

S-1522

R. C. F. VICTOR CO. LTD. -

1949-50

1322

REF 1620-4



COMMISSION DE RELATIONS OUVRIÈRES DE LA PROVINCE DE QUÉBEC.

LABOUR RELATIONS BOARD OF THE PROVINCE OF QUEBEC.

Siège social - Head Office  
371, Boulevard Charest,  
QUEBEC  
Téléphone 4-8411

Bureau de Montréal  
Montreal Office,  
7080, rue Hutchison  
TéL. Talon 8461

Québec, le 5 mai 1950.

LETTRE REÇUE  
MAY 16 1950  
BUREAU  
SOUS-MINISTRE  
DU TRAVAIL

M. Donat Quimper, ass. sous-ministre,  
Ministère du Travail,  
Hôtel du Gouvernement,  
Québec.

Cher monsieur,

J'accuse réception de vos lettres  
du 2 et du 3 mai courant accompagnées de trois copies  
d'une correspondance échangée entre RCA Victor Company  
Limited, l'Association des Employés de RCA Victor et  
vous-mêmes.

Votre tout dévoué,

*Alfred Bussière*  
Le secrétaire-adjoint.

Alfred Bussière, LL.L.,  
/tr

1322

Québec, le 3 mai, 1950.

Monsieur Alfred Bussière, officier spécial,  
Commission de Relations ouvrières,  
371, blvd Charest,  
Québec.

Cher monsieur,

Je vous transmettais, hier, une copie  
des communications échangées entre RCA Victor Co. Ltd. et  
l'Association de ses employés; veuillez trouver, sous pli,  
les deux autres copies que j'ai omis de vous transmettre.

Sincèrement à vous,

L'Assistant Sous-Ministre,

Donat Quimper  
MC. incl.

Quebec, May 2, 1950.

Mr. Lucien Vaillancourt, Secretary,  
RCA Victor Salaried Employees' Ass'n,  
St. Henry Station,  
P.O. Box 30,  
Montreal 30.

Dear Sirs:-

The Labour Relations Board has referred to our attention copy of the letter forwarded by your Association to RCA Victor Company Limited, and of the relevant answer from the Company on March 2.

I understand you are referring to the collective Agreement dated September 9, 1949, which has been deposited in our office on October 4, 1949, under No. 1322.

We thank you for the information you have given us. These documents will be deposited with the original copy.

Yours truly,

Assistant Deputy Minister

Donat Quimper  
MC.

Québec, le 2 mai, 1950.

Monsieur Alfred Bussière, officier spécial,  
Commission de Relations ouvrières,  
371, blvd Charest,  
Québec.

Cher monsieur,

Veillez trouver, sous pli, copie  
d'une correspondance échangée entre RCA Victor Company  
Limited, l'Association des employés salariés de RCA  
Victor et nous-mêmes.

Je vous communique ces documents car  
ils peuvent, de quelque façon, altérer la durée de l'en-  
tente intervenue entre les parties intéressées.

Sincèrement à vous,

L'Assistant Sous-Ministre,

Donat Quimper  
MC. incl.

LETTRE REÇUE

AVR 29 1950

BUREAU  
SOUS-MINISTRE  
DU TRAVAIL

Quebec, April 28th, 1950.

Mr. Lucien Vaillancourt, Secretary,  
RCA Victor Salaried Employees' Ass.,  
P.O. Box 30,  
St. Henry Station,  
Montreal 30, P.Q.

Re: RCA Victor Company Limited  
&  
RCA Victor Salaried Employees'  
Association

Dear Sir:

As the above mentioned association seems to be incorporated, we have sent to the Minister of Labour, copy of your letters dated February 28, 1950, and April 18th, 1950 also copy of a letter of RCA Victor Co. Ltd dated March 2nd, 1950.

Yours very truly,

Joint Secretary.

Alfred Bussiere, LL.L.,  
/tr

RCA VICTOR SALARIED EMPLOYEES' ASSOCIATION  
L'ASSOCIATION DES EMPLOYES SALARIES DE RCA VICTOR

P.O. Box 30, St. Henry Station,  
Montreal 30.

Montreal, April 18th, 1950.

Labour Relations Board of the Province of Quebec,  
371, Charest Boulevard,  
Quebec City, Que.

