAFTER STYLED THE COMPANY.

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GENERAL PROVISIONS

Article 1 PURPOSE:

a) This is a voluntary agreement entered into by the signatory  
parties for the purpose of establishing and maintaining har-  
monious relations between the Company and its employees, and  
to set forth the basic agreement covering rates of pay, hours  
of employment, and other conditions of employment to be ob-  
served by the parties hereto.

Article 2 RECOGNITION:

a) This Agreement shall cover all employees of the Company ex-  
cept office employees, supervising foremen and superintendents,  
watchmen, power plant employees, and employees engaged in a  
work of a confidential nature.

b) The Company recognizes and accords to the Union the exclu-  
sive right and power to represent all employees for the  
purpose of bargaining and concluding a Collective Labour  
Agreement with respect to relations between the Company and  
the Union, and hours of employment, rates of pay, and all  
other conditions of employment, of such employees, and the  
Company agrees not to negotiate or bargain collectively with  
any other organization or group of employees during the life  
of this agreement.

Article 3- POSTING NOTICES

a) The Union shall have the right to post notices on a board placed in a convenient spot in the company's property stating time and place of its meetings or other news of interests to its members.

Article 4- PAY AND OF ABSENCE FROM DUTY FOR UNION ACTIVITIES:

a) Grievance and negotiation meetings shall be held no oftener than necessary, but if held during hours in which the plant is operating a reasonable number of employees attending such meetings will be compensated at their regular rate of pay. In no event, will employees be compensated for appearing as witnesses before Provincial or Federal Boards of Conciliation or of Arbitration or other government bodies.

b) The delegate or delegates chosen by the Union to represent it at the annual National Convention of the Canadian Congress of Labour will be granted the necessary leave of absence without pay to attend such convention.

Article 5- CHECK-OFF:

a) The Company agrees to deduct, and to pay to the Treasurer of the Union against his or her receipt therefor in the name of the Union, membership dues from pay checks of each employee who signs and files with the Company written authorization in the following form:

"I hereby authorize and direct Dominion Hair Felt Co. Limited to deduct each month from earnings due me the membership dues of \_\_\_\_\_ monthly, which I have agreed to pay, and to pay the same to the Treasurer of the Textile Workers Union of America, Local No. 1185, St. Johns, Quebec, chartered by the Canadian Congress of Labour.

"This authorization shall be irrevocable for a period of one (1) year from the date hereof or until the termination date of the agreement dated July 1, 1953, between the Company and said Union, whichever occurs sooner; and thereafter this authorization shall be revocable at any time of my election by written notice signed by me and submitted to the Company.

(Signed) \_\_\_\_\_

Dated \_\_\_\_\_"

b) The Union agrees to furnish to the Company evidence of election of the Treasurer of the Local authorized to receipt for moneys deducted for membership dues under this Article, together with a specimen of such Treasurer's signature.

c) The Union agrees that it will indemnity and hold the Company harmless against all loss or damage that it may suffer from or by reason of the deduction of membership dues from the pay of any employee pursuant to the provisions of this Article.

Article 6-

WORKING HOURS:

a) The regular working schedule shall be no more than nine (9) hours per day or forty-five (45) hours per week, to be worked in a period of five<sup>x</sup>(5) days from Monday to Friday, inclusive. Each work day shall start at 7:00 A.M. and shall end the following morning at 7:00 A.M. Each work week shall start at 7:00 A.M. Monday morning and shall end the following Monday morning at 7:00 A.M. Time worked between 7:00 A.M. Saturday morning and 7:00 A.M. Sunday morning shall be considered Saturday time, and time worked between 7:00 A.M. Sunday morning and 7:00 A.M. Monday morning shall be considered Sunday time. The same rules shall be applied in the determination of holiday time.

b) A regular lunch period of one hour shall be given to employees except in emergency.

c) Any time worked over nine (9) hours per day or forty-five (45) hours per week or on Saturday shall be considered overtime and shall be paid for at the rate of time and one-half. All work performed on Sunday or on any of the following holidays shall be paid for at the rate of double time:

New Year's Day	Good Friday
Epiphany	St. John Baptist Day
Labour Day	Dominion Day
All Saints Day	
Conception Day	
Christmas Day	

If any of the aforementioned holidays fall on Sunday, the day to be observed as declared by statute or decree shall be treated and paid for as a holiday.

d) In the event no work is performed upon one or more of the following holidays

New Year's Day
Epiphany
Labour Day
Christmas Day
Good Friday
St. John Baptist Day
Dominion Day
Conception Day

Each employee eligible therefor shall receive nine (9) hours pay for each of said holidays on which no work is performed, said pay to be computed on the basis of the hourly rate, (excluding overtime), received by him on the last full day of employment prior to the holiday for which payment is made. An employee to be eligible for payment for a holiday not worked shall have been actively employed by this company not

less than eight (8) hours during the thirty (30) calendar day period immediately preceding the holiday.

e) Premium rates and pay for holidays not worked shall not be pyramided, and the Company will not be obliged to pay on any day more than the highest single applicable rate.

Article 7- VACATIONS

a) Every employee shall be eligible for a vacation of one calendar week at a time selected by the Company between June 1st and August 15, provided he shall have been in the employ of the company on or before June 1st of the year in which he is entitled to a vacation.

b) Every employee shall be eligible for a vacation of two calendar weeks at a time selected by the company between June 1st and August 15, provided he shall have been continuously employed as defined in paragraph (f) for five years prior to June 1st of the year in which he is entitled to a vacation.

c) Every employee shall be eligible for a vacation of three calendar weeks at a time selected by the company between June 1st and August 15, provided he shall have been continuously employed as defined in paragraph (f) for fifteen years prior to June 1st of the year in which he is entitled to a vacation.

d) An employee's vacation compensation shall vary with his years of service at June 1st of each year, and the amount to which he is entitled shall be determined by multiplying the applicable percentage from the following schedule by the total wages he has received from this company for the 52 weeks ending on the Sunday preceding June 1st of the year in which he is entitled to a vacation;

Less than 2 years continuous service	- 2%
2 years but less than 3 years continuous service	- 2½%
3 years but less than 4 years continuous service	- 3%
4 years but less than 5 years continuous service	- 3½%
5 years but less than years continuous service	- 4%
10 years but less than 15 years continuous service	- 5%
15 years continuous service or more	- 6%

e) It is excepted that the plant will be closed during one, two, or three full weeks of the vacation period, and each employee's vacation compensation for this period will vary with his years of service. For this reason, other factors being equal, preference will be given to employees receiving the lowest vacation compensation with respect to such work as may be available during the vacation period.

f) For the sole purpose of the vacation plan, an employee shall be considered to be in continuous service from the date of his employment to the date he quits, is discharged, or having been laid off, fails to return to work within five days after having been notified so to do, or, having been laid off, has been continuously laid off for a period of six months prior to June 1st.

g) Any employee eligible for a vacation who is on a lay-off during the time his vacation is scheduled shall at the beginning of the scheduled vacation period receive his vacation check and shall be considered to have had his vacation.

