

S-592 MOLSON'S BREWERY LTD.

M.C.L.

1947-48



47-418

S. 592

MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 24 novembre 1947.

MEMO destiné à Commission du Salaire Minimum,
286, rue St-Joseph,
Québec.

Sujet: Conv. coll. entre Molson's
Brewery Limited & Molson's Brewery Limited Employees'
Association.

Monsieur,

Je vous inclus une copie de cette convention conclue
sous la Loi des Syndicats Professionnels, (S.R.Q., 1941, chapitre 162
et amendements), datée du 3 novembre 1947 et déposée au ministère du
Travail sous le numéro 592,

Sincèrement à vous,

Le Sous-ministre

H-15

4748
8592



COMMISSION DE RELATIONS OUVRIERES DE LA PROVINCE DE QUEBEC.

LABOUR RELATIONS BOARD OF THE PROVINCE OF QUEBEC

JUGE EUDORE BOIVIN.
PRESIDENT.

PIERRE-A. GOSSELIN.
MEMBRE.

BRUNAY BEAIS.
MEMBRE.

286, RUE ST-JOSEPH,
QUEBEC.

4 EST, RUE NOTRE-DAME
MONTREAL.

A

Québec le 28 novembre, 1947.

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



RE:- Molson's Brewery Ltd.,
&
Molson's Brewery Limited Employees Association.

Monsieur le sous-ministre,

J'accuse réception de votre lettre
du 24 novembre, 1947, accompagnée pour dépôt
de deux copies certifiées d'une convention de travail,
en date du 3 novembre 1947, intervenue entre
les parties ci-dessus mentionnées et déposée au minis-
tère du Travail, le 5 novembre, 1947
sous le numéro 592.

Bien à vous,

P. E. Bernier
Par A.A.

Le secrétaire,

P. E. Bernier. LL.L



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 24 novembre 1947.

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

Sujet: Convention collective entre Molson's Brewery Ltd,
& Molson's Brewery Limited Employees Association.

Monsieur,

Conformément aux prescriptions du deuxième paragraphe de l'article 19-A de la Loi des Relations ouvrières (S.R.Q. chapitre 162-A et amendements), je vous inclus, pour dépôt, deux copies certifiées de cette convention datée du 3 novembre 1947 et déposée au ministère du Travail le 5 novembre 1947 sous le numéro 592 en exécution de la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements).

Sincèrement à vous,

Le sous-ministre



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 5 novembre 1947.

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

Sujet: Convention collective entre Molson's Brewery Limited &
Molson's Brewery Employees' Association

Je vous inclus une copie du certificat constatant le dépôt
de cette convention collective enregistrée au ministère du Travail
en exécution de la Loi des Syndicats professionnels (S.R.Q., 1941,
chapitre 162 et amendements), le 5 novembre 1947 sous le numéro
592.

Sincèrement à vous,

MC. incl.

Le sous-ministre



DEPARTMENT OF LABOUR
PARLIAMENT BUILDINGS
QUEBEC

Quebec, November 5th, 1947.

Mr. C.E. Bourne,
Assistant to the Director of Personnel,
Molson's Brewery Limited,
1670, Notre Dame St. East,
Montreal.

Dear Sir:-

Enclosed please find a certificate of the deposit made with the Department of Labour on **Nov. 5th, 1947**, under Number **592** of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between **Molson's Brewery Limited & Molson's Brewery Limited Employees' Association.**

The labour association party to the above mentioned agreement having been certified on **October 16th, 1945** as bargaining agent by the Quebec Labour Relations Board, the deposit of such agreement with the Department of Labour has also the effect of the deposit contemplated in the Labour Relations Act (R.S.Q., 1941, Chapter 162-A and amendments).

Sincerely yours,

MC. encl.

Deputy Minister.



DEPARTMENT OF LABOUR
PARLIAMENT BUILDINGS
QUEBEC

Quebec, November 5th, 1947.

Molson's Brewery Limited Employees' Association,
1670, Notre Dame St. East,
Montreal.

c/o Secretary

Dear Sir:-

Enclosed please find a certificate of the deposit made with the Department of Labour on **Nov. 5th, 1947** under Number **592** of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between **Molson's Brewery Limited & Molson's Brewery Limited Employees' Association.**

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Sincerely yours,

MC. encl.

