

1946-47

McMasterville

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THIS AGREEMENT entered into in quintuplicate this eighth day of November , 1955.

BY AND BETWEEN

CANADIAN INDUSTRIES (1954) LIMITED, a corporation of Canada, hereinafter called the "Company"

and

NATIONAL UNION OF OPERATING ENGINEERS OF CANADA, hereinafter called the "Union",

WITNESSETH THAT the Company and the Union agree that the collective labour agreement between them dated 7th June, 1955, is hereby amended as follows:

Schedule "A" attached to the said agreement is cancelled and replaced, effective 1st November, 1955, by the Wage Schedule attached hereto and signed for identification by the parties.

CANADIAN INDUSTRIES (1954) LIMITED

J.M. MALCOLM
WORKS MANAGER, Beloeil Works

(illisible)
Secretary

NATIONAL UNION OF OPERATING ENGINEERS OF CANADA

JACK POLLACK

R. BLARK
Local Representative

WAGE SCHEDULE

Effective 1st November, 1955

<u>CLASSIFICATION</u>	<u>HOURLY RATE</u>
Shift Engineer	\$1.86
Repairman 1st Class	1.80
Repairman 2nd Class	1.66
Bulldozer Tractor Operator	1.54
Fireman	1.50
Coal Passer	1.40

SHIFT PREMIUM

A premium of 6 cents per hour shall be paid for work performed or regularly scheduled evening shifts commencing between the hours of 3:00 P.M. and 9:59 P.M. A premium of 8 cents per hour shall be paid for work performed on regularly scheduled night shifts commencing between the hours of 10:00 P.M. and 2:59 A.M. this premium will be added to the rates after and not before calculating overtime and will at all times be shown separately from the rates.

CANADIAN INDUSTRIES (1954) LIMITED

J.M. MAECOLM
Works Manager, Beloeil Works

(Illisible)
Secretary

**NATIONAL UNION OF OPERATING ENGINEERS
OF CANADA.**

JACK POLLACK
1st Vice President

R. CLARK
Local Representative

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C.P.A. 299

MEMORANDUM OF AGREEMENT.

ENTERED INTO IN QUADRUPLICATE THIS FIRST DAY OF AUGUST 1946.-

BY AND BETWEEN:-

CANADIAN INDUSTRIES LIMITED, A CORPORATION HAVING AN OFFICE AT
Mc MASTERVILLE, QUEBEC, AND HEREIN ACTING WITH RESPECT ONLY TO
ITS HEREINAFTER CHEMICAL WORKS AND BELOEIL CENTRAL RESEARCH
LABORATORY, HEREINAFTER CALLED THE "COMPANY",

AND

UNITED MINE WORKERS OF AMERICA, DISTRICT 50, CANADIAN CHEMICAL
DIVISION, LOCAL 13084, HEREINAFTER CALLED THE "UNION", WITNESSETH
THAT

WHEREAS THE Company is operating an explosives plant, an
agricultural chemical plant and a research laboratory located at
McMasterville, Quebec, know as its Beloeil Works and hereinafter
referred to as the "said Works", and

WHEREAS it is the intention of the Company and the Union
to co-operate in obtaining efficient and unrestricted production
at the said Works, in maintaining a harmonious relationship between
the Company and its employees and in providing a method of settling
in an amicable manner any differences or grievances which may arise
from time to time at the said Works and to set forth certain
conditions of employment to be observed between the Company and its
employees.

NOW THEREFORE in consideration of the mutual covenants
and agreements hereinafter contained, the parties hereto have agreed
as follows:-

Article 1

RECOGNITION

(a) This agreement covers the employees of the Company as herein
defined. The expression "employee" or "employees" used throughout
this agreement shall mean all persons employed at the said Works who
are paid at an hourly rate except those employed in a confidential capa-
city, foremen and office workers.

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- (b) The Company recognizes the Union during the term of this agreement as the sole and exclusive bargaining agent for all the employees for the purpose of collective bargaining in respect of wages , hours , seniority, grievances procedure and such other working conditions as are set forth in this agreement.
- (c) The Union recognizes the right of the Company to manage the said Works, and to direct the working forces, including the right to hire, promote , or transfer any employee and to demote, discipline, suspend, or discharge any employee for just cause, and in the interest of the efficient operation of the said Works, the Union agrees that the Company may at any time, and without other notice change hours of work, determine or change work assignments or methods and select the materials to be handled, processed or manufactured. Any such action of the Company which results in individual hardship or injustice to an employee may be discussed as a grievance.
- (d) The Union further recognizes the right of the Company to make and alter from time to time rules and regulations to be observed by the employees.