Article 8-

GRIEVANCE COMMITTEE AND GRIEVANCE PROCEDURE:

a) For the purpose of this agreement a grievance shall be defined as a difference arising between an employee and the Company, or between the Union and the Company, as to the meaning and application of the provisions of this Collective Labour Agreement.

b) The Union shall furnish the Company with the names of three individuals serving as the grievance committee, and the Company shall recognize the right of such individuals to present grievances in accordance with the procedure outlined in this article.

c) Grievance not settled in the plant between the foreman and a member of the grievance committee, shall be presented in writing and discussed by the whole committee with the General Manager of the Company.

d) Either party may request that the aggrieved employee be present at the discussion.

e) In the settlement of any grievance, the Grievance Committee shall have the right to call in higher officers of the Textile Workers Union of America (C.I.O. - C.C.L.) not in the employ of the Company, to assist in obtaining a settlement.

f) The Company agrees that it will promptly consider all factors relating to the grievance and make a prompt decision. This decision, if not accepted by the Union, shall not prevent the Union from seeking such relief as is provided by the Quebec Labor Laws.

Article 9-

JOB CLASSIFICATION AND WAGE SCALE:

a) The following job classification shall become effective for all hours worked on or after July 1st, 1953, and shall continue in effect throughout the life of this agreement. The wage

rates set forth in said job classification shall become effective for all hours worked on or after July 1st, 1953, and shall continue in effect through June 3, 1954.

Class 1 - Machines Operators - Rate \$1.09 per hour

Felter Operators  
Gang stitch sewing machine operators  
Opening line operators  
Checker, receiver and shipper (leading hand)  
Garnett tender (garnett man)  
Cutting table (leading hand only)  
Sizing machine operators (leading hand only)  
Overcasting machine operators  
Shredding machine operator

Class 2 - Helpers - Rate \$1.04 per hour

Felter layup men  
Sewing machine layup men  
Needle loom layup men  
Cutting table helper  
Garnett or opening line feeder  
Overcasting machine helper  
Mechanical rug wrapper - operator  
Burlap sewing machine and roll up - operator  
Needle board repairman

Class 3 - Labourers - Rate \$0.99 per hour

Car loaders, unloaders and hand truckers  
Sizing and drying helpers  
Wrappers and packers  
Yard men  
Mechanical rug wrapper - helpers  
Burlap sewing machine and roll up - helpers  
Porter and waste collectors

Specialty Men

Mechanics	Rate \$1.16 per hour
Mechanics helpers	Rate 1.04 per hour

b) Except mechanics, who will receive their regular rate regardless of the character of the work performed, employees when working on any of the operations above listed shall receive the rate for such operation, except that an employee who works on two or more operations in the same day shall receive the hourly rate of the highest rated operation on which he was engaged during the day.

c) 1. A cost of living bonus will be paid to all employees weekly in each month in which the cost of living index, as published by the Canadian Department of Labour, for the whole of Canada is in excess of said cost of living index as of July 1st, 1952, by one full point or more, it is agreed that said cost of living index as of July 1st, 1952 was 186.7.

2. The cost of living bonus shall be computed on the basis of 1/2¢ per hour multiplied by the number of full points the said cost of living index exceeds 186.7, applied to the number of hours worked in the applicable week. The amount so determined shall represent an increase in the base rate for the purpose of determining overtime compensation.
3. Each new cost of living index shall become effective on the Monday morning following its publication, and shall continue in effect until the Monday morning following the publication of the cost of living index for the next subsequent month.
4. In the event said cost of living index is changed materially as the result of a change in the base period or in the method used in its computation, the said cost of living index of 186.7 as of July 1st, 1952 shall be adjusted to conform with the new index on the basis of the relationship between the old index on its last date of publication and the new index on its first date of publication.

**Article 10- SENIORITY:**

- a) Ability being equal, seniority shall be followed in the case of layoff and rehiring after layoff.
- b) An employee shall cease to be entitled to seniority, if:
  1. He quits voluntarily:
  2. is dismissal for cause and not reinstated:
  3. he has been laid off and does not return to work within five days after call by personal notification sent to him either by messenger or by notice sent to him at his last known address by registered mail.
  4. he has been laid off for six months or more.
- c) The Company shall maintain a seniority list which shall be posted in the Plant or otherwise made available for examination by any employee.
- d) In case of layoff only, top seniority rating will be given to the employees serving as President and Members of the Grievance Committee of the Union.
- e) The Company shall continue to make reasonable provisions to protect the safety, health and welfare of its employees while at work.

Article 11- DURATION OF AGREEMENT:

a) The present agreement shall continue for a period of one year, from the first day of July, 1953, and it shall be renewed with full force and effect for additional periods of one year, unless it is terminated by one party or the other, by notice in writing delivered to the other party, within a delay which shall not be more than thirty days nor less than thirty days prior to the expiration of each period.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be executed by the hands of their duly authorized representatives this 14th day of August 1953.

TEXTILE WORKERS UNION OF AMERICA  
LOCAL #1185

Edgar Vadeboncoeur  
President

Roland Trottier

A. Patenaude

Léo Piette Secrétaire

J. Harold Daoust

DOMINTON HAIR FELT CO. LIMITED

Unreadable  
President

COLLECTIVE LABOUR AGREEMENT

This agreement made and entered into as of the 1st day of July, 1952

BY AND BETWEEN

THE TEXTILE WORKERS UNION OF AMERICA, Local No, 1185, affiliated with the Greater Montreal Textile Joint Board, C.I.O.- C.C.L; having its principal place of business at 2020 Clarks Street, in the City and District of Montreal, Province of Quebec,

HEREINAFTER STYLED THE UNION

AND

DOMINION HAIR FELT CO. LIMITED, a body politic and corporate having its head office at 131 Collin Street, in St. Johns, District of Iberville, Province of Quebec.

HEREINAFTER STYLED THE COMPANY.

.....

GENERAL PROVISIONS

Article 1.-

PURPOSE:

a) This is a voluntary agreement entered into by the signatory parties for the purpose of established and maintaining harmonious relations between the Company and its employees, and to set forth the basic agreement covering rates of pay, hours of employment, and other conditions of employment to be observed by the parties hereto.

Article 2.-

RECOGNITION:

a) This Agreement shall cover all employees of the Company except office employees, supervising foremen and superintendents, watchmen, power plant employees, and employees engaged in a work of a confidential nature.

b) The Company recognizes and accords to the Union the exclusive right and power to represent all employees for the purpose of bargaining and concluding a Collective Labour Agreement with respect to relations between the Company and the Union, and hours of employment, rates of pay, and all other conditions of employment of such employees, and the Company agrees not to negotiate or bargain collectively with any other organization or group of employees during the life of this agreement.

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Article 3.- POSTING NOTICES:

a) The Union shall have the right to post notices on a board placed in a convenient spot on the company's property stating time and place of its meetings or other news of interest to its members.

Article 4.- PAY AND LEAVE OF ABSENCE FROM DUTY FOR UNION ACTIVITIES:

a) Grievance and negotiation meetings shall be held no oftener than necessary, but if held during hours in which the plant is operating, a reasonable number of employees attending such meetings will be compensated at their regular rate of pay. In no event, will employees be compensated for appearing as witnesses before Provincial or Federal Boards of Conciliation or of Arbitration or other government bodies.

b) The delegate or delegates chosen by the Union to represent it at the annual National Convention of the Canadian Congress of Labour will be granted the necessary leave of absence without pay to attend such convention.