Attention: Mr. Alfred Bussiere, LL.L.

Gentlemen:

Attached are copies of our letter to RCA VICTOR Company Limited, dated February 28, 1950, and of the relevant answer from this Company dated March 2, 1950, which will inform you of the extension of the collective agreement deposited on October 4th, 1949.

When a new agreement is signed, we will deposit a copy in conformity with the provisions of Section 19-A of the Labour Relations Act.

Yours very truly,

RCA VICTOR SALARIED EMPLOYEES' ASSOCIATION  
(S) LUCIEN VAILLANCOURT.

Secretary.

RCA VICTOR SALARIED EMPLOYEES' ASSOCIATION  
L'ASSOCIATION DES EMPLOYES SALARIES DE RCA VICTOR

P.O. Box 30 - St. Henry Station  
Montreal, 30

LETTRE RECUE

AVR 29 1950

BUREAU  
SOUS-MINISTRE  
DU TRAVAIL

Montreal, February 28th, 1950.

RCA Victor Company, Ltd.,  
1001 Lenoir Street,  
Montreal 20, Que.

Attention: Mr. D. McCallum,  
Personnel Manager.

Gentlemen:

The RCA Victor Salaried Employees' Association begs to advise you that it does not wish to have the present Collective Agreement renewed for a further period of one (1) year at its expiration on March 31st, 1950.

Further to your request of February 21st, 1950, that the Collective Agreement be extended from April 1st to May 15th, 1950, the Association would agree to do so, providing you fulfill the obligations prescribed in Section 6B of the said agreement, to wit: negotiate a revised plan for the classifications and remunerations of the jobs covered by the said Agreement during the sixty (60) day period preceding the said termination date of May 15th, 1950.

For this purpose, the Association requires and requests that a prospective revised plan for the classifications and remunerations of the jobs be supplied to its Secretary by March 15th, 1950. The Association also requests that negotiations of the existing dispositions of the Agreement or changes thereto, start as of April 15th, 1950 and be carried on with a view to conclude another agreement to commence on May 16th, 1950, in accordance with the principle laid down in Section 19 of the present Agreement.

The Association will give written notice of any change or changes desired in the Agreement in the proposed language and form of the specific provisions it will seek on or before April 5th, 1950.

Your acceptance in writing of the foregoing proposal will constitute an agreement in accordance with the above mentioned terms.

Very truly yours,

RCA VICTOR SALARIED EMPLOYEES' ASSOCIATION.

L. Vaillancourt, Secretary.

COPY

RCA VICTOR COMPANY LIMITED

March 2, 1950.

RCA Victor Salaries Employees' Ass.,  
P.O. Box 30, St. Henry Station,  
Montreal, Que.

Attention: Mr. L. Vaillancourt, Secretary.

Gentlemen:

This is in acknowledgment to your February 28th letter in which you agree to an extension of the collective Agreement between yourselves and the Company from April 1st to May 15th, 1950.

The Company is prepared to accept this proposal in accordance with the terms of your February 28th letter and is appreciative to your co-operation in this matter.

Yours very truly,

(signed) D. McCallum,  
Personnel Manager.



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

LABOUR RELATIONS BOARD OF THE PROVINCE OF QUEBEC.

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

Québec le 19 décembre 1949



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

RE:- R.C.A. Victor Co. Limited.

&amp;

R.C.A. Victor Salaried Emp. Association.

Monsieur le sous-ministre,

J'accuse réception de votre lettre du  
14 décembre 1949, accompagnée pour dépôt  
de deux copies certifiées d'une convention de tra-  
vail, en date du 30 septembre 1949, intervenue entre  
les parties ci-dessus mentionnées et déposée au minis-  
tère du Travail, le 4 octobre 1949 sous le numéro 1322

mp/

Bien à vous,

Alfred Bussière, LL.L



49.50  
S.1322

MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

QUÉBEC, ce 14 décembre 1949.

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

Sujet: Convention collective entre R.C.A. Victor Company  
Limited, & R.C.A. Victor Salaried Employees' Association.

