

S-1122 CAN. INDUSTRIES LTD. ~

~ McMasterville ~

1948-49



1

REF 765-2

COMMISSION DE RELATIONS OUVRIERES DE LA PROVINCE DE QUEBEC.

LABOUR RELATIONS BOARD OF THE PROVINCE OF QUEBEC.

286, RUE ST-JOSEPH,
QUEBEC.

7080, RUE HUTCHISON,
MONTREAL.

Québec le 27 février 1950.

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

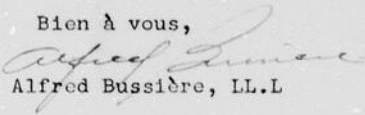


RE:- Canadian Industries Limited
Beloeil Works,
&
Le Syndicat des Travailleurs des
produits chimiques de McMasterville

Monsieur le sous-ministre,

J'accuse réception de votre lettre du
23 février courant, accompagnée pour dépôt
de deux copies certifiées d'une convention de tra-
vail, en date du 11 janvier 1950, intervenue entre
les parties ci-dessus mentionnées et déposée au minis-
tère du Travail, le 28 janvier 1950 sous le numéro
1122-D.

Bien à vous,


Alfred Bussière, LL.L

/tr



48.119
S. 1122

MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

QUÉBEC, ce 23 février 1950.

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

Sujet: Convention collective entre Canadian Industries Ltd.,
Beloeil Works, et le Syndicat des travailleurs des produits
chimiques de McMasterville.

Monsieur,

Conformément aux prescriptions du deuxième para-
graphe 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 11 janvier
1950 et déposée au ministère du Travail le 28 jan-
vier 1950 en exécution de la Loi des Syndicats profession-
nels (S.R.Q., 1941, chapitre 162 et amendements), sous le nu-
méro 1122-D.

Sincèrement à vous,

L'Assistant-Sous-Ministre

Donat Quimper

H-14



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce

3 février 1950.

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

Sujet: Convention collective entre Canadian Industries Ltd.,
Beloeil Works, et le Syndicat des travailleurs des produits
chimiques de McMasterville.

Je vous inclus une copie du certificat constatant le dépôt
de cette convention collective enregistrée au ministère du Travail
en exécution de la Loi des Syndicats professionnels (S.R.Q., 1941.,
chapitre 162 et amendements), le 28 janvier 1950 sous le numéro

28 janvier 1950

1122-D.

Sincèrement à vous,

L'Assistant Sous-ministre.

Donat Quimper



DEPARTMENT OF LABOUR
PARLIAMENT BUILDINGS
QUEBEC

Quebec, February 3rd, 1950.

Mr. J.M.Malcolm, Manager,
Canadian Industries Limited,
Beloeil Works,
Beloeil.

Dear Sir,

Enclosed please find a certificate of the deposit made with the Department of Labour on **January, 23, 1950** under Number **1122-D** of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between

Canadian Industries Limited, Beloeil Works, and Le Syndicat des travailleurs des produits chimiques de McMasterville.

The labour association party to the above mentioned agreement having been certified on **July, 24, 1947**, 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,

Donat Quimper,
gc.

Assistant Deputy Minister.



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 3 février 1950.

Monsieur J.A.Laniel, président,
Le Syndicat des travailleurs des pro-
duits chimiques de McMasterville,
Beloeil, P.Q.

Cher monsieur,

Je vous inclus un certificat constatant le dépôt fait au ministère du Travail, le 28 janvier 1950, sous le numéro 1122-D, de la convention collective conclue sous la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements) intervenue entre

Canadian Industries Limited, Beloeil Works, et le Syndicat des travailleurs des produits chimiques de McMasterville.

La partie ouvrière ayant été reconnue le 24 juillet 1947, comme agent négociateur par la Commission de Relations ouvrières de Québec, le dépôt de cette convention au ministère du Travail a aussi les effets du dépôt exigé par la Loi des Relations ouvrières (S.R.Q., 1941, chapitre 162-A et amendements).

Veillez agréer l'expression de mes meilleurs sentiments.

L'Assistant-Sous-Ministre.

Donat Quimper.
gc.

H-2



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

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

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

Numéro
Number **1122-D.**

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

vingt-huitième

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

mil neuf cent ~~quarante~~ **cinquante**
nineteen hundred and forty-

le ministère du Travail a reçu de
the Department of Labour has received from

Messieurs Malcolm et Laniel, respectivement de Canadian Industries Ltd, et le syndicat des travailleurs des produits chimiques de McAsterville.

la convention mentionnée ci-après, laquelle a été déposée sous le numéro **1122-D.**
the hereinafter mentioned agreement, which has been deposited under Number

savoir:
to wit:

Une convention collective en date du **amendement en date du 11 janvier 1950.**
A collective agreement under date of

intervenue entre:

between: **Canadian Industries Ltd, Beloeil Works, et le Syndicat des travailleurs des produits chimiques de McAsterville.**

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

Seau - Seal

ce
this **troisième**

jour du mois de

février

mil neuf cent ~~quarante~~ **cinquante.**
nineteen hundred and forty-

ge.

Assistant

.....
Sous-ministre

Assistant

.....
Deputy Minister

Recu: 28-1-50

AGREEMENT entered into in.. quintuplicate

.. this 11th day of January, 1950.

BETWEEN;

CANADIAN INDUSTRIES LIMITED, a corporation having an office in McMasterville, Quebec and herein acting with respect only to its Beloeil Explosives Works, Beloeil Agricultural Chemicals Works, and Beloeil Central Research Laboratory, hereinafter called the "Company."

AND;

LE SYNDICAT DES TRAVAILLEURS DES PRODUITS CHIMIQUES DE McMASTERVILLE, hereinafter called the "Union."

WITNESSETH THAT the Company and the Union

hereby agree that the collective labour agreement between them dated November 24th, 1948, which was due to expire on November 23rd, 1949, and was by supplementary agreement continued until January 11th, 1950, shall continue in full force and effect for a further period until January 25th, 1950, or until a new collective labour agreement applicable to the said Works is completed between the parties hereto, whichever date in the earlier. This present agreement shall be attached to and form part of the said agreement of November 24th, 1948.

LE SYNDICAT DES TRAVAILLEURS
DES PRODUITS CHIMIQUES DE McMASTERVILLE

CANADIAN INDUSTRIES LIMITED

[Signature]
.....
President

[Signature]
.....
Works Manager, Beloeil Works

| CONVENTIONS COLLECTIVES | | |
|-------------------------|----------|--------------------|
| VISA DE | Date | Par |
| Estampille | ✓ | <i>[Signature]</i> |
| Signatures | ✓ | |
| Incorporation | 24-16-47 | <i>[Signature]</i> |
| Reconnaissance | 24-7-47 | |
| Numerotage | 1122-b | |
| Formule | | |

11-1-50

AGREEMENT entered into in.....quintuplicate

this 11th day of January 1950.

BETWEEN: CANADIAN INDUSTRIES LIMITED, a corporation having an office in McMasterville, Quebec and herein acting with respect only to its Beloeil Explosives Works, Beloeil Agricultural Chemicals Works, and Beloeil Central Research Laboratory, hereinafter called the "Company".

AND: LE SYNDICAT DES TRAVAILLEURS DES PRODUITS CHIMIQUES DE McMASTERVILLE, hereinafter called the "Union".

WITNESSETH THAT the Company and the Union hereby agree that the collective labour agreement between them dated November 24th, 1948, which was due to expire on November 23rd, 1949, and was by supplementary agreement continued until January 11th, 1950, shall continue in full force and effect for a further period until January 25th, 1950, or until a new collective labour agreement applicable to the said Works is completed between the parties hereto, whichever date in the earlier. This present agreement shall be attached to and form part of the said agreement of November 24th, 1949.