Article 5.- CHECK-OFF

a) The Company agrees to deduct, and to pay to the Treasurer of the Union against his or her receipt therefor in the name of the Union, membership dues from pay checks of each employee who signs and files with the Company written authorizations in the following form:

"I hereby authorize and direct Dominion Hair Felt Co. Limited to deduct each month from earnings due me the membership dues of \_\_\_\_\_ monthly, which I have agreed to pay, and to pay the same to the Treasurer of the Textile Workers Union of America, Local No. 1185, St. Johns, Quebec, chartered by the Canadian Congress of Labour.

"This authorization shall be irrevocable for a period of one (1) year from the date hereof or until the termination date of the agreement dated July 1, 1952, between the Company and said Union, whichever occurs sooner; and thereafter this authorization shall be revocable at any time of my election by written notice signed by me and submitted to the Company.

(Signed) \_\_\_\_\_

Dated \_\_\_\_\_

b) The Union agrees to furnish to the Company evidence of election of the Treasurer of the Local authorized to receipt for moneys deducted for membership dues under this Article, together with a specimen of such Treasurer's signature.

c) The Union agrees that it will indemnify and hold the Company harmless against all loss or damage that it may suffer from or by reason of the deduction of membership dues from the pay of any employee to the provisions of this Article.

Article 6.- WORKING HOURS:

a) The regular working schedule shall be no more than nine (9) hours per day or forty-five (45) hours per week, to be worked in a period of five (5) days from Monday to Friday, inclusive. Each work day shall start at 7:00 A.M. and shall end the following morning at 7:00 A.M. Each work week shall start at 7:00 A.M. Monday morning and shall end the following Monday morning at 7:00 A.M. Time worked between 7:00 A.M. Saturday morning and 7:00 A.M. Sunday morning shall be considered Saturday time, and time worked between 7:00 A.M. Sunday morning and 7:00 A.M. Monday morning shall be considered Sunday time. The same rules shall be applied in the determination of holiday time.

b) A regular lunch period of one hour shall be given to employees except in emergency.

c) Any time worked over nine (9) hours per day or forty-five (45) hours per week or on Saturday shall be considered overtime and shall be paid for at the rate of time and one-half. All work performed on Sunday or on any of the following holidays shall be paid for at the rate of double time:

New Year's Day	Good Friday
Epiphany	St. John Baptist Day
Labour Day	Dominion Day
All Saints Day	
Conception Day	
Christmas Day	

If any of the aforementioned holidays fall on Sunday, the day to be observed as declared by statute or decree shall be treated and paid for as a holiday.

d) In the event no work is performed upon one or more of the following holidays

New Year's Day
Epiphany
Labour Day
Christmas Day
Good Friday
St. John Baptist Day
Dominion Day

each employee eligible therefor shall receive nine (9) hours pay for each of said holidays on which no work is performed, said pay to be computed on the basis of the hourly rate, (excluding overtime), received by him on the last full day of employment prior to the holiday for which payment is made. An employee to be eligible for payment for a holiday not worked shall have been actively employed by this company not

less than eight (8) hours during the thirty (30) calendar day period immediately preceding the holiday.

e) Premium rates and pay for holidays not worked shall not be pyramided, and the company will not be obligated to pay on any day more than the highest single applicable rate.

Article 7.- VACATIONS:

a) Every employee shall be eligible for a vacation of two (2) calendar weeks at a time selected by the company between June 1st and August 15th, provided, however, that if his vacation compensation computed in accordance with paragraph "b" is less than his straight time average wage for the two (2) full weeks immediately preceding June 1st, he may, with the permission of the management, be allowed to work during a part or all of the vacation period provided there is work available.

b) An employee on vacation shall receive as compensation therefor the applicable percentage set forth in the following applied to the total wages he received from this Company for the 52 weeks ending at the end of the work week immediately preceding June 1st of the year in which he is entitled to a vacation.

- |  |      |
|--|------|
| (1) Less than 2 years continuous service             | -2%  |
| (2) 2 years but less than 3 years continuous service | -2½% |
| (3) 3 years but less than 4 years continuous service | -3%  |
| (4) 4 years but less than 5 years continuous service | 3½%  |
| (5) Over 5 years continuous service                  | -4%  |

c) For the sole purpose of the vacation plan, an employee shall be considered to be in continuous service from the date of employment to the date he quits, is discharged, or having been laid off, fails to return to work within five (5) days after having been notified so to do, or, having been laid off, has been continuously laid off for a period of six (6) months prior to June 1st.

d) Any employee eligible for a vacation who is on a lay-off during the time his vacation is scheduled shall at the beginning of the scheduled vacation period receive his vacation check and shall be considered to have had his vacation.

Article 8.-

GRIEVANCE COMMITTEE AND GRIEVANCE PROCEDURE:

a) For the purpose of this agreement a grievance shall be defined as a difference arising between an employee and the Company, or between the Union and the Company, as to the

meaning and application of the provisions of this Collective Labour Agreement.

- b) The Union shall furnish the Company with the names of three individuals serving as the grievance committee, and the Company shall recognize the right of such individuals to present grievances in accordance with the procedure outlined in this article.
- c) Grievances not settled in the plant between the foreman and a member of the grievance committee, shall be presented in writing and discussed by the whole committee with the General Manager of the Company.
- d) Either party may request that the aggrieved employee be present at the discussion.
- e) In the settlement of any grievance, the Grievance Committee shall have the right to call in higher officers of the Textile Workers Union of America (C.I.O.-C.C.L.) not in the employ of the Company, to assist in obtaining a settlement.
- f) The Company agrees that it will promptly consider all factors relating to the grievance and make a prompt decision. This decision, if not accepted by the Union, shall not prevent the Union from seeking such relief as is provided by the Quebec labor laws.

Article 9-

JOB CLASSIFICATION AND WAGE SCALE:

a) The following job classification shall become effective for all hours worked on or after July 1st, 1952, and shall continue in effect throughout the life of this agreement. The wage rates set forth in said job classification shall become effective for all hours worked on or after July 1st, 1952, and shall continue in effect through December 31, 1952. Effective January 1st, 1953, said wage rates shall be increased by one cent per hour and the increased rates shall continue in effect throughout the remaining life of this agreement.

Class 1- Machines Operators- Rate \$1.03 per hour

Felter operators  
Gang stitch sewing machine operators.  
Needle loom operators  
Opening line operators  
Checker, receiver and shipper (leading hand)  
Garnett tender (garnett man)  
Cutting table (leading hand only)  
Sizing machine operators (leading hand only)  
Overcasting machine operators ~~XXXXXXXXXX~~  
Shredding operator

Class 2- Helpers- Rate 98 cents per hour

Felter layup men  
Sewing machine layup men

Class 2- Helpers- Rate 93 cents per hour (cont)

Needle room layup men  
Cutting table helper  
Garnett or opening line feeder.  
Overcasting machine helper  
Mechanical rug wrapper- operator  
Burlap sewing machine and roll up- operator  
Needle board repairman

Class 3- Labourers- Rate 93 cents per hour

Car loaders, unloaders and hand truckers  
Sizing and drying helpers  
Wrappers and packers  
Yard men  
Mechanical rug wrapper- helpers  
Burlap sewing machine and roll up- helpers  
Porter and waste collectors

Specialty Men

Mechanics	Rate \$1.10 per hour
Mechanics helper	Rate .98 per hour

b) Except mechanics, who will receive their regular rate regardless of the character of the work performed, employees when working on any of the operations above listed shall receive the rate for such operation, except that an employee who works on two or more operations in the same day shall receive the hourly rate of the highest rated operation on which he was engaged during the day.