ARTICLE 11

CO-OPERATION

- (a) It is agreed that the Company will set up a Plant Advisory Committee composed of members elected by the employees and by other personnel of the said Works and members appointed by the Company. The functions of this Committee will be to advise the Company on matters affecting employees and not included in this agreement, including matters in connection with production problems such as the more efficient use of man power and equipment , reduction of cost and elimination of waste.
- (b) It is agreed that the application of the Industrial Relations Plans shall continue in respect of the employees of the said Works in conformity with their general application throughout the Company.
- (c) The Union agrees that it will not cause, authorize or sanction, nor permit its members to cause or take part in, (and it

is agreed that the Company may discharge any employee who causes or takes part in) any sit-down, stay-in or slow-down in any Department or any strike or stoppage of any of the Company's operations or any curtailment of work or restriction of or interference with production or any picketing of the Company's premises during the life of this agreement, nor in any event unless authorized in writing by a senior officer of the United Mine Workers of America.

In the event of a breach of this paragraph (c), this agreement shall, at the option of the Company, terminate immediately.

(d) The Company agrees that it will not cause or sanction a lockout during the life of this agreement.

(e) The Company agrees to provide the Union with a notice board upon which the Union may post notices subject to the following conditions:

1. Any such notice shall have received the written approval of the Company prior to posting;
2. No change shall be made in any notice either by the Company or by the Union after it has received the approval of the Company;
3. Notices shall be posted only on the notice board provided by the Company for the use of the Union.
4. The subject matter of any notices posted shall be restricted to notices of meetings, of the results of elections pertaining to the said Works, or of recreational or social activities.

The Union agrees that it will not distribute or post any pamphlets, advertising or political matter, cards, notices or any other kind of literature, within the said Works or its appurtenances except as provided in this agreement.

(f) Members of the Union not exceeding two (2) in number shall be granted reasonable leave of absence without pay for the transaction of business for the Union.

(g) The Company will facilitate the collection of membership dues by the Union to the extent provided in this clause and for that purpose agrees.

1. To provide facilities in the said Works for cashing employees' pay cheques.
2. To provide tables in the said Works on pay days at which stewards may solicit Union membership dues and to permit the posting of notices by the Union in the vicinity of such tables soliciting payment of such dues.
3. To permit stewards during their non-working time to collect membership dues or solicit memberships at the said Works from employees during their non-working time.

The term "non-working time" shall mean rest periods, lunch periods and wash-up periods.

Nothing in this paragraph shall be deemed to prohibit the parties hereto from discussing the effect of this arrangement after it has been in operation at the said Works for four (4) months.

ARTICLE III

NO DISCRIMINATION;

(a) 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 or because the employee is a steward or an officer of the Union.

(b) No person shall conduct Union activities at the said Works during working hours except as specifically permitted in this agreement.

ARTICLE IV

REPRESENTATION:

(a) The Union shall elect or appoint from time to time and The Company agrees to recognize 17 grievance stewards to represent 9 groups of employees. The Union shall notify the Company in writing from time to time of the names of the grievance stewards and the effective date of their election or appointment.

(b) The Union shall elect or appoint and the Company agrees to recognize a Grievance Committee of five employees. The Union shall notify the Company in writing from time to time of the names of the members of the Grievance Committee and the effective date of their election or appointment.

(c) It is understood that a grievance steward shall, after consultation with his foreman, be permitted during his working hours and without loss of time or pay, to leave his regular duties for a reasonable length of time in order to investigate and settle grievances in his jurisdiction.

(d) The Grievance Committee shall have the right of meetings the appointed representative or representatives of the Company at a mutually agreeable date and time at least once a month, and the grievance steward concerned in a matter being discussed and any official representatives of the Union may be permitted to be in attendance at such meetings. Members of the Grievance Committee or any grievance steward permitted to be in attendance shall be paid straight time for that part of their normal working day devoted to attendance at such meetings.