Monsieur,

Conformément aux prescriptions du deuxième paragraphe de l'article 19-A de la Loi des Relations ouvrières (S.R.Q., chapitre 162-A et amendements), je vous inclus, pour dépôt, deux copies certifiées de cette convention datée du 30 septembre 1949 et déposée au ministère du Travail le 4 octobre 1949 en exécution de la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements), sous le numéro 1322.

Sincèrement à vous,

L'Assistant-Sous-Ministre

Donat Quimper

H-14



MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

Québec, ce 22 octobre, 1949.

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

Sujet: Convention collective entre RCA Victor Company Limited,  
1001, rue Lenoir, Montréal, & RCA Victor Salaried Employees' Association

Je vous inclus une copie du certificat constatant le dépôt  
de cette convention collective enregistrée au ministère du Travail  
en exécution de la Loi des Syndicats professionnels (S.R.Q., 1941.,  
chapitre 162 et amendements), le 4 octobre, 1949, sous le numéro  
1322.

Sincèrement à vous,

L'Assistant Sous-Ministre.

Donat Quimper  
MC. incl.



MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

Québec, ce 22 octobre, 1949.

Monsieur H. LeMesurier,  
RCA Victor Salaries Employees' Association,  
1001, Lenoir St.,  
Montréal.

Monsieur,

Je vous inclus un certificat constatant le dépôt fait au ministère du Travail, le 4 octobre, 1949, sous le numéro 1322, de la convention collective conclue sous la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements) intervenue entre RCA Victor Company Limited, & RCA Victor Salaried Employees' Association.

La partie ouvrière ayant été reconnue le 1er juin, 1949, comme agent négociateur par la Commission de Relations ouvrières de Québec, le dépôt de cette convention au ministère du Travail a aussi les effets du dépôt exigé par la Loi des Relations ouvrières (S.R.Q., 1941, chapitre 162-A et amendements).

Veillez agréer l'expression de mes meilleurs sentiments.

L'Assistant-Sous-Ministre

Donat Quimper  
MC. incl.

H-2



DEPARTMENT OF LABOUR  
PARLIAMENT BUILDINGS  
QUEBEC

Quebec, October 22nd, 1949.

Mr. D. McCallum, Personnel Manager,  
RCA Victor Company Limited,  
1001, Lenoir St.,  
Montreal.

Dear Sir:-

Enclosed please find a certificate of the deposit made with the Department of Labour on Oct. 4th, 1949, under Number 1322 of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between RCA Victor Company Limited, & RCA Victor Salaried Employees' Association.

The labour association party to the above mentioned agreement having been certified on June 1st, 1949 as bargaining agent by the Quebec Labour Relations Board, the deposit of such agreement with the Department of Labour has also the effect of the deposit contemplated in the Labour Relations Act (R.S.Q., 1941, Chapter 162-A and amendments).

Sincerely yours,

Assistant Deputy Minister.

Donat Quimper  
MC. encl.



**Loi des Syndicats Professionnels**  
(S.R.Q., 1941, chapitre 162 et amendements)

*Professional Syndicates' Act*  
(R.S.Q., 1941, Chapter 162 and amendments)

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

Numéro **1322**  
Number

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

jour du mois de **octobre** mil neuf cent quarante- **neuf**  
*day of the month of* **nineteen hundred and forty-**

le ministère du Travail a reçu de **Mr. D. McCallum, Personnel Manager, R.C.A. Victor Company Limited, 1001, Lenoir St., Montreal,**  
*the Department of Labour has received from*

la convention mentionnée ci-après, laquelle a été déposée sous le numéro **1322**  
*the hereinafter mentioned agreement, which has been deposited under Number*

savoir:  
*to wit:*

Une convention collective en date du **30 septembre, 1949**  
*A collective agreement under date of*

intervenue entre: **R.C.A. Victor Company Limited, & R.C.A. Victor Salaried Employees' Association. En effet à compter du 1er octobre, 1949, pour une période de six mois. Renouvellement automatique d'une année.**  
*between:*

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

Sceau - Seal

ce **vingt-deuxième** jour du mois de  
*this* **day of the month of**

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

Assistant

Sous-ministre

Assistant

Deputy Minister

HC.

RCA VICTOR COMPANY LIMITED.

1001 *Renaud St.*  
*Montreal 30*

September 30, 1949.

Labour Relations Board of the Province of Quebec,  
7080 Hutchison Street,  
MONTREAL? P.Q.