- c) 1. A cost of living bonus will be paid to all employees weekly in each month in which the cost of living index, as published by the Canadian Department of Labour, for the whole of Canada is in excess of said cost of living index as of July 1st, 1952, by one full point or more. It is agreed that said cost of living index as of July 1st, 1952 was 186.7.
2. The cost of living bonus shall be computed on the basis of 1/2¢ per hour multiplied by the number of full points the said cost of living index exceeds 186.7 applied to the number of hours worked in the applicable week. The amount so determined shall not represent an increase in the base rate for the purpose of determining overtime compensation.
3. Each new cost of living index shall become effective on the Monday morning, following its publication, and shall continue in effect until the Monday morning following the publication of the cost of living index for the next subsequent month.

4.- In the event said cost of living index is changed materially as the result of a change in the base period or in the method used in its computation, the said cost of living index of 186.7 as of July 1st, 1952 shall be adjusted to conform with the new index on the basis of the relationship between the old index on its last date of publication and the new index on its first date of publication.

- (d) A premium of five cents (5¢) per hour will be paid to all employees for work performed between 5 P.M. and 7 A.M. provided, however, that no employee engaged on day shift who began work at 7 A.M. shall be entitled to receive said premium for work performed subsequent to 5 P.M.

**Article 10- SENIORITY:**

- a) Ability being equal, seniority shall be followed in the case of layoff and rehiring after layoff.
- b) An employee shall cease to be entitled to seniority, if:
1. He quits voluntary;
  2. is dismissed for cause and not reinstated;
  3. he has been laid off and does not return to work within five days after call by ~~the company~~ personal notification sent to him either by messenger or by notice sent to him at his last known address by registered mail;
  4. he has been laid off for six months or more.
- c) The Company shall maintained a seniority list which shall be posted in the Plant or otherwise made available for examination by any employee.
- d) In the case of layoff only, top seniority rating, will be given to the employees serving as President and Members of the Grievance Committees of the Union.
- e) The Company shall continue to make reasonable provisions to protect the safety, health and welfare of its employees while at work.

**Article 11.- DURATION OF AGREEMENT:**

- a) The present agreement shall continue for a period of one year, from the first day of July, 1952, and it shall be renewed with full force and effect for additional periods of one year, unless it is terminated by one party or the other, by notice in writing delivered to the other party, within a delay which shall not be more than sixty days nor less than thirty days prior to the expiration of each period.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be executed by the hands of their duly authorized representatives this                    day of December, 1952.

TEXTILE WORKERS UNION OF AMERICA  
LOCAL #1185

Edgar Vadeboncoeur, Président

Domina Remillard

Gérard Rancourt

DOMINION HAIR FELT CO. LIMITED

I.S.T. Kay  
President

C O L L E C T I V E

L A B O U R

A G R E E M E N T

between

DOMINION HAIR FELT CO. LIMITED

and

TEXTILE WORKERS UNION OF AMERICA

(C I O - C C L - )

LOCAL NO. 1185

EFFECTIVE JULY 1st. 1951.

## COLLECTIVE LABOUR AGREEMENT

This Agreement made and entered into as of the 1st day of July, 1951 .

### BY AND BETWEEN

THE TEXTILE WORKERS UNION OF AMERICA, Local No. 1185, affiliated with the Greater Montreal Textile Joint Board, C.I.O. C.C.L. having its principal place of business at 2020 Clarke Street, in the City and District of Montreal, Province of Quebec.

HEREINAFTER STYLED THE UNION,

AND

DOMINION HAIR FELT CO. LIMITED, a body politic and corporate having its head office at 131 Collin Street, in St. Johns, District of Iberville, Province of Quebec.

HEREINAFTER STYLED THE COMPANY

### GENERAL PROVISIONS

#### Article 1.- PURPOSE

a) This is a voluntary agreement entered into by the signatory parties for the purpose of establishing and maintaining harmonious relations between the Company and its employees, and to set forth the basic agreement covering rates of pay, hours of employment, and other conditions of employment to be observed by the parties hereto.

#### Article 2.- RECOGNITION

a) This Agreement shall cover all employees of the company except office employees, supervising foremen and superintendents, watchmen, power plant employees, and employees engaged in a work of a confidential nature.

b) The Company recognizes and accords to the Union the exclusive right and power to represent all employees for the purpose of bargaining and concluding a Collective Labour Agreement with respect to relations between the Company and the Union, and hours of employment, rates of pay, and all other conditions of employment of such employees, and the Company agrees not to negotiate or bargain collectively with any other organization or group of employees during the life of this agreement.

#### Article 3.- POSTING NOTICES:

a) The Union shall have the right to post notices on a board placed in a convenient spot on the company's property stating time and place of its meetings or other news of interest to its members.

#### Article 4.- PAY AND LEAVE OF ABSENCE FROM DUTY FOR UNION ACTIVITIES:

a) Grievance and negotiation meetings shall be held no oftener than necessary, but if held during hours in which the plant is operating, a reasonable number of employees attending such meetings will be compensated at their regular rate of pay. In no event, will employees be compensated for appearing as witnesses before Provincial or Federal Boards of Conciliation or of Arbitration or other government bodies.

b) The delegate or delegates chosen by the Union to represent it at the annual National Convention of the Canadian Congress of Labour will be granted the necessary leave of absence without pay to attend such convention.

#### Article 5.- CHECK-OFF

a) The Company agrees to deduct and to pay to the Treasurer of the Union against his or her receipt therefor in the name of the Union, membership dues from pay checks of each employee who signs and files with the Company written authorizations in the following form:

" I hereby authorize and direct Dominion Hair Felt Co. Limited to deduct each month from earnings due me the membership dues of \_\_\_\_\_ monthly, which I have agreed to pay, and to pay the same to the Treasurer of the Textile Workers Union of America, Local No. 1185, St Johns, Quebec, chartered by the Canadian Congress of Labour.

"This authorization shall be irrevocable for a period of one (1) year from the date hereof or until the termination date of the agreement dated July, 1, 1951, between the Company and said Union, whichever occurs, sooner, and thereafter this authorization shall be revocable at any time of my election by written notice signed by me and submitted to the Company.

(Signed) \_\_\_\_\_

Dated \_\_\_\_\_ "

b) The Union agrees to furnish to the Company evidence of election of the Treasurer of the Local authorized to receipt for moneys deducted for membership dues under this Article, together with a specimen of such Treasurer's signature.

c) The Union agrees that it will indemnify and hold the Company harmless against all loss or damage that it may suffer from or by reason of the deduction of membership dues from the pay of any employee pursuant to the provisions of this Article.