LE SYNDICAT DES TRAVAILLEURS
DES PRODUITS CHIMIQUES DE McMASTERVILLE

J.A.Laniel
President

CANADIAN INDUSTRIES
LIMITED

M.J.M.Malcolm,
Works Manager, Beloeil Works

1122⁸-



COMMISSION DE RELATIONS OUVRIERES DE LA PROVINCE DE QUEBEC.

LABOUR RELATIONS BOARD OF THE PROVINCE OF QUEBEC.

286, RUE ST-JOSEPH,
QUEBEC.

7689, RUE HUTCHISON,
MONTREAL.

REF 765/2

Québec le 28 février 1950.

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



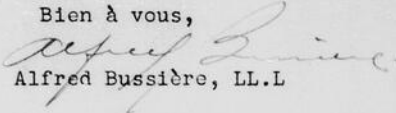
RE:- Canadian Industries Ltd, Beloeil Works,
&
Le Syndicat des Travailleurs des produits
chimiques de McMasterville.

Monsieur le sous-ministre,

J'accuse réception de votre lettre du
23 février 1950, accompagnée pour dépôt
de deux copies certifiées d'une convention de tra-
vail, en date du 28 décembre 1949, intervenue entre
les parties ci-dessus mentionnées et déposée au minis-
tère du Travail, le 28 janvier 1950 sous le numéro
1122-C.

Bien à vous,

MS


Alfred Bussière, LL.L



48.119
S.1122 C

MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

QUÉBEC, ce 23 février 1950.

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

Sujet: Convention collective entre Canadian Industries Ltd.,
Belceil Works, et le Syndicat des travailleurs des produits
chimiques de McMasterville.

Monsieur,

Conformément aux prescriptions du deuxième para-
phe 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 23 décembre
1949 et déposée au ministère du Travail le 23 janvier
1950 en exécution de la Loi des Syndicats profession-
nels (S.R.Q., 1941, chapitre 162 et amendements), sous le nu-
méro 1122-C.

Sincèrement à vous,

L'Assistant-Sous-Ministre

Donat Quimper

H-14



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 3 février 1950.

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

Sujet: Convention collective entre Canadian Industries Ltd,
Beloeil Works, et le Syndicat des travailleurs des produits
chimiques de McMasterville.

Je vous inclus une copie du certificat constatant le dépôt
de cette convention collective enregistrée au ministère du Travail
en exécution de la Loi des Syndicats professionnels (S.R.Q., 1941.,
chapitre 162 et amendements), le 28 janvier 1950, sous le numéro

1122-C.

Sincèrement à vous,

L'Assistant Sous-ministre.

Donat Quimper
gc.



DEPARTMENT OF LABOUR
PARLIAMENT BUILDINGS
QUEBEC

Quebec, February 3, 1950.

Mr. J.M. Malcin, Manager,
Belcoil Works,
Canadian Industries Ltd.,
Belcoil, P.Q.

Dear Sir,

Enclosed please find a certificate of the deposit made with the Department of Labour on January 28, 1950 under Number T-122-C of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between

Canadian Industries Ltd, Belcoil Works, and Le Syndicat des travailleurs des produits chimiques de McMasterville.

The labour association party to the above mentioned agreement having been certified on July, 24, 1947, 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,

Assistant Deputy Minister.

T-1170

Donat Quimper,
gc.

H-2a



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 3 février 1950.

Monsieur J.A.Laniel, président,
Le Syndicat des travailleurs des pro-
duits chimiques de McMasterville,
Beloeil, P.Q.

Cher monsieur,

Je vous inclus un certificat constatant le dépôt fait au ministère du Travail, le 28 janvier 1950, sous le numéro 1122-C, de la convention collective conclue sous la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements) intervenue entre

Canadian Industries Limited, Beloeil Works, et le Syndicat des travailleurs des produits chimiques de Mc Masterville.

La partie ouvrière ayant été reconnue le 24 juillet 1947, comme agent négociateur par la Commission de Relations ouvrières de Québec, le dépôt de cette convention au ministère du Travail a aussi les effets du dépôt exigé par la Loi des Relations ouvrières (S.R.Q., 1941, chapitre 162-A et amendements).

Veillez agréer l'expression de mes meilleurs sentiments.

L'Assistant-Sous-Ministre.

Donat Quimper.
gc.

H-2



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 **1122-C**
Number

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

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

mil neuf cent ~~quarante~~ **cinquante**
nineteen hundred and forty-

le ministère du Travail a reçu de
the Department of Labour has received from

Messieurs Laniel et Malcolm, respectivement
le Syndicat des travailleurs des produits chimiques
de McAsterville et de Canadian Industries Ltd.

la convention mentionnée ci-après, laquelle a été déposée sous le numéro **1122-C**
the hereinafter mentioned agreement, which has been deposited under Number

savoir :
to wit :

Une convention collective ~~en date~~ **d'amendement en date du 28 décembre 1949.**
A collective agreement under date of

intervenue entre **Canadian Industries Limited, Beloeil Works, et le Syndicat des tra-**
between : **vailleurs des produits chimiques de McAsterville.**

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

Scéau - Seal

~~ce~~ **troisième**
this

jour du mois de
day of the month of

février

mil neuf cent ~~quarante~~ **cinquante**
nineteen hundred and forty-

ge.

Assistant

Sous-ministre

Assistant

Deputy Minister

AGREEMENT entered into in .. quintuplicate

.. this 28th day of December, 1949.

BETWEEN: CANADIAN INDUSTRIES LIMITED, a corporation having an office in McMasterville, Quebec and herein acting with respect only to its Beloeil Explosives Works, Beloeil Agricultural Chemicals Works, and Beloeil Central Research Laboratory, hereinafter called the "Company."

AND: LE SYNDICAT DES TRAVAILLEURS DES PRODUITS CHIMIQUES DE McMASTERVILLE, hereinafter called the "Union."

WITNESSETH THAT the Company and the Union hereby agree that the collective labour agreement between them dated November 24th, 1948, which was due to expire on November 23rd, 1949, and was by supplementary agreement continued until December 28th, 1949, shall continue in full force and effect for a further period until January 11th, 1950, or until a new collective labour agreement applicable to the said Works is completed between the parties hereto, whichever date is the earlier. This present agreement shall be attached to and form part of the said agreement of November 24th, 1948.

LE SYNDICAT DES TRAVAILLEURS
DES PRODUITS CHIMIQUES DE McMASTERVILLE CANADIAN INDUSTRIES LIMITED

[Signature]
.....
President

[Signature]
.....
Works Manager, BELOEIL Works.

| CONVENTIONS COLLECTIVES | | |
|-------------------------|---------|--------------------|
| VISA DE | Date | Par |
| Estampille | ✓ | <i>[Signature]</i> |
| Signatures | ✓ | |
| Incorporation | 30-1-49 | mc |
| Reconnaissance | 24-7-47 | ✓ |
| Numerotage | 1122-6 | |
| Formule | | |

28-12-49.

AGREEMENT entered into in....quintuplicate

this 28th day of December 1949.

BETWEEN: CANADIAN INDUSTRIES LIMITED, a corporation having an office in McMasterville, Quebec and herein acting with respect only to its Beloeil Explosives Works, Beloeil Agricultural Chemicals Works, and Beloeil Central Research Laboratory, herein-after called the "Company".

AND: LE SYNDICAT DES TRAVAILLEURS DES PRODUITS CHIMIQUES DE McMASTERVILLE, hereinafter called the "Union".

WITNESSETH THAT the Company and the Union hereby agree that the collective labour agreement between them dated November 24th, 1948, which was due to expire on November 23rd, 1949, and was by supplementary agreement continued until December 28th, 1949, shall continue in full force and effect for a further period until January 11th, 1950, or until a new collective labour agreement applicable to the said Works is completed between the parties hereto, whichever date is the earlier. This present agreement shall be attached to and form part of the said agreement of November 24th, 1948.

