

GA-131

MONTESEAL BRONZE CO.

1946-47

Microfilm

1955.

6-A-131

BETWEEN:

MONTREAL BRONZE LIMITED (hereinafter called the "Company")

AND:

UNITED STEEL WORKERS OF AMERICA, Local 4712 (C.C.L. & C.I.O.)
(hereinafter called the "Union")

ARTICLE I - GENERAL PURPOSE

The purpose and consideration for this agreement is to provide orderly collective bargaining relations between the Company and the Union, to secure prompt and equitable disposition of grievances and to establish fair wages, hours of work and working conditions consistent with health and safety of the employees covered by this agreement.

ARTICLE II - RECOGNITION

a) The Company recognizes the Union, which was certified on the 21st day of March 1952 by the Labour Relations Board of the Province of Quebec, as the sole bargaining representative in respect of all its hourly paid or piece work employees of the Company with the exception of office workers, foreman, assistant foremen and confidential employees, (Watchmen, timekeepers, clerks and those performing work depending on office records); and it is hereby agreed by the parties hereto that the terms of the said agreement shall apply only to the employees covered by the certificate issued as aforesaid, to the Union.

b) The Union shall keep the Company advised in writing of the names of the members of its Negotiating Committee, the names of the members of its Grievance Committee and the name of its International Representative and of any changes that may occur within the Union during the term of this agreement.

ARTICLE III - VOLUNTARY IRREVOCABLE CHECK-OFF

a) During the term of this agreement, the Company agrees and undertakes to deduct each month from the pay of each employee covered by this agreement who is a member of the Union, an amount equivalent to the monthly dues payable by each such employee to the Union, the said amount not to exceed the sum of \$3.00 each month, provided however, that each such employee will have first authorized the Company in writing to effect such deductions on a form of authorization ~~identical~~ ^{identical} to that appearing on Schedule "A" attached hereto to form a part hereof entitled "Form of Authorization for the Voluntary Irrevocable Deduction of Dues" duly signed by the employee concerned and provided further that each such employee is not transferred permanently out of the bargaining unit during the term of the said agreement.

b) It is understood and agreed by the parties hereto that all employees ~~included~~ in the Certificate of Recognition who, at the date of execution of this agreement, were members of the Union or who, thereafter, may become members of the Union, shall remain members of the Union during the term of this agreement, or so long as the Union ^{remains} certified as such by the Labour Relations of the Province of Quebec, the whole in accordance with the provision of sub-paragraph (a) of Article II hereof.

c) All dues collected by the Company will be remitted once each month to the Financial Secretary of the Union together with a list of employees whose dues are included in the said remittance and the names of employees whose dues were previously deducted and who have left the employ of the Company; the name of an employee who has left the employ of the Company will appear only once on the list above referred to.

d) All written authorizations for purposes of deduction of dues, from the employees who are members of the Union will be addressed to the Company and executed by each employee concerned on a form of authorization exactly the same as that appearing in Schedule "A" attached hereto to form a part hereof.

e) Every such authorization shall be signed in duplicate by

the employees concerned, in the Company's time office in the presence of and witnessed by the timekeeper.

ARTICLE IV - MANAGEMENT

a) Nothing in this agreement shall be construed or interpreted as limiting in any way the rights of the Company to exercise the regular and customary functions of Management including curtailing and/or stopping of operations of the plant when necessary, the extension, limitation, supervision or control of operation, and the Union recognizes that Schedules of production, methods, processes and means of manufacture are solely and exclusively vested in the Company.

b) The Union agrees that the Company shall have the right to make and alter from time to time as may be deemed necessary, rules and regulations governing the operation of the Company's business which rules and regulations shall be observed by the Company's employees.

c) The Company agrees that such rules and regulations so made shall not be inconsistent with the provisions of this agreement, and that such rules and regulations will be posted in conspicuous places on two (2) bulletin boards on the Company's premises, provided by the Company for such purposes.

d) The Union recognizes the right of the Company to hire, promote, demote, transfer, suspend, discharge or otherwise discipline any employee, for reasonable cause, subject, however, to the right of such employee to lodge a grievance in the manner hereinafter provided "except in the case of hire."

ARTICLE V - STRIKE AND LOCK-OUTS

a) There shall be no lock-out by the Company during the term of this Agreement.

b) There shall be no strike, slowdown, stoppage, suspension, sitdown, cessation or interference with normal work either complete or partial, by the employees during the term of this agreement.

ARTICLE VI - SETTLEMENT OF DISPUTES

Subject to the provisions of this agreement, any dispute, misunderstanding or alleged grievance involving rates of pay as per schedule B, hours of work, seniority or a claim that an employee has been discharged, suspended, disciplined or laid off without reasonable cause shall be dealt with and disposed of as follows:

a) When any dispute or grievance arises whether affecting one or more employees, such dispute or grievances shall in the first instance be referred within three (3) days to the foreman or assistant foreman by the employee or employees so affected.

b) If such dispute or grievance is not satisfactorily adjusted or disposed of within two (2) days, the employee or employees concerned may alone or accompanied by the foreman or assistant foreman and a member of the Grievance Committee refer the matter to the Superintendent, this paragraph is not to be construed as preventing any employee from interviewing or being interviewed by the Superintendent of his representative or matters dealing with the operations and/or changes in operations and/or processes not being the subject of a grievance.

c) If no agreement has been arrived at, the employee or employees concerned shall transfer the grievance in writing and have it submitted to the Grievance Committee within three (3) days, who shall then discuss it with the Manager or his representative who shall render his decision within seven (7) working days of its reception. It is agreed that if either the Management or the Union feel a further meeting would assist with the International Representative in attendance it is to be held.

d) If the grievance is not settled after having been dealt with ^{one} under the above procedure, either ~~party~~ of the parties concerned may apply for conciliation and arbitration in accordance with the Labour Relations Act and the Trades and DISPUTES ACT of the Province of Quebec and their amendments. The nominees shall be named within five (5) days and the Chairman shall be appointed within seven (7) days thereafter.

The Board of Arbitration shall not have the power to add to or subtract from or modify any of the terms of this agreement.

e) All periods of time mentioned in this article shall be taken to mean "working Days" excluding Saturdays, Sundays and the holiday provided for in this agreement.

f) Questions to be considered in accordance with the clauses of this agreement shall normally be discussed during working hours and on Company's time; however, long negotiations for the settlement of disputes shall be discussed outside of working hours.

g) All decisions arrived at by an Arbitration Board, by the Company and the Union, shall be final and binding upon the Company, the Union and the employees or group of employees concerned.

h) A duly authorized International Representative of the Union may enter the Plant for the purpose of discussing a particular grievance after having requested and obtained in writing, permission from the Company to that effect.

ARTICLE VII - SENIORITY

a) The seniority of the employees covered by this agreement shall be based on the years of continuous service of the employees or employee concerned.

b) Subject to the provisions of Article VIII of this agreement dealing with apprentices, new employees engaged as unskilled labour shall have no seniority rights until they have been continuously employed by the Company for forty-five (45) days; thereafter their seniority shall be calculated from the date on which their continuous service commenced. New employees engaged as skilled labour or tradesmen shall have no seniority rights until they have been continuously employed by the Company for sixty (60) days; thereafter their seniority shall be calculated from the date on which their continuous service commenced.

c) Employees who are serving in Her Majesty's Forces and other classes of persons designated by the Reinstatement in Civil Employment Act, 1942 and amendments, shall be considered as having unbroken continuous service with the Company during the period of absence, provided that they

are reinstated in the Company's employment, at the termination of such service in accordance with the provisions of the aforementioned act.

a) For the purpose of this agreement, seniority lists will be revised twice each year. Two copies of the seniority list for all employees covered by this agreement will be forwarded to the Union.

e) An employee may lose his seniority if he violates any provision of this agreement.

f) An employee will lose his seniority;

1 - If he is dismissed, for reasonable cause, subject to his right to appeal, in accordance with Article VI.

2 - If he voluntarily leaves the employ of the Company.

3 - Unless he reports within five (5) consecutive working days of his recall to work following notice by registered letter at his last known address.

4 - If he is laid-off for lack of work for a period of one (1) year or more.

5 - Employees with five (5) years service or more shall not lose seniority until a period of two (2) years has elapsed from the time of lay-off.

In such connection, however, the Company reserves the right to contact such employees in writing each six months by registered mail as to whether or not they are prepared to return to work in the event of work being available to them and in such event the said employees must signify to the Company their intention within five (5) days as otherwise such employees will automatically lose their seniority.

g) Provided that in the opinion of the Company there is equality of ability and physical fitness and subject to the limitations herein set forth, the last employee hired shall, in the case of lay-off, be the first laid off. Similarly, the last employee laid off shall be the first re-hired.

h) When an employee is transferred from one occupation to another, he shall receive the higher rate if it is a higher rated occupation or he

shall receive his regular rate if he is transferred temporarily (five (5) working days) for the convenience of the Company at an occupation paying an inferior rate than his own. If transferred permanently after five (5) working days he shall receive the classification rate of the new classification.

i) Employees disabled during their service with the Company or becoming incapacitated (due to age, infirmity, retirement or other causes) and who are unable to perform their regular work may, at the option of the Company, be exempted from the seniority list and be transferred to a job which they can perform satisfactorily and receive the rate of such job.

j) If an employee who is about to be laid off from one operation and not transferred is offered work in another operation and refuses same for reasonable cause acceptable to the Company he shall not thereby lose his seniority.

ARTICLE VIII - APPRENTICES

a) It is mutually agreed that one apprentice may be employed at any time and one additional apprentice may be employed for each five moulders and coremakers employed by the Company.

b) The term of apprenticeship shall be a period for four (4) years continuous service with the Company providing that during such period the apprentice concerned is not laid off on account of lack of work or discharged for cause.

c) After an apprentice has been employed for six (6) months he is to be deemed to be qualified to complete his probation time (the first six (6) months is considered a fair period for the Company to decide as to whether or not such apprentice will make a suitable moulder or coremaker) and after such six (6) month period the Company will give such apprentice every opportunity to learn the trades of moulding and coremaking and, if possible, the rudiments of melting.

d) Apprentices shall be employed only in the moulding and coremaking

departments and, where practical, in the pattern shop and shall be entitled to a seniority amongst themselves only, based on the years of continuous service with the Company and, in the event of lay-off of said apprentices, the provisions of sub-paragraph G of Article VII of this agreement will apply; after an apprentice has completed his representative, i.e. four (4) years, he shall, as to seniority and/or other benefits and/or privileges arising out of this agreement, be looked upon as an ordinary employee covered by this agreement.

e) Subject to the provisions of sub paragraphs (a), (b), (c) and (d) of this article VIII, the other provisions of this agreement will also apply generally to apprentices.

ARTICLE IX - PROMOTIONS

Notices of vacancies occurring will be posted on Bulletin Boards for a period of two (2) working days in order that employees may make the application for just job posted. In filling vacancies and in making promotions, the Company will consider;

1. Ability
2. Physical Fitness
3. Seniority.

ARTICLE X - WAGES

The basic wage rates applicable during the life of this agreement shall be those set forth in Schedule B entitled "Job Description and Evaluation" attached hereto to from a part hereof, in accordance with the classification as listed and accepted by the Company and the Union and shall be effective for the duration of this agreement.

Employees working on a regular shift will receive for the hours worked commencing at 6.00 p.m. and finishing before 6.00 a.m. premium of five (5¢) per hour for all hours worked; this bonus shall apply to any employee or employees working on a shift commencing before and

extending into this period but does apply to hours worked for which overtime is being paid.

The wages per hour for each employee covered by this agreement has been incorporated in the rates appearing in Schedule "B" attached hereto to form a part hereof and entitled "Job Description and Evaluation".