Deputy Minister.



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

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

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

Numéro 592
Number

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

jour du mois de **novembre**
day of the month of

sept
mil neuf cent quarante-
nineteen hundred and forty-

le ministère du Travail a reçu de **Mr. C.G. Bourne, Assistant to the Director of Personnel,**
the Department of Labour has received from
Molson's Brewery Limited, 1670, Notre-Dame St. East, Montreal,

la convention mentionnée ci-après, laquelle a été déposée sous le numéro **592**
the hereinafter mentioned agreement, which has been deposited under Number

savoir:
to wit:

Une convention collective en date du **3 novembre 1947**
A collective agreement under date of

intervenue entre:
between:

Molson's Brewery Limited & Molson's Brewery Limited Employees' Association. Cette convention a pris effet à compter du **4** octobre 1947, pour une période d'un an. Renouvellement automatique

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

Sceau - Seal

ce **cinquième**
this

jour du mois de
day of the month of

novembre

sept
mil neuf cent quarante-
nineteen hundred and forty-

MC.

.....
Sous-ministre

.....
Deputy Minister



Molson's Brewery Limited

VISA DE	Date	Par
Estampille	✓	
Signature	✓	
Incorporation	11-1-44	MC
Reconnaissance	16-10-45	
Numerotation	592	
Formule		

1670 NOTRE DAME ST. EAST - POSTAL ADDRESS - BOX 1600 PLACE D'ARMES - MONTREAL, CANADA

November 4, 1947.
 NOV 5 1947
 BUREAU DU
 MINISTRE
 D'INDUSTRIE COMMERCIAL

Hon. Antonio Barrette,
 Minister of Labour,
 Parliament Buildings,
 QUEBEC, Que.

Dear Sir:-

In accordance with the requirements of the Professional Syndicates Act, Division 3, Paragraph 23, we are enclosing a signed copy of the Collective Agreement recently negotiated between Molson's Brewery Limited and Molson's Brewery Limited Employees' Association.

You will note that although this document was signed on November 3, it was made effective from October 4, 1947.

Please acknowledge receipt.

Yours very truly,

MOLSON'S BREWERY LIMITED,

C. G. BOURNE
 ASSISTANT TO THE DIRECTOR OF PERSONNEL

CGB/N

AGREEMENT made this 4th day of October Nineteen Hundred and Forty-Seven

B E T W E E N

MOLSON'S BREWERY LIMITED, hereinafter called the Company

OF THE FIRST PART

A N D

MOLSON'S BREWERY LIMITED EMPLOYEES' ASSOCIATION, hereinafter
called the Association

OF THE SECOND PART



PURPOSE

In recognition of their mutual interests this Agreement is entered into for the purpose of recording the hours, wage rates and working conditions of the Company's employees; to set up the means for settling amicably any differences or grievances which may possibly arise, and for the general purpose of promoting and improving industrial relations between the Company and its employees.

ARTICLE I - RECOGNITION

- 1.- The Company recognizes that the Association has been duly certified by the Labour Relations Board of the Province of Quebec as sole representative to bargain with the Company for all employees except hereinafter mentioned with respect to wages, hours, and working conditions during the life of this agreement, and that it has all the rights inherent to such certification.
- 2.- The term "employee" as used in this Agreement shall not include the Brewmaster, Assistant Brewmasters, Superintendents, Foremen, Assistant Foremen, Clerical or Monthly Salaried Employees, or Probationary Employees.

ARTICLE II - RESERVATIONS TO MANAGEMENT

- 1.- The Company reserves to itself the exclusive right to hire, lay off, promote, demote, transfer, suspend, discipline or discharge any employee for cause, subject to the right of the employee to have a fair hearing through the procedure outlined in Article X, Paragraph 1.
- 2.- The operation and management of the business, schedules of production, methods, improvements and means of manufacturing are solely and exclusively the responsibility of the management of the Company. The management further reserves the right, from time to time, to make rules and regulations to be observed by the employees, and these shall not be inconsistent with the terms or spirit of this Agreement.

ARTICLE III - WORKING HOURS

STANDARD HOURS

- 1.- For all hourly-rated employees, except as hereinafter mentioned, the standard working week shall be 48 hours.
- 2.- The standard working week for Night Watchmen shall be 60 hours.
- 3.- The standard working week for Gatemen shall be 55 hours.