LE SYNDICAT DES TRAVAILLEURS
DES PRODUITS CHIMIQUES DE McMASTERVILLE

J.A.Laniel President

CANADIAN INDUSTRIES LIMITED

M.J.M.Malcolm,
Works Manager, BELOEIL Works.

1122c



COMMISSION DE RELATIONS OUVRIERES DE LA PROVINCE DE QUEBEC.

LABOUR RELATIONS BOARD OF THE PROVINCE OF QUEBEC.

286, RUE ST-JOSEPH.
QUEBEC.7080, RUE HUTCHISON.
MONTREAL.

Québec le 23 février 1950.

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



RE: -Canadian Industries Limited
McMasterville et Le Syndicat
des Travailleurs des Produits Chi-
miques de McMasterville, McMasterville,
Cté de Verchères.

Monsieur le sous-ministre,

J'accuse réception de votre lettre du
16 février courant, accompagnée pour dépôt
de deux copies certifiées d'une convention de tra-
vail, en date du 14 décembre 1949, intervenue entre
les parties ci-dessus mentionnées et déposée au minis-
tère du Travail, le 27 décembre 1949 sous le numéro
1122-B.

Bien à vous,

Alfred Bussière, LL.L

/tr



48-49
S. 1122

MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

QUÉBEC, ce 16 février 1950.

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

Sujet: Convention collective entre Canadian Industries Limited
MacMesterville, et le Syndicat des Travailleurs des Produits
Chimiques de McMesterville, McMesterville, comté de Verchères.

Monsieur,

Conformément aux prescriptions du deuxième para-
graphe 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 14 décembre
1949 et déposée au ministère du Travail le 27 décem-
bre 1949 en exécution de la Loi des Syndicats profession-
nels (S.R.Q., 1941, chapitre 162 et amendements), sous le nu-
méro 1122-B.

Sincèrement à vous,

Le sous-ministre,

H-14



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 13 janvier, 1950.

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

Sujet: Convention collective entre Canadian Industries Limited,
McMasterville, et le Synd. des Trav. des Produits Chimiques de McMasterville, comté de
Verchères

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 27 décembre, 1949, sous le numéro
1122-B.

Sincèrement à vous,

L'Assistant Sous-Ministre.

Donat Quimper
MC. incl.

T-1177

H-12



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 13 janvier, 1950.

**Monsieur J.-A. Laurier, président,
Syndicat des Travailleurs des Produits
chimiques de McMasterville,
McMasterville,
Comté de Verchères, Qué.**

Monsieur,

Je vous inclus un certificat constatant le dépôt fait au ministère du Travail, le 27 décembre, 1949, sous le numéro 1122-B, de la convention collective conclue sous la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements) intervenue entre **Canadian Industries Limited, McMasterville, et Le Syndicat des Travailleurs des Produits Chimiques de McMasterville, McMasterville, comté de Verchères, Qué.**

La partie ouvrière ayant été reconnue le 24 juillet, 1947, comme agent négociateur par la Commission de Relations ouvrières de Québec, le dépôt de cette convention au ministère du Travail a aussi les effets du dépôt exigé par la Loi des Relations ouvrières (S.R.Q., 1941, chapitre 162-A et amendements).

Veillez agréer l'expression de mes meilleurs sentiments.

L'Assistant-Sous-Ministre

Donat Quimper

MC. incl.

H-2



DEPARTMENT OF LABOUR
PARLIAMENT BUILDINGS
QUEBEC

Quebec, January 13th, 1950.

Mr. J.M. Malcolm, Works Manager, Beloeil Works,
Canadian Industries Limited,
Beloeil,
Que.

Dear Sir:-

Enclosed please find a certificate of the deposit made with the Department of Labour on Dec. 27th, 1949, under Number 1122-B of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between Canadian Industries Limited, McMasterville, & "Le Syndicat des Travailleurs des Produits Chimiques de McMasterville" McMasterville, Que.

The labour association party to the above mentioned agreement having been certified on July 24th, 1947, 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,

Assistant Deputy Minister.

Donat Quimper
MC. encl.



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 **1122-B**
Number

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

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

mil neuf cent quarante- **neuf**
nineteen hundred and forty-

le ministère du Travail a reçu de
the Department of Labour has received from **Monsieur J.-A. Laurier, président, Syndicat des
Travailleurs des Produits chimiques de McMasterville,
McMasterville, comté de Verchères, Qué.**

la convention mentionnée ci-après, laquelle a été déposée sous le numéro **1122-B**
the hereinafter mentioned agreement, which has been deposited under Number

savoir:
to wit:

Une convention collective en date du **14 décembre, 1949**
A collective agreement under date of

intervenue entre:
between: **Canadian Industries Limited, McMasterville, et Le Syndicat
des Travailleurs des Produits Chimiques de McMasterville,
McMasterville, comté de Verchères, Qué.**

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

Sceau - Seal

ce **troisième**
this

jour du mois de
day of the month of

janvier

mil neuf cent ~~quarante~~ **cinquante**
nineteen hundred and forty-

.....
Sous-ministre

.....
Deputy Minister

Reçue le 27 décembre 1949

Convention venant des Relations
ouvrières qui l'ont reçue de Monsieur
J.-A. Laurier, président,
Syndicat des Travailleurs des Produits
chimiques de McMasterville,
McMasterville,
Comté de Verchères, Qué.

| CONVENTIONS COLLECTIVES | | |
|-------------------------|---------|-----------|
| VISA DE | Date | Par |
| Estampille | ✓ | Mc Ho. |
| Signatures | ✓ | |
| Incorporation | 30-6-47 | |
| Reconnaissance | 24-7-47 | |
| Numerotage | 1122-B | |
| Formule | | |

14-12-49

AGREEMENT entered into in ... quintuplicate

.. this 14th day of December, 1949.

BETWEEN:

CANADIAN INDUSTRIES LIMITED, a corporation having an office in McMasterville, Quebec and herein acting with respect only to its Beloeil Explosives Works, Beloeil Agricultural Chemicals Works, and Beloeil Central Research Laboratory, hereinafter called the "Company".

AND:

Le Syndicat des Travailleurs des Produits Chimiques de McMasterville, hereinafter called the "Union".



WITNESSETH THAT the Company and the Union

hereby agree that the collective labour agreement between them dated November 24th, 1948, which was due to expire on November 23rd, 1949, and was by supplementary agreement continued until December 14th, 1949, shall continue in full force and effect for a further period until December 23th, 1949, or until a new collective labour agreement applicable to the said Works is completed between the parties hereto, whichever date is the earlier. This present agreement shall be attached to and form part of the said agreement of November 24th, 1948.

LE SYNDICAT DES TRAVAILLEURS
DES PRODUITS CHIMIQUES DE McMASTERVILLE

CANADIAN INDUSTRIES LIMITED

J. L. Lamer
.....
President

J. M. L. L. L.
.....
Works Manager, BELOEIL Works

Reçue le 27 décembre 1949.

Convention venant des Relations
ouvrières qui l'ont reçue de Mon-
sieur J.A. Laurier , président,
Syndicat des Travailleurs des
Produits chimiques de McMaster-
ville,
McMasterville,
Comté de Verchères, Qué.

1122 ^h
—

AGREEMENT entered into in quintuplicate
this 14th day of December, 1949.

BETWEEN:

CANADIAN INDUSTRIES LIMITED, a corporation
having an office in McMasterville, Quebec
and herein acting with respect only to its
Beloeil Explosives Works,
Beloeil Agricultural Chemicals Works, and
Beloeil Central Research Laboratory, hereinafter
called the "COMPANY".

AND

Le Syndicat des Travailleurs des Produits
Chimiques de McMasterville, hereinafter
called the "UNION".