ARTICLE XI -WORKING CONDITIONS

a) Employees shall be entitled to a ten (10) minute rest period at approximately half way through each half period after permission has been granted by the foreman.

b) Rest periods shall be arranged so as not interfere with continuous operations.

c) Employees shall be allowed ten (10) minutes at the end of each shift to put away tools and wash up, except as specified in Article XII Hours of Work. Employees of the Cleaning Room are to be given five (5) minutes at the end of the work shift to put away tools and clean up their work benches and ten (10) minutes to wash up.

d) The lockers, lunchroom and rest room as presently provided for the use of the employees will be continued and maintained.

e) All time worked by an employee called in on an emergency outside of his regular hours of work, shall be classified as overtime, notwithstanding the time worked, such employee shall receive a minimum of three (3) hours pay at his regular rate.

f) An employee, who at the direction of the Company, reports for work at the beginning of his regular shift or at any time designated by the Company, if he does not receive at least three (3) hours work, he shall receive (3) three hours regular pay in lieu thereof, except in the case where the Company's facilities are unavailable for such work due to circumstances beyond the control of the Company generally, (and, in particular, fire, flood, power and/ or light or machinery failure)

g) Overtime shall be worked in cases of emergency and shall be

divided as evenly as possible amongst the employees regularly performing the work and will be paid for at the rate of time and one half the regular rate. The overtime rate of pay shall be granted to each employee who has worked over eight (8) hours in any one day.

ARTICLE XII - HOURS OF WORK

a) Classifications representing personnel employed in Foundry No. 1 shall work 40 hours per week, Monday through Friday at 8 hours per day to be scheduled as closely as possible as follows:-

Start 8 a.m.
Lunch hour 12 noon to 1 p.m.
Finish 5 p.m.

Coreroom clean up time, 4.40 p.m.

Moulding, last boxes closed and ready for cast, 4.30 p.m.

Shower and wash up time, Coreroom and Moulding Shop 4.45 p.m.

b) Machine Operators and Helpers, working in conjunction with above. Same hours of work shall apply.

c) Pot carriers, Heaters, Dumpers, Special Labourers and Labourers shall be scheduled as closely as possible to the following schedule.

Start	6 a.m.	6.30 a.m.	7.00 a.m. x	8 a.m.	8.30 a.m.	x 7.30 a.m.
Lunch	11 a.m.	11.00 a.m.	12.00 noon	12.00 noon	12.00 noon	12.00 noon
	11.30 a.m.	11.30 a.m.	12.30 p.m.	12.30 p.m.	12.30 p.m.	12.30 p.m.
Finish	3 p.m.	3.30 p.m.	4.00 p.m.	5.00 p.m.	5.30 p.m.	4.00 p.m.

d) Machine Operators, No. 2 Foundry Cope and Drag, necessary Special Labourers and Labourers working in conjunction with this operation.

Start 7.00 a.m.
Lunch 12.00 noon

Finish 12.30 p.m. or 1.00 p.m.
3.30 p.m. or 4.00 p.m.

e) Pot Carriers, Heaters, Dumpers, Special Labourers and Labourers working in conjunction with, (d) Hours as outlined in (c) shall generally apply.

f) All Classifications not specifically (Liners excepted see g) not specified above shall generally work as follows:

Star : 8.00 a.m.
Lunch 12.00 noon and 1.00 p.m.
Finish 5.00 p.m.

Wash up time as per contract.

ARTICLE XIII - DISCRIMINATION.

a) There shall be no discrimination, interference, restraint or coercion by the Company or any of its agents and/or by the Union or its representative against any employee because of membership in the Union and/or because of Race, Colour, or Religious Creed and the Union or its representatives will not coerce employees into membership or solicit membership or distribute propaganda, or transact any other business of the Union on the Company's time and on the Company's premises other than as provided in this agreement.

b) No Union meeting shall be held, nor Union notices distributed or posted, on the Company's property, which have not been approved in writing by the Management. Two notice boards for approved UNION Notices may be provided by the Company.

c) No Union activities of any kind are to be permitted on the premises of the Company, or on Company time except when specifically authorized in writing by the Company. This is not to be interpreted as limiting employees from engaging in "casual conversation" relating to Union affairs, providing such "casual conversation" does not take place on Company time. It is to be understood that two 10-minute rest periods and the lunch time periods, do not, for the purpose of this interpretation constitute "Company time".

d) Employees (not exceeding two in number at any one time) elected or appointed by the Union to act on its behalf in the conduct of the Union affairs shall, upon giving three (3) days notice to the Company, be granted leave of absence (not to exceed two weeks on any one occasion) after which the said employee or employees will resume his or their former employment without impairment to seniority rights. In the event of the Company finding it impossible to liberate such employee or employees for such purpose without disorganizing its production arrangements, the Union may name an alternate or alternates.

e) Leaves of absence not exceeding, at any one time, a full working day may, be granted by the Company to an Official of the Union for Union

business provided such leaves of absence have first been approved by the Superintendent or his representative.

ARTICLE XIV - VACATIONS

a) All employees whose service with the Company does not exceed one (1) year the first of May in the year in which the vacation is to be taken, will be entitled to one-half ($\frac{1}{2}$) days vacation for each calendar month service with the Company and shall be paid at the rate of 2% of his total gross earnings for the time employed by the Company.

b) All employees with one (1) year's service prior to May 1st in the year in which the vacation is to be taken shall be entitled to one (1) weeks vacation with pay at the rate of 2% of earnings during the vacation year.

c) All employees with three (3) year's service prior to May 1st in the year in which the vacation is to be taken, shall be entitled to two (2) week's vacation with pay at the rate of 4% of earnings during the vacation year.

d) All employees with twenty (20) year's service prior to May 1st in the year in which the vacation is to be taken, shall be entitled to three (3) week's vacation with pay at the rate of 6% of earnings during the vacation year.

e) Vacations will be scheduled during the period from June 1st to August 31st inclusive. Vacations will be taken by the employees during the usual semi-shut-down and any vacation to be taken outside of the annual semi-shut-down period will be by arrangement between the employee concerned and the Company.

f) Should an employee work during the regular holiday period and take this vacation at another arranged period, regular rates and hours of work shall apply for the hours worked during this holiday period.

g) "Vacation Year" is the period of time worked from April 30th of one year to May 1st of the following year.

ARTICLE XV -HOLIDAYS

a) For the purpose of this agreement, the following holidays will be observed by the cessation of work. Any of the following holidays which falls on a Sunday will be observed by the cessation of work on the Monday immediately following.

New Years Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Christmas Day
Dominion Day	St. Jean Baptiste Day

b) The Company agrees that any employee regularly scheduled to work on the holidays or other days in lieu of these days which are substituted by Federal or Provincial Statute or which are substituted as included above (and not working on these days because the Plant is closed) shall receive for such holidays his regular basic pay for one day's regular work provided that such employee is available to work on the schedules working days immediately preceding and the scheduled working day immediately following the holiday in question, except where permission is given by the Company for absence due to:

I) Death in the immediate family (wife, father, mother, brother, sister, child only.)

II) Written permission from the employer.

III) Jury Duty.

IV) Birth in the employee's family (to wife only)

In the case of sub-paragraphs (I) and (IV) a doctor's certificate or positive confirmation must be provided by the employee involved.

c) Work on any of the holidays listed in (a) shall be paid for at the rate of time and one-half the employee's regular rate for the time worked, without prejudice to the additional benefits provided under sub-section (b) of article XV herein.

ARTICLE XVI -SECURITY-DEFENCE WORK

The Union recognizes that the Company has certain obligations in its contracts with the Government pertaining to security, and agrees that

nothing contained in this contract is intended to place the Company in violation of its security agreement with the Government.

Therefore, in the event that the Department of Defence Production or any other Government agency concerned with security regulations advises the Company that any employee is restricted from work on or access to classified informations or material, the Union will not contest any action the Company may reasonably take to comply with its security obligations to the Government.

ARTICLE XVII - ADDRESSES.

For the purpose of correspondence in connection with this agreement, the address of the Union shall be known as:

The United Steelworkers of America, (C.C.L.-C.I.O)
Local 4712, 7 Notre Dame Street West,
Montreal 1, P.Q.

The Company as:

Montreal Bronze Limited,
Post Office Box 1080,
Montreal 24, Que.

ARTICLE XVIII - DURATION OF AGREEMENT

This agreement shall become effective as of October 1st 1955 and shall remain in effect until September 30th of the year 1956 and thereafter, shall be automatically renewed from year to year, on the same terms and conditions, unless that in that in any years between the sixtieth and thirtieth (60th and 30th) day immediately prior to termination of this agreement, either party furnish the other with written notice of termination of this agreement or proposed revisions thereof, or additions thereto. Negotiations for a new agreement or any such proposals, as to revisions or additions, shall take place between the parties within thirty (30) days of such notice,

and in any such case the present agreement shall remain in full force and effect until a new agreement is duly signed.

Executed by the authorized parties at Montreal on the 6th day of October 1955.

MONTREAL BRONZE LIMITED

per :Unreadable

R. WOODS

J.W. CHENETT

UNITED STEELWORKERS OF AMERICA
LOCAL 4712, (C.C.L. -C.I.O.)

Per: MARCEL DUPUIS

L. GAUDREAU

W. GAROWSKI

D. CARDINAL

JEAN VACHON

Unreadable

Copie certifiée

UNITED STEELWORKERS OF AMERICA

P.A. VIAU
secrétaire

SCHEDULE "A"

FORM OF AUTHORIZATION FOR THE
VOLUNTARY IRREVOCABLE DEDUCTION
OF DUES

I, the undersigned, being an employee of Montreal Bronze Limited and a member of the United Steelworkers of America, Local 4712, (C.C.L.-C.I.O.) hereby authorize and direct the said Montreal Bronze Limited to deduct from my pay once each month commencing with the month following the date hereon, the amount of \$3.00 being the amount of my monthly dues to the said United Steelworkers of America, Local 4712,

I, further authorize the said Montreal Bronze Limited to remit each month the amount so deducted to the Financial Secretary of said Local 4712 and such remittance by cheque shall be a full and final discharge to the Company for the amount so deducted and remitted.

This authorization shall be valid during the term of the collective agreement between the Company and the Union dates the 1st day of October 1955.

Montreal, day of 195_.

