

S-951

PARISIAN CORSET -

QUEBEC.

1948-49



S. 951  
48.49

MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

QUÉBEC, ce 13 novembre 1948.

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

Sujet: Convention collective entre Parisian Corset Mfg.  
Co. Ltd. et Le Syndicat national catholique de l'Indus-  
trie du Corset de Québec, Inc.

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Monsieur,

Je vous inclus une copie de cette convention  
conclue sous la Loi des Syndicats Professionnels (S.P.C., 1941, cha-  
pitre 162 et amendements), datée du 10 septembre 1948 et déposée au  
ministère du Travail sous le numéro 951.

Sincèrement à vous,

Le sous-ministre,

H-15



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

## LABOUR RELATIONS BOARD OF THE PROVINCE OF QUEBEC

JUGE EUDORE BOIVIN,  
PRESIDENT.PIERRE-A. GOSSELIN,  
MEMBRE.BRUNAY BRAIS,  
MEMBRE.286, RUE ST-JOSEPH,  
QUEBEC.4 EST, RUE NOTRE-DAME  
MONTREAL.

A

Québec le 16 novembre 1948

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



RE:- Parisien Corset Mfg. Co. Limited  
&  
Syndicat National Catholique de l'Industrie du  
Corset de Québec, Inc.

Monsieur le sous-ministre,

J'accuse réception de votre lettre  
du 13 novembre 1948, accompagnée pour dépôt  
de deux copies certifiées d'une convention de travail,  
en date du 10 septembre 1948, intervenue entre  
les parties ci-dessus mentionnées et déposée au minis-  
tère du Travail, le 28 septembre 1948  
sous le numéro 951.

mp/

Bien à vous,

Le secrétaire,

P. E. Bernier, LL.L



MINISTÈRE DU TRAVAIL  
HÔTEL DU GOUVERNEMENT  
QUÉBEC

QUÉBEC, ce 13 novembre 1948.

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

Sujet: Convention collective entre Parisian Corset Mfg. C. Ltd. et le Syndicat national catholique de l'Industrie du Corset de Québec, Inc.

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 **10 septembre 1948** et déposée au ministère du Travail le **28 septembre 1948** en exécution de la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements), sous le numéro **951**.

Sincèrement à vous,

Le sous-ministre,

H-14



**MINISTÈRE DU TRAVAIL**  
**HÔTEL DU GOUVERNEMENT**  
**QUÉBEC**

Québec, ce 30 septembre 1948.

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

Sujet: Convention collective entre **Parisian Corset Mfg. Co.**  
**Ltd.** et le **Syndicat national catholique de l'industrie du**  
**corset de Québec, Inc.**

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 28 septembre 1948 sous le numéro

951.

Sincèrement à vous,

Le sous-ministre

80.



DEPARTMENT OF LABOUR  
PARLIAMENT BUILDINGS  
QUEBEC

Quebec, September 30, 1948.

Mr. G.R. Patterson, Comptroller,  
Parisian Corset Mfg. Co. Ltd.,  
599, St. Valier, St.,  
QUEBEC.

Dear Sir,

Enclosed please find a certificate of the deposit made with the Department of Labour on Sept. 28, 1948 under Number 951 of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between

Parisian Corset Mfg. Co. Ltd. and Le Syndicat national catholique de l'industrie du corset de Québec, Inc.

The labour association party to the above mentioned agreement having been certified on May 30, 1944, as bargaining agent by the Quebec Labour Relations Board, the deposit of such agreement with the Department of Labour has also the effect of the deposit contemplated in the Labour Relations Act (R.S.Q., 1941, Chapter 162-A and amendments).

Sincerely yours,

Deputy Minister.

g0.



**MINISTÈRE DU TRAVAIL**  
**HÔTEL DU GOUVERNEMENT**  
**QUÉBEC**

Québec, ce 30 septembre 1948.

Mademoiselle Madeleine Paquet, secrétaire,  
Le Syndicat national catholique de l'industrie du  
corsset de Québec, Inc.,  
19, rue Caron,  
Québec.

Mademoiselle,

Je vous inclus un certificat constatant le  
dépôt fait au ministère du Travail, le 28 septembre 1948  
sous le numéro 951, de la convention collective conclue  
sous la Loi des Syndicats professionnels (S.R.Q., 1941,  
chapitre 162 et amendements) intervenue entre

The Parisian Corset Mfg. Co.Ltd. et le Syndicat national  
catholique de l'industrie du corsset de Québec, Inc.

La partie ouvrière ayant été reconnue le 30  
mai 1944 comme agent négociateur par la Commission de  
Relations ouvrières de Québec, le dépôt de cette convention  
au ministère du Travail a aussi les effets du dépôt exigé  
par la Loi des Relations ouvrières (S.R.Q., 1941, chapitre  
162-A et amendements).

