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MEMORANDUM OF AGREEMENT.

between

QUEBEC STEREOTYPERS' AND ELECTROTYPERS' UNION.
local 173 of the International Stereotypers'
and Electrotypers' Union.

and

MECO LIMITED, QUEBEC.

1. THIS AGREEMENT is entered into between Mecco Limited of the City of Quebec hereinafter called the party of the First Part, and, the Quebec Stereotypers' and Electrotypers' Union, Local 173, hereinafter called the Union, party of the Second Part, for the purpose of preventing and adjusting misunderstanding by establishing rules governing minimum wage-rate and conditions of employment.

This agreement shall be in effect from October 15 1948 to October, 15, 1949, and shall continue in effect from year to year thereafter, unless sixty-days notice in writing of intention to change shall be given by either party prior to October 15th, 1949.
2. The party of the first part agrees to employ members in good standing of the Quebec Stereotypers' and Electrotypers, Union provided that said men are competent and reliable.
3. Hours of labor, journeymen and apprentice wage rates, and all other conditions of employment, shall be alike in all stereotype and electrotype plants employing members of this union, and no condition that gives one employer a competitive advantage over another shall be allowed. The Union and the Employer agree so far as it is possible, to eliminate unfair competitive conditions.
4. Five eight-hour days shall constitute a week's work. The eight hours per day shall be between 7 a.m. and 6 p.m. The scale of wages for journeymen shall be \$50.00 per week with the understanding that foreman shall be paid \$5.00 per week over scale.
5. Overtime shall start at the completion of scheduled hours. Time and one half shall be paid on Saturdays till 12 o'clock a.m. and double time thereafter. Double time shall be paid on Sundays and statutory holidays and after the first three hours of overtime, worked on all other days.

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It is agreed that the Employer shall grant one week's vacation with pay to all the regular members and apprentices employed in his shop one year or more.

All other employees of the said employer shall be entitled to one day's vacation or severance pay for each fifty two (52) days worked in the preceding calendar year.

When they fall on regular working days, wages shall be paid for New Year's Day - Good Friday - May 24th - Dominion Day Labor Day - Thanksgiving Day - and Christmas Day.

Not more than one foreman shall be employed in any office in addition to the superintendent.

6.

The education of apprentices shall be under the jurisdiction of the chapel of which he is a member. The ration of apprentices shall be as follows:-

Electrotype Finishers	one to two or more journeymen
Electrotype Moulders	one to two or more journeymen.
Stereotypers	one to two or more journeymen.
Rubber and Plastic plate Makers ...	one to two or more journeymen.

Offices employing 10 or more electrotype journeymen shall be allowed an additional Electrotype apprentice. The placing of such additional apprentice shall be decided by mutual consent between the Employer concerned and the Union, with a view to keeping a proper balance of apprentices within the industry.

The above mentioned paragraph does not affect apprentices now employed.

Wages of apprentices:-

25% 1st six months	55% 7th six months
30% end " "	60% 8th " "
35% 3rd " "	65% 9th " "
40% 4th " "	70% 10th " "
45% 5th " "	80% 11th " "
50% 6th " "	90% 12th " "
	\$50.00 Journeyman.

7. Journeymen's duties shall be molding in any material including rubber, teneplate, engraving, ruling in wax and plastic, etc., cutting down and building up, casting and silver spraying. All work pertaining to plastics at the back-end, shall be handled by Union labor.
8. Notice shall be posted by the Employer giving the schedule of short time hours and time worked before or after such scheduled hours shall be at overtime rates.
9. The Union reserves the right to refuse to do struck work. Struck work shall be work coming from or going to a shop where the members of this Union are on a strike authorized by the International Union.
10. WAR CLAUSE.
In the event of a member of this Union enlisting or being called to the fighting forces of Canada, he will retain his priority on his return to civil life.
11. Any differences which may arise between the parties hereto shall be settled by conciliation or arbitration. Should arbitration be necessary, a Board of Arbitration shall be formed. Said Board shall be composed of two members representing the Union, and two members representing the Employer. Should the said Board be unable to reach a unanimous decisions, they shall mutually agree upon a fifth member who shall act as Chairman. A majority decision of the Board as then constituted shall be final and binding upon the parties hereto for the duration of this Agreement.
12. It is agreed that the laws of the Quebec stereotypers and Electrotypers Union not affecting wages, hours, or working conditions, and the laws of the International Stereotypers' and Electrotypers' Union shall not be subject to the consideration of

NOR DECISION of the Arbitration Board designated in the preceding paragraph.

IN WITNESS WHEREOF the parties have hereunto set their hands and seals.

thisday of 1948.-

For the Party of the First Part:

Meco Limited

Witness

.....

For the Party of the Second Part:

The Stereotypers' and
Electrotypers' Union
(Loc. 173)

Witness

.....President

.....President

.....Secretary

International Stereotypers' &
Electrotypers' Union.