Article V

HOURS OF WORK.

(a) The normal weekly hours of work for all employees shall be forty-eight hours.

The normal daily hours of work shall be as follows:-

1. For employees assigned to shift work, eight (8) hours.
2. For employees assigned to day work, eight and a half ($8\frac{1}{2}$) hours from Monday to Friday inclusive and five and a half ($5\frac{1}{2}$) hours on Saturday.

(b) It is understood that an employees shall be at his work place and ready to assume his duties at the commencement of his working day.

(c) An employee assigned to operations on a shift which is scheduled to be followed immediately by another shift without lapse of time, shall not leave his work place until relieved by the employee assigned to the same operations on the succeeding shift unless by special permission of his foreman or supervisor.

(d) The Company undertakes to communicate to and discuss with the Union any change proposed by the Company in the normal hours of work which the Company expects will apply for a period exceeding two (2) weeks, before such a change becomes effective.

(e) Day workers and those employed on two-shift per day operations will be allowed five (5) minutes wash-up time at lunch hour and time at the end of the shift as follows:-

Light, Heat & Power Department	-	20	minutes	for flue cleaners
		5	"	" others
Shop & Laboratories Department-		5	"	
Black Powder Department	-	30	"	
High Explosives Department	-	20	"	employees required to take a shower.
		15	"	others.
Acid Department		20	"	" grinding operators
		5	"	" others.
Labour, Transportation & Welfare- Department		20	"	" employees unloading coal, charcoal and sulphur.
		5	"	" others.
Fertilizer Works		25	"	" employees bulking cyanamide
		10	"	" others.

(f) Day workers and those employed on two-shift per day operations will be granted one (1) 10-minutes rest period during the first half of the working day or shift.

Article VI.

OVERTIME.

(a) The basis of payment for overtime shall be at the rate of time and one half for all hours worked in excess of the normal daily hours of work.

(b) An employee shall be paid at the rate of time and one half for work required to be performed on his regularly assigned day of rest and on any of the following holidays:-

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
St- Jean Baptiste Day	Christmas Day

but if another day is established by statute or decree for the observance of any such holiday, the day of observance so established shall be deemed to be the holiday for the purpose of this Article VI.

(c) If an employee after leaving the said Works is summoned by the Company on less than eight (8) hours' notice to report to the said Works for the performance of any work at other than his regularly scheduled working hours he shall be paid at the rate of double time for all hours worked pursuant to such summons, and shall in any event be paid for a minimum of two (2) hours' work at the rate of double time.

(d) Employees so summoned by the Company shall be compensated for out-of-pocket travelling expenses.

(e) Whenever an employee's regularly scheduled working hours are changed by the Company, that is both starting and finishing times changed, he shall be paid at the rate of time and one-half for work performed during his first normal working day following such change unless not less than twelve hours prior notice of such change has been given to him by the Company.

(f) Notwithstanding the foregoing provisions of this Article VI. an employee shall not be paid at the rate of time and one-half for overtime worked if such work with the permission of the foreman is performed by the employee at his own request or by special arrangement with another or other employees who may wish to change or exchange working hours.

Article VII.

WAGES - CLASSIFICATION.

(a) The classification and grading of employees shall be done by the Company. The Company agrees to review such classification or grading whenever requested by the Union to do so.

(b) While an employee may at any time discuss his grading or classification with his foreman, no request for a change in the classification of such employee need be entertained by the Company unless presented to the Company within thirty (30) days following the date of the classification or of the change in classification to which such employee objects.

(c) The classification of all occupations, the ranges of rates and their respective grades appear in Schedule A attached hereto, which is made part of this agreement and is signed for

Identification by the parties hereto, subject to any change required by the law in consequence of the Union's application regarding wages to the Regional War Labour Board, dated the 31st January, 1946, and subject to any change agreed upon by the Union and the Company and authorized by the Regional War Labour Board arising out of a discussion of wages which shall take place on or before December 1st, 1946. Failure to reach agreement shall not be considered a grievance or dispute within the meaning of Article XII.