WITNESSETH THAT the Company and the Union
hereby agree that the collective Labour agreement between them dated
November 24th, 1948, which was due to expire on November
23rd, 1949, and was by supplementary agreement continued until
December 14th, 1949, shall continue in full force and effect
for a further period until December 28th, 1949, or until a
new collective Labour Agreement applicable to the said Works is
completed between the parties hereto, whichever date is the
earlier. This present agreement shall be attached to and form
part of the said agreement of November 24th, 1948.

LE SYNDICAT DES TRAVAILLEURS
DES PRODUITS CHIMIQUES DE McMASTERVILLE

CANADIAN INDUSTRIES LIMITED

J.A. LAURIER
President.

J.M. MALCOLM
Works Manager, BELOEIL Works.



COMMISSION DE RELATIONS OUVRIERES DE LA PROVINCE DE QUEBEC.

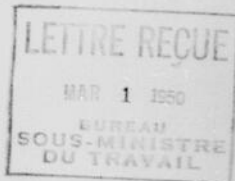
LABOUR RELATIONS BOARD OF THE PROVINCE OF QUEBEC.

286, RUE ST-JOSEPH,
QUEBEC.

1680, RUE HUTCHISON,
MONTREAL.

Québec le 28 février 1950.

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



RE:-Canadian Industries Ltd
&
Le Syndicat des Travailleurs des
Produits Chimiques de McMasterville.

Monsieur le sous-ministre,

J'accuse réception de votre lettre du
23 février courant , accompagnée pour dépôt
de deux copies certifiées d'une convention de tra-
vail, en date du 24 novembre 1949 , intervenue entre
les parties ci-dessus mentionnées et déposée au minis-
tère du Travail, le 27 décembre 1949 sous le numéro
1122-A.

Bien à vous,

Alfred Bussière, LL.L

/tr



48-119
S. 1122.A

MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

QUÉBEC, ce 23 février 1950.

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

Sujet: Convention collective entre Canadian Industries Ltd., et
le Syndicat des Travailleurs des Produits Chimiques de McMASTER-
VILLE, Qué.

Monsieur,

Conformément aux prescriptions du deuxième para-
graphe 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 24 novem-
bre 1949 et déposée au ministère du Travail le 27 décem-
bre 1949 en exécution de la Loi des Syndicats profession-
nels (S.R.Q., 1941, chapitre 162 et amendements), sous le nu-
méro 1122-A.

Sincèrement à vous,

L'Assistant-Sous-Ministre

Donat Quimper

H-14



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

12 janvier, 1950.

Québec, ce

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

Canadian Industries Limited
et Le Syndicat des Travailleurs des Produits Chimiques de McMasterville, Qué.
McMasterville, comté de Verchères, Qué.

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 27 décembre 1949, sous le numéro
112274.

Sincèrement à vous,

L'Assistant Sous-ministre.

MG:iso2
Donat Quimper



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 12 janvier 1950.

**Monsieur J.-A. Laurier, président,
Syndicat des Travailleurs des Produits
chimiques de McMasterville,
McMasterville,
Comté de Verchères, Qué.**

Monsieur,

Je vous inclus un certificat constatant le dépôt fait au ministère du Travail, le **27 décembre, 1949**, sous le numéro **1122-A**, de la convention collective conclue sous la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements) intervenue entre **Canadian Industries Limited & Le Syndicat des Travailleurs des Produits Chimiques de McMasterville, Qué.**

La partie ouvrière ayant été reconnue le **24 juillet, 1947** comme agent négociateur par la Commission de Relations ouvrières de Québec, le dépôt de cette convention au ministère du Travail a aussi les effets du dépôt exigé par la Loi des Relations ouvrières (S.R.Q., 1941, chapitre 162-A et amendements).

Veuillez agréer l'expression de mes meilleurs sentiments.

L'Assistant-Sous-Ministre

Donat Quimper
MC. incl.

H-2



DEPARTMENT OF LABOUR
PARLIAMENT BUILDINGS
QUEBEC

Quebec, **January 12th, 1950.**

**Mr. J.M. Malcolm, Works Manager, Beloeil Works,
Canadian Industries Limited,
Beloeil,
Que.**

Dear Sir:-

Enclosed please find a certificate of the deposit made with the Department of Labour on **Dec. 27th, 1949**, under Number **1122-A** of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between **Canadian Industries Limited & "Le Syndicat des Travailleurs des Produits Chimiques de McMasterville, Qué."**

The labour association party to the above mentioned agreement having been certified on **July 24th, 1947**, 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,

Assistant Deputy Minister.

T-1170

**Donat Quimper
MC. enal.**

H-2a



Loi des Syndicats Professionnels *Professional Syndicates' Act*
(S.R.Q., 1941, chapitre 162 et amendements) (R.S.Q., 1941, Chapter 162 and amendments)

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

Numéro **1122-A**
Number

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

jour du mois de **décembre** mil neuf cent quarante- **neuf**
day of the month of *nineteen hundred and forty-*

le ministère du Travail a reçu de
the Department of Labour has received from **M. J.-H. Laurier, président, Syndicat des**
Travailleurs des Produits chimiques de
McMasterville, comté de Verchères, Qué.,

la convention mentionnée ci-après, laquelle a été déposée sous le numéro **1122-A**
the hereinafter mentioned agreement, which has been deposited under Number

savoir:
to wit:

d'amendement en date du 24 novembre 1949
Une convention collective en **date** du
A collective agreement under date of

intervenue entre:
between: **Canadian Industries Limited et Le Syndicat des Travailleurs**
des Produits Chimiques de McMasterville, Qué.

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

Scéau - Seal

ce
this **douzième**

jour du mois de

janvier

mil neuf cent quarante- **cinquante**
nineteen hundred and forty-

Assistant

.....
Sous-ministre

Assistant

.....
Deputy Minister

CONVENTIONS COLLECTIVES

| VISA DE | Date | Par |
|----------------|---------|--------------------|
| Estampille | ✓ | MC |
| Signatures | ✓ | <i>[Signature]</i> |
| Incorporation | 30-6-47 | <i>[Signature]</i> |
| Reconnaissance | 24-7-47 | |
| Numerotage | 1122-A | |
| Formule | | |

24-11-49

| CONVENTIONS COLLECTIVES | | |
|-------------------------|---------|-----|
| VISA DE | Date | Par |
| Estampille | V | MC |
| Signatures | V | |
| Incorporation | 30-6-47 | |
| Reconnaissance | 24-7-47 | |
| Numerotage | 11594 | |
| Formule | | |

Québec, le 5 janvier 1950.

(1122A)

24-11-49

Monsieur J.A. Laurier, président,
Syndicat des Travailleurs des
Produits Chimiques de McMasterville,
McMasterville,
Cté Verchères.

Re: Canadian Industries Limited
&
Le Syndicat des Travailleurs des
Produits Chimiques de McMasterville

Cher monsieur,

L'article 23 de la Loi des Syndicats Professionnels, en vertu de laquelle le syndicat ci-haut mentionné semble incorporé, exige que toute convention collective que vous signez soit déposée au bureau du Ministre du Travail par l'une des parties signataires.

Or, l'article 19-A de la Loi des Relations Ouvrières expose que ce dépôt vous dispense de nous en transmettre deux exemplaires ou deux copies certifiées, tel que prévu à l'article 19.

Aussi avons-nous donc transmis au Ministère du Travail les conventions collectives de travail que vous nous avez fait parvenir.

Votre tout dévoué,

Alfred Bussière, L.L.L.

/tr



AGREEMENT ENTERED INTO IN ...(quintuplicate)..

.. this twenty-fourth day of November, 1949.

765-2

BETWEEN:

CANADIAN INDUSTRIES LIMITED, a corporation having an office in McMasterville, Quebec, and herein acting with respect only to its Beloeil Explosives Works, Beloeil Agricultural Chemicals Works, and Beloeil Central Research Laboratory, hereinafter called the "Company."