**Article 6.- WORKING HOURS:**

a) The regular working schedule shall be no more than nine (9) hours per day or forty-five (45) hours per week, to be worked in a period of five (5) days from Monday to Friday, inclusive. Each work day shall start at 7.00 A.M. and shall end the following morning at 7.00 A.M. Each work week shall start at 7.00 A.M. Monday morning and shall end the following morning and 7.00 A.M. Sunday morning shall be considered Saturday time, and time worked between 7.00 A.M. Sunday morning and 7.00 a.m. Monday morning shall be considered Sunday time. The same rules shall be applied in the determination of Holiday time.

b) A regular lunch period of one hour shall be given to employees except in emergency.

c) Any time worked over nine (9) hours per day or forty-five (45) hours per week or on Saturday shall be considered overtime and shall be paid for at the rate of time and one-half. All work performed on Sunday or on any of the following holidays shall be paid for at the rate of double time;

New Year's Day  
Epiphany  
Labour Day  
All Saints Day  
Conception Day  
Christmas Day

Good Friday  
St John Baptist Day  
Dominion Day

If any of the aforementioned holidays fall on Sunday, the day to be observed as declared by statute or decree shall be treated and paid for as a holiday.

b) In the event no work is performed upon one or more of the following holidays

New Year's Day  
Labour Day  
Christmas Day

Good Friday  
St-Jean Baptist day  
Dominion Day.

each employee eligible therefor shall receive nine (9) hours pay for each of said holidays on which no work is performed, said pay to be computed on the basis of the hourly rate, (excluding overtime) received by him on the last full day of employment prior to the holiday for which payment is made. An employee to be eligible for payment for a holiday not worked shall have been actively employed by his company not less than eight (8) hours during the thirty (30) calendar day period immediately preceding the holiday.

e) Premium rates and pay for holidays not worked shall not be pyramided, and the company will not be obligated to pay on any day more than the highest single applicable rate.

#### Article 7.- VACATIONS

a) Every employee shall be eligible for a vacation of two (2) calendar weeks at a time selected by the company between June 1st and August 15th, provided, however, that if his vacation compensation computed in accordance with paragraph "b") is less than his straight time average wage for the two (2) full weeks immediately preceding June 1st, he may, with the permission of the management, be allowed to work during a part or all of the vacation period provided there is work available.

b) An employee on vacation shall receive as compensation therefor the applicable percentage set forth in the following applied to the total wages he received from this Company for the 52 weeks ending at the end of the work week immediately preceding June 1st of the year in which he is entitled to a vacation:

(1) Less than 2 years continuous service	2%
(2) 2 years but less than 3 years continuous service.	2½%
(3) 3 years but less than 4 years continuous service	3%
(4) 4 years but less than 5 years continuous service.	3½%
(5) Over 5 years continuous service	4%

c) For the sole purpose of the vacation plan, an employee shall be considered to be in continuous service from the date of employment to the date he quits, is discharged, or having been laid off, fails to return to work within five (5) days after having been notified so to do, or, having been laid off, has been continuously laid off for a period of six (6) months prior to June 1st.

d) Any employee eligible for a vacation who is on a lay-off during the time his vacation is scheduled shall at the beginning of the scheduled vacation period receive his vacation check and shall be considered to have had his vacation.

#### Article 8.- GRIEVANCE COMMITTEE AND GRIEVANCE PROCEDURE:

a) For the purpose of this agreement a grievance shall be defined as a difference arising between an employee and the Company, or between the Union and the Company, as to the meaning and application of the provisions of this Collective Labour Agreement.

b) The Union shall furnish the Company with the names of three individuals serving as the grievance committee, and the company shall recognize the right of such individuals to present grievances in accordance with the procedure outlined in this article.

c) Grievances not settled in the plant between the foreman and a member of the Grievance Committee, shall be presented in writing and discussed by the whole committee with the General Manager of the Company.

- d) Either party may request that the aggrieved employee be present at the discussion.
- e) In the settlement of any grievance, the Grievance Committee shall have the right to call in higher officers of the Textile Workers Union of America (C.I.O.-C.C.L.) not in the employ of the Company, to assist in obtaining a settlement.
- f) The Company agrees that it will promptly consider all factors relating to the grievance and make a prompt decision. This decision, if not accepted by the Union, shall not prevent the union from seeking such relief as is provided by the Quebec Labor laws.

**Article 9.- JOB CLASSIFICATION AND WAGE SCALE:**

a) The following jobs classification and Wage Scale shall be put into effect as of July the first, 1951, and shall remain in effect during the life of this collective Labour Agreement, subject to the other provisions of this article.

**Class 1. Machines Operators- Rate 97 cents per hour**

Felter operators  
 Gangs stitch sewing machine operators  
 Needle loom operators  
 Opening line operators  
 Checkers, receiver and shipper (leading hand)  
 Garnett tender (garnett man)  
 Cutting table (leading hand only)  
 Sizing machine operators (leading hand only)  
 Overcasting machine operators  
 Shredding machine operator

**Class 2.- Helpers- Rate 92 cents per hour**

Felter layup men  
 Sewing machine layup man  
 Needle loom layup men  
 Cutting table helper  
 Garnett or opening line feeder  
 Overcasting machine helper  
 Mechanical rug wrapper- operator  
 Burlap sewing machine and roll up- operator

**Class 3.- Labourers- Rate 87 cents per hour**

Car loaders, unloaders, and hand truckers  
 Needle board repairmen  
 Sizing and drying helpers  
 Wrappers and packers  
 Yard men  
 Mechanical rug wrapper- helpers  
 Burlap sewing machine and roll up- helpers  
 Porter and waste collectors

**Specialty Men**

Mechanics	Rate	\$1.04 per hour
Mechanics Helper	Rate	.92 per hour

b) Except mechanics, who will receive their regular rate regardless of the character of the work performed, employees when working on any of the operations above listed shall receive the rate for such operation, except that an employee who works on two or more operations in the same day shall receive the hourly rate of the highest rated operation on which he was engaged during the day.

1.-

c) A cost of living bonus will be paid to all employees weekly in each month in which the cost of living index, as published by the Canadian Department of Labour, for the whole of Canada is in excess of said cost of living index as of July 1st, 1951, by one full point or more. It is agreed that said cost of living index as of July 1st, 1951, was 184.1.

2. The cost of living bonus shall be computed on the basis of 1/2¢ per hour multiplied by the number of full points the said cost of living index exceeds 184.1 applied to the number of hours worked in the applicable week. The amount so determined shall not represent an increase in the base rate for the purpose of determining overtime compensation.

3. Each new cost of living index shall become effective on the Monday morning following its publication, and shall continue in effect until the Monday morning following the publication of the cost of living index for the next subsequent month.

4. In the event said cost of living index is changed materially as the result of a change in the base period or in the method used in its computation, the said cost of living index of 184.1 as of July 1st, 1951 shall be adjusted to conform with the new index on the basis of the relationship between the old index on its last date of publication and the new index on its first date of publication.

d) A premium of five cents (5¢) per hour will be paid to all employees for work performed between 5 P.M. and 7 A.M. provided however, that no employee engaged on the day shift who began work at 7. A.M. shall be entitled to receive said premium for work performed subsequent to 5 P.M.

#### Article 10.- SENIORITY

a) Ability being equal, seniority shall be followed in the case of lay-off and rehiring after layoff.

b) An employee shall cease to be entitled to seniority, if:

1. He quits voluntarily;
2. is dismissed for cause and not reinstated;
3. he has been laid off for six months or more.

c) The Company shall maintain a seniority list which shall be posted in the plant or otherwise made available for examination by any employee.

d) In case of layoff only, top seniority rating will be given to the employees serving as President and Members of the Grievance Committee of the Union.

e) The Company shall continue to make reasonable provisions to protect the safety, health and welfare of its employees while at work.