Article 3.- (Cont'd)

REST PERIODS

- 4.- The Company shall, where practical, allow to all employees a ten minute rest period ("Beer Time") with pay, in the morning and afternoon. Shifts other than the day shift shall be allowed two similar periods.

LATENESS

- 5.- If at the commencement of his normal working day an hourly-rated employee is late in arriving at his work place, ready to assume his duties, he shall be penalized to the extent of one-half hour where the lateness is in excess of five minutes in each half-hour, i.e.,
- a) for lateness up to five minutes, there shall be no penalty.
 - b) for lateness from six to thirty-five minutes, the penalty shall be one half-hour.

For lateness less than five minutes several times during the week, the penalty shall be one half-hour.

ARTICLE IV - STATUTORY HOLIDAYS

New Year's Day
Good Friday
St. Jean Baptiste Day

Christmas

Dominion Day
Labour Day
Thanksgiving

- 1.- The above-mentioned holidays will be regarded by the Company as "paid holidays" and all hourly-rated employees will be credited with the standard hours which they would have worked, if their normal schedule had involved work on that day.
- 2.- Holiday time allowance shall not be eligible for overtime rates.
- 3.- In the event that it is necessary for an employee to work on any of the above days, he shall, in addition to his holiday pay, be paid at his regular rate for standard hours, plus overtime for any excess thereof.

ARTICLE V - OVERTIME

- 1.- All time worked by hourly-rated employees in excess of standard weekly hours shall be paid for at the rate of time and one-half. Watchmen and gatemen shall not be entitled to receive overtime.
- 2.- Time worked by men who are called out on a breakdown job (i.e. for mechanical, electrical, steam or refrigeration defects or maintenance) at night, Saturday, Sunday, or paid holiday, shall be classed as overtime and shall be paid for at the rate of time and one-half. If the time actually worked is less than three hours, the employee shall nevertheless be paid for three hours time which is to be regarded as a minimum in such cases. The time for this work shall be calculated from the time an employee leaves home until he returns home after the completion of the job.
- 3.- All overtime will be computed only in half-hour units and will be paid for at the rate of time and one-half for each half-hour unit. Any period of overtime less than one half-hour shall not be deemed to constitute overtime.

ARTICLE VI - VACATIONS WITH PAY

- 1.- a) Employees with less than one year's service shall be entitled to an annual vacation with pay of one half day for each calendar month worked. Employees who are hired by the Company prior to May 1 shall receive their vacation before April 30 of the following year. Employees hired subsequent to May 1, shall not receive their vacation before May 1, of the following year.
 - b) Employees with more than one but less than five years service shall be entitled to an annual vacation of one week with pay.
 - c) Employees with more than five but less than twenty-five years service shall be entitled to an annual vacation of two weeks with pay.
 - d) Employees with more than twenty-five years service shall be entitled to an annual vacation of three weeks with pay.
- 2.- In the event of an employee leaving the service of the Company, he shall be entitled to vacation pay providing he has been with the Company at least one year prior to May 1 and that he has not received his vacation for that period.

3.- Vacation pay shall be payable in advance as follows:-

Employees entitled to less than one week:

Hourly-rated employees - Standard hours
Weekly-rated employees - 1/10 of the weekly wage for each 1/2 day of vacation.

Employees entitled to one week:

Hourly-rated employees - 48 hours pay
Gatemen - 55 hours pay
Night Watchmen - 60 hours pay
Weekly-rated employees - One week's pay

Employees entitled to two weeks:

Hourly-rated employees - 96 hours pay
Gatemen - 110 hours pay
Night Watchmen - 120 hours pay
Weekly-rated employees - Two weeks' pay

Employees entitled to three weeks:

Hourly-rated employees - 144 hours pay
Gatemen - 165 hours pay
Night Watchmen - 180 hours pay
Weekly-rated employees - Three weeks' pay

- 4.- Whenever conveniently possible and at the discretion of the Company, vacations shall be granted at the period preferred by each employee, his seniority and length of service being taken into consideration. Vacation pay will not be allowed for vacations not taken and in such case, any unused vacation privileges will be allowed to accumulate, until conditions permit them to be exercised.