AND:

*Inf. Contract
30/6/49
9034*

Le Syndicat des Travailleurs des Produits Chimiques de McMasterville, hereinafter called the "Union."

WITNESSETH THAT the Company and the Union hereby agree that the collective labour agreement between them dated November 24th, 1946, which was due to expire on November 25rd, 1949, shall continue in full force and effect until December 14th, 1949, or until a new collective labour agreement applicable to the said Works is completed between the parties hereto, whichever date is the earlier. This present agreement shall be attached to and form part of the said agreement of November 24th, 1949.

LE SYNDICAT DES TRAVAILLEURS
DES PRODUITS CHIMIQUES DE McMASTERVILLE

CANADIAN INDUSTRIES LIMITED

J. L. Lewis
.....
President

X

J. M. Malcolm
.....
Works Manager, BELOEIL Works



COMMISSION DE RELATIONS OUVRIERES DE LA PROVINCE DE QUEBEC.

LABOUR RELATIONS BOARD OF THE PROVINCE OF QUEBEC

JUGE EUDORE BOIVIN.
PRESIDENT.

PIERRE-A. GOSSSELIN.
MEMBRE.

BRUNAY BRAIS.
MEMBRE.

286, RUE ST-JOSEPH.
QUEBEC.

4 EST, RUE NOTRE-DAME
MONTREAL.

A

Québec le 28 mai, 1949



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

RE:- Canadian Industries Limited

&

Syndicat des travailleurs des produits chimiques
de McMasterville.

Monsieur le sous-ministre,

J'accuse réception de votre lettre
du 23 mai, 1949, accompagnée pour dépôt
de deux copies certifiées d'une convention de travail,
en date du 24 novembre 1948, intervenue entre
les parties ci-dessus mentionnées et déposée au minist-
tère du Travail, le 2 mars, 1949
sous le numéro 1122

mp/

Bien à vous,

Le secrétaire,

P. E. Bernier, L.L.L.



48.49

S.1122

MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

QUÉBEC, ce 23 mai 1949.

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

Sujet: Convention collective entre Canadian Industries Limited
et Le Syndicat des travailleurs des produits chimiques de
McMasterville.

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 24 novembre 1948 et déposée au ministère du Travail le 2 mars 1949 en exécution de la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements), sous le numéro 1122.

Sincèrement à vous,

L'Assistant-Sous-Ministre

Donat Quimper

H-14



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 4 mars 1949.

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

Sujet: Convention collective entre **Canadian Industries Ltd.**
(Beloeil Works) et le Syndicat des travailleurs des produits
chimiques de McWasterville.

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 2 mars 1949 sous le numéro

1122.

Sincèrement à vous,

Le sous-ministre

gq.



DEPARTMENT OF LABOUR
PARLIAMENT BUILDINGS
QUEBEC

Quebec, March 4, 1949.

Mr. J.M.Malcolm, Works Manager,
Beloeil Works,
Canadian Industries Limited,
Beloeil,
Vercheres Co.

Dear Sir,

Enclosed please find a certificate of the deposit made with the Department of Labour on March 2, 1949, under Number 1122 of a Collective Agreement under the Professional Syndicates' Act (R.S.Q., 1941, Chapter 162 and amendments) between

Canadian Industries Limited (Beloeil Works) and Le Syndicat des travailleurs des produits chimiques de Mc Masterville.

The labour association party to the above mentioned agreement having been certified on July, 24, 1947 as bargaining agent by the Quebec Labour Relations Board, the deposit of such agreement with the Department of Labour has also the effect of the deposit contemplated in the Labour Relations Act (R.S.Q., 1941, Chapter 162-A and amendments).

Sincerely yours,

Deputy Minister.

Gérard Tremblay,
gc.



MINISTÈRE DU TRAVAIL
HÔTEL DU GOUVERNEMENT
QUÉBEC

Québec, ce 4 mars 1949.

Monsieur J.A.Laurier, président,
Le Syndicat des travailleurs des
produits chimiques de McMasterville,
Beloeil Station,
Cté de Verchères.

Cher monsieur,

Je vous inclus un certificat constatant le dépôt fait au ministère du Travail, le 2 mars 1949 sous le numero 1122, de la convention collective conclue sous la Loi des Syndicats professionnels (S.R.Q., 1941, chapitre 162 et amendements) intervenue entre

Canadian Industries Ltd.(Beloeil Works) et la Syndicat des travailleurs des produits chimiques de McMasterville.

La partie ouvrière ayant été reconnue le 24 juillet 1947 comme agent négociateur par la Commission de Relations ouvrières de Québec, le dépôt de cette convention au ministère du Travail a aussi les effets du dépôt exigé par la Loi des Relations ouvrières (S.R.Q., 1941, chapitre 162-A et amendements).

Veuillez agréer l'expression de mes meilleurs sentiments.

Le Sous-Ministre

Gérard Tremblay,
gc.



Loi des Syndicats Professionnels

(S.R.Q., 1941, chapitre 162 et amendements)

Professional Syndicates' Act

(R.S.Q., 1941, Chapter 162 and amendments)

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

Numéro
Number **1122**

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

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

mil neuf cent quarante-
nineteen hundred and forty- **neuf**

le ministère du Travail a reçu de
the Department of Labour has received from

**Monsieur J.A. Laurier, président,
Le Syndicat des travailleurs des produits
chimiques de McAsterville.**

la convention mentionnée ci-après, laquelle a été déposée sous le numéro
the hereinafter mentioned agreement, which has been deposited under Number **1122**

savoir:
to wit:

Une convention collective en date du
A collective agreement under date of **24 novembre 1948.**

intervenue entre:
between:

**Canadian Industries Limited et le Syndicat des travailleurs
des produits chimiques de McAsterville. En vigueur du 24 no-
vembre 1948 au 23 novembre 1949. Renouvellement automatique
non mentionné.**

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

Sceau - Seal

ce
this **quatrième**

jour du mois de
day of the month of

mars

mil neuf cent quarante-
nineteen hundred and forty- **neuf.**

50.

.....
Sous-ministre

.....
Deputy Minister

Beloeil Station

Ministère du Travail

Quebec

LETTRE RECUE

MAR 2 1949

BUREAU
SOUS-MINISTRE
DU TRAVAIL

Cher Mr.

Je vous envoie la Convention
acceptée par le Syndicat des
Travailleurs des Produits Chimiques
de Mc Masterville et la
Canadien Industries Ltd.

Plant. des Explosifs & produits
Chimiques de Mc Masterville

J. A. Laurier
Président

Beloeil Station

MEMORANDUM OF AGREEMENT

BETWEEN

CANADIAN INDUSTRIES LIMITED

AND

LE SYNDICAT DES TRAVAILLEURS DES PRODUITS CHIMIQUES DE MONASTERVILLE

| CONVENTIONS COLLECTIVES | | |
|-------------------------|---------|-----|
| VISA DE | Date | Par |
| Estampille | ✓ | M@ |
| Signatures | ✓ | |
| Incorporation | 30-6-47 | |
| Reconnaissance | 24-7-47 | |
| Numerotage | 1122 | |
| Formule | H-2 | |

Signée = 24-11-48

MEMORANDUM OF AGREEMENT

Entered into in quadruplicate this twenty-fourth day of
November ~~November~~ 1948 by and

BETWEEN:

CANADIAN INDUSTRIES LIMITED, a Corporation having an office at McMasterville, Quebec, and herein acting with respect only to its hereinafter described Beloeil Explosives Works, Beloeil Agricultural Chemicals Works and Beloeil Central Research Laboratory.

Hereinafter called the "Company"

AND

LE SYNDICAT DES TRAVAILLEURS DES PRODUITS CHIMIQUES DE McMASTERVILLE.