#### Article 11.- DURATION OF AGREEMENT

a) The present agreement shall continue for a period of one year, from the first day of July, 1951, and it shall be renewed with full force and effect for additional periods of one year, unless it is terminated by one party or the other, by notice in writing delivered to the other party, within a delay which shall not be more than sixty days nor less than thirty days prior to the expiration of each period.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be executed by the hands of their duly authorized representatives this day of August 1951.

TEXTILE WORKERS UNION OF AMERICA  
LOCAL 1185

Edgar Vadeboncoeur  
Président Int. U.A.  
Local 1185

Gérard Rancourt, director

GREATER MONTREAL TEXTILE JOINT BOARD (TWU.-CIO)

DOMINION HAIR FELT CO. LIMITED

N.S. McKay, prés.

147

CANADA

Province de Quebec  
District de Montreal  
Québec

LE CONGRES CANADIEN DU TRAVAIL

UNION-

et

DOMINION HAIR FELT CO. LIMITED.

COMPAGNIE.

CONVENTION COLLECTIVE DE TRAVAIL.

1949- 1950

( ORIGINAL. )

Lazarovitz, Chaloult & Veilleux.  
Avocats.  
Bloc Florence  
59 rue St. Joseph  
Quebec.

Tel 5-6175

Proc. pour le Congrès Canadien du Travail.

19/1822<sup>a</sup>

SUPPLEMENTAL LABOUR AGREEMENT.

This Agreement, made and entered into this 1st day of July, 1949 by and between DOMINION HAIR FELT CO. LIMITED, hereinafter referred to as the "Company" and THE CANADIAN CONGRESS OF LABOUR, herein representing and acting for its chartered local. Local No. 1 of its branch, THE CANADIAN UNION OF FELT WORKERS, hereinafter referred to as the "Union", for the purpose of modifying Articles of Agreement dated July 1st, 1948.-

W I T N E S S E T H

WHEREAS, Article of Agreement dated July 1st, 1948 were reopened for further negotiation by the Union as provided for in Article 11 thereof, and

WHEREAS, as the result of further negotiations, the parties hereto desire to modify said Articles of Agreement dated July 1st, 1948 only to the extent of establishing wage rates to be in effect from July 1st, 1949 through June 30, 1950.

NOW THEREFORE, it is agreed that wage rates provided for in Article 9 of said Agreement shall be increased by an amount of eight (8¢) cents per hour for all classifications, and that said increased rates shall continue in effect from July 1st, 1949 through June 30, 1950, and from year to year thereafter unless either party gives the other party notice as provided for in Article 11 hereof.

IT WAS FURTHER AGREED, that all other provisions of Articles of Agreement dated July 1st, 1948 shall continue in effect without modification from July 1st, 1949 through June 30, 1950.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be executed and their respective seals to be affixed by their respective officers thereunto duly authorized, the day and year first above written.

CANADIAN CONGRESS OF LABOUR.

Jacques Chaloult.

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Représentative.

CANADIAN UNION OF FELT WORKERS.  
LOCAL No. 1.

Rosario Trudeau.

J. Emilien Beaulne.

Edgard Vadeboncoeur.

DOMINION HAIR FELT CO. LIMITED.

N.S. Mc Kay. Pres.-

COLLECTIVE LABOUR AGREEMENT

This Agreement made and entered into this 1st day of July, 1948.

BY AND BETWEEN

THE CANADIAN CONGRESS OF LABOUR, Labour Organization having its head office and principal place of business in the City of Ottawa, Province of Ontario, and a branch office at 2020 Clark Street, in the City and District of Montreal. Province of Quebec, herein representing and acting for its Chartered Local, LOCAL No. 1, of its branch, THE CANADIAN UNION OF FELT WORKERS, and duly authorized for these presents by resolution dated the            day of            1948, and attached hereto as schedule "A".

HEREINAFTER STYLED THE UNION,

AND

DOMINION HAIR FELT CO. LIMITED, a body politic and corporate having its head office at 131 Collin Street, in St-Johns, District of Iberville, Province of Quebec,

HEREINAFTER STYLED THE COMPANY.

.....

GENERAL PROVISIONS

Article 1. PURPOSE

a) This is a voluntary agreement entered into by the signatory parties for the purpose of establishing and maintaining harmonious relations between the Company and its employees, and to set forth the basic agreement covering rates of pay, hours of employment, and other conditions of employment to be observed by the parties hereto.

Article 2.- RECOGNITION :

a) This Agreement shall cover all employees of the Company except office employees, supervising foremen and superintendents, watchmen, power plant employees, and employees engaged in a work of a confidential nature.

b) The Company recognizes and accords to the Union the exclusive right and power to represent all employees for the purpose of bargaining and concluding a Collective Labour Agreement with respect to relations between the Company and the Union, and hours of employment, rates of pay, and all other conditions of employment of such employees, and the Company agrees not to negotiate or bargain collectively with any other organization or group of employees during the life of this Agreement.

19/1822

Article 3.- POSTING NOTICES :

- a) The Union shall have the right to post notices on a Board place in a convenient spot on the company's property stating time and place of its meetings or other news of interest to its members.

Article 4.- PAY AND LEAVE OF ABSENCE FROM DUTY FOR UNION ACTIVITIES :

- a) Grievance and negotiation meetings shall be held no oftener than necessary, but if held during hours in which the plant is operating, a reasonable number of employees attending such meetings will be compensated at their regular rate of pay. In no event, will employees be compensated for appearing as witnesses before Provincial or Federal Boards of Conciliation or of Arbitration or other government bodies.

- b) The delegate or delegates chosen by the Union to represent it at the annual National Convention of the Canadian Congress of Labour will be granted the necessary leave of absence without pay to attend such convention.

Article 5.- CHECK OFF

- a) The Company agrees to deduct, and to pay to the Treasurer of the Union, against his or her receipt therefor in the name of the Union, membership dues from pay checks of each employee who signs and files with the Company written authorizations in the following form :

" I hereby authorize and direct Dominion Hair Felt Co. Limited to deduct each month from earnings due me the membership dues of \_\_\_\_\_ monthly, which I have agreed to pay, and to pay the same to the Treasurer of Felt Workers Local No; 1, St-Johns, Quebec, chartered by the Canadian Congress of Labour.

"This authorization shall be irrevocable for a period of one (1) year from the date hereof or until the termination date of the agreement dated July 1, 1948, between the Company and said Union, whichever occurs sooner ; and thereafter this authorization shall be revocable at any time of my election by written notice signed by me and submitted to the Company.

(Signed) \_\_\_\_\_

Dated \_\_\_\_\_ "

- b) The Union agrees to furnish to the Company evidence of election of the Treasurer of the Local authorized to receipt for moneys deducted for membership dues under this Article, together with a specimen of such Treasurer's signature.

- c) The Union agrees that it will indemnify and hold the Company harmless against all loss or damage that it may suffer from or by reason of the deduction of membership dues from the pay of any employee pursuant to the provisions of this Article.