Signature of Employee

Timekeeper

Clock Number

SCHEDULE "B"

JOB DESCRIPTION AND EVALUATION

I MOULDERS, COREMAKERS AND PATTERNMAKERS

Apprentices	Start 40% Moulder rate	\$0.81
Moulder	6 months 44%	0.86
Coremaker	1 year 50%	0.95
Patternmaker	18 months 57%	1.06
	2 years 63%	1.16
	30 months 71%	1.28
	3 years 80%	1.43
	42 months 90%	1.59
	4 years 100%	1.74
Moulders and coremakers		1.74
Bench & Floor		1.74
Patternmakers		1.74

II MOULDING MACHINE & CORE MACHINE OPERATOR

403-19 & 602 Drag Machine Operator	) ) )	Placed - improver 6 weeks	1.31 1.36
Matchplate - 210 PJ of SPO Machine Operator	) )	3 months	1.41
Plain Jolt bumper machine operator	) )	9 months 1 year	1.46 1.51
Core blowers & Jolt rollover core	) ) )	qualified	1.58
Machine operator			
403-19 & 602 Cope Moulding Machine Operator		Placed 30 days 60 days Class A. Qualified	1.16 1.21 1.28 1.36 1.40

Helpers, core Makers	)	Placed	\$1.16
Helpers, Moulders	)	30 days	1.21
Floor Machine	)	60 days	1.28
Helpers, Moulders)		
Floor & Machine			

III HEATING AND CASTING

Skimmers	)	Placed	1.16
Chain man or Shankman	)	6 weeks	1.21
Loading Hand on furnaces)	3 months	1.26
Centrifugal Room helper)	Class B	1.31

HEATERS AND CASTERS

Class A			1.36
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CENTRIFUGAL OPERATORS

Class A			1.36
Qualified			1.41

IV JOURNAL BEARING

J.B. Shakeout man)	Placed	1.11
J.B. Sandmixer Operator	)	30 days	1.16
		60 days	1.21
		Qualified	1.26

J.B. STRIKING PLATE

Drag Machine Operatos		Place	1.16
		30 days	1.21
		3 months	1.28
		Qualified	1.36

J.B. STRIKING PLATE

Cope Machine Operator		Place	1.16
		6 weeks	1.26
		3 months	1.36
		Qualified	1.42

V	<u>J.B.FINISHING</u>	Place	\$1.11
		30 days	1.16
		60 days	1.21
		90 days	1.24
	Individual Operation)		
	J.B.Grinding)		
	Besly, Morton, Heald (		1.26
	J.B.Chipper, Inspection)		
	Capable of operating any three machines		1.36
	Tool setter for J.B.		1.46
VI	<u>J.B.LINERS</u>	Placed	1.16
		3 months	1.21
		6 months	1.26
		9 months	1.36
	QUALIFIED all sizes and truck brasses		1.36
VII	<u>LABOURERS</u>	Hired	1.11
		30 days	1.16
		60 days	1.21
		Rate	1.24
VIII	<u>SHIPPING ROOM</u>		
	Clerks)	Place	1.16
	Helpers)	60 days	1.21
	Floor Man)	3 months	1.26
	Individual job -R.R. Misc, & B.		1.31
	Interchangeable on all three		1.36
	Wheelabrator Operator)	Place	1.26
	Townmotor Operator)	6 weeks	1.31
		3 months	1.36

Pattern Clerk	Place	1.26
	6 weeks	1.31
	3 months	1.36
	Qualified	1.41
<u>METAL CARRIER</u>	For one operation	1.26
	Qualified for both J.B. and casting	1.31

IX SPECIAL LABOUR

Dumpers	) Placed	1.11
Core sand mixer Operator	) 30 days	1.16
	) 60 days	1.21
Ordinary Grinder)	
	) Qualified	1.26
Ordinary Chipper R.R.))	
Sand Blast Cabinet Operator)	
Gate Cut-off Machine Operator)	
Hand Grinder)	
Bench Man - Cleaning Dept.))	
Grinder Casting (Specialized)		1.31
Intricate Casting Chipper		1.41
Band Saw Operator		1.31
Hydraulic Saw Operator		1.31
Sand Blast Room Operator		1.40

X MAINTENANCE

Millwrights	Imrpover	1.21
	3 months	1.26
	6 months	1.31
	9 months	1.36
	Oiler and Grease	1.36
	Class C	1.41
	Class B	1.51
	Full Qualified Class A	1.61

Foundry Carpenter

Improver	1.21
3 months	1.26
6 months	1.31
Qualified	1.41

This agreement made at Montreal, P.Q. this 1st day of
October 1954.

BETWEEN:

MONTREAL BRONZE LIMITED (hereinafter called the "Company")

AND

UNITED STEELWORKERS OF AMERICA, LOCAL 4712 (C.C.L.-C.I.O.)
(hereinafter called the "union")

ARTICLE I - GENERAL PURPOSE

The purpose and consideration for this agreement is to provide orderly collective bargaining relations between the Company and the Union, to secure prompt and equitable disposition of grievances and to establish fair wages, hours of work and working conditions consistent with health and safety of the employees covered by this agreement.

ARTICLE II - RECOGNITION

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b) The Union shall keep the Company advised in writing of the names of the members of its Negotiating Committee, the names of the members of its Grievance Committee and the name of its International Representative and of any changes that may occur within the Union during the term of this agreement.

19/4/54

ARTICLE III - VOLUNTARY IRREVOCABLE CHECK-OFF

a) During the term of this agreement, the Company agrees and undertakes to deduct each month from the pay of each employee covered by this agreement who is a member of the Union, an amount equivalent to the monthly dues payable by each such employee to the Union, the said amount not to exceed the sum of \$3.00 each month, provided however, that each such employee will have first authorized the Company in writing to effect such deductions on form of authorization identical to that appearing on Schedule "A" attached hereto to form a part hereof entitled "Form of Authorization for the Voluntary Irrevocable Deduction of Dues" duly signed by the employee concerned and provided further that each such employee is not transferred permanently out of the bargaining unit during the term of the said agreement.

b) It is understood and agreed by the parties hereto that all employees included in the Certificate of Recognition who, at the date of execution of this agreement, were members of the Union or who, thereafter, may become members of the Union, shall remain members of the Union during the term of this agreement, or so long as the Union remains certified as such by the Labour Relations Board of the Province of Quebec, the whole in accordance with the provision of sub-paragraph (e) of Article IX hereof.

c) All dues collected by the Company will be remitted once each month to the Financial Secretary of the Union together with a list of employees whose dues are included in the said remittance and the names of employees whose dues were previously deducted and who have left the employ of the Company; to name of an employee who has left the employ of the Company will appear only once on the list above referred to.

d) All written authorizations for purposes of deduction of dues, from the employees who are members of the Union will be addressed to the Company and executed by each employee concerned on a form of authorization exactly the same as that appearing in schedule "A" attached hereto to form a part hereof.

e) Every such authorization shall be signed in duplicate by

the employees concerned, in the Company's time office in the presence of and witnessed by the timekeeper.

ARTICLE IV - MANAGEMENT

a) Nothing in this agreement shall be construed or interpreted as limiting in any way the rights of the Company to exercise the regular and customary functions of Management including curtailing and/or stopping of operations of the plant when necessary, the extension, limitation, supervision or control of operations, and the Union recognizes that schedules of production, methods, processes and means of manufacture are solely and exclusively vested in the Company.

b) The Union agrees that the Company shall have the right to make and alter from time to time as may be deemed necessary, rules and regulations governing the operation of the Company's business which rules and regulations shall be observed by the Company's employees.

c) The Company agrees that such rules and regulations so made shall not be inconsistent with the provisions of this agreement, and that such rules and regulations will be posted in a conspicuous place on a bulletin board on the Company's premises, provided by the Company for such purpose.

d) The Union recognizes the exclusive right of the Company to hire, promote, demote, transfer, suspend, discharge or otherwise discipline any employee, for reasonable cause, subject, however, to the right of such employee to lodge a grievance in the manner hereinafter provided, "except in the case of hire."

ARTICLE V - STRIKE AND LOCK-OUTS.

a) There shall be no lock-out by the Company during the term of this agreement.

b) There shall be no strike, slowdown, stoppage, suspension, sitdown, cessation or interference with normal work either complete or partial, by the employees during the term of this agreement.

ARTICLE VI - SETTLEMENT OF DISPUTES

Subject to the provisions of this agreement, any dispute misunderstanding or alleged grievance involving rates of pay as per schedule B, hours of work, seniority or a claim that an employee has been discharged, suspended, disciplined or laid off without reasonable cause, shall be dealt with and disposed of as follows:

a) When any dispute or grievance arises whether affecting one or more employees, such dispute or grievance shall in the first instance be referred within three (3) days to the foreman or assistant foreman by the employee or employees so affected.

b) If such dispute or grievance is not satisfactorily adjusted or disposed of within two (2) days, the employee or employees concerned may alone or accompanied by the foreman or assistant foreman and a member of the Grievance Committee refer the matter to the Superintendent, this paragraph is not to be construed as preventing any employee from interviewing or being interviewed by the Superintendent or his representative on matters dealing with the operations and/or changes in operations and/or processes not being the subject of a grievance.

c) If no agreement has been arrived at, the employee or employees concerned shall transfer the grievance in writing and have it submitted to the Grievance Committee within three (3) days, who shall then discuss it with the Manager or his representative who shall render his decision within seven (7) working days of its reception. It is agreed that if either the Management or the Union feel that a further meeting would assist with the Union International Representative in attendance it is to be held.

d) If the grievance is not settled after having been dealt with under the above procedure, either one of the parties concerned may apply for conciliation and arbitration in accordance with the Labour Relations Act and the Trades and Disputes Act of the Province of Quebec and their amendments. The nominees shall be named within five (5) days and the Chairman shall be appointed within (7) days thereafter.

The Board of Arbitration shall not have the power to add to or subtract from or modify any of the terms of this agreement.

e) All periods of time mentioned in this article shall be taken to mean "working days" excluding Saturdays, Sundays, and the holidays provided for in this agreement.

f) Questions to be considered in accordance with the clauses of this agreement shall normally be discussed during working hours and on Company's time; however, long negotiations for the settlement of disputes shall be discussed outside of working hours.

g) All decisions arrived at by an Arbitration Board, by the Company and the Union, shall be final and binding upon the Company, the Union and the employees or group of employees concerned.

h) A duly authorized International Representative of the Union may enter the Plant for the purpose of discussing a particular grievance after having requested and obtained in writing, permission from the Company to that effect.

ARTICLE VII - SENIORITY

a) The seniority of the employees covered by this agreement shall be based on the years of continuous service of the employee or employees concerned.

b) Subject to the provisions of Article VIII of this agreement dealing with apprentices, new employees shall have no seniority rights until they have been continuously employed by the Company for Sixty (60) days; thereafter their seniority shall be calculated from the date on which their continuous service commenced.

c) Employees who are serving in His Majesty's Forces and other classes of persons designated by the Reinstatement in Civil Employment Act, 1942 and amendments, shall be considered as having unbroken continuous service with the Company during the period of absence, provided that the

are reinstated in the Company's employment, at the termination of such service in accordance with the provisions of the aforementioned act.

d) For the purpose of this agreement, seniority lists will be revised twice each year. Two copies of the seniority list for all employees covered by this agreement will be forwarded to the Union.

e) An employee may lose his seniority if he violates any provision of this agreement.

f) An employee will lose his seniority:

1 - If he is dismissed, for reasonable cause, subject to his right to appeal, in accordance with Article VI.

2 - If he voluntarily leaves the employ of the Company.

3 - Unless he reports within five (5) consecutive working days of his recall to work following notice by registered letter at his last known address.

4 - If he is laid-off for lack of work for a period of one (1) year or more.

5 - Employees with five (5) years service or more shall not lose seniority until a period of two (2) years has elapsed from the time of lay-off.

In such connection, however, the Company reserves the right to contact such employees in writing each six months by registered mail as to whether or not they are prepared to return to work in the event of work being available to them and in such event the said employees must signify to the Company their intention within five (5) days as otherwise such employees will automatically lose their seniority.

b) Provided that in the opinion of the Company there is equality of ability and physical fitness, and subject to the limitations herein set forth, the last employee hired shall, in the case of lay-off, be the first laid off. Similarly, the last employee laid off shall be the first re-hired.

h) When an employee is transferred from one occupation to another, he shall receive the higher rate if it is a higher rated occupation or he

shall receive his regular rate if he is transferred temporarily (five (5) working days) for the convenience of the Company at an occupation paying an inferior rate than his own. If transferred permanently after five (5) working days he shall receive the classification rate of the new classification.

i) Employees disabled during their service with the Company or becoming incapacitated (due to age, infirmity, retirement or other causes) and who are unable to perform their regular work may, at the option of the Company, be exempted from the seniority list and be transferred to a job which they can perform satisfactorily and receive the rate of such job.

j) If an employee who is about to be laid off from one operation and not transferred is offered work in another operation and refuses same for reasonable cause acceptable to the Company he shall not thereby lose his seniority.