Dear Sirs:

As required by the provisions of the Labour Relations Act, we are submitting herewith two copies of a collective agreement, concluded and signed today, by the RCA Victor Company, Ltd., and the RCA Victor Salarié Employees Association.

Yours very truly,

D. McCallum  
Personnel manager.

mp"

CONVENTIONS COLLECTIVES		
VISA DE	Date	Par
Retampile	✓	ME
Signatures	✓	
Incorporation	17-6-49	
Reconnaissance	1-6-49	
Numerotage	1322	
Formule		

signature: 30-9-49

MEMORANDUM OF  
A COLLECTIVE AGREEMENT



Between RCA Victor Company, Ltd., hereinafter called the "Company"

AND

RCA Victor Salaried Employees Association, hereinafter called the "Association."

**1. GENERAL PURPOSE**

The purpose of, and consideration for, this Agreement is to provide orderly collective bargaining relations between the Company and the Association, to secure the prompt and equitable disposition of grievances, and to establish fair wages, hours and working conditions for the employees covered by this Agreement

**2. RECOGNITION**

The Company recognizes the Association as the sole bargaining agent in respect of these salaried employees in Montreal specified in the certificate of the Labour Relations Board of the Province of Québec. The right of the employees to organize an Association free from any control by the Company or its agents, is recognized by the Company, and the employees, in the exercise of their right to organize, shall use neither coercion nor intimidation of any kind to influence any employee to join their Association.

The Company agrees to notify the Association of the names, classifications, and departments of all new employees covered by this Agreement.

**3. CHECK-OFF**

The Company agrees to deduct Association dues for any employee upon receipt of the Association's regular Dues Assignment Form, duly signed by the employee. Dues so collected shall be turned over to the Treasurer of the Association not later than the 30th of each month.

**4. RIGHTS AND FUNCTIONS OF MANAGEMENT**

Subject only to the express provisions of this Agreement, the Association agrees that supervision, management and control of the Company's business, operations and plants are exclusively the function of the Company and that the Company has the right to make such reasonable rules and regulations as it considers necessary or advisable for the orderly and efficient conduct of its business.

5. HOURS OF WORK AND OVERTIME

- (a) The normal work week for all employees (except as provided for in (b)) covered by this Agreement shall be 40 hours, Monday through Friday, not to exceed 8 hours per day. Although the Company reserves the right to change working hours to conform with changes in production schedules, such changes will be discussed with the Association before they are put into effect.
- (b) Exceptions to (a) above shall be employees designated by the Company whose normal work week shall be 45 hours, Monday through Friday, not to exceed 9 hours per day from 7:30 a.m. to 5:30 p.m. The Association will be notified when any new jobs of this kind are created.
- (c) The following holidays shall be observed:

New Year's Day	Emancipation Day
Good Friday	Labour Day
Empire Day	Thanksgiving Day
St. John Baptiste Day	Christmas Day

or any day declared by statute or decree to be observed as one of these holidays, should the former fall on a Sunday.

- (d) All time over 8 hours in any one day or over 40 hours in any one week as in (a) and all time over 9 hours in any one day or 45 hours in one week as in (b), shall be considered overtime.
- (e) While it is agreed by both parties that overtime is not desirable, it is recognized that a reasonable amount of overtime is necessary for the efficient operation of the Company's business. Overtime work shall not be compulsory outside of a section, or within a section, provided a sufficient number of qualified employees are willing to work. Otherwise, overtime will be divided equally among qualified employees in the section. This overtime must be authorized by the employee's supervisor. Except in emergencies, employees and the appropriate Association group representative shall be informed of the necessity to work overtime as follows:
- (1) On regular working days: Before lunch period of the same day.
  - (2) On Saturdays, Sundays and Holidays: Before lunch period of the preceding regular working day.
- (f) Female employees shall be allowed a 10-minute rest period in the morning. Male employees shall be allowed to have refreshments at their desk for a like period in the mid-morning and, on a trial basis,

both male and female employees shall be allowed to have refreshments at their desks in the mid-afternoon. The necessity for rest periods will be reconsidered if hours of work are changed.