ARTICLE VII - WAGES

- 1.- The wage rates and ranges of wage rates to be paid pursuant to this Agreement, to employees or occupational classifications, are as follows:-

SCHEDULE

BREWING DEPARTMENT

General Labour)	
Elevator Operator)	
Brewhouse Cleaners	)	75¢
Grain Drier Helpers)	
Gatemen)	
Washhouse General Labour)	
Storage - Cleaner)	
Draught Storage - General Labour	)	77¢
Racking Man)	
Fermenting Room - General Labour)	
Racking Room - Package Inspector)	
Hop Removal Man	)	79¢
Yeast Drier Operators)	
Watchmen)	
Yeast Room Man)	
Briggs Machine Operator)	
Lighting-out Man)	
Barkeeper)	
Storage Tank Washer)	
Rack-out Man's Helper)	
Kotite Man)	
Set Man	)	82¢
Grain Drier Operator)	
Mash Tub Man)	
Hop Weigher)	
Dropping Room Man)	
Carbonators Helper)	
Cooler Man)	
Miller)	
Painter	)	84/88¢
Oiler-Mechanic)	
Carbonator)	
Rack-out Man)	
Reception Room Chef)	
Sign Painter	)	1.03/1.07
Cooper	)	1.09/1.13
Vat Builder	)	1.16/1.28
CHARGE HANDS	)	85¢/1.25

BOTTLING DEPARTMENT

General Labour)	
Lavatory Attendant)	
Carton Scrapper	)	75¢
Bale Pilers)	
Conveyor Men - Packages)	
Case Repair Man)	
Mechanic's Helper)	
Conveyor Man and Piler)	
Elevator Operator)	
Night Cleaners)	
Baling Machine Operator	)	77¢
Sweeper)	
Bottle Examiner)	
Label Inspector)	
Crown Supplier)	
Brushless Washer)	
Bottle Inspector)	
Pasteurizer Loader)	
Soaker Loader	)	79¢
Bottle Caser)	
Label Machine Helper)	
Label Machine Operator)	
Oiler	)	82¢
Filler Operator	)	84/88¢
Mechanic "B"	)	96/1.07
Mechanic "A"	)	1.09/1.21
CHARGE HANDS	)	85/1.25

SHIPPING DEPARTMENT

General Labour)	
Elevator Operator	)	75¢
Carton Filler)	
Carton Assembler)	
Carton Filler - Control	)	77¢
Carton Feeder - Piler)	
Carton Piler - 5th Floor)	
Teamster)	
Piler (Siding))	
Carton Inspector)	
Checker	)	79¢
Piler (Inside))	
Unpiler)	
Packomatic Operator	)	82¢
Handyman Mechanic	)	84/88¢
Drivers' Helpers - Class I	)	39.80/44.30
Drivers' Helpers - Class II	)	44.80/49.80
CHARGE HANDS	)	85¢/1.25

RECEIVING DEPARTMENT

Yardman	)	77¢
Checkers	)	41.30/46.55

DRAUGHT EQUIPMENT SERVICEMEN

Pipe washer	)	39.30
Draught Mechanic Serviceman	)	43.30/45.30

PLANT MAINTENANCE

Apprentices	)	50/75¢
General Labour	)	75¢
Elevator Operator)	
Tradesmen's Helpers	)	77¢
Tradesmen Improvers	)	82/94¢
Carpenter - Class "B"	)	90/94¢
Electrician	)	96/1.00
Journeyman Painter	)	1.03/1.07
Millwright)	
Brick-layer - Plasterer)	
Plumber)	
Machinist)	
Senior Electrician	)	1.09/1.13
Carpenter - Class "A")	
Master Carpenter)	
Pattermaker)	
Master Plumber, Tin & Coppersmith	)	1.16/1.28
Master Machinist)	
Master Millwright)	
Master Steamfitter)	

ENGINE ROOM

Engine Room Cleaner	)	75¢
Coal Handler	)	79¢
Boiler & Engine Room Repairman	)	84/88¢
Boiler & Engine Room Helper)	
Fireman	)	93/1.04
Stationary Engineman-3rd Class	)	1.06/1.20
Stationary Engineman-2nd Class	)	1.22/1.28