ARTICLE VIII - APPRENTICES

a) It is mutually agreed that one apprentice may be employed at any time and one additional apprentice may be employed for each five moulders and coremakers employed by the Company.

b) The term of apprenticeship shall be a period of four (4) years continuous service with the Company providing that during such period the apprentice concerned is not laid off on account of lack of work or discharged for cause.

e) After an apprentice has been employed for six (6) months he is to be deemed to be qualified to complete his probation time (the first six (6) months is considered a fair period for the Company to decide as to whether or not such apprentice will make a suitable moulder or coremaker) and after such six (6) month period the Company will give such apprentice every opportunity to learn the trades of moulding and coremaking and, if possible, the rudiments of multhing.

d) Apprentices shall be employed only in the moulding and core-

making departments and, where practical, in the pattern shop and shall be entitled to a seniority amongst themselves only, based on the years of continuous service with the Company and, in the event of lay-off of said apprentices, the provisions of sub-paragraph C of Article VII of this agreement will apply; after an apprentice has completed his apprenticeship, i.e. four (4) years, he shall, as to seniority and/or other benefits and/or privileges arising out of this agreement, be locked upon as an ordinary employee covered by this agreement.

e) Subject to the provisions of sub paragraphs (a), (b), (c) and (d) of this article VIII, the other provisions of this agreement will also apply generally to apprentices.

ARTICLE IX - PROMOTIONS

Notices of vacancies occurring will be posted on Bulletin Boards for a period of two (2) working days in order that employees may make application for the job posted. In filling vacancies and in making promotions, the Company will consider:

1. Ability
2. Physical Fitness
3. Seniority.

ARTICLE X - WAGES

The basic wage rates applicable during the life of this agreement shall be those set forth in Schedule B entitled "Job Description and Evaluation" attached hereto to form a part hereof, in accordance with the classification as listed and accepted by the Company and the Union and shall be effective for the duration of this agreement.

Employees working on a regular shift will receive for the hours worked commencing at 6.00 P.M. and finishing before 6.00 A.M., a premium of five cents (5¢) per hour for all hours worked; this bonus shall apply to any employee or employees working on a shift commencing before and

extending into this period but does not apply to hours worked for which overtime is being paid.

The wages per hour for each employee covered by this agreement has been incorporated in the rates appearing on Schedule "B" attached hereto to form a part hereof and entitled "Job ^{Description} ~~Description~~ and Evaluation".

ARTICLE XI - WORKING CONDITIONS

a) Employees shall be entitled to a ten (10) minute rest period at approximately half way through each half period after permission has been granted by the foreman.

b) Rest periods shall be arranged so as not to interfere with continuous operations.

c) Employees shall be allowed ten (10) minutes at the end of each shift to put away tools and wash up, except as specified in Article XII Hours of Work. Employees of the Cleaning Room are to be given five (5) minutes at the end of the work shift to put away tools and clean up their work benches and ten (10) minutes to wash up.

d) The lockers, lunchroom and rest room as presently provided for the use of the employees will be continued and maintained.

e) All time worked by an employee called in on an emergency outside of his regular hours of work, shall be classified as overtime; notwithstanding the time worked, such employee shall receive a minimum of three (3) hours pay at his regular rate.

f) An employee, who at the direction of the Company, reports for work at the beginning of his **regular** shift or at any time designated by the Company, if he does not receive at least three (3) hours work, he shall receive three (3) hours regular pay in lieu thereof, except in the case where the Company's facilities are unavailable for such work due to circumstances beyond the control of the Company generally, (and, in particular, fire, flood, power and/or light or machinery failure).

g) Overtime shall be worked in cases of emergency and shall be

divided as evenly as possible amongst the employees regularly performing the work and will be paid for at the rate of time and one half the regular rate. The overtime rate of pay shall be granted to each employee who has worked over eight (8) hours in any one day.

ARTICLE XII - HOURS OF WORK

a) Classifications representing personnel employed in Moundry No. 1 shall work 40 hours per week, Monday through Friday at 8 hours per day to be scheduled as **closely** as possible as follows:-

Start 8 a.m.
Lunch hour 12 noon to 1 p.m.
Finish 5 p.m.

Corerom clean up time, 4.40 p.m.

Wouiding, last boxes closed and ready for cast, 4.30 p.m.

Shower and wash up time, Corerom and Moulding Shop, 4.45 p.m.

b) Machine Operators and Helpers, working in conjunction with above. Same hours of work shall apply.

c) Pot Carriers, Meaters, Dimpers, Special Labourers and Labourers shall be scheduled as closely as possible to the following schedule.

Start	6 a.m.	6.30 a.m.	7.00 a.m.	7.30 a.m.	8 a.m.	8.30 a.m.
Lunch	11 a.m.	11.00 a.m.	12.00 noon	12.00 noon	12.00 noon	12.00 noon
	11.30 a.m.	11.30 a.m.	12.30 p.m.	12.30 p.m.	12.30 p.m.	12.30 p.m.
Finish	3 p.m.	3.30 p.m.	4.00 p.m.	4.30 p.m.	5.00 p.m.	5.30 p.m.

d) Machine Operators, No. 2 Foundry Cap and Drag, necessary Special Labourers and Labourers working in conjunction with this operation.

Start 7.00 a.m.
Lundh 12.00 noon
12.30 p.m. or 1.00 p.m.
3.30 p.m. or 4.00 p.m.

e) Pot Carriers, Meaters, Dumpers, Special Labourers and Labourers working in conjunction with (d). Hours as outlined in (c) shall generally apply.

f) All Classifications not specifically (Liners excepted same g) not specified above shall generally work as follows:

Start 8.00 a.m.
Lunch 12.00 noon and 1.00 p.m.
Finish 5.00 p.m.
Wash up time as per contract.

ARTICLE XIII - DISCRIMINATION

a) There shall be no discrimination, interference, restraint or coercion by the Company or any of its agents and/or by the Union or its representative against any employee because of membership in the Union and/or because of Race, Colour, or Religious Creed and the Union or its representatives will not coerce employees into membership or solicit membership or distribute propaganda, or transact any other business of the Union on the Company's time and on the Company's premises other than as provided in this agreement.

b) No Union meeting shall be held, nor Union notices distributed or posted, on the Company's property, which has not been approved in writing by the Agreement. A notice board for approved Union notices may be provided by the Company.

c) No Union activities of any kind are to be permitted on the premises of the Company, or on Company time except when specifically authorized in writing by the Company.

d) Employees (not exceeding two in number at any one time) elected or appointed by the Union to act on its behalf in the conduct of the Union affairs shall, upon giving three (3) days notice to the Company, be granted leave of absence (not to exceed two weeks on any one occasion) after which the said employee or employees will resume his or their former employment without impairment to seniority rights. In the event of the Company finding it impossible to **liberate** such employee or employees for such purpose without disorganizing its production arrangements, the Union may name an alternate or alternates.

e) Leaves of absence not exceeding, at any one time, a full working day, may be granted by the Company to an Official of the Union for Union

business provided such leaves of absence have first been approved by the Superintendent or his representative.

ARTICLE XIV - VACATIONS

a) All employees whose service with the Company does not exceed one (1) year by the 1st of May in the year in which the vacation is to be taken, will be entitled to one-half ($\frac{1}{2}$) days vacation for each calendar month service with the Company and shall be paid at the rate of 2% of his total gross earnings for the time employed by the Company.

b) All employees with one (1) year's service prior to May 1st in the year in which the vacation is to be taken shall be entitled to one (1) week's vacation with pay at the rate of 2% of earnings during the vacation year.

c) All employees with three (3) years service prior to May 1st in the year in which the vacation is to be taken, shall be entitled to two (2) weeks vacation with pay at the rate of 4% of earnings during the vacation year.

d) All employees with twenty-five (25) years service prior to May 1st in the year in which the vacation is to be taken, shall be entitled to three (3) weeks vacation with pay at the rate of 6% of earnings during the vacation year.

e) Vacations will be scheduled during the period from June 1st to August 1st inclusive. Vacations will be taken by the employees during the usual semi shut-down period and any vacation to be taken outside of the annual semi shut-down period will be by arrangement between the employee concerned and the Company.

f) Should an employee work during the regular holiday period and take this vacation at another arranged period, regular rates and hours of work shall apply for the hours worked during this holiday period.

g) "Vacation Year" is the period of time worked from April 30th of one year to May 1st of the following year.

ARTICLE XV - HOLIDAYS

a) For the purpose of this agreement, the following holidays will be observed by the cessation of work.

New Years Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Christmas Day
Dominion Day	St. Jean Baptiste Day

b) The Company agrees that any employee regularly scheduled to work on the holidays or other days in lieu of these days which are substituted by Federal or Provincial Statutes (and not working on these days because the Plant is closed) shall receive for such holidays his regular basic pay for one day's regular work provided that such employee is available to work on the scheduled working day immediately preceding and the scheduled working day immediately following the holiday in question, except where permission is given by the Company for absence due to:

I) Death in the immediate family (wife, father, mother, brother, sister, child only).

II) Written permission from the employer.

III) Jury Duty.

IV) Birth in the employee's family (to wife only).

In the case of sub-paragraphs (I) and (IV), a doctor's certificate or positive confirmation must be provided by the employee involved.

c) Work on any of the holidays listed in (a) shall be paid for at the rate of time and one-half the employee's regular rate for the time worked, without prejudice to the additional benefits provided under sub-section (b) of article XV herein.

ARTICLE XVI - SECURITY - DIFFERENCE WORK -

The Union recognizes that the Company has certain obligations in its contracts with the Government pertaining to security, and agrees that

nothing contained in this contract is intended to place the Company in violation of its security agreement with the Government.

Therefore, in the event that the Department of Defence Production or any other Government agency concerned with security regulations advises the Company that any employee is restricted from work on or access to classified information or material, the Union will not contest any action the Company may reasonably take to comply with its security obligations to the Government.

ARTICLE XVII - ADDRESSES

For the purpose of correspondence in connection with this agreement, the address of the Union shall be known as:

The United Steelworkers of America, (C.C.L. - C.I.O.) ,
Local 4712, 7 Notre Dame Street West,
Montreal 1, Que.

the Company as:

Montreal Bronze Limited,
Post Office Box 1080,
Montreal 24, Que.

ARTICLE XVIII - DURATION OF AGREEMENT

This agreement shall become effective as of October 1st 1954 and shall remain in effect until September 30th of the year 1955 and thereafter, shall be automatically renewed from year to year, on the same terms and conditions, unless that in any years between the sixtieth and thirtieth (60th and 30th) day immediately prior to the termination of this agreement, either party furnish the other with written notice of termination of this agreement or proposed provisions thereof, or additions thereto. Negotiations for a new agreement or any such proposals, as to revisions or additions, shall take place between the parties within thirty (30) days of such notice,

and in any such case the present agreement shall remain in full force and effect until a new agreement is duly signed.

Executed by the authorized parties at Montreal on the 23rd day of December 1954.

MONTREAL BRONZE LIMITED

Par A. J. Moore

R. Woods

J. W. Chenett

UNITED STEELWORKERS OF AMERICA
Local 4712, (C.C.L. - C.I.O.)

Par G. Brunet

G. Unreadable

Unreadable

L. Gaudreau

O. Cardinal

Yvan Vachon

Copie certifiée
UNITED STEELWORKERS OF AMERICA

G. A. Viau, secrétaire

SCHEDULE "A"

FROM OF AUTHORIZATION FOR THE
VOLUNTARY IRREVOCABLE DEDUCTION
OF HOURS

I, the undersigned, being an employee of Montreal Bronze Limited and a member of the United Steelworkers of America, Local 4712, (C.C.L. - C.I.O.), hereby authorize and direct the said Montreal Bronze Limited to deduct from my pay once each month commencing with the month following the date hereon, the amount of \$3.00 being the amount of my monthly dues to the said United Steelworkers of America, Local 4712.