Veuillez agréer l'expression de mes meilleurs  
sentiments.

Le Sous-Ministre

gc.



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  
Number 951

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

jour du mois de  
day of the month of septembre

mil neuf cent quarante-  
nineteen hundred and forty-huit

le ministère du Travail a reçu de  
the Department of Labour has received from M.C.R. Patterson, contiseur, Parisian Corset,  
Mfg. Co.Ltd.

la convention mentionnée ci-après, laquelle a été déposée sous le numéro  
the hereinafter mentioned agreement, which has been deposited under Number 951

savoir:  
to wit:

Une convention collective en date du  
A collective agreement under date of 10 septembre 1948.

intervenue entre:

between: Parisian Corset Mfg. Co.Ltd., et le Syndicat national catholique  
de l'industrie du corset de Québec, Inc. En effet le 28 septembre  
1948. Sa durée sera de 8 mois à compter du 10 septembre 1948.  
Renouvellement automatique.

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

Sceau - Seal

ce  
this trentième  
jour du mois de  
day of the month of  
mil neuf cent quarante-  
nineteen hundred and forty-  
septembre  
mit.

50.

Sous-ministre

Deputy Minister

*Parisian Corset Manufacturing*  
 COMPANY LIMITED  
*Foundation Garments*  
 ESTABLISHED 1894

NATURES RIVAL

*Le Gant*

*Al'ure*

HEAD OFFICE & FACTORY

898 ST. VALIER ST.

Quebec,  
 CANADA.

SALES OFFICES  
 MONTREAL AND TORONTO

REPRESENTATIVES:  
 VANCOUVER, WINNIPEG, ST. JOHN, N.B.

Quebec, P.Q.  
 September 27th, 1948.

Provincial Department of Labour,  
 Government House,  
 Quebec, P.Q.

LETTRE REÇUE

SEP 28 1948

BUREAU  
 SOUS-MINISTRE  
 DU TRAVAIL

Gentlemen:

By chapter 162A, Section 19A of the Labour Relations Act of the Province of Quebec, I enclose herewith three copies of the contract between the Parisian Corset Manufacturing Company Limited, and Le Syndicat National Catholique de l'Industrie du Corset de Quebec, dated September 1st, 1948.

Yours very truly,

CONVENTIONS COLLECTIVES		
VISA DE	Date	Par
Estampille	✓	<i>S.C.</i>
Signatures	✓	<i>mc.</i>
Incorporation	<i>16-1-39</i>	
Reconnaissance	<i>30-5-44</i>	
Numerotage	<i>951</i>	
Formule	<i>H-2</i>	

*G. R. Patterson*  
 G. R. Patterson  
 Comptroller

GRP:1

**COLLECTIVE LABOUR AGREEMENT,**

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concluded according to the Provisions of the Labour Relations Act of the Province of Quebec (Chap. 162-A and 163 S. R. Q. 1941) the first day of the month of September, in the year one thousand, nine hundred and forty-eight, between

THE PARISIAN CORSET MFG. CO. LTD., of Quebec,

Party of the First Part,  
hereinafter called the  
"Employer"

and

THE NATIONAL CATHOLIC SYNDICATE IN THE CORSET  
INDUSTRY OF QUEBEC, Inc.,

Party of the Second Part,  
hereinafter called the  
"Union".

- 
- 1.- The Parisian Corset Mfg. Co. Ltd., recognizes the National Catholic Syndicate in the Corset Industry of Quebec as representing all the company's present and future employees, male and female, for the duration of the present agreement, with the exception of office employees and all other employees holding a position as foreman or higher rank;
  - 2.- The Province of Quebec Labour Relations Commission certificate establishing the Union's character as representative of the corset industry employees in the employ of Parisian Corset Manufacturing Company Limited, is produced as appendix "A" to the present agreement;
  - 3.- The Union's Resolution approving the Agreement and authorizing the President and the Secretary to sign it, is produced as appendix "B" to the present agreement;
  - 4.- The Company's Resolution approving the agreement and authorizing one of its officers to sign it is produced as appendix "C" to the present agreement;
  - 5.- The Union binds itself to co-operate with the Employer to insure discipline as well as the best possible production in the latter's establishment;
  - 6.- All employees, male and female, subject to the present agreement are obliged to be members of the Union, and the Employer binds himself, when regularly called upon so to do, and on the production of a resolution of the said Union, in due form to that effect, to deduct from the employee's pay once per month, for the benefit of the Union, the employees union contributions or entrance fees as required;
  - 7.- The Union will select three of its officers or members to form the employees grievance committee. The names of the members of the said committee will be submitted to the Employer. The Employer will nominate three representatives to be

part of said Committee and who will meet with the employee's representatives as frequently as desired, to settle grievances submitted by the employees to the Company. The place, date and hour of meetings will be determined according to verbal understanding between the parties. Any female employee who has a grievance shall have recourse to the following alternative parties in the order named, for satisfaction:

- (1) The factory Supervisor who shall give his decisions within two full working days.
- (2) The Factory Manager who shall also give his decisions within two full working days.
- (3) The Grievance Committee as outlined in the first paragraph of this article; said committee shall render its decisions within 8 working days counting from the date of the submission in writing of it for the grievance or grievances.