GARAGE & STABLES

General Labour	)	75¢
Oil & Gas Servicemen)	
Gatemen)	
Harness Cleaner)	
Truck Washer)	
Tradesmen's Helper	)	77¢
Greaser)	
Wagon Washer	)	79¢
Stableman)	
Night Watchman	)	82¢
Blacksmith-Wheelwright)	
Horseshoer	)	1.03/1.07
Garage Mechanic	)	1.09/1.13
Master Garage Mechanic	)	1.22/1.28

Chauffeurs

Starting rate	\$41.30
After two years	43.30
After five years	44.80

CAFETERIA

MALE

General Labour	)	67/75¢
Cleaners & Sweepers	)	75¢
2nd Cook	)	34.80/39.80
Cook)	
Baker	)	39.80/49.80

FEMALE

Counter-Help - Waitresses)	
Cleaner & Dish Washer	)	58¢
Cafeteria Cashier	)	27.80/31.80
Senior Counter Help)	
Senior Waitress	)	62¢

MISCELLANEOUS

General Labour	)	75¢
Office Cleaners)	
First Aid Man	)	84/88¢
CHARGE HANDS	)	85¢/1.25

COST OF LIVING BONUS PLAN

The Company agrees to pay to each regular weekly or hourly rated employee a cost of living bonus in accordance with the following terms:-

- 1.- The bonus shall be based on the Cost of Living Index as published by the Dominion Bureau of Statistics.
- 2.- For each rise of one full point over the level of 139.4 which was announced at the beginning of October 1947, the Company will pay 25¢ per week to each full time employee of the Brewery, whether weekly or hourly rated.
- 3.- In the same manner in which the rate is adjusted upward by the rise in the Index, it shall be reduced by a decrease until the Index again stands at 139.4 when the bonus shall end.
- 4.- Adjustments under 2 and 3 above shall be made as soon as the Index figure is published and shall become effective from the first day of the week previous to the date of publication.
- 5.- The bonus shall be in respect of standard working hours (in most cases 48) and shall not be affected by overtime.
- 6.- For the purpose of this plan, the week shall be deemed to consist of five days for day shift workers and four days for night shift workers. When less than the full week is worked, they shall be paid for each day worked one fifth in the first instance and one quarter in the latter of the current weekly cost of living bonus.

Article 7.- (Cont'd)

- 2.- Wages shall be paid during the week following the work week. Night shift workers and other employees whose work is concluded on Thursday shall be paid on Thursday night between the hours of 5:00 P.M. and 6:00 P.M. All other employees will be paid after 2:00 P.M. on Friday.
- 3.- All new employees shall be on probation for a term of three months, and if satisfactory at the end of that time, shall have their employment confirmed.
- 4.- Any employee newly engaged for general labour shall be paid at the basic rate of 65¢ per hour for men and 50¢ per hour for girls during his or her term of probation, and shall be raised, at the end of his or her probation, to the full rate for the occupation or group in which he or she is employed.
- 5.- Employees on steady night shifts (excluding those on rotating shifts and night watchmen) shall be paid an additional differential rate of 5¢ per hour.
- 6.- A lunch period of one hour without pay shall be allotted to all workers except those on rotating shifts, and in certain occupations where continuous work is required in which case a paid lunch hour will be granted.
- 7.- Employees may be transferred temporarily or permanently from one position or department to another at the discretion of Management. When an employee is temporarily assigned to work on a job which carries a higher rate of pay than his regular job, he will be paid at the higher rate providing he works at the temporary job for at least the standard hours of one full day or night. Men undergoing training for another job shall be exempted from this provision.
- 8.- Employees who are transferred to a new occupation and are subsequently found to be unfit for the job for reasons of health or for any other reason, shall revert to their previous occupations and the rate therefor.
- 9.- Aged employees or employees with service so long as to justify special consideration, and who are unable, in the opinion of the Company Doctor, to continue in their duties to advantage shall be given preference at such light work as they are able to handle, and shall not suffer any decrease in their wage rate as a consequence.
- 10.- The Company has the right to make promotions at its own discretion, but it agrees that where two or more people of equal merit are being considered for a job, the award will be made on the basis of seniority.

ARTICLE VIII - GROUP ASSURANCE

- 1.- All employees who are taken on permanently at the end of their three months' period of probation, will be assured without cost to themselves, under the Company's Group Assurance Plan. Full details of this Plan are set out in a leaflet officially published by the Company.