I further authorize the said Montreal Bronze Limited to remit each month the amount so deducted to the Financial Secretary of said Local 4712 and such remittance by cheque shall be a full and final discharge to the Company for the amount so deducted and remitted.

This authorization shall be valid during the term of the collective agreement between the Company and the Union dated the 1st day of October 1954.

Montreal, day of 1954.

Signature of Employee

Timekeeper

Clock number

SCHEDULE "B"

JOB DESCRIPTION & EVALUATION

1	<u>MOULDERS & COREMAKERS</u>	\$	1.70
	Bench & Floor		1.70
	Pattern Makers		1.70
	Apprentices	Start 40% Moulder rate	.77
	Moulder	6 month 44%	.82
	Coremaker	1 year 50%	.91
	Pattern maker	18 months 57%	1.02
		2 years 63%	1.12
		30 months 71%	1.24
		3 years 80%	1.39
		42 months 90%	1.55
		4 years 100%	1.70
II	<u>MOULDING MACHINE & DRAG MACHINE OPERATOR</u>		
	403-10 & 602 Drag Machine Operator		
	placed - improver		1.27
	Matchplate - 210 PJ or SPO Machine Operator		
	6 months		1.32
	Plain jolt bupper machine operator		
	3 months		1.37
	Core blowers & Jolt rollover core		
	9 months		1.42
	Machine operator	1 year	1.47
		qualified	1.54
	403-19 & 402 Cope Moulding Machine Operator		
	placed		1.12
		30 days	1.17
		60 days	1.24
		Class A.	1.32
		Qualified	1.36
	Helpers, Core Makers		
		Placed	1.12
	" Moulders, floor machine		
		30 days	1.17

Schedule "B" (cont'd)

Helpers, Moulders, floor & Machine (cont'd.)

		60 days	1.24
III	<u>HEATERS & CASTERS</u>	Class A.	1.32
	Centrifugal operators	Class A.	1.32
		Qualified	1.37
	<u>HELPERS</u>		
	Skimmers	Placed	1.12
	Chain man or shankman	6 weeks	1.17
	Loading hand on furnaces	3 months	1.22
	Centrifugal Room	Class B.	1.27
IV	<u>JOURNAL BEARING</u>		
	J.B. Shakeout Man	Place	.97 - .99 - 1.07
	J.B. Handrizer Operator	30 days	1.12
		60 days	1.17
		Qualified	1.22
	<u>J.B. STRIKING PLATE</u>	Place	1.12
	Drag Machine Operators	30 days	1.17
		2 months	1.24
		Qualified	1.32
	<u>J.B. Striking PLATE</u>	Place	1.12
	Cops Machine Operator	6 weeks	1.22
		2 months	1.32
		Qualified	1.38

V	<u>J. B. FINISHING</u>	Place	1.07
		30 days	1.12
		60 days	1.17
		90 days	1.20
	Individual Operation)		
	J.B. Grinding)		
	Resly, Morton, Heald)		1.22
	J.B. Chipper, Inspection)		
	Capable of operating any 3 machines		1.32
	Tool Setter for J.B.		1.42
VI	<u>J.B. LINERS</u>	Placed	1.12
		3 months	1.17
		6 months	1.22
		9 months	1.27
	Qualified all sizes and truck brasses		1.32
VII	<u>LABOURERS</u>	Hired	.97 - 1.02 - 1.07
		30 days	1.12
		60 days	1.17
		Rate	1.20
VIII	<u>SHIPPING ROOM</u>		
	Clerks	Place	1.12
	Helpers	60 days	1.17
	Floor man	3 months	1.22
	Individual job - R.R., Misc., S & B		1.27
	Interchangeable on all three		1.32
	<u>Wheelabrator Operator</u>	Place	1.22
	<u>Towsoter Operator</u>	6 months	1.27
		3 months	1.32
	Pattern Clerk	Place	1.22
		6 weeks	1.27

Pattern Clerk (cont'd.)

3 months 1.32

Qualified 1.37

METAL CARRIER

For one operation 1.22

Qualified for both J.B. an
Casting 1.27

IX

SPECIAL LABOUR

Dumpers) Placed .97 - 1.02 - 1.07

Hand Mixer Operator) 30 days 1.12

Ordinary Grinder) 60 days 1.17

" Chipper R.R.) Qualified 1.22

Sand Flast Operator) Placed .97 - 1.02 - 1.07

Cate Out-off Machine Operator) 30 days 1.12

Hand Grinder) 60 days 1.17

Bench Men - Cleaning Dept.) Qualified 1.22

Grinder Casting (Specialized) 1.27

Intricate Casting Chipper 1.37

X

MAINTENANCE

Millwrights Full qualified
Class A. 1.57

Class B. 1.47

Class C. 1.37

Improver 1.17

3 months 1.22

6 months 1.27

9 months 1.32

Oiler and Crease 1.32

Foundry Carpenter Qualified 1.37

Improver 1.17

3 months 1.22

6 months 1.27

MEMORANDUM

At the meeting of plant management and shop negotiating committee, signatures below, the following changes in the labour agreement, between Montreal Bronze Limited and United Steelworkers of America, Local 4712, C.C.L. - C.I.O. have been agreed upon.

1. A general wage increase of 9 cents per hour will be granted to all hourly paid employees covered by the Labour Agreement, effective July 2, 1953.
2. Two additional holidays with pay shall be granted, namely, Victoria Day and St-Jean Baptiste,
3. Article 7 Paragraph (f) to be changed from 6 months to 12 months.

For the Company:

A.J. Moore
R. Woods

For the Union

C. Brunet
E.J. McCann
Raymond Lapointe
Lucien Gaudreau
O. Cardinal

Copie certifiée OF
UNITED STEELWORKERS AMERICA

P.A. Viau, secrétaire

July, 31, 1953.

19/3151A

COLLECTIVE LABOUR AGREEMENT.

LU 4712.

This Agreement made at Montreal, P.Q. this 11th day of
July 1952.-

Between:

MONTREAL BRONZE LIMITED (Hereinafter
called the "Company")

And:

UNITED STEELWORKERS OF AMERICA, CIO,
hereinafter called the "Union".-

ARTICLE 1 GENERAL PURPOSE.

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

ARTICLE 2 - RECOGNITION.

a) The Company recognizes the Union, which was certified on the 21st day of March 1952 by the Labour Relations Board of the Province of Quebec as the sole bargaining representative in respect of all its hourly paid or piece work employees of the Company, with the exception of office workers, foremen, assistant foremen and confidential employees (watchmen, timekeepers, clerks and those performing work depending on office records); and it is hereby agreed by the parties hereto that the terms of the said agreement shall apply only to the employees covered by the certificate issued, as aforesaid, to the Union.

b) The Union shall keep the Company advised in writing of the names of the members of its Negotiating Committee, the names of the members of its Grievance Committee and the name of its International Representative and of any changes that may occur within the Union during the term of this agreement.

ARTICLE 3. VOLUNTARY IRREVOCABLE CHECK OFF.

a) During the term of this agreement, the Company agrees and undertakes to deduct each month from the pay of each employee covered by this agreement who is a member of the Union, an amount equivalent to the monthly dues payable by each such employee to the Union, the said amount not to exceed the sum of \$3.00 each month, provided however, that each such employee will have first authorized the Company in writing to effect such deductions on a form of authorization identical to that appearing on Schedule "A" attached hereto to form a part hereof entitled "Form of Authorization for the Voluntary Irrevocable Deduction of Dues" duly signed by the employee concerned and provided further that each such employee is not transferred permanently out of the bargaining unit during the term of the said agreement.-

b) It is understood and agreed by the parties hereto that all employees included in the Certificate of Recognition, who at the date of execution of this agreement, were members of the Union or who, thereafter, may become members of the Union, shall remain members of the Union during the term of this agreement or so long as the Union remains certified as such by the Labour Relations Board of the Province of Quebec,

18/3/51

the whole in accordance with the provisions of sub-paragraph (a) of Article 2 hereof.-

c) All dues collected by the Company will be permitted once each month to the Financial Secretary of the Union together with a list of employees whose dues are included in the said remittance and the same of employees whose dues were previously deducted and who have left the employ of the Company; the name of an employee who has left the employ of the Company will appear only once on the list above referred to.

d) All written authorizations for purposes of deductions of dues from the employees who are members of the Union will be addressed to the Company and executed by each employee concerned on a form of authorization exactly the same as that appearing on Schedule "A" attached hereto to from a part hereof.-

e) Every such authorization shall be signed in duplicate by the employees concerned, in the Company's time office in the present of and witnessed by the timekeeper.

ARTICLE 4. MANAGEMENT.

a) Nothing in this agreement shall be construed or interpreted as limiting in any way the right of the Company to exercise the regular and customary functions of management, including the extension limitation, supervision or control of operations, and the Union recognizes that scheduled of production methods, processes and means of manufacture are solely and exclusively vested in the Company.-

b) The Union agrees that the Company shall have the right to make and later from time to time as may be deemed necessary, rules and regulations governing the operation of the Company's business which rules and regulations shall be observed by the Company's employees.-

c) The Company agrees that such rules and regulations so made shall not be inconsistent with the provisions of this agreement, and that such rules and regulations will be posted in a conspicuous place a bulletin board on the Company's premises, provided by the Company for such purposes.-

d) The Union recognizes the exclusive right of the Company to hire, promote, demote, transfer, suspend discharge or otherwise discipline any employee subject however, to the right of such employee to lodge a grievance in the manner hereinafter provided, except in the case of hire.-

ARTICLE 5 STRIKE AND LOCK-OUTS.

a) There shall be no lock-out by the Company during the term of this Agreement.

b) There shall be no strike, slow-down sit-down, stoppage, suspension, cessation or interference with normal work either complete or partial, by the employees during the term of this agreement.

c) No Union activities of any kind are to be permitted on the premises of the Company on on Company time except when specifically authorized in writing by the Company.-

d) Notwithstanding the foregoing provisions the Company will have the right as in the past, to curtail and or stop the operations of the plant when necessary

ARTICLE 6. SETTLEMENT OF DISPUTES.

a) When any dispute or grievance arises whether affecting one or more employees, such dispute or grievance shall, in the first instance, be referred within two (2) days to the foreman or assistant foreman by the employee or employees so affected.-

b) If such dispute or grievance is not satisfactorily adjusted or disposed of within two (2) days, the employee or employees may alone or accompanied by the foreman or assistant foreman and a member of the Grievance Committee refer the matter to the Superintendent; this paragraph is not to be construed as preventing any employee from interviewing or being interviewed by the Superintendent on matters dealing with the operations and / or changes in the operations and / or processes not being the subject of a grievance.-

c) If no agreement has been arrived at the employee or employees concerned shall transfer the grievance in writing and have it submitted to the Grievance Committee within three (3) days, who shall then discuss it with the Manager or his representative who shall render his decision within seven (7) working days of its reception.-

d) If the grievance is not settled after having been dealt with under the above procedure, either one of the parties concerned may apply for conciliation and arbitration in accordance with the Labour Relations Act and the Trades and Disputes Act of the Province of Quebec and their amendments. The nominees shall be named within five (5) days and the Chairman shall be appointed within seven (7) days thereafter.-

The Board of Arbitration shall not have the power to add to or subtract from or modify any of the terms of this agreement.-

e) All periods of time mentioned in this article shall be taken to mean "working days" excluding Saturdays, Sundays and the holidays provided for in this agreement.