(d) Any employee required to assume the duties of an occupational classification for which a higher wage rate has been established, shall be paid such higher wage rate during the period of his performance of such duties. Any employee required to assume the duties of an occupational classification for which a lower wage rate has been established, shall continue to be paid at the rate established for the occupational classification under which he is listed on the payroll for a period not in excess of four (4) weeks, unless by reason of slackness of work or unsatisfactory performance of his duties he is transferred to another occupational classification by means of the standard payroll record change. If after being transferred to a lower paid classification an employee is returned to a classification he formerly occupied, he shall be paid at least the rate he formerly received for that classification.

(e) The Company during the life of this agreement will make a job evaluation study of the occupational classifications of all employees. The Union will co-operate with the Company in this study.

Article VIII.

SENIORITY.

(a) An employee shall have seniority status after he has been continuously employed by the Company for four (4) months.

(b) In the case of equally qualified employees, seniority shall govern on all occasions when a lay-off, transfer or other adjustment of personnel is necessary, and the Company agrees to discuss with the Union any case or instance of hardship to an employee arising out of an allegedly unjust action of the Company in this connection.

(c) Continuity of service shall, for seniority purposes only, be considered unbroken if any employee is re-employed after having been laid off on account of reduction in force, idle works or termination of special work, provided that the lapse of time between the date of dismissal for such reasons and the date of application for further work which results immediately in re-employment does not exceed one year and provided further that credit shall not be given for periods during which no actual service has been rendered.

An employee transferred to the said Work shall be credited with all service recognized by the Company in its continuity of Service Rules.

(d) The Company agrees to post seniority lists showing the seniority status of each employee and to furnish to copy of such lists to the Union.

(e) The Company agrees to alter the seniority lists from time to time and to correct any errors therein whenever proof of error is submitted by the Union or any employee. No change shall be made in the seniority status of any employee without consultation with the Union.

Article IX

SAFETY & Health.

(a) The Company will continue to make reasonable provision for the safety and health of its employees during the hours of their employment. Such protective devices as the Company requires to be worn and other equipment which in the opinion of the Company is necessary to protect the employee from injury shall be provided by the Company.

(b) Whenever the Company recommends to the employees for their better protection the use of additional personal safety equipment which it does not supply free of charge, it will make such equipment available to employees at not more, than cost.

Article X

REASONS FOR DISMISSAL.

(a) The Company reserves the right to discharge an employee for any just cause including, but without limiting the generality of the foregoing, the following:

1. Bringing intoxicants into or consuming intoxicants in the said Works.
2. Misappropriation of property of the Company or of other persons employed at the said Works.
3. Deliberate destruction of property of the Company or of other persons employed at the said Works.
4. Giving or taking a bribe of any nature as an inducement to obtain work or retain a position.
5. Gross carelessness endangering the safety of other persons employed at the said Works or the property of the Company.
6. Insubordination.
7. Fighting at the said Works.
8. Disorderly conduct.
9. Inca^{pa}city or neglect of duty.
10. Continued absence after warning.
11. Repeated lateness after warning.
12. Smoking in prohibited areas.
13. Refusing to do the job assigned.
14. Infraction of any of the provisions of this agreement or of the rules and regulations, established by the Company in accordance with Article (d) of this agreement.

(b) The Company agrees to notify the Union in writing of the reason for the discharge of any employee. Any discharge may be discussed as a grievance. In the event that an employee is discharged and after subsequent investigation is reinstated, he shall be reimbursed for the time lost by reason of such discharge on the basis of his normal working hours.

(c) It is agreed that any such dismissal or lay-off of a grievance steward or officer of the Union shall be approved by the Personnel Superintendent at the said Works before it becomes effective.

Article XI

GRIEVANCE PROCEDURE.

Any dispute, grievance or misunderstanding (hereinafter called "grievance ") involving occupational classification, wages, seniority hours or working conditions which any employee or group of employees may desire to discuss and adjust with the Company shall be handled as follows:-

(a) The employee shall take up his grievance directly with the foreman of his department, except when the employee believes that he cannot properly express or explain his difficulties to his foreman.

(b) If the grievance is not adjusted by the foreman within forty-eight (48) hours after the grievance has been submitted to him under the provisions of paragraph (a) or if the employee believes that he cannot properly express or explain his difficulties to the foreman, the employee may report the matter to the grievance steward elected or appointed to represent his group, who together with the employee may take up the matter with the foreman and shall at the same time present a written summary of the grievance.