Article 6.- WORKING HOURS :

a) The regular working schedule shall be no more than nine (9) hours per day or forty-five (45) hours per week, to be worked in a period of five (5) days from Monday to Friday, inclusive. Each work day shall start at 7:00 A.M. and shall end the following morning at 7:00 A.M. Each work week shall start at 7:00 A.M. Monday morning and shall end the following Monday morning at 7:00 A.M. Time worked between 7:00 A.M. Saturday morning and 7:00 A.M. Sunday morning shall be considered Saturday time, and time worked between 7:00 A.M. Sunday morning and 7:00 A.M. Monday morning shall be considered Sunday time. The same rules shall be applied in the determination of holiday time.

b) A regular lunch period of one hour shall be given to employees except in emergency.

c) Any time worked over nine (9) hours per day or forty-five (45) hours per week or on Saturday shall be considered overtime and shall be paid for at the rate of time and one-half. All work performed on Sunday or on any of the following holidays shall be paid for at the rate of double time :

New Year's Day  
Epiphany  
Good Friday  
St-John Baptist Day  
Confederation Day (Dominion Day)  
Labour Day  
All Saints Day.  
Conception Day  
Christmas Day.

If any of the aforementioned holidays fall on Sunday, the day to be observed as declared by statute or decree shall be treated and paid for as holiday. Premium rates and pay for time worked on Saturdays, Sundays, and holidays shall not be pyramided, and the Company will not be obligated to pay on any day more than the highest single applicable rate.

Article 7.- VACATIONS

a) Every employee shall be eligible for a vacation of one week (5 regular working days) at a time selected by the Company between May 1st and August 31st, provided he shall be in the employ of the Company on or before May 1st of the year in which he is entitled to a vacation.

b) Every employee shall be eligible for a vacation of two weeks (10 regular working days) at a time selected by the Company between May 1st and August 31st, provided he shall have been continuously employed as defined in paragraph (d) for five years prior to May 1st of the year in which he is entitled to a vacation.

c) Employees on vacation shall be compensated as follows :

(1) An employee eligible for a vacation of one week shall receive as compensation therefor two per cent (2%) of the total wages he received from this company for the 52 weeks ending on the Sunday preceding May 1st, of the year in which he is entitled to a vacation.

(2) An employe eligible for a vacation of two weeks shall receive as compensation therefor four per cent (4%) of the total wages he received from this company for the 52 weeks ending on the Sunday preceding May 1st of the year in which he is entitled to a vacation.

d) For the sole purpose of the vacation plan, an employee shall be considered to be in continuous service from the date of employment to the date he quits, is discharged, or having been laid off, fails to return to work within three (3) days after having been notified ~~to~~ to do, or, having been laid off, has been continuously laid off for a period of six (6) months prior to May 1st.

e) Any employee who ceases to be an employee prior to May 1st of the year in which he otherwise would be entitled to a vacation shall have no right to vacation pay.

f) Any employee eligible for a vacation who is on a lay-off during time his vacation is scheduled shall at the beginning of the scheduled vacation period receive his vacation check and shall be considered to have had his vacation.

Article 8.- GRIEVANCE COMMITTEE AND GRIEVANCE PROCEDURE :

a) For the purpose of this agreement a grievance shall be defined as a difference arising between an employee and the Company, or between the Union and the Company, as to the meaning and application of the provisions of this Collective Labour Agreement.

b) The Union shall furnish the Company with the names of three individuals serving as the grievance committee, and the Company shall recognize the right of such individuals to present grievances in accordance with the procedure outlined in this article.

c) Grievance not settled in the plant between the foreman and a member of the grievance committee, shall be discussed by the whole committee with the General Manager of the Company.

d) Either party may request that the aggrieved employee be present at the discussion.

e) In the settlement of any grievance, the Grievance Committee shall have the right to call in higher officers of the Canadian Congress of Labour, not in the employ of the Company, to assist in obtaining a settlement.

f) The Company agrees that it will promptly consider all factors relating to the grievance and make a prompt decision.

Article 9.- JOB CLASSIFICATION AND WAGE SCALE :

a) The following Job Classification and Wage Scale shall be put into effect as of July the first, 1948, and shall remain in effect during the life of this Collective Labour Agreement.

Class I- Machines Operators- Rate 69 cents per hour

Felter Operators  
Gang stitch sewing machine operators  
Needle loom operators  
Opening line operators  
Checker receiver and shipper (leading hand)  
Garnett tender (garnett man)  
Cutting table (leading hand only)  
Sizing machine operators (leading hand only)  
Overcasting machine operators.

Class 2- Helpers- Rate 64 cents per hour

Felter layup men  
Sewing machine layup men  
Needle loom layup men  
Cutting table helper  
Garnett or opening line feeder  
Shredding machine operator  
Overcasting machine helper

Class 3- Labourers- Rate 59 cents per hour

Batt carriers  
Car loaders and unloaders  
Needle board repairmen  
Sizing and drying helpers  
Hand truckers  
Wind-up machine  
Wrappers and packers  
Yard men

Class 4- General Utility Men- Rate 54 cents per hour

Porter  
Trimnings and Waste Collectors

Speciality Men

Mechanics	Rate 76 cents per hour
Mechanics Helper	Rate 64 cents per hour

b) Except mechanics, who will receive their regular rate regardless of the character of the work performed, employees when working on any of the operations above listed shall receive the rate for such operation, except that an employee who works on two or more operations in the same day shall receive the hourly rate of the highest rated operation on which he was engaged during the day.

c) In lieu of retroactive compensation the company agrees to pay, for 1948 only, each employee presently employed, added compensation in the amount of ten percent (10%) of said employee's earnings at straight time rates for all hours worked between April 1st, 1948 and June 30, 1948, both inclusive. Payment of said added compensation will be made as promptly as the amount can be determined.

Article 10.- SENIORITY

a) Ability being equal, seniority shall be followed in the case of layoff, rehiring, after layoff, increase or decrease.

b) An employee shall cease to be entitled to seniority, if :

1. He quits voluntary ;
2. is dismissed for cause and not reinstated ;
3. he has been laid off and does not return to work within three days after call by personal notification sent to him either by messenger or by notice sent to him at his last known address by registered mail.
4. he has been laid off for six months or more.

c) The Company shall maintain a seniority list which shall be posted in the Plant or otherwise made available for examination by any employee.

d) In case of layoff, only, top seniority rating will be given to the employee serving as President of the Union.

Article 11.- DURATION OF AGREEMENT :

a) The present agreement shall continue for a period of one year, from the first day of July, 1948, and it shall be renewed with full force and effect for additional periods of one year, unless it is terminated by one party of the other, by notice in writing delivered to the other party, within a delay which shall not be more than sixty days nor less than thirty days prior to the expiration of each period.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be executed by the hands of their duly authorized representatives this 14th day of July 1948.

CANADIAN CONGRESS OF LABOUR

Jacques Chaloult  
Representative

CANADIAN UNION OF FELT WORKERS  
LOCAL NO. 1

Edgar Vadeboncoeur

Rosario Trudeau

Henri Cantin

DOMINION HAIR FELT CO. LIMITED

N.S. McKay  
President

46-47  
O. A. 147

This Agreement made and entered into this 11th day of April, 1947, by and between Dominion Hair Felt Co., Ltd., (hereinafter referred to as the "Company" and the Canadian Union of Felt Workers, Local No. 1, St. Johns, Quebec, chartered by the Canadian Congress of Labor (hereinafter referred to as the "Union").

ARTICLE I

(a) This is a voluntary agreement entered into by the signatory parties for the purpose of establishing and maintaining harmonious relations between the Company and its employees, and to set forth the basic agreement covering rates of pay, hours of employment, and other conditions of employment to be observed by the parties hereto.