Hereinafter called the "Union"

WITNESSETH THAT:

WHEREAS the Company is operating an explosives plant, an agricultural chemicals plant and a research laboratory located at McMasterville, Quebec, known 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 mutual covenants and agreements hereinafter contained, the parties hereto have agreed as follows:

Article I

RECOGNITION

(a) This agreement covers the employees of the Company as herein defined. The expression "employee" used throughout this agreement

shall mean all persons employed at the said Works who are paid at an hourly rate except foremen and persons employed in the office.

(b) The Company recognizes the Union during the term of this agreement as the sole and exclusive bargaining agent for the employees for the purpose of collective bargaining in respect of wages, classification, hours of work, seniority, grievance 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, classify, 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 change the 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, not inconsistent with this agreement, to be observed by the employees.

Article II

CO-OPERATION

(a) A Joint Production Committee shall be established composed of members appointed in equal numbers by the Company and the Union. The function of this Committee shall be to advise the Company in connection with production problems, such as the more efficient use of man power and equipment.

(b) It is agreed that the application of the Industrial Relations Plans shall continue in respect of the employees 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 production or any picketing of the Company's premises during the life of this agreement.

In the event of a breach of this clause (c) this agreement shall, at the option of the Company, terminate immediately, but such termination shall be without prejudice to any other rights of the Company.

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

In the event of a breach of this clause (d) this agreement shall, at the option of the Union, terminate immediately but such termination shall be without prejudice to any other rights of the Union.

(e) The Company agrees that the Union may post notices in the said Works on notice boards supplied by the Company for such purpose provided that such notices have been individually approved in writing by the Company.

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 three (3) in number shall be granted reasonable leave of absence without pay for the transaction of business for the Union.

(g) It is agreed to continue in force a system whereby vacancies in preferred classifications included in Schedule "C" are posted before such vacancies are permanently filled.

(h) During the term of this agreement, the Company will deduct monthly Union membership dues from the wages of each employee who furnishes the Company with a signed authorization directing that such deductions be made. Such authorization shall be in the form shown in Schedule "A" attached hereto. An employee may cancel his authorization at any time by written notice to the Company, but such cancellation shall not take effect before seven (7) days after the receipt of the notice by the Company. Such notice shall be in the form shown in Schedule "B" attached hereto.

The Company shall remit to the Treasurer of the Union, the total of all amounts so deducted not later than seven (7) days after

the deduction has been made. The Company will at the same time, forward to the treasurer of the Union a list of all employees from whose wages such deductions have been made and a list of those employees who have since the date of the last payment to the Union, cancelled their authorization to the Company.

The provisions of this clause (h) shall commence to operate immediately, but shall be subject to cancellation by the Company if a majority of the employees shall have failed to furnish the Company with signed authorizations in the form shown in Schedule "A" within thirty (30) days from the date hereof.

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 and the Company agrees to recognize seventeen (17) stewards to represent nine (9) groups of employees. The Union shall notify the Company in writing of the names of the stewards and the effective date of their election or appointment.

(b) It is understood that a 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.

(c) The Union shall elect or appoint and the Company agrees to recognize an Executive Committee of five (5) employees, and a Grievance

Committee of five (5) employees. The Union shall notify the Company in writing of the names of the members of the said Committees and the effective date of their election or appointment.

(d) The Executive Committee shall have the right of meeting with the Company at a mutually agreeable date and time at least once a month and any official representative of the Union may be permitted to be in attendance at such meetings. Members of the Executive Committee shall be paid straight time for that part of their regularly scheduled working hours devoted to attendance at such meetings.

(e) The Grievance Committee shall have the right of meeting with the Company at a mutually agreeable date and time when grievances are submitted to the said Committee in accordance with Article XI, (a) (3) of this agreement. Members of the Grievance Committee shall be paid straight time for that part of their regularly scheduled working hours devoted to attendance at such meetings.

Article V

HOURS OF WORK

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

(1) For single shift operations, nine hours per day Monday through Thursday and eight hours on Friday.

(2) For continuous shift operations involving three eight hour shifts per day, seven days per week for a minimum of four weeks, eight hours per day for five days and six days during alternate weeks.

(3) For multiple shift operations involving two or three eight hour shifts per day, eight hours per day Monday through Friday and Monday through Saturday during alternate weeks.

(4) For multiple shift operations involving two nine hour, or three nine hour overlapping shifts per day, nine hours per day for four days and eight hours on one day each week. While Monday through Friday shall be considered the normal days of work for such employees, Saturday may be substituted for one of these days, provided the Company expects such change will apply for at least four weeks.

(b) It is understood that an employee 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 hours of work, which the Company expects will apply for a period exceeding two weeks, before such a change becomes effective.

(e) Employees assigned to single and 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 minutes for others.

Shops & Laboratories Department - 5 minutes.

Black Powder Department - 30 minutes.

High Explosives Department - 20 minutes for employees required to take a shower, 15 minutes for others.

Acid Department - 20 minutes for grinding operators; 5 minutes for others.

Labour, Transportation & Welfare Department - 20 minutes for employees unloading coal, charcoal and sulphur, 5 minutes for others.

Fertilizer Works - 25 minutes for employees bulking cyanamide, 10 minutes for others.

(f) Employees assigned to single or two-shift per day operations will be granted a 10 minute rest period during the first half of the working day or shift, and for the months of June July and August, a ten minute rest period will also be granted to these employees during the last half of the working day or shift.

Article VI

OVERTIME AND OTHER ALLOWANCES

(a) An employee shall be paid 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 double time for work required to be performed on his regularly assigned day of rest which shall be Sunday for all employees, except for those assigned to continuous shift operations as defined by Article V - (a) (2).

(c) An employee shall be paid at the rate of time and one-half for work required to be performed on St. Jean Baptiste Day, and All Saints Day.

(d) An employee, other than a temporary employee, as defined in the Company Service Rules, shall, subject to the second paragraph of this clause, be

paid at his straight time rate on the basis of his regularly scheduled normal daily hours of work for the day on which New Year's, Good Friday, Dominion Day, Labour Day, Thanksgiving Day, or Christmas Day occurs whether or not he works on such holidays.

Provided that an employee shall not be entitled to be so paid:

- (1) If he does not work on such holidays when he has been required or scheduled to do so.
- (2) If he is absent without good cause on the scheduled working day immediately preceding or succeeding such holiday.
- (3) If such holiday occurs while he is on vacation or on a leave of absence.

(e) An employee who works on any of the holidays mentioned in clause (d) shall, in addition, be paid at his straight time rate for all hours so worked.

(f) If another day is substituted by statute or decree or by mutual agreement between the parties for the observance of any of the holidays listed in clauses (c) and (d) the day of observance so substituted shall be deemed to be the holiday for the purpose of this Article VI.

(g) 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 non-scheduled hours worked following such summons. The employee shall in any event be paid for a minimum of two (2) hours' work at the rate of double time except when such work continues into the employee's regularly scheduled working hours, in which case, no minimum shall apply.

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

(i) 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 working day following such change, unless not less than sixteen

(16) hours notice has been given to him by the Company prior to the former starting time.

(j) 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 overtime with the permission of the foreman is performed by an employee who may wish to change or exchange his working hours at his own request or by special arrangement with another or other employees.

Article VII

WAGE - CLASSIFICATION

(a) The classification of all occupations and their respective wage rates appear in Schedule "C" attached hereto, which is made part of this agreement and is signed for identification by the parties hereto.

(b) While an employee may at any time discuss his 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) If an employee is required to work in any occupational classification having a higher rate of pay than the classification under which he is listed on the payroll, he will be paid at such higher rate during the time he is so employed. If an employee is required to work in any occupational classification having a lower rate of pay than the classification under which he is listed on the payroll, he will continue to be paid at the rate established for the occupational classification under which he is listed on the payroll 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.

Article VIII

SENIORITY

(a) An employee shall have seniority status after he has been continuously employed by the Company for three (3) months.

(b) Seniority shall govern in the case of equally qualified employees whenever a lay-off, or a transfer or promotion to a classification included in Schedule "C" is necessary.