6. SALARIES

(a) The Company agrees to provide the Association with a list of the minimum and maximum salaries applicable to all job classifications covered by this Agreement. The Company also agrees not to reduce existing minimum and maximum salaries during the term of this Agreement.

(b) It is understood and agreed that the Company and the Association will negotiate a revised plan for the classifications and remuneration of the jobs covered by this Agreement during the sixty-day period preceding the termination of this Agreement.

(c) It is agreed that the employees shall be paid every second Thursday for a bi-weekly pay period ending with the previous Sunday.

(d) Overtime - For overtime worked during each four-week period (two bi-weekly pay periods), an employee will be paid the amount to which he is entitled under either of the following arrangements, whichever is greater:

(1) A meal allowance of \$1.00 for each day in which the employee is required to work one and one-quarter hours or more of overtime; or

(2) His basic hourly rate multiplied by the number of hours (calculated to the nearest full quarter-hour) worked in excess of 167 hours (167 hours in the case of employees referred to in Section 5 (b)) during the aforesaid four-week period.

An employee's basic hourly rate will be determined by dividing his bi-weekly salary by 90 hours (90 hours in the case of employees referred to in Section 5 (b)).

Overtime will be paid only when authorized on an overtime pass by the employee's supervisor and, for purpose of remuneration, overtime will not commence in any one day until at least a thirty-minute supper period has elapsed.

**7. CLASSIFICATIONS OF EMPLOYEES**

All new employees shall be considered as probationers until they have completed six months' service. The Company may at its discretion promote or discharge a probationer at any time prior to the expiration of the said six months.

Each employee shall be notified in writing of his present classification within two weeks of the signing of this Agreement, and, thereafter, he shall be notified immediately of any change of classification.

**8. COMPANY ORGANIZATION**

The Company will provide the Association with a copy of the organization manual so that there may be no doubt as to the responsibility of the employees covered by this Agreement.

**9. SAFETY AND HEALTH**

The Company will continue to make reasonable provisions for the safety and health of its employees during the hours of their employment.

**10. BULLETIN BOARDS**

The Company will provide bulletin space for the use of the Association at each office punch clock and the Association undertakes to submit to the Personnel Manager all material which is to be posted.

**11. SICK LEAVE**

The Company will continue to grant leaves of absence for illness or accident to salaried employees in accordance with the plan described in Standard Instruction 22-06-30, a copy of which has been delivered to the Association.

**12. ANNUAL VACATIONS**

The Company will continue to grant annual paid vacations to salaried employees in accordance with the plan described in Standard Instruction 22-06-40, a copy of which has been delivered to the Association.

**13. COMPLAINTS AND GRIEVANCES**

(a) A grievance is any difference of opinion or dispute between any employee covered by this Agreement and the Company or between the Association and the Company, with respect to the interpretation or application of any provisions of this Agreement.

- (b) A grievance may be presented at the first step of the grievance procedure either verbally or in writing. If it is appealed beyond the first step, it must be in writing.
- (c) A grievance shall be presented as soon as practicable, but in no event later than fifteen working days after the occurrence causing the grievance. Unless there has been mutual agreement to extend the period, a decision on a grievance shall be made by the end of the second working day after it is presented at the first step of the grievance procedure, or after it is appealed to the second step. A decision at any step shall be final and binding unless appealed as herein provided.
- (d) Grievances shall be presented and negotiated as follows:
- First step: Between the employee, alone or accompanied by the Association representative of his section, and his section supervisor.
- Second Step: Between the employee, alone or accompanied by his Association representative, and the manager or superintendent of his division or department.
- Third Step: Between the designated representatives of the Association and the Company comprising the Grievance Appeal Committee, which shall consist of two representatives to be named by each party for the duration of this Agreement.
- (e) All decisions arrived at by agreement between the Company and the Association in sittings of the Grievance Appeal Committee shall be final and binding on both parties.
- (f) Conciliation and Arbitration: If a grievance is not satisfactorily adjusted by the Grievance Appeal Committee, either party may request, on written notice, that the matter be referred to conciliation or arbitration. For this purpose, resort may be had to the procedure set forth by the Labour Relations Act of the Province of Quebec (Chap.162A, R.S.Q.1961) and the Trades Disputes Act of the Province of Quebec (Chap.167, R.S.Q.1961) or to any other procedure which may be agreed upon by the parties to this Agreement.
- The conciliator or arbitrator or board of conciliation or arbitration shall have jurisdiction to interpret the provisions of this Agreement as is necessary to the determination of the grievance but shall not have jurisdiction to alter or add to or subtract from or modify any

13. COMPLAINTS AND GRIEVANCES

(2) Cont'd.

of its terms. Unless agreed to in advance by both parties, any decisions or interpretations so arrived at shall not be binding on either party. Any expenses incurred in the conciliation or arbitration of a grievance shall be shared by the parties.