(c) If the foreman does not settle the matter to the satisfaction of the employee within forty-eight (48) hours after the grievance has been submitted to him under the provisions of paragraph (b) hereof, the employee and the grievance steward, together with the chief grievance steward and the foreman, may take up the matter directly with the supervisor or, if there is no supervisor in his department, with the Works Manager's appointee.

(d) If a satisfactory settlement is not obtained within forty-eight (48) hours after the matter has been discussed with the supervisor or with the Works Manager's appointee in accordance with paragraph (c) hereof, the grievance steward or chief grievance

steward may submit the grievance in writing to the Grievance Committee with a copy to the Company. The Grievance Committee may then discuss it with the Company at a time to be agreed upon.

(e) All decisions arrived at by agreement between the Company and the Grievance Committee with respect to any grievance shall be made in writing and shall be final and binding upon the Company and the Union.

(f) Nothing in this agreement shall be deemed to take away the right of an individual employee to present any personal grievance to the Company.

(g) The time limit specified in this Article XI shall be deemed to be exclusive of Sundays and those holidays described in Article VI (b) of this agreement.

Article XII

ARBITRATION.

(a) Any matter of dispute between the Company and the Union involving the interpretation or violation of any Article of this agreement may be referred by either party to arbitration by an arbitration committee.

(b) Any grievance dealt with by the Company and the Union Grievance Committee under Article XI hereof which does not involve a question of interpretation or violation of any Article of this agreement may, in the event of failure to reach agreement thereon, be referred, by mutual consent, to arbitration by an arbitration committee.

(c) The arbitration committee shall consist of a representative of each party and a chairman. In the case of arbitration arising under paragraph (a) above, either party shall advise the other party in writing of its intention to submit such disputes to arbitration by an arbitration committee, and, at the same time, require the other party to appoint a representative within five (5) days of receipt of the notice. In the case of an arbitration arising under paragraph (b) above, the representative of each party shall be appointed within (5) days of the confirmation in writing of the mutual consent to arbitration.

(d) In the event that either party shall fail to appoint a representative to the arbitration committee at the time or within the delay provided, either party may request the Minister of Labour of the Dominion of Canada to appoint such representative on behalf of the defaulting party.

(e) When the representatives have been appointed they shall meet forthwith to choose a chairman who, with such representative, shall constitute the arbitration committee.

(f) Should the representatives fail within five (5) days to agree on a chairman, the Minister of Labour of the Dominion of Canada shall be requested by the representatives of either of them to appoint a person who shall be chairman of the arbitration committee.

(g) After the arbitration committee has been formed by the foregoing procedure, it shall meet with all members present and hear the evidence of both parties and render a decision within seven (7) days of the completion of taking evidence.

(h) The decision of the majority of the arbitration committee on the matter at issue shall be final and binding on both parties but in no event shall the arbitration committee have the power to alter, modify or amend this agreement in any respect.

(i) The fees and expenses of witnesses and representatives shall be paid by the party calling or appointing them and the fees and expenses of the chairman shall be shared equally between the parties.

(j) The time limits specified in this Article XII shall be deemed to be exclusive of Sundays and those holidays in Article VI (b) of this agreement.

Article XIII

TERMINATION.

(a) This agreement shall become effective on the 1st day of August, 1946, and shall remain in full force and effect until the 31st day of July, 1947.

(b) Either party may on ten (10) clear days' notice in writing require the other party to enter into negotiations for the renewal

of the agreement within the period of two (2) months prior to the expiry date and both parties shall thereupon enter into such negotiations in good faith and make every reasonable effort to secure such renewal.

(c) The party giving the notice in accordance with paragraph (b) hereof shall at the same time as such notice is issued and the party receiving the notice shall within ten (10) days of his receipt of such notice respectively, present to the other party in writing any proposed modifications or revisions of this agreement together with the reasons for such proposals.

Article XIV

NOTICES.

The notices provided for in Article XII and XIII shall be sent by registered mail addressed, if to the Union, to the President of the Union, and if to the Company, to the Works Manager at the said Works.

Can. Chemical Div.

U.M.W. & P. A. Distr. 50-

Louis MacCormick

.....

Local 13084

Paul Edw. Gendron

President.