(c) For the purpose of this agreement, seniority shall accumulate throughout the total period during which an employee has been on the payroll of the Company. Accumulated seniority shall be lost upon termination of employment. However, accumulated seniority shall not be lost if such termination is due to a lay-off, provided that the lapse of time between the date of termination for such reason and the date of re-employment does not exceed twelve (12) months.

(d) The Company agrees to post seniority lists showing the seniority status of each employee and to furnish a 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

DISMISSALS

The Company reserves the right to discharge an employee for any just cause and agrees to notify the Union in writing of the reason for discharge of any employee.

Article XI

GRIEVANCE PROCEDURE

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

Step 1. The employee may alone or with the steward appointed to represent his group take up his grievance directly with the foreman of his department.

Step 2. 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 provision of Step one (1) hereof, the employee and the steward, together with the chief steward, may take up the matter directly with the foreman and the superintendent or his appointee or, if there is no superintendent in his department, with the Work Manager's appointee, and at the same time present a written summary of the grievance.

Step 3. If a satisfactory settlement is not obtained within forty-eight (48) hours after the matter has been discussed with the superintendent or his appointee or with the Works Manager's appointee in accordance with Step 2 hereof, the steward or chief 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 within five days from the delivery of the copy of the grievance to the Company.

(b) 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.

(c) Nothing in this agreement shall be deemed to take away the right of an individual employee to present any personal grievance to the Company. If the settlement of any such grievance involves the interpretation of any clause of this agreement, the Company agrees to furnish particulars thereof to the Union in writing.

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

Article XII

ARBITRATION

(a) Any grievance or other matter in dispute between the Company and the Union, involving the interpretation or violation of any Article of this agreement may, in the event of failure to reach agreement thereon, be referred by either party to arbitration by an arbitration board in accordance with the procedure contained in Schedule "D" to this agreement.

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

(c) Each party shall pay its own costs and the fees and expenses of witnesses called by it and of its representative. The fees and expenses of the Chairman shall be shared equally between the parties.

Article XIII

TERMINATION

(a) This agreement shall become effective on the twenty-fourth day of November 1948 and shall remain in full force and effect until the twenty-third day of November 1949.

(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 clause (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.

Article XIV

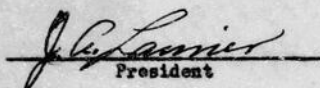
NOTICES

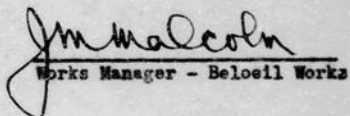
The notices provided for in Articles XII and XIII shall be sent by registered mail addressed, if to the Union, to the President of the

Union, and if to the Company to the Works Manager at the said Works.

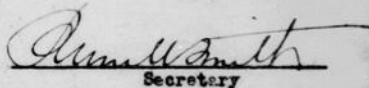
Le Syndicat des Travailleurs
des Produits Chimiques de
McMasterville.

Canadian Industries Limited


President


Works Manager - Beloeil Works


Secretary


Secretary

SCHEDULE "A"

To: Canadian Industries Limited
Beloeil Works,
McMasterville, Quebec.

I hereby direct and also authorize you to deduct from the wages payable to me on the first regular pay day of each month the amount of \$1.00 to cover the monthly membership dues payable by me to Le Syndicat des Travailleurs des Produits Chimiques de McMasterville, Quebec, and to remit the amount so deducted to the Treasurer of the aforementioned Local Union not later than seven (7) days thereafter, during the term and in accordance with the provisions of this agreement and of any succeeding collective labour agreement between you and the said Union which provides for the deduction and remittance of dues.

This authorization will take effect 7 days after it is received by you and will remain in effect until 7 days after you have received written notice from me of its cancellation.

Date

Name

Witness

To be completed in duplicate - one copy to the Company and one copy to the Union.

SCHEDULE "B"

To: Canadian Industries Limited
Beloeil Works,
McMasterville, Que.

I hereby give you notice of the cancellation of the written authorization signed by me on directing you to deduct from the wages payable to me on the first pay day in each calendar month for remittance to Le Syndicat des Travailleurs des Produits Chimiques de McMasterville the amount of One Dollar (\$1.00) covering my monthly membership dues. This cancellation will take effect seven (7) days after its receipt by you.

Date

Name

Witness

To be completed in duplicate - one copy to the Company and one copy to the Union.

SCHEDULE "C"
CANADIAN INDUSTRIES LIMITED
BELOKIL WORKS

HIGH EXPLOSIVES DEPARTMENT

| | |
|--|--------|
| Powder Repairs | |
| 1st Helper | \$1.21 |
| 2nd Helper | 1.15 |
| 3rd Helper | 1.09 |
| | |
| Gelatin Cartridge Houses | |
| 1st Operator | 1.18 |
| 2nd Operator | 1.12 |
| 3rd Operator | 1.06 |
| Helper | 1.00 |
| Box Liner | .94 |
| | |
| Gelatin Big Ben Machine | |
| 1st Operator | 1.15 |
| 2nd Operator | 1.09 |
| 3rd Operator | 1.03 |
| Helper | 1.00 |
| | |
| Gelatin Mixing House | |
| 1st Operator | 1.15 |
| 2nd Operator | 1.09 |
| N.G. Trucker | 1.03 |
| Powder Shoveller | 1.03 |
| | |
| Dynamite Cartridge Houses | |
| 1st Operator | 1.15 |
| 2nd Operator | 1.09 |
| 3rd Operator | 1.03 |
| | |
| Dynamite Hand-Packing House | |
| 1st Operator | 1.09 |
| 2nd Operator | 1.03 |
| 3rd Operator | 1.00 |
| | |
| Dynamite Vibrating Machine Packing House | |
| 1st Operator | 1.12 |
| 2nd Operator | 1.06 |
| 3rd Operator | 1.00 |
| | |
| Dynamite Mixing House | |
| 1st Operator | 1.12 |
| 2nd Operator | 1.06 |
| N.G. Trucker | 1.03 |
| Powder Shoveller | 1.00 |
| | |
| Box Packing Houses | |
| 1st Operator | 1.09 |
| 2nd Operator | 1.03 |
| Other Operator | .97 |

Truckers:-

Hand Truckers .97

Loco Operators:-

From Gelatin Mixing House 1.00
Case House to Magazines .97
Shell House .97
Depe House .97

Depe House

1st Operator 1.06
2nd Operator 1.00
3rd Operator .94
Helper .91

Pulp Dry

1st Operator .97
Labour Trained .87

Shell House

1st Operator 1.09
2nd Operator 1.03
3rd Operator .97
Machine Attendant .91
Wax Room Operator .91

Box Factory

1st Operator 1.06
2nd Operator 1.00
3rd Operator .94
Helpers .91

Nitro-Cotton Screen and Weigh

Operator .94
Helper .91

T.N.T. - Screen and Weigh

Operator .94
Helper .91

Magazines

Ass't Magazine Keeper 1.06
1st Helper .97
Unloader and Loco Driver .97
2nd Helper .94
3rd Helper .91

NITROGLYCERINE DEPARTMENT

1st Operator - Working Leader 1.18
1st Operator 1.15
Nitrator Operator 1.12
Separator Operator 1.12
Neutralizer Operator 1.09
Glycerine and Acid Man 1.06