14. CONTINUOUS SERVICE

(a) An employee shall have continuous service with the Company dating from the first date of his unbroken, continuous employment.

(b) Continuous service of an employee shall be cancelled for any of the following reasons and, when so cancelled, an employee shall be considered a new employee if he is re-employed subsequently:

Resignation.

Discharge for cause.

Layoff for a period of twelve consecutive months.

Failure to report to work within three days after notice has been sent to the address on record with the Employment Division, unless satisfactory reason for such failure is given.

Absence beyond the time limit of an authorized sick leave or other leave of absence granted by the Company.

In case of sickness, an employee is entitled to a maximum absence of 14 weeks, if approved by the Company's physician or if a valid claim is submitted. If applied for by the employee and approved by the Company, an additional sick leave not exceeding thirty-eight weeks will be granted.

15. SENIORITY

(a) New employees shall have no seniority rights until they have been continuously employed by the Company for six months; thereafter, their seniority shall be calculated from the date on which their continuous service commenced.

(b) In cases of layoff, re-hire, transfer and promotion, the following factors will be taken into consideration consecutively in determining which employee or employees shall receive the preference: merit, ability and seniority. The Company agrees to discuss with the Association any case of alleged injustice or hardship arising out of the provisions of this paragraph, if it is requested promptly.

- (c) The Company will provide the Association with a seniority list of all employees covered by this Agreement within one month of the signing of this Agreement.
- (d) Promotions - Notices of vacancies in job classifications covered by this Agreement, providing opportunities for promotion of employees, shall be posted at all punch clocks used by salaried employees. Applicants who qualify for promotion shall be given the opportunity without discrimination.

16. DISCHARGE

In the event that an employee has been discharged and alleges that he has been unjustly dealt with, he may ask for and receive from the Company the reasons for dismissal. Cases of alleged unjust discharge shall be dealt with according to the procedure provided in Section 13. A discharged employee will be permitted to see his Association Representative before leaving the premises.

17. ASSOCIATION REPRESENTATIVE

- (a) The Association will appoint a Representative with respect to each district as agreed to by the Company. An employee will not qualify to serve as a representative unless he has had at least six months' service in the district that he is to represent. Representatives will not conduct any Association business other than the negotiations of grievances during working hours and will be expected to perform their regular duties efficiently.
- (b) A representative who is required to leave his job for the performance of Association business shall obtain the agreement of his immediate superior before doing so, and, if he is authorized by agreement to take up Association business in a section of the Company other than his own, he shall first advise the supervisor of that section.
- (c) The Association agrees to notify the management of the Company of the names of the Association representatives and also of any changes that may take place from time to time.

18. LEAVE OF ABSENCE

The Company will give fair consideration to granting leaves of absence without pay to delegates of the Association not exceeding four in number, when necessary for the transaction of business of the Association.

19. RENEWAL AND TERMINATION

This Agreement, which becomes effective on October 1st, 1949, shall remain in full force and effect for a period of six months unless changed by mutual consent of the parties signatory hereto. It shall remain binding for a further period of one year unless either party shall give to the other a written notice of its termination or of any change desired not more than sixty days and not less than thirty days before the termination date of the Agreement. The party giving written notice of any such change or changes desired in this Agreement shall, at the same time, present such proposals in the language and form of the specific contract provisions which they propose for inclusion in the Agreement to effect such change or changes and their reasons in support thereof. In the event of written notice of termination having been given by either party, as herein provided for, negotiations shall commence within ten days and shall be carried on during the period of notice of termination with a view to arranging another Agreement.

Signed at the City of Montreal, in the Province of Quebec, as of this 30th day of September, 1949.

NCA Victor Company, Ltd.

NCA Victor Salaried Employees' Association.

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