ARTICLE IX - PENSIONS

- 1.- Regular employees of the Company who have completed one year of continuous service are eligible to become members of the Pension Fund of Molson's Brewery Limited. Full details of this Plan are set out in a booklet officially published by the Company.

ARTICLE X - GRIEVANCE PROCEDURE

- 1.- In the event of any dispute concerning an alleged violation or misinterpretation of this Agreement, the subscribing parties agree to abide by the following procedure for arriving at a fair and binding settlement thereof:
 - a) The grievance shall first be taken up directly with the foreman concerned. If more than one employee is involved, those affected shall designate one of their number as a representative to take up the matter with their foreman and the foreman shall be bound to render a decision within twenty-four hours of having the matter placed before him.
 - b) If there is any dissatisfaction with the decision of the foreman, the employee (or the majority of employees if more than one is involved) may appeal to the superintendent of the department concerned who shall be bound to render a decision within forty-eight hours of having the matter placed before him.
 - c) If there is any dissatisfaction with the decision of the superintendent, the employee (or the majority of employees if more than one is involved) may appeal to the Company in the presence of at least one member of the Molson family and before whom he or they shall be represented by not more than three members of the Association, one of whom must be an Officer.
- 2.- There shall be no strikes, lockouts or walkouts or any slowdowns or other interruptions of work during the life of this Agreement.
- 3.- The Company reserves the right to discharge any of its employees forthwith for any of the following infractions of its rules and regulations:-
 - a) Absence without leave
 - b) Theft or other dishonest practices
 - c) Unauthorized drinking in the Plant
 - d) Drunkenness
 - e) Unauthorized smoking in the Plant
 - f) Punching the Time Clock for another employee
 - g) Failure to make proper arrangements for liquidating any indebtedness.
 - h) Fighting or rowdy behaviour in the Plant.

ARTICLE XI - HEALTH & SAFETY

- 1.- It is mutually agreed that both parties hereto will co-operate to the fullest possible extent in the prevention of accidents and the promotion of safety and health.
- 2.- The Company agrees to furnish certain items of protective clothing and devices in accordance with the terms outlined in the attached Schedule A. This schedule may be amended or revised at any time during the life of this contract.
- 3.- Any employee suffering an injury, no matter how trivial, or becoming ill while at work, shall report to his foreman and be allowed a reasonable time to visit the Medical Department for treatment.
- 4.- Sickness or accidents which necessitate absence from work must be reported as soon as possible to the foreman of the Department concerned or to the personnel department.
- 5.- All employees will submit to medical examination by the Company's Doctor, whenever requested so to do.

ARTICLE XII - COLLECTION OF ASSOCIATION DUES

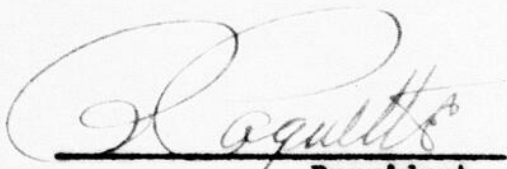
- 1.- The Company agrees to deduct from the earnings of those employees who have signed authorization forms, dues at the rate of 25¢ per month. These dues shall be payable in advance by installments of \$1.00 deductible from the pay for the second week of the months of January, May and September. It shall be the responsibility of the Association to have authorization forms signed by those members who wish to avail themselves of this convenience. Authorization forms shall be signed in duplicate; one copy to be filed with the Company and one retained by the Association.
- 2.- Association members shall have the right to discontinue deductions at any time by notifying the Company in writing. Cancellation forms will be provided for this purpose and shall be signed in duplicate; one copy shall be retained by the Company and the other forwarded by them to the Association.
- 3.- The Association agrees to provide the Company, not later than December 20, April 20 and August 20 of each year, with a list of employees for whom deductions of Association dues are to be made. It is agreed that the Company shall not make deductions for less than \$1.00 per member and that it shall be the responsibility of the Association to collect fractional amounts from new members.
- 4.- Employees who have paid Association dues in advance and who leave the service of the Company, shall apply to the Association for refunds.
- 5.- The Company shall remit the dues collected to the Association as soon as possible, but not later than 15 days after the deductions have been made.