Secretary Eddy Racine

Canadian Industries Limited

Russel Smith

Secretary.

J.-M. Malcolm

.....
Works-Manager-Beloeil Works.

CANADIAN INDUSTRIES LIMITED.BELOEIL WORKS.WAGE SCHEDULE.-

<u>Position.</u>	<u>Base Rate</u>	<u>2nd Grade</u>	<u>3rd Grade.</u>	<u>4th Grade.</u>
<u>HIGH EXPLOSIVES DEPARTMENT</u>				
<u>POWDER REPAIRS</u>				
1st Helper	.85	.89	.93	.97
2nd Helper	.72	.75	.78	.81
<u>MIXING & CARTRIDGING HOUSES</u>				
1st Operator	.77	.80	.84	.88
2nd Operator	.72	.75	.78	.81
3rd Operator	.67	.70	.75	.76
Helpers	.60	.62	.64	.66
<u>TRUCKERS</u>				
Loco	.62	.64	.68	.69
Hand	.60	.62	.64	.66
<u>BOX PACKING HOUSE</u>				
<u>Done House</u>				
<u>Box Factory</u>				
1st Operator	.73	.76	.79	.82
2nd Operator	.68	.71	.74	.77
3rd Operator	.64	.66	.69	.72
Helpers	.60	.62	.64	.66
<u>Magazines</u>				
1st Helper	.70	.73	.76	.79
2nd Helper	.65	.68	.71	.74
Other Helpers	.58	.60	.62	.64
Labour(Trainer)	.55	.57	.59	.61
<u>Shell House</u>				
1st Operator	.75	.78	.81	.85
2nd Operator	.68	.71	.74	.77
3rd Operator	.58	.60	.62	.64
Labour (trained)	.55	.57	.59	.61
<u>NITROGLYCERINE DEPARTMENT</u>				
Operator	.77	.80	.84	.88
2nd Operator	.72	.75	.78	.81
Glycerine & Acid Man	.70	.73	.76	.79
<u>ACID DEPARTMENT</u>				
1st Operator	.70	.73	.76	.79
2nd Operator	.65	.68	.71	.74
Helpers	.60	.62	.64	.66
<u>NITROCELLULOSE</u>				
1st Operator	.73	.76	.79	.82
2nd Operator	.68	.71	.74	.77
Helpers	.60	.62	.64	.66
<u>PULP DRY</u>				
Operators	.65	.68	.71	.74
Helpers (trained Labour)	.55	.57	.59	.61

<u>POSITION.</u>	<u>BASE RATE.</u>	<u>2ND GRADE</u>	<u>3 RD GRADE</u>	<u>4 TH GRADE.</u>
<u>SODIUM AZIDE</u>				
1st Operator	.75	.78	.81	.85
2nd Operator	.70	.73	.76	.79
<u>BLACK POWDER DEPARTMENT.</u>				
1st Operator	.77	.80	.84	.88
2nd Operator	.72	.75	.78	.81
General Helpers	.67	.70	.73	.76
<u>FERTILIZER PLANT</u>				
Crane Operator	.73	.76	.79	.82
Mixing Operator	.64	.67	.70	.73
Mixing Operator Helper	.60	.62	.64	.66
Bates machines operator.	.64	.67	.70	.73
Unit Operator	.64	.67	.70	.73
Digester Operator	.70	.73	.76	.79
Digester 2nd Operator	.65	.68	.71	.74
Digester Operator Helper	.60	.62	.64	.66
Repairman	.70	.73	.76	.79
Other Operators	.60	.62	.64	.66
Car Checker	.62	.64	.66	.68
Timekeeper	.58	.60	.62	.64
Truckers	.55	.57	.59	.61
Other Helpers (trained Labour)	.55	.57	.59	.61
Labourers (untrained)	.50	.52	.54	.56
<u>HAND PACKING POWDERS.</u>				
<u>T.N.T. BURSTING CHARGES.</u>				
<u>GRENADES? BOMB NOSE ATTACHMENTS</u>				
1st Operator	.73	.76	.79	.82
2nd Operator	.68	.71	.74	.77
3rd Operator	.64	.66	.69	.72
Helper	.60	.62	.64	.66
<u>AMMONIA OXIDATION</u>				
1st Operator	.70	.73	.76	.79
2nd Operator	.65	.68	.71	.74
Helper	.60	.62	.64	.66
<u>POWER HOUSE</u>				
Shift Engineer-1st Class	83	.87	.91	.95
Repairman & Trained Fire man	.71	.74	.77	.80
Fireman	.65	.68	.71	.74
Coal Passer	.58	.60	.62	.64
<u>MAINTENANCE DEPARTMENT</u>				
Mechanic- 1st Class	.83	.87	.91	.95
Mechanic- 2nd Class	.73	.76	.79	.82
Mechanic- Helper	.63	.65	.68	.71
Machinist 1st Class	.83	.87	.91	.95
Machinist-2nd Class	.73	.76	.79	.82
Machinist Helper	.63	.65	.68	.71
Blacksmith	.73	.76	.79	.82
Blacksmith's Helper	.63	.65	.68	.71
Pipefitter-1st Class	.83	.87	.91	.95
Pipefitter's 2nd Class	.73	.76	.79	.82
Pipefitter's Helper	.63	.65	.68	.71