Grievances shall be taken to the Committee only if the employee or the Company fails to receive satisfaction from the first two parties mentioned above.

In the case of grievances of the non only, the Union representatives will meet directly with the representatives of the management without recourse to the Factory Manager as an intermediate step.

8.- In the event that the decision of the Grievance Committee is not deemed satisfactory, either the employee or the Company will have the right to refer the matter to arbitration in conformity with Chapter 167 S.R.O., 1941.

9.- The Employer binds himself to grant a vacation of one week per annum with pay to every employee male or female, who has been at least one year in his continuous employ. If the employee has not completed one year in the employ of his employer, he will be entitled to a vacation with pay of one half day for each calendar month during which he has been in the continuous employ of his Employer. The pay for such vacation week or part thereof shall be equivalent to two per cent (2%) of the earned pay for worker on the piece work rate, during the period of service, giving the right to such vacation as of the preceding first of May, and for weekly or hourly paid employees, to one week's salary.

Employees having five years or more of continuous service with the Employer shall be entitled to a vacation of two weeks.

In the case of leaving the Company, employees having five years or more of continuous service will receive holiday pay on the same basis as regular pay as though remaining in the Employers service except in the case of those discharged for reasonable cause, such as insubordination, theft or misconduct, etc., which employees will have recourse to the Grievance Committee if they feel that they have been unjustly treated. The Company will retain the right to suspend this regulation at its discretion.

One-half of the employees having over five years service shall take their second week immediately following the regular week mentioned above, and one-half such employees shall take their second week immediately before the

regular week. Payment for the second week shall be on the same basis as for the first week. If for special reasons or reasons pertaining to production, an employee having five years or more service cannot be spared for the second week, he shall receive one week's extra pay instead of holiday time, at the employer's discretion. The period of vacation shall be determined during the twelve months as of the first of May for each year, but both parties heroby agree that the said vacation shall be granted during the summer season, their dates to be determined by understanding reached between the Grievance Committee and the employer.

In the case of male employees, individual dates of vacation are to be set at the discretion of the Company during the summer season, such employees to receive their holiday pay in advance on leaving for their vacation.

10.- Legal Holidays for the year shall be as follows:

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

11.- The Company will consider a regular work week of 40 hours only, from June 15 to September 15, provided the Company is satisfied that price levels, factory production, and business conditions in general are at a sufficiently high level to permit the Company to do this without loss. The Company's financial position will be carefully reviewed by the management a month in advance of the period in question, with a view to granting the early closing if this is in line with the general welfare of the Company and its employees. Notwithstanding the above mentioned proposition, the same weekly hours shall be used as the basis for the calculation of the pay during the early closing period, as is used for the balance of the year, except that overtime will be paid for at time and one-half for all hours worked over 44 hours per week.

12.- The Employer binds himself to pay and the Syndicate accepts the following wages for the duration of the present agreement to female employees:

Over 12 months service	- thirty-five	(.35) per hour
Over 6 " "	- thirty	(.30) " "
Under 6 " "	- twenty-five	(.25) " "
Apprentices below 6 Months service		
but in addition to the 10% of the		(twenty-eight)
total number of employoes allowed		
as apprentices by Provincial Ordinance		(.20¢ per hour)

13.- In the case of female employees on piece work the basis rate shall be (.35¢) thirty-five cents per hundred (100) points under the present method of production. Each employoe of this class will receive full payment for all points for work which she has completed.

14.- The Company grants to its female employees, working on piece rates, a bonus which will be established as follows:

For the means of calculating said bonus, a standard of 40 cts per hour is set and each operator, on piece rates, shall receive ten per cent (10%) of every thing she makes or earns over this standard of 40 cts per hour.

15.- For all new garments points per operation will be calculated from the Company's chart which carries a complete breakdown in time for all elements in every operation including handling, sewing time, sewing of curves, and P.U.F. (Place-under foot.) A fatigue allowance is also included, which is related to each operation.

16.- For points already established on styles costed on the previous basis which included a fatigue and handling allowance of from 10% to 15% these will be continued under the present contract, but all new styles will be based on the chart with the intention that it will ultimately be the basis for establishing all labour points.