ARTICLE XIII - DURATION OF AGREEMENT

- 1.- This Agreement shall remain in full force and effect for the period of one year from the date hereof and shall be renewed automatically from year to year, provided that either party may give to the other party a written notice within a delay which shall not be more than sixty days nor less than thirty days prior to the expiration of each period of its intention to terminate or seek amendment to this agreement.
- 2.- This Agreement cancels and supersedes the previous Agreement dated October 4, 1946.

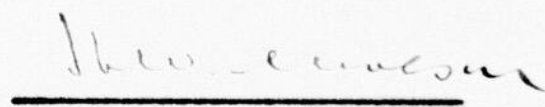
SIGNED at Montreal, this 3RD day of NOVEMBER, 1947.

MOLSON'S BREWERY LIMITED
EMPLOYEES' ASSOCIATION




President

MOLSON'S BREWERY LIMITED



President



Secretary-Treasurer

SCHEDULE "A"

MOLSON'S BREWERY LIMITED

PROPOSED SCALE OF ISSUE OF PROTECTIVE CLOTHING

<u>ARTICLE</u>	<u>TERMS OF ISSUE</u>	<u>DEPARTMENTS</u>	<u>PRICE</u>
Aprons, leather	Ordered on requisition	Stables (Blacksmith)	Free
Aprons, rubber	On authorization	Brewing, Bottling	Free
* Aprons, white	Ordered on requisition	Reception Room, Bar, Cooks & Bakers in Cafeteria	Free
Boots, rubber	On authorization	Brewing, Bottling, Garage & Boiler Room	50¢ a pair
Boots, " (Barney)	On authorization	Brewing & Bottling	50¢ a pair
Boots, safety	On demand	All	Cost
Caps	On authorization	Brewing	Free
Caps	On demand	All	Cost
Coats, blue	On demand	All	Cost
Coats, white	On demand	All	Cost
Coveralls, blue	On authorization On demand	Boiler Room and Garage All others	\$1.00 Cost
Coveralls, khaki	On authorization	Brewing	\$1.00
Coveralls, khaki	On demand	All	Cost
Goggles	On authorization	Maintenance Men	Free loan
Guards, face	On authorization	Maintenance Men	Free loan
Guards, wrist	On authorization	Bottling	Free
Guards, leather palm	On authorization	Package	Free

PAGE TWO

<u>ARTICLE</u>	<u>TERMS OF ISSUE</u>	<u>DEPARTMENTS</u>	<u>PRICE</u>
Gloves, cotton	On authorization	Brewing, Bottling, Maintenance & Receiving	Free
Gloves, Leather	On authorization	Helpers, Chauffeurs & Wash House	Free
Gloves, Rubber	On authorization	All	Loan
Overalls, blue	On demand	All	Cost
Overalls, white	On demand	All	Cost
Overalls, white 2-piece	On demand	All	Cost
Overalls, blue 2-piece	On demand	All	Cost
Rubbers	On demand	Brewing	Cost
Suits, rubber	On authorization	Maintenance Men	Loan
Trousers, khaki	On authorization	Brewing	\$1.00
Trousers, khaki	On demand	All	Cost
* Uniforms	Ordered on requisition	Gatemen, El. Operators (Brewing) Office Janitor, Company Chauffeur	Free
Waterproofs	On authorization	Gatemen, Garage, Teamsters, Coal pile men, etc.	Loan

* Not handled through Stores Department.

SCHEDULE "B"

AUTHORIZATION FOR DEDUCTION OF MEMBERSHIP DUES

Until further notice, I authorize Molson's Brewery Limited to deduct from my pay the sum of 25¢ per month representing my membership dues to Molson's Brewery Limited Employees' Association. These dues shall be payable in advance by instalments of \$1.00 deductible from my pay for the second week of the months of January, May and September and I further authorize you to remit these to the Association in my name and on my behalf.

I reserve the right to cancel these instructions by written notice at any time.

DEPARTMENT

NO.

DATE

WITNESS

SIGNATURE _____

CANCELLATION OF DEDUCTION OF MEMBERSHIP DUES

I herewith cancel my previous instructions to you to deduct membership dues for the Molson's Brewery Limited Employees' Association from my pay.

DEPARTMENT

NO.

DATE

WITNESS

SIGNATURE _____