<u>POSITION</u>	<u>BASE RATE</u>	<u>2ND GRADE</u>	<u>3RD GRADE</u>	<u>4TH GRADE</u>
Electrician- 1st Class	.83	.87	.91	.95
Electrician- 2nd Class	.73	.76	.79	.82
Electrician's Helper	.63	.65	.68	.71
Carpenter- 1st Class	.83	.87	.91	.95
Carpenter-2nd Class	.73	.76	.79	.82
Carpenter's Helper	.63	.65	.68	.71
Bricklayer-1st Class	.75	.78	.81	.85
Painter- /st Class	.73	.76	.79	.82
Painter- 2nd Class	.60	.62	.64	.66
Welder & Leadburner-1st Class	.83	.87	.91	.95
Welder & Leadburner-2nd Class	.73	.76	.79	.82
Welder's Helper	.63	.65	.68	.71

LABOUR DEPARTMENT AND
MISCELLANEOUS.

Labourer Trained	.55	.57	.59	.61
Labourer Hiring Rate	.50	.52	.54	.56
Track Repairman	.65	.68	.71	.74
Track Repairman's Helper	.55	.57	.59	.61
Watchman	.65	.68	.71	.74
Janitor	.58	.60	.62	.64
Guards	.65	.68	.71	.74
Tractor Operator	.68	.71	.74	.77
Motor Truck Operator	.62	.64	.66	.69
Loco. Operator (Explos.)	.62	.64	.66	.69
Loco. Operator (Safety)	.58	.60	.62	.64
Laundryman	.60	.62	.64	.66
Stores Helper	.62	.64	.66	.69
Leamer (in Stores)	.50/	-	-	-
Laboratory Boy	.55	.57	.59	.61
Learner (in Laboratory)	.41/	-	-	-
Laboratory Asst. Trained (Non Tech)	.65	.68	.71	.74
Leamer (as Laboratory Asst.)	.53/	-	-	-

/ Apply to female employees but are also approved for men who are partially incapacitated and boys in non-explosives areas.

It is agreed that the Occupational Classification of employees shall be done by the Company and that for each occupational classification the Company shall pay the base rate established therefor until such time as the employee shall have completed one (1) year of continuous service with the Company when the Grade 2 rate shall automatically apply.

The rates established for Grades 3 and 4 of any occupational classification shall at the discretion of the Company be paid only as a recompense for outstanding merit. Merit is considered to mean - attitude towards safety, production performance, co-operation, attendance and punctuality, - service and other evidences of improvement.

A premium of five (5) cents an hour shall be paid for work required to be performed on regularly scheduled evening or night shifts commencing between the hours of 3.00 P.M. and 4.59 A.M. inclusive This premium to be added to the rates shown in schedule A of the Union Agreement, but is at all times to be shown separately from these rates. The premium is to be added to the rate after and not before calculating overtime.

CANADIAN CHEMICAL DIVISION
Dist. 50- U.M.W & P.A

Louis MacCormick

Local 13084
Paul Edw Gendron, président

Secretary Eddy Racine.

Canadian Industries Limited
Russel Smith, secretary

J.M. Malcolm.

Work-Manager-Beloeil Works.