17.- In the event that the methods of operations, production or calculation of points, would create, during the life of this agreement, a real and serious obstacle for the operators as to the return in points which they make or in salary earned, this will constitute a grievance for each operation and the Company binds itself to study each specific case submitted to the Grievance Committee and arising from the above mentioned conditions and to make the re-adjustment and revision, consequently if necessary.

18.- All points allotted on new styles established for new operations or any changes made in the actual operations shall be enforced immediately. However, if any employee is not satisfied with the points allotted or rates established, for each operation or for changes in operations, she can refer the matter to the Grievance Committee who will ask for a new time-study which will be made by a study of the work of the employee herself, provided she co-operates, in a just and honest way, to said study or by the methods deemed the most convenient by the Company in order to establish a true and unbiased point evaluation.

If the decision of the Grievance Committee is in favour of the employee according to the time-study made, the adjustment shall be made retroactive to the date the claim was made, provided the employee maintains uninterrupted production to the date of the decision.

19.- In regard to machine breakdown the following table of rates by points will be in force allowing 25% extra points after the first hour provided the employee accepts other work as alternative, as provided by the Employer's Factory Supervisor.

<u>TIME</u> <u>Hours</u>	<u>MINUTES</u>	<u>POINTS</u> <u>First hour</u>	<u>POINTS OVER</u> <u>First hour</u>	<u>TOTAL</u> <u>Points.</u>
5	0	100	500	600
4	0	100	375	475
3	0	100	250	350
2	0	100	125	225
1	45	100	95	195

1	30	100	65	165
1	15	100	30	130
1	10	100	20	120
1	5	100	15	115
1	0	100		100
	45	75		75
	30	50		50
	15	25		25
	10	15		15
	5	10		10

20.- In the cutting department the following scale and ranges shall be in force for the duration of the present agreement.

MINIMUM RATES

First	six months experience with Company	(.35) per hour
Second	" " " " "	(.45) " "
Third	" " " " "	(.55) " "
Fourth	" " " " "	(.65) " "
Fifth	" " " " "	(.75) " "
Sixth	" " " " "	(.85) " "

After the completion of 36 months experience (\$1.00-\$1.25) per hour.

21.- Minimum Rates- Men other than cutters.

Now Employees	.3523 per hour - \$15.50 per week
After First 6 Months Service	.3861 per hour - \$17.00 per week
After Second 6 Months Service	.443 " " - \$19.50 " "
After 18 months service	.477 " " - \$21.00 " "
After two years service	.523 " " - \$23.00 " "
After two years and six months service	.568 " " - \$25.00 " "
After three years service	.636 " " - \$28.00 " "

22.- For the weekly paid employees time lost on their own account may be deducted from their pay at the discretion of the Company either in the case of sickness or unjustifiable absence.

23.- Girls paid by the Hour, Band Cutters, Service Girls and Helpers to receive an increase of (.05) per hour for this year only. ~~Boards~~ paid weekly to receive an increase of \$2.00 per week for this year only.

24.- Seniority. In cases of promotion, transfer or suspension for lack of work, the employer will consider the following factors:

- 1.- Competence and skill;
- 2.- The number of years of service. This means that for equal skill, the greater number of years of service will prevail;

25.- Pay will be made according to the method in force under the old contract, but it will be made weekly as soon as the Company can receive delivery of the necessary machines from a reputable bookkeeping machine company.

26.- Nothing in the present agreement is presumed to deprive the employees of any benefits ordered or intended for them by Federal or Provincial Legislation.

27.- The Company has and shall retain the unquestionable and exclusive right and power to manage the business and direct the working forces including the right to hire, suspend, discharge, promote, demote, discipline or transfer any employee. However, an employee who feels that he has been subjected to unfair treatment shall have recourse through the adjustment procedure outlined under article (7) of this agreement.

28.- The present agreement will come in force as of the date of its deposit with the Department of Labour. Its duration will be for eight months as of the date of its signature and it shall be renewed automatically from year to year, unless one of the parties gives the other notice in writing forwarded by registered letter of his intention to either modify or cancel the agreement, said notice to be given within a delay which shall not be more than sixty (60) days and not less than thirty (30) days before the termination of each twelve (12) months; for the purpose of these presents, both parties agree that the present agreement will terminate on the first of May 1949.

QUEBEC, September 10th, 1948.

Witness  
*Maurice Dinguay*

THE PARTISAN CORSET MFG. CO. LTD.,

For: *G. A. ...*

THE NATIONAL CATHOLIC SYNDICATE  
 IN THE CORSET INDUSTRY OF QUEBEC,

For: *Alice Levesque*  
*Maddeline Tagnon sec -*