ACID DEPARTMENT

| | |
|---|------|
| Acid Repairman | 1.15 |
| Acid Shifter | 1.09 |
| Nitrocellulose | |
| 1st Operator | 1.06 |
| Dipper and Wringer | 1.00 |
| Finishing Operator | 1.00 |
| Acid Preparation Operator | 1.00 |
| Ammonia Oxidation | |
| 1st Operator | 1.06 |
| 2nd Operator | 1.00 |
| Nitric Acid Concentration | |
| 1st Operator | 1.06 |
| 2nd Operator | 1.00 |
| Commercial Nitric Acid | |
| Operator | 1.00 |
| Carboy Repairman | .97 |
| Helper | .91 |
| Ammonium Nitrate House | |
| 1st Operator | 1.03 |
| 2nd Operator | .97 |
| Sulphur Grinder | |
| Operator | .97 |
| Soda Screening | |
| Operator | .94 |
| Soda Screen and Gummer Drier | |
| Operator | .97 |
| Meal Grinding | |
| Operator | .94 |
| Sodium Aside | |
| 1st Operator | 1.21 |
| 2nd Operator | 1.12 |
| 3rd Operator | 1.06 |
| General Helper - Acid Department | .91 |
| <u>T.M.T.</u> | |
| House Operator | 1.15 |
| Nitrator Operator | 1.09 |
| Wash Tank Operator | 1.06 |
| Graining Kettle Operator | 1.03 |
| Lee Operator (Acid Train) | .97 |

T.M.T. (cont'd)

| | |
|-------------------------|------|
| Pack House 1st Operator | 1.03 |
| Pack House 2nd Operator | .97 |
| Helpers | .94 |

BLACK POWDER DEPARTMENT

| | |
|-------------------------------|------|
| Black Powder | |
| 1st Operator | 1.15 |
| Press Operator | 1.12 |
| Wheel Mill and Potash Grinder | 1.12 |
| Corning Mill Operator | 1.12 |
| Pack House Operator | 1.09 |
| Pulverize Operator | 1.00 |
| Lease Drivers | .97 |
| Helpers | 1.03 |

MAINTENANCE DEPARTMENT

| | |
|----------------------------|------|
| Mechanic | |
| 1st Class | 1.21 |
| 2nd Class | 1.09 |
| 1st Helper | .97 |
| 2nd Helper | .91 |
| Machinist | |
| 1st Class - Working Leader | 1.24 |
| 1st Class | 1.21 |
| 2nd Class | 1.09 |
| 1st Helper | .97 |
| 2nd Helper | .91 |
| Pipefitter | |
| 1st Class - Working Leader | 1.24 |
| 1st Class | 1.21 |
| 2nd Class | 1.09 |
| 1st Helper | .97 |
| 2nd Helper | .91 |
| Electrician | |
| 1st Class - Working Leader | 1.24 |
| 1st Class | 1.21 |
| 2nd Class | 1.09 |
| 1st Helper | .97 |
| 2nd Helper | .91 |
| Carpenter | |
| 1st Class | 1.21 |
| 2nd Class | 1.09 |
| 1st Helper | .97 |
| 2nd Helper | .91 |
| Welder and/or Leadburner | |
| 1st Class - Working Leader | 1.24 |
| 1st Class | 1.21 |
| 2nd Class | 1.09 |
| 1st Helper | .97 |
| 2nd Helper | .91 |

| | |
|---------------------|------|
| Bricklayer | |
| Brickwork Repairman | .97 |
| Cement Finisher | .97 |
| Blacksmith | |
| 1st Class | 1.14 |
| Helper | .97 |
| Painter | |
| Sign-Writer | 1.09 |
| 1st Class | 1.06 |
| End Class | .91 |

POWER HOUSE DEPARTMENT

| | |
|--------------------------------|------|
| Power House | |
| Shift Engineer | 1.21 |
| Repairman | 1.15 |
| Trained Fireman - No. 5 Boiler | .97 |
| - Underfed and Hand- | |
| Fired | 1.03 |
| Bulldozer Tractor Driver | 1.00 |
| Coal Passer - Electric Buggy | .94 |
| Coal Passer - Tractor | .91 |

LABOUR DEPARTMENT

| | |
|-----------------------------------|------|
| Labour | .87 |
| Janitor - Working Leader | .97 |
| Janitor - 1st Class | .87 |
| Janitor - Powder Line | .87 |
| Watchman - Explosives | 1.00 |
| Watchman - Safety Area | .94 |
| Guard | .87 |
| Track Repairman | 1.03 |
| Track Repairman - Helper | .91 |
| Loco operator - R.M. and S.A. | .91 |
| Motor Truck Operator | .94 |
| Teamster | .91 |
| Payload Operator | 1.00 |
| Cart Driver | .91 |
| Leading Explosives - Barges, etc. | .91 |

MISCELLANEOUS

| | |
|-------------------------|-----|
| Stores Clerk | .97 |
| Material Checker | .97 |
| Stores Helper | .87 |
| Stores Learner | .82 |
| Laboratory - 1st Helper | .97 |
| Laboratory - End Helper | .87 |
| Laboratory Learner | .82 |
| General Learner | .82 |
| Laundryman | .97 |
| Laundryman's Helper | .91 |

AGRICULTURAL CHEMICALS DIVISION

| | |
|--------------------------------|------|
| Labour | .87 |
| Gate Guard | .87 |
| Janitor | .87 |
| Pallet Piler | .87 |
| Car Checker | .91 |
| Car Piler | .94 |
| Printing Press Operator | .94 |
| Sewing Machine Operator | .94 |
| Auto. Bagging Machine Operator | .94 |
| Bulk Car Unloader | .94 |
| Fork Truck Operator | .97 |
| Bulk Car Loader | .97 |
| Bulk Car Loader, No. 10 Unit | 1.06 |
| Fertilizer Blaster | .97 |
| Timekeeper | 1.00 |
| Tractor Shovel Operator | 1.00 |
| Bates Machine Operator | 1.00 |
| Shipper | 1.03 |
| Mixing - 1st Operator | 1.03 |
| Mixing - 2nd Operator | .91 |
| Crane Operator | 1.09 |
| Wharf Unloading Operations | |
| Weigher | .91 |
| Signalman | .91 |
| Bucket Handlers | .91 |
| Barge Shovellers | .87 |
| Repairman | 1.06 |
| Repairman's Helper | .91 |
| Area Greaser | .94 |
| Superplant | |
| 1st Operator | 1.12 |
| 2nd Operator | 1.06 |
| 3rd Operator | .91 |
| Acid Operator | 1.00 |
| Area Mechanic | 1.12 |
| Group Leader | 1.12 |

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 "C" 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.

Le Syndicat des Travailleurs
des Produits Chimiques de
McMasterville.

J. Laurier
.....
President

Roger Cairns
.....
Secretary

Signed for identification
CANADIAN INDUSTRIES LIMITED

J. M. Malcolm
.....
Works Manager -- Beloeil Works

Arnold Smith
.....
Secretary

SCHEDULE "D"

PROCEDURE FOR ARBITRATION PROCEEDINGS

(1) The party desiring to submit a matter to arbitration shall deliver to the other party a notice of intention to arbitrate. This notice shall state the matter at issue and shall state in what respect the agreement has been violated or misinterpreted by reference to the specific clause or clauses relied upon. The notice shall also stipulate the nature of the relief or remedy sought.

(2) Within ten (10) days after the date of delivery of the foregoing notice, the party initiating arbitration shall notify the other party of the name of its representative on the arbitration board and the other party shall appoint its representative within ten (10) days of receipt of this notification.

(3) In the event that either party shall fail to appoint a representative to the arbitration board within the delay provided, the other party may request the Minister of Labour of the Province of Quebec to appoint a representative on behalf of the defaulting party.

(4) When the representatives have been appointed they shall meet forthwith to choose a chairman, who with the two representatives, shall constitute the arbitration board.

(5) Should the representatives fail within five (5) days to agree on a Chairman, the Minister of Labour of the Province of Quebec may be requested by the representatives of either of them to appoint a person who shall be chairman of the arbitration board.

(6) After the arbitration board 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 after the completion of taking evidence.

(7) The time limits specified herein shall be deemed to be exclusive of Sundays and those holidays described in Article VI (c) and (d) of this agreement and may be extended by mutual consent of the parties or by the arbitration board.