f) Questions to be considered in accordance with the clauses of this agreement shall normally be discussed during working hours and on Company's time, however, long negotiations for the settlement of disputes shall be discussed outside of working hours.-

g) All decisions arrived at by an Arbitration Board, by the Company and the Union, shall be final and binding upon the Company, the Union and the employees or group of employees concerned.-

h) A duly authorized International Representative of the Union may enter the Plant for the purpose of discussing a particular grievance after having requested and obtained in writing, permission from the Company to that effect.-

ARTICLE 7. SENIORITY.

a) The seniority of the employees covered by this agreement shall be based on the years of continuous service of the employee or employees concerned.-

b) Subject to the provisions of Article 8 of this agreement dealing with apprentices, new employees shall have no seniority rights until they have been continuously employed by the Company for three (3) months; thereafter their seniority shall be calculated from the date on which their continuous service commenced.-

c) Employees who are serving in Her Majesty's Forces and other classes of persons designated by the Reinstatement in Civil Employment Act, 1942 and amendments shall be considered as having unbroken continuous service with the Company during the period of absence, at the termination of such service in accordance with the provisions of the aforementioned Act.-

d) For the purpose of this agreement, seniority lists will be revised once each year. Two copies of the seniority list for all employees covered by this agreement will be forwarded to the Union.-

e) An employee may lose his seniority if he violates any provision of this agreement.-

f) An employee will lose his seniority:

1. If he is dismissed, for cause, subject to his right to appeal in accordance with Article VI.-

2. If he voluntarily leaves the employ of the Company.

3. Unless he reports within five (5) consecutive working days of his recall to work following notice by registered letter at his last known address

4. If he is laid off for lack of work for a period of six (6) months or more.

5. Employees with five (5) years service or more shall not lose seniority until a period of one year has elapsed from the time of lay-off.-

g) Provided that in the opinion of the Company there is equality of skill, competence and efficiency, and subject to the limitations herein set forth, the last employee hired shall, in the case of lay-off, be the first laid off. Similarly, the last employee laid off shall be the first rehired.-

h) When an employee is transferred from one occupation to another he shall receive the higher rate if it is a higher rates occupation or he shall receive his regular rate if he is transferred temporarily (five 5 working days) for the convenience of the Company at an occupation paying an inferior rate than his own. If transferred permanently after five (5) working days, he shall receive the classification rate of the new classification.-

i) Employees disabled during their service with the Company or becoming incapacitated (due to age, infirmity, retirement or other cause, and who are unable to perform their regular work may, at the option of the company be exempted from the seniority list and be transferred to a job which they can perform satisfactorily and receive the rate of such job.-

ARTICLE VIII APPRENTICES.

a) It is mutually agreed that one apprentice may be employed at any time and one additional apprentice may be employed for each five (5) moulders and coremakers employed by the Company.-

b) The term of apprenticeship shall be a period of four (4) years continuous service with the Company providing that during such period the apprentice concerned is not laid off on account of lack of work or discharged for cause.-

c) After an apprentice has been employed for six (6) months, he is to be deemed to be qualified to complete his probation time (the first six (6) months is considered a fair period for the Company to decide as to whether or not such apprentice will make a suitable moulder or coremaker), and after such six (6) month period, the Company will give such apprentice every opportunity to learn the trades of moulding and coremaking and if possible, the rudiments of melting.-

d) Apprentices shall be employed, only in the moulding and core-making departments and, where practical, in the Pattern Shop, and shall be entitled to a seniority amongst themselves only, based on the years of continuous service with the Company, and in the event of lay-off of said apprentices, the provisions of sub-paragraph G of Article 7 of this agreement will apply: after an apprentice has completed his apprenticeship i.e. four (4) years, he shall as to seniority and / or other benefits and/ or privileges arising out of this agreement be looked upon as an ordinary employee covered by this agreement.

e) Subject to the provisions of sub-paragraphs (a) (c) (c) and (d) of this Article 8, the other provisions of this agreement will also apply generally to apprentices:-

ARTICLE 9 PROMOTIONS.

Notices of vacancies occurring will be posted on Bulletin Boards for a period of two (2) working days in order that employees may make application for the job posted. In filling vacancies and in making promotions, the Company will consider:-

1. Efficiency, competence and skill.
2. Physical fitness.
3. Seniority.-

ARTICLE 10 WAGES.

The basic wage rates applicable during the life of this agreement shall be those set forth in Schedule "B" entitled "Job Description and Evaluation" attached hereto to form a part hereof, in accordance with the classification as listed and accepted by the Company and the Union and shall be effective for the duration of this agreement.-

Employees working on a regular shift will receive for the hours worked commencing at 6.00 P.M. and finishing before 6.00 A.M., a premium of 5¢ per hour for all hours worked: this bonus shall apply to any employee or employees working on a shift commencing before and extending into this period but does not apply to hours worked for which overtime is being paid.-

The new increase in wages of 15¢ per hour for each employee covered by this agreement has been incorporated in the rates appearing on Schedule "B" attached hereto to form a part hereof and entitled "Job Description and Evaluation ": the 15¢ per hour increase will be retroactive to April 1, 1952.-

ARTICLE 11 WORKING CONDITIONS.

a) Employees shall be entitled to a ten (10) minute rest period at approximately half way through each half period after permission has been granted by the foreman.-

b) Rest periods shall be arranged so as not to interfere with continuous operations.

c) Employees shall be allowed ten (10) minutes at the end of each shift to put away tools and wash up, except as specified in Article 12 Hours of Work.-

d) The lockers, lunchroom and rest room, as presently provided for the use of the employees, will be continued and maintained.-

e) All time worked by an employee called in on an emergency outside of his regular hours of work, shall be classified as overtime, notwithstanding the time worked, such employee shall receive a minimum of three (3) hours pay at his regular rate.-

f) An employee who, at the direction of the Company, reports for work at the beginning of his regular shift or at any time designated by the Company, if he does not receive at least two (2) hours work, he shall receive two (2) hours regular pay in lieu thereof, except in the case where the Company's facilities are unavailable for such work due to circumstances beyond the control of the Company generally (and, in particular, fire flood, power and / or light or machinery failure.)

g) Overtime shall be worked in cases of emergency and shall be divided as evenly as possible amongs the employees regularly performing the work and will be paid for at the rate of time and one half the regular rate. The overtime rate of pay shall be granted to each employee who has worked over nine (9) hours in any one day: in the case of maintenance men covered by Classification M of sub-paragraph (h) of Article 12 hereof, overtime pay will be granted after three (3) hours worked on Saturdays.-

Article 12. HOURS OF WORK.

a) Classifications (a) (b) and (n) representing personnel employed in Foundry No. 1 shall work forty-five (45) hours per week Monday through Friday, at nine (9) hours per day to be scheduled as closely as possible as follows:-

Start	7.00 A.M.
Lunch Hour	12.00 Noon to 1.00 P.M.
Finish	5.00 P.M.

Coreroom clean up time 4.40 P.M.

Moulding, last boxes closed and ready for case 4.30 P.M.

Shower and wash up time, Coreroom and Moulding Shop 4.45 P.M.

b) Machine Operators and Helpers working in conjunction with above, Same hours of work shall apply.-

c) Pot Carriers, Heaters, Dumpers, Special Labourers and Labourers working in conjunction with above shall be scheduled as follows:-

Start	6.00 A.M.	6.30 A.M.	7 A.M.	7.30 A.M.	8.00 A.M.
Lunch	11.00 A.M.	11.00 A.M.	12.00 noon	12.30 Noon	12.00 Noon
	11.30 A.M.	11.30 A.M.	12.30 P.M.	12.30 P.M.	12.30 P.M.
Finish	4.00 P.M.	4.30 P.M.	5.00 P.M.	5.30 P.M.	6.00 P.M.

d) Machine Operators, No. 2 Foundry Cope and Drag, necessary Special Labourers and Labourers working in conjunction with this operation.-

Start	7.00 A.M.
Lunch	12.00 Noon 12.30 P.M.
Finish	4.30 P.M.

e) Pot Carriers, Heaters, Dumpers, Special Labourers and Labourers working in conjunction with D. Hours as outlined in C shall generally apply.-

f) Classifications, (g) (h) (j) (i) and (o) liners excepted see G) not specified above shall generally work as follows:-

Start	7.00 A.M.
Lunch	12.00 Noon and 1.00 P.M.
Finish	5.00 P.M.

Wash up time 4.50 P.M.

g) When necessary to work shift in Lining Room shifts shall be as follows:-

Start	6.00 A.M.	3.00 P.M.
Finish	3.00 P.M.	12.00 Midnight.

h) Classification M. Hours of work for employees in this classification shall be forty eight (48) hours of work per week, nine (9) hours per day, Monday through Friday and five (5) hours Saturday as scheduled below.

Start.	6.00 A.M.	8.00 A.M.	7.30 A.M.	8.00 A.M.
Lunch	11.00 A.M.	12.00 Noon	12.00 Noon	12.00 Noon
	12.00 Noon	1.00 P.M.	1.00 P.M.	1.00 P.M.
Finish	4.30 P.M.	5.00 P.M.	5.30 P.M.	6.00 P.M.

Monday through Friday.

Saturdays, Start 7.00 A.M.
Finish 12.00 Noon

In order to maintain continuous and efficient operations, it may be necessary to make slight adjustments in the above from time to time, Due notice of changes will be given.

ARTICLE 13 DISCRIMINATION.

a) There shall be no discrimination, interference, restraint or coercion by the Company or any of its agents against any employee because of membership in the Union and the Union will not coerce employees into membership or solicit membership, or distribute propaganda, or transact any other business of the Union on the Company's time and on Company's premises other than as provided in this agreement.-

b) No Union meeting shall be held, nor Union notices distributed or posted on the Company's property, which hasnot been approved in writing by the Management. A notice board for approved Union notices may be provided by the Company.-

c) Employees (not exceeding two in number at any one time.) elected or appointed by the Union to act on its behalf in the conduct of the Union affairs shall, upon giving three days notice to the Company, be granted leave of absence (not to exceed two weeks on any one occasion) after which the said employee or employees will resume his or their of the Company finding it impossible to liberate such employee or employees for such purpose without disorganizing its production arrangements, the Union may name an alternate or alternates.-

d) Leaves of absence not exceeding, at any one time, a full working day, may be granted by the Company to an official of the Union for Union business, provided such leaves of absence have first been approved by the Superintendent or his representative.-

ARTICLE 14. VACATIONS.

a) All employees whose service with the Company, does not exceed one year by the 1st, of May in the year in which the vacation is to be taken, will be entitled to one-half day's vacation for each calendar month service with the Company and shall be paid at the rate of 2% of his total gross earnings for the time employed by the Company.-

b) All employee with one year's service prior to May 1st, in the year in which the vacation is to be taken shall be entitled to one (1) week's vacation with pay, at the rate of 2% of earnings during the vacation year.-

c) All employees with five (5) years' service prior to May 1st in the year in which the vacation is to be taken, shall be entitled to two (2) weeks' vacation with pay, at the rate of 4% of earnings during the vacation year.-

d) All employees with twenty-five (25) years' service prior to May 1st, in the year in which the vacation is to be taken, shall be entitled to three (3) Week's vacation with pay, at the rate of 6% of earnings during the vacation year.

e) Vacations will be scheduled during the period from June 1st to August 31st inclusive. Vacations will be taken by the employees during the usual semi-shut-down period and any vacation to be taken outside of the annual semi shut-down period will be by arrangement between the employee concerned and the Company.-

f) Should an employee work during the regular holiday period and take this vacation at another arranged period, regular rates and hours of work shall apply.

g) "Vacations Year" is the period of time worked from April 30th of one year to May 1st of the following year.-

ARTICLE 15. HOLIDAYS.

a) For the purpose of this agreement, the following holidays will be observed by the cessation of work:-

New Year's Day
Good Friday
Victoria Day
Dominion Day
Labour Day
Thanksgiving Day
Christmas Day.-

b) The Company agrees that any employee regularly scheduled to work on the holidays below which are some of the above mentioned days (and not working on these days because the plant is closed) shall receive for such holiday his regular basic pay for one day's regular work, provided that such employee is available to work on the working day immediately preceding and the working day immediately following the holiday in question, except where permission is given by the Company for absence from work:-

New Year's Day
Good Friday
Dominion Day
Labour Day
Thanksgiving Day
Christmas Day.-

c) Work on any of the holidays listed in (a) shall be paid for at the rate of time and one-half the employee's regular rate for the time worked.-

ARTICLE 16. SECURITY DEFENCE WORK.