(b) The Company recognizes the Union as the exclusive collective bargaining agency for the employees of the Company herein specified, and will not negotiate or bargain collectively with any other labor organization or group of employees during the life of this agreement.

(c) This agreement shall cover all employees of the Company except office employees, supervising foreman and superintendents, watchmen, power plant employees and employees engaged in a work of a confidential nature.

ARTICLE II

Nothing in this agreement shall be interpreted as a limitation on the management of the Company in the exercise of its usual prerogatives.

ARTICLE III

(a) The following wage scale and job classification shall be put into effect as of September 15th, 1945, and shall remain in effect during the life of this agreement; only employees presently employed shall be paid at said rates and will be paid at the rate of time and one half for any overtime worked from the aforementioned date.

CLASS I. Rate 60 cents per hour

Felter Operator  
Gang Stitch Sewing Machine Operator  
Needle Loon Operator  
Opening Line Operator  
Checker, Receiver and Shipper (leading hand)

19/363

CLASS 2. Rate 58 cents per hour.

Garnett Tender  
Cutting Table (leading hand only)  
Sizing Machine Operator (leading hand only)  
Overcasting Machine Operator

CLASS 3. Rate 54 cents per hour.

Felter Layup Men  
Sewing Machine Layup Men  
Needle Loam Layup Men  
x Garnett or opening line feeder  
Cutting Table Helper  
Shredding Machine Operator  
Overcasting Machine Helper  
x At the present time there are no employees classified  
as Garnett or opening line feeder .

CLASS 4. Rate 50 cents per hour

Batt Carriers  
Car loaders and unloaders  
Needle board repairmen  
Sizing and Dryer Helpers  
Hand truckers  
Wind-up machine  
Wrappers and Packers  
Yard men

CLASS 5. Rate 45 cents per hour

Porter  
Trimnings and waste collector

SPECIALTY MEN.

Mechanics, Rate 65 cents per hour  
Mechanics' Helpers - Rate 55 cents per hour

(b) Except as to mechanics, employees when working on any of the operations above listed shall receive the rate for such operation, except that an employee working on two or more operations shall receive the hourly rate of the operation on which he was engaged for the greatest number of hours in each week.

ARTICLE IV

VACATIONS

(a) Every employee shall be eligible for a vacation of one week (six working days) with pay at a time selected by the Company between June 1st and August 31st of each year, provided he shall have been continuously employed as defined in paragraph (c) for one year prior to June 1st of the year in which he is entitled to a vacation.

(b) An employee who has completed less than one years continuous service during the twelve months prior to June first of the year in which he is entitled to a vacation, will receive one-half day vacation with pay for each thirty days or fraction thereof of employment.

(c) For the sole purpose of the vacation plan, an employee's period of continuous service shall be from the date of employment to the date he loses seniority.

(d) Any employee who in the year preceding June first has had a leave of absence of thirty days or more, or who is absent due to illness for a contiguous period of thirty days or more, shall forfeit one-twelfth of his vacation pay for each full unit of thirty days of his absence.

(e) Payment of vacation wages shall be made in advance, and any employee eligible for a vacation who is on a layoff during the time his vacation is scheduled, shall at the beginning of the scheduled vacation period, receive his vacation check, and shall be considered to have had his vacation.

(f) Vacation pay shall be 48 times the average hourly straight time rate received by an employee during the last two full payroll weeks he has worked preceding June first.

(g) The Company shall cooperate with the employees in the scheduling of vacations, and if the plant is to be closed during the vacation period, it will make every effort consistent with good business practice to adjust the closing to the desires of the employees, and shall give notice of such closing as far in advance as is possible.

#### ARTICLE V

##### WORKING HOURS

(a) The regular work week shall be no more than forty-eight (48) hours to be worked during the period from Monday to Saturday inclusive.

(b) Each work day shall start at 7:00 A.M. when the day shift commences work, and shall end the following morning at 7:00 A.M. Each work week shall start at 7:00 A.M. Monday morning, at which time the Monday day shift commences work, and shall end the following Monday morning at 7:00 A.M. Time worked between 7:00 A.M. Sunday morning and 7:00 A.M. Monday morning shall be considered Sunday time, and the same rules shall be used for the determination of holiday time.

(c) A regular lunch period of one hour shall be given to employees except to emergency.

(d) Any work performed over 9 hours in any one day, or over 48 hours in any week shall constitute overtime, and shall be paid for at the rate of time and one-half. Daily and weekly overtime shall not be duplicated in the computation of overtime compensation .

(e) Any work performed on Sundays or on the following holidays shall be paid for at the rate of time and one-half.

New Year's Day , Kings Day, Good Friday, All Saints Day, Dominion Day, St-John The Baptist Day, Labor Day, and Christmas Day. ( Conception Day).

If any of the aforementioned holidays fall on Sunday, the day to be observed as declared ~~as declared~~ by statute or decree shall be treated and paid for as the holiday.

#### ARTICLE VI

##### SENIORITY

(a) Ability being equal, seniority shall be followed in the case of layoffs and of rehiring after layoffs.

(b) An employee shall cease to be entitled to seniority if.

(1) The employee quits voluntarily.

(2) The employee is dismissed for cause and not reinstated.

(3) The employee who has been laid off and does not return to work within three days after call by personal notification sent to him either by messenger or by notice sent to him at his last known address by registered mail.

(4) The employee has been laid off for six months or more .

#### ARTICLE VII

##### GRIEVANCES

(a) For purposes of this agreement a grievance shall be defined as a difference arising between an employee and the Company as to the meaning and application of the provisions of this agreement. Such grievances shall be settled in the following manner..

(1) The Union shall furnish the Company with the names of three individuals serving as the grievance or conciliation committee, and the Company shall recognize the right of such individuals to present grievances in accordance with the procedure outlined in this article.

(2) Grievances not settled in the plant between the foreman and a member of the grievance committee, shall be discussed by the whole committee with the General Manager of the Company. Either party may request that the aggrieved employee be present at the discussion.

(b) The Company agrees that it will promptly consider all factors relating to the grievance and make a prompt decision.

(c) The Union agrees that there shall be no suspension of work on account of a difference of opinion with respect to any grievance, until all means provided hereunder have been exhausted.

(d) Grievance meetings involving the grievance committee and the General Manager of the Company shall not be held oftener than once a month except in emergency.

ARTICLE VIII

This agreement shall become operative on ~~last~~ day of April, 1947, except as otherwise provided for in Article III, and shall remain in full force and effect until the 30th day of June, 1948, and from year to year thereafter, unless either party shall have given to the other at least sixty days prior to the end of such first mentioned year, or of any such subsequent renewal year, written notice of the termination of the agreement at the end of such year.

IN WITNESS WHEREOF the parties hereto have caused this agreement to be executed by the hands of their duly authorized representatives this ... .. day of April, 1947.

SIGNED ON BEHALF OF LOCAL NO. 1, CANADIAN UNION OF FELT WORKERS:

Rosario Trudeau Henri Coutu

\_\_\_\_\_  
President

\_\_\_\_\_  
Philippe Vaillancourt

For: Canadian Congress of Labour's General Organizer

SIGNED ON BEHALF OF DOMINION HAIR FELT CO. LTD.

\_\_\_\_\_  
L.S. McKay  
President.

WITNESS: Yvan Sabourin