The Union recognizes that the Company has certain obligations in its contracts with the Government pertaining to security, and agrees that nothing contained in this contract is intended to place the Company in violation of its security agreement with the Government.

Therefore, in the event that the Department of Defence Production or any other Government agency concerned with security regulations advised the Company that any employee is restricted from work on or access to classified information or material, the Union will not contest any action the Company may reasonably take to comply with its security obligations to the Government.-

ARTICLE 17. ADDRESSES.

For the purpose of correspondence in connection with this agreement, the address of the Union shall be known as:-

The United Steelworkers of America (C.C.L. - C.I.O.),
Local 4712,
3 Notre Dame Street East
Montreal, Quebec.

the Company as:-

Montreal Bronze Limited,
Post Office Box 6150
Montreal Quebec.-

ARTICLE 18 DURATION OF AGREEMENT.

This agreement shall become effective as of July 2, 1952 and shall remain in effect until July 1st, of the year 1953 and thereafter, shall be automatically renewed from year to year, on the same terms and conditions, unless that in any years between the sixtieth and thirtieth (60th and 30th) day immediately prior to the termination day of this Agreement, either party furnish the other with written notice of termination of, or proposed revisions of, or additions to any provisions hereof. In such an event, negotiations for a new agreement or any such proposals, revisions or additions to, shall take place between the parties within thirty (3) days of such notice and in any such case the present agreement shall remain in full force and effect until a new agreement is duly signed.-

Executed by the authorized parties at Montreal on the 11th day of July 1952.-

MONTREAL BRONZE LIMITED.

UNITED STEELWORKERS OF AMERICA.
(CCL. CIO.)

A.G. Moore.
District Manager.

G. Miron.
G. Brunet
G. Sexton
A. Cardinal
R.J. Lamoureux.-

True Copy

Septembre 8 1952

Certified By

Copie certifiée.
UNITED STEELWORKERS OF AMERICA.

P.A. Viau, secrétaire.

s c h e d u l e "A"

FORM OF AUTHORIZATION FOR THE VOLUNTARY IRREVOCABLE DEDUCTION
OF DUES.

I, the undersigned, being an employee of Montreal Bronze Limited, and a member of United Steelworkers of America, Local 4712, (C.C.L. C.I.O.), hereby authorize and direct the said Montreal Bronze Limited to deduct from my pay once each month commencing with the month following the date hereon, the amount of \$3.00 being the amount of my monthly dues to the said United Steelworkers of America, Local 4712.-

I further authorize the said Montreal Bronze Limited to remit each month the amount so deducted to the Financial Secretary of said Local 4712 and such remittance by cheque shall be a full and final discharge to the Company for the amount so deducted and remitted.-

This authorization shall be valid during the term of the collective agreement between the Company and the Union, dated the second day of July 1952.-

Montreal,

day of

1952.-

Signature of employee.

Timekeeper.

Clock No.

SCHEDULE "B"

JOB DESCRIPTION AND EVALUATION.

<u>GROUP</u>	<u>DESCRIPTION</u>	<u>SCHEDULE</u>	<u>EFFECTIVE RATE</u>	<u>PAYROLL IDENTIFICATION.</u>
1.	Moulders & Coremakers Bench & Floor	Flat Rate	\$ 1.58	D. & E.
	Pattern Maker	Flat Rate	1.58	N1 & N2
	Apprentices	40% above 40%	.65	D & E
		6 mos. 44%	..70	
		1 year 50%	.79	N1 & N2
		18 mos. 57%	.90	
		2 years 63%	1.00	
		30 mos. 71%	1.12	
		3 years 80%	1.27	
		42 mos 90%	1.43	
		4 years	1.58	
	Moulding Machine Operators	Placed	1.15	D
		6 weeks	1.20	
		3 mos	1.25	
		9 mos.	1.30	
		1 year	1.35	
		Qualified	1.42	
	Striking Plate Operators	Placed - 10	1.00	D
		6 weeks - 10	1.10	
		3 mos - 6	1.20	
		Qualified	1.26	
	Helpers Moulding Machine Moulders Coremakers	Placed - 5	1.00	D
		30 days - 5	1.05	
		60 days - 5	1.12	
	Copes Moulding Drags Striking Plate	Class A - 5	1.20	
		Class B - 5	1.15	
		Qualified	1.24	
	Heaters & Pot Carriers (Pourers - Chargers Centri-operator	Class a - 5	1.20	I & J
		Qualified	1.25	
	Helpers: Chain Men Shank Men at Furnaces Centri-Room	Placed - 5	1.00	I, J & L.
		6 weeks - 5	1.05	
		3 mos	1.10	
		Class A	1.15	
3. Maintenance				N & T
	Millwrights	Fully Qualified		
		Class A	1.45	
		Class B - 10	1.35	
		Class C	1.25	
		Improver	1.05	
		3 mos	1.10	
		6 mos	1.15	
		9 mos	1.20	
		Oiler & Greaser	1.18	
		Class C - 5		

GROUP	DESCRIPTION	SCHEDULE	EFFECTIVE RATE	PAYROLL IDENTIFICATION.
	Foundry Carpenter	Rate	\$1.25	
		Improvers Rate	1.05	
		3 mos	1.10	
		6 mos	1.15	
	Painter	Class A rate	1.18	
4	Special Labour			
	Dumpers	Placed	. - 90 - .95	L
	Mixer Operators	30 days	1.00	L
	Shake Out Men			L
	Ordinary Grinders	60 days	1.05	K
	Ordinary Chipper	Qualified Rate	1.10	K
	Fetlers			K
	Grinders Bearings	Rate - 5	1.15	K
	Grinders Castings (Specialized)			K
	Chippers Bearings	Qualified Rate / 10	1.20	K
	Chippers Castings	/ 15	1.25	K
	" " (Intricate) Qualified	/ 20	1.30	
	Journal Bearing Finishing Dept	Start 30 days	Labour rate 1.00	Q, R
		60 days	1.05	S, L.
	Individual Operation Rate		1.10	
	All Machines	/ 10	1.20	
	Liners	Placed	1.00	G
		3 mos	1.05	
		6 mos	1.10	
		9 mos	1.15	
		Qualified Rate	1.20	
	Tool Setter Journal Bearings	Rate - 20	1.30	F
	Shipping Room Clerks	Service & ability	1.00 1.20	M. & L.
	Helpers			
	Floor Men	Placed		
		60 days	1.05	
		3 mos	1.10	
		Ind. Jobs	1.15	
		Interchangeable	1.20	
	Wheelabrator Operator	Placed	1.10	K
		6 weeks	1.15	
	Towmotor Operator	3 mos	1.20	L
	Pattern Clerk	Above / 5	1.25	L
		90 days		
	Metal Carrier	- 5	1.10	L
		Qualified for both	1.15	
5	Labourers	Hire	.90 .95	L
		30 days	1.00	
		60 days	1.05	
		Rate	1.08	

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Montreal, March 7th, 1951

MEMORANDUM

At a meeting held on March 7th, 1951, an offer was made of 12¢ per hour for moulders, coremakers, apprentices and moulding machine operators.

All others are being offered a flat 10¢ per hour increase.

A.J. Moore,

SIGNED AND AGREED TO THIS 19th DAY OF MARCH 1951

FOR THE COMPANY

FOR THE EMPLOYEES

A.J. Moore

G.T. Mingay, V.P.

R. Woods

G. Baquette

Roger Bolduc

G. Miron

L. Gaudreau

Art. Guertin

A. Cardinal

G. Parent. B.A.

1348D

Montreal, March 7th, 1951

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L. Gaudreau

Art. Guertin

A. Cardinal

G. Parent. B.A.

1348 D

MEMORANDUM OF AGREEMENT BETWEEN THE:

MONTREAL BRONZE LIMITED

AND

THE FOUNDRY WORKERS' UNION
OF NORTH AMERICA, LOCAL 21 .

At a meeting held April 6th 1950, it was agreed between the parties present representing the groups as noted above, that the basic wage rates applicable under ARTICLE IV should be revised according to the attached schedule and to become effective March 20th, 1950.

SIGNED AND AGREED TO THIS 6th day of April 1950 .

FOR THE COMPANY

A. J. Moore
R. Woods

April 6th 1950

FOR THE EMPLOYEES

G. Paquette
G. Miron
Unreadable
R. Boldus
G. Brunet
S. Unreadable
G. Parent . B.A. Lo. 21
R. Y. Manary. V.P.

19/1348c

SCHEDULE OF RATES REFERRED TO
IN ARTICLE IV

Floor Moulder) Bench Moulder) Coremaker)	1.31
Matchplate Machine Moulders) Striking Plate Machine Moulders)	.90 to 1.15
Apprentice Moulder) Starting Apprentice Coremaker) rate	.65 (5¢ ea. 6 Mos)
Heaters) Pot Carriers)	.79 to .97
Maintenance Men	1.31
Assistant to Maintenance Foreman	1.10
Apprentice Millwright	.65 (5¢ ea. 6 Mos. to 1.05)
Boring Machine Operators) Counter boring Machine Operators) Liners) Bearing Inspectors)	.75 to 1.95
Laborers- Starting Rate	.69 ^{or} .73 to .83
Chippers	.78 to .89

MEMORANDUM OF AGREEMENT BETWEEN THE:

MONTREAL BRONZE LIMITED

AND

THE FOUNDRY WORKERS' UNION
OF NORTH AMERICA, LOCAL 21.

At a meeting held March 8th, 1949, it was agreed between the parties present representing the groups as noted above, that the basic wage rates applicable under ARTICLE IV should be revised according to the attached schedule and to become effective March 20th, 1949.

SIGNED AND AGREED TO THIS 17th Day of March, 1949.

FOR THE COMPANY

A.J. Moore

R. Woods.

FOR THE EMPLOYEES

S. Klealn
G.F. McGurk
Al. Guertin
Albert Mathieu
Wilfrid Limoges
Germain Paquette

19/1348 ⁶

SCHEDULE OF RATES REFERRED TO
IN ARTICLE IV

Floor Moulder } Bench Moulder } Coremaker }	1.26		
Matchplate Machine Moulders) Striking Plate Machine Moulders)	.85	to	1.10
Apprentice Moulder) Starting Apprentice Coremaker) rate	.60	(5¢ ea. 6 Mos)	
Heaters) Pot Carriers }	.74	to	.92
Maintenance Men			1.26
Assistant to Maintenance Foreman	1.05		
Apprentice Millwright	.60	(5¢ ea. 6 Mos. to	1.05)
Boring Machine Operators } Counter-Boring Machine Operators } Liners } Bearing Inspectors }	.70	to	.90
Laborers- Starting Rate	.64	or .68 to	.78
Chippers	.73	to	.84

MEMORANDUM OF AGREEMENT between the

MONTREAL BRONZE LIMITED

AND

THE FOUNDRY WORKERS' UNION
OF NORTH AMERICA, LOCAL 21.

At a meeting held March 3rd, 1948, it was agreed between the parties present representing the groups as noted above, that the ~~basic~~ wage rates applicable under ARTICLE IV should be revised according to the attached schedule and to become effective March 20th, 1948.

SIGNED AND AGREED TO THIS 10th day of MARCH, 1948.

FOR THE COMPANY

A.J. Moore

W.J. Davis

FOR THE EMPLOYEES

G. Paquette

Art. Guertin

Léo Anger

Geo. Lapsley

S.....

Geo.....

R. ~~Gossin~~

Gaston Parent, B.R.
Local 21.

19/1348^a

SCHEDULE OF RATES REFERRED TO
IN ARTICLE IV

Floor Moulder) Bench Moulder) Coremaker)	1.18		
Matchplate Machine Moulders) Striking Plate Machine Moulders)	.85	to	1.02
Apprentice Moulder) Starting Apprentice Coremaker) rate	.60		(5¢ ea. 6 Mos.)
Heaters) Pot Carriers)	.74	to	.84
Maintenance Men	.60	to	1.18
Asst. to Maintenance Foreman	.97		
Apprentice Millwright	.60		(5¢ ea. 6 Mos. to .97)
Boring Machine Operators) Counter-boring Machine Operators) Liners) Bearing Inspectors)	.70	to	.82
Laborers- Starting Rate (At end of 6 weeks, or in a lesser period)	.56	or to	.60 .70
Chippers	.65		.76

The following is also to apply :

On increase in Categories where ranges apply
providing the Employee has remained in the same Category.

NO Increase in 6 Mos. or more full $7\frac{1}{2}\%$
 No Increase in 3 Mos. to 6 Mos. full 5%
 With remaining $2\frac{1}{2}\%$ to apply when 6 Mos. period is reached.
 Those having just received more than 5% increase in last 3 Mos.
 to receive $2\frac{1}{2}\%$ each 3 Mos. until full $7\frac{1}{2}\%$ obtained.

Montreal, Que.
March 10th, 1948.

46.47
Q. A. 131

MEMORANDUM OF AGREEMENT entered into at the City of Montreal on the 20th day of March 1947, by and between.

MONTREAL BRONZE LIMITED,

hereinafter called the "COMPANY"

AND

THE FOUNDRY EMPLOYEES, as represented by the INTERNATIONAL MOULDERS' AND FOUNDRY WORKERS' UNION OF NORTH AMERICA, LOCAL 21,

hereinafter called the "UNION"

ARTICLE I.

RECOGNITION. It is agreed between the parties hereto that they will meet for the purpose of promoting a closer co-operation between the employees and the management of Montreal Bronze Limited.

The Union agrees to duly select a shop Committee to act for it on behalf of the shop employees in negotiations with the Company on all matters pertaining to wages, hours of work, and working conditions, and the company agrees to negotiate with the duly elected shop committee on all such matters and at such times as are reasonable and mutually convenient.

ARTICLE II.

EMPLOYEES COVERED. All persons employed at Montreal Bronze Limited shall be covered by this Agreement with the following exceptions:

- (a) Foremen, and those above the rank of Foremen.
- (b) Salaried Employees.

ARTICLE III.

COMMITTEE. The Committee shall consist of eight members. The following regulations in connection with the Committee are to be observed.

1. Before an employee can be elected to the Committee, it is expected that he, or she, must have completed one year's continuous service with the Company.
2. The employees shall advise the Company the names of those acting on the Committee.
3. The Committee shall be prepared to satisfy the Company that they are duly authorized to act for the employees.
4. The Company agrees to recognize the Committee as outlined under Article I.

ARTICLE IV.

HOURS OF WORK AND OVERTIME. Any time worked on the following days shall be paid for at the rate of time and one-half;

19/1348

New Year's Day
Good Friday
Victoria Day (May 24th)
Dominion Day
Labour Day
Thanksgiving Day
Christmas Day
Any day declared by statute to be a holiday or decreed to be observed as a holiday, in place of a holiday falling on Sunday.

All time worked on Sundays shall be paid for at the rate of time and one-half, except when it is mutually agreed by the Company and the Union that one day's rest shall be allowed within the following seven days, but conditions of continuous operations must warrant it.

Hours of work to be in effect are as follows:

1. Labour and skilled help - 48 hours.

It is understood that in the case of labourers and skilled help, time and one-half shall be paid for any time worked over eight hours in any one day, except in the case of Heaters, Furnace Men and Pot Carriers, who will not receive time and one-half for time worked during the one-hour lunch hour, or the one hour following a normal eight-hour day work period. This shall be construed as necessary to maintain continuous operation of the foundry. All time worked over forty-eight hours in any one week shall be paid for at the rate of time and one half.

2. Watchmen - 60 hours
Maintenance Men - 54 hours

It is understood that in the case of Watchmen and Maintenance Men, time and one-half shall be paid for all time worked over and above the said aggregate number of hours in any one week.

The basic wage rates applicable hereunder shall be those set forth in the schedule hereto annexed, and which shall be effective for the duration of this Agreement. Nothing hereunder contained shall constitute or be deemed to constitute a guarantee by the Company of any minimum number of hours of work per week to any employee.

ARTICLE V.

FREEDOM OF EMPLOYEES. The Company will grant reasonable leave of absence without pay to delegates of the Union, not exceeding three delegates in number, when necessary for the transaction of Union business.

Members of the Committee shall be free to discharge their duties as such without fear that their relations with the Company may be effected in any way, and an employee shall not leave his work to attend to Committee business until he has secured permission of the Superintendent, or in the absence of the Superintendent, the permission of the person vested with his authority.

There shall be no discrimination, intimidation, interference, restraint, coercion, or attempted coercion by or on behalf of the Company or by or on behalf of the Union, its members or its agents, with respect to any employee because of membership or non-membership in the Union.

ARTICLE VI.

RESERVATION OF MANAGEMENT RIGHTS: Nothing in this agreement shall be interpreted as limiting the Company in any way in the exercise of the regular and customary functions of management including the extension, limitation, curtailment or cessation of operations, and the employees recognize that the schedules of production, the methods, processes and means of manufacture are solely and exclusively the responsibility of the Company.

No grievance shall be considered which usurps Management's function. The Company reserves the right to make and alter, as deemed necessary, rules and regulations to be observed by the employees, such rules and regulations not to be inconsistent with this Agreement.

The employees recognize the right of the Management to hire, suspend, transfer, discharge, promote or demote any employees for any cause. The employees recognize the right of the Company to increase or reduce the number of workers employed.

ARTICLE VII.

VACATION WITH PAY

1. All employees who have been in the employ of the Company, without interruption by any of the events referred to in sub-clause 5 of this article, for at least one year, but less than five years, shall receive one week's vacation with pay each year.
2. All employees who have been in the employ of the Company, without interruption by reason of any of the events referred to in sub-clause 5 of this article, for five years or longer, shall receive two weeks' vacation with pay each year.
3. Weekly pay for vacation shall be two per cent of the total wages earned by the employees concerned, not including vacation pay, during the period from May 1st in the preceeding year to April 30th in the year in which the vacation with pay is available.
4. The Company reserves the right to specify when each employee may take his vacation.
5. Employment for purposes of determining the duration of vacation with pay shall be deemed to have been interrupted if the employees concerned:-
 - (a) Voluntarily leaves the service of the Company.
 - (b) Is discharged for cause.
 - (c) Is absent from work for a period of more than six months for any reason other than approved leave of absence.
 - (d) Fails to report for work three days, or does not report within three days after being notified to return after lay-off, without furnishing reason satisfactory to the Company.
6. In any case where ordinance number three, revised as effective September 14th, 1946, or any amendment thereto, provides other or greater advantages to an employee in respect of vacations with pay, or payment in lieu of vacation, than those hereinbefore provided, then the provisions of such ordinance or any amendment shall apply in lieu of the preceding provisions of this article.

ARTICLE VIII.

ADJUSTMENTS OF DISPUTES: Should differences, grievances or disputes arise between the Company, employee or employees, an earnest effort shall be made to settle such differences through the following procedure:

1. The aggrieved employee or employees should submit their grievances in the first instance to the Foreman or leading hand.
2. Failing satisfaction, in said dispute within three working days, the employee or employees, accompanied by the Foreman, or a member of the Committee, may refer the matter to the Superintendent. If this fails to effect settlement within three working days, the matter of the dispute should be forwarded by the employees to the management in writing.
3. If the management and Committee are unable to adjust the matter within seven working days, a meeting shall be called between the International Representative of the Union and an executive Representative of the Company. If the Company is not able to propose a solution satisfactory to the employee or employees within ten days, the matter may be referred to a Board of Arbitration.
4. The Board of Arbitration shall be composed of two representatives each of the employees and of the Company. If within forty-eight hours of their first meeting the arbitrators fail to reach an agreement, they shall request the Chairman of the Federal Labour Board to name a Chairman.
decision
5. The majority/ of the arbitrators shall be final and binding on both parties to this agreement, and on any individual employee or employees, but no ruling of the arbitrators shall be binding if it alters or changes any of this Agreement or substitutes any new provisions in lieu thereof, except with the proper notice given, or if it be inconsistent with the terms of this agreement, .

ARTICLE IX.

STRIKES AND WALKOUTS. It is expressly agreed between the parties hereto that there shall be no lockout by the Company or strikes, slow-down, sit down or suspension of work, either complete or partial, by the employees during the life of this agreement. The closing of the plant or the cessation of its operations in whole or in part during any period fixed as a group vacation period, or as a result of fire, breakdown, power failure or any other cause beyond the control of the Company shall not constitute a lockout on its part for the purposes of this article.

ARTICLE X.

VOLUNTARY CHECK-OFF: Deduction of dues shall be made by the Company upon voluntary request of employees. This request will then be deposited with the Company, who will make the deductions as requested by the employee, from his or her pay envelope. These deductions will be made once a month.

It is understood that either party can cancel voluntary deductions upon three months' notice.

ARTICLE XI.

DURATION. This Agreement shall be effective from and shall remain in force until March 1948, and from year to year thereafter, unless notice of termination, in writing, is given by either party to the other not less than thirty days before its expiry date.

Should the Company cease operations, however, for reasons beyond its control while the Agreement remains in force, the expiry date of the Agreement shall be postponed until six months after resumption of normal operations.

SIGNED AND AGREED TO THIS 20th day of March, 1947.

FOR THE COMPANY

A. J. MOORE

W. J. DAVIS

FOR THE EMPLOYEES

GASTON PARENT B.R.

A. GUERTIN

GEO. LAPSLEY

GERMAIN PAQUETTE

H. RIVA

LEO AUGER

J. KLICHES

J. M. LAFRAMBOISE

MARCEL MARTIN

ROBERT MENARY
Vice-Pres.

SCHEDULES OF RATES REFERRED TO
ARTICLE IV - LAST PARAGRAPH

Floor Moulder) Bench Moulder) Coremaker)		1.09	
Matchplate Machine Moulders) Striking Plate Machine Moulders)		.80	to .95
Apprentice Moulder) Apprentice Coremaker)	Starting Rate	.56	(5¢ ea. 6 Mos.)
Heaters) Pot Carriers)		.70	to .78
Maintenance Men		.56	to 1.09
Asst. to Maintenance Foreman		.90	
Apprentice Millwright		.56	(5¢ ea. 6 Mos. to .90)
Boring Machine Operators) Counter-boring Machine Operators) Liners) Bearing Inspectors)		.65	to .76
Laborers - Starting Rate		.56	or .60
	(at end of 6 weeks, or should merit warrant in a lesser period)		to .65
Chippers		.60	to .71