

1946-47

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187
COLLECTIVE LABOUR AGREEMENT entered into at St. Johns. Québec.

Between: IBERVILLE FITTING LIMITED,
Party of the first part.

UNITED STEEL WORKERS OF AMERICA CIO Local 3953
Party of the Second Part.

WHICH AGREEMENT WITNESSETH AS FOLLOWS:

ARTICLE I. CERTIFICATE OF RECOGNITION

The Union declares that on the 28th day of February 1947. The Labour Relations Board of the province of Quebec issued a certificate of recognition in favour of the Union to represent all the hourly paid and piece work employees with the exception of foremen, assistant foremen, office employees, confidential employees, and supervisors and watchmen, as well as all other weekly, monthly paid employees, employed by the Company at its plant situated at St Johns. Quebec for the purpose of concluding with the Company a collective labour agreement in accordance with the provisions of the Labour Relations Act of the province of Quebec.

ARTICLE 2. APPLICATION OF AGREEMENT

This agreement shall apply to all the employees of the Company at its plant situated at St Johns. Quebec with the exception of foremen, assistant foremen, office employees, confidential employees, supervisors and watchmen, paid by the week as all other weekly, bi-monthly or monthly paid employees.

ARTICLE 3. MANAGEMENT

The management of the Plant and the direction of the working forces, including the right to direct, plan and control operations, to schedule working hours and the right to hire, promote, demote, transfer, suspend or discharge employees for cause and to release employees because of lack of work or for other legitimate reasons or the right to introduce new and improved standards or facilities or to change existing production methods and facilities and to manage the plant in the traditional manner, is vested exclusively in the Company, subject to the express provisions of the agreement.

ARTICLE 4. LABOUR RELATIONS COMMITTEE

The employees shall be entitled to appoint a labour relations Committee of two (2) members, as much as possible belonging to different departments, for the purpose of discussing with the Company representatives or representative, any matters or complaints which arise out of the operation of this agreement. Each member of the labour relations Committee must have been employed at least one year by the Company prior to his appointment as a Committee member. The Union must notify the Company of the names of such Committee members. Such committee members must obtain permission from their foremen before leaving their jobs.

The purpose of this committee shall be :-

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- a. To encourage cooperation between employer and employee.
- b. To advance the best interest of the Company's employees.
- c. To bring the employer and employees into closer relationship with each other.
- d. To promote their mutual interests.
- e. To receive and consider complaints or suggestions from all employees.
- f. To bring these complaints or suggestions to the attention of the management when deemed advisable.

ARTICLE 4. Cont'd.

- g. to promote educational work is regard to accident prevention, safety workers and any other matters affecting the mutual interest of the employer and employees.
- h. For the transaction of any complaints or any other matters coming within the labour Relations Committee, reference of such matters or complaints will first be made to the department foremen, and if no agreements has been reached within twenty-four (24) hours, then to the Superintendent, and if no agreement is reached within a like period of twenty-four (24) hours, then at once in writing to the Management. Failing settlement, such grievance shall be submitted at the next labour Relations Committee meeting. The final decision of the Management shall be rendered within a delay of eight (8) calendar days from the date of the meeting of the labour Relations Committee. Failing such decision, paragraph "i" shall supply. The Company shall meet said labour Relations Committee twice within each month when requested.
- The Labour Relations Committee may, consult a member of the Labour Relations Committee after having obtained permission from his foreman. The member, with the employee concerned may then meet the superintendent of the department after having obtained permission from his foremen.
- i. Conciliation and arbitration- The parties hereto agree that all and any disputes that may arise under the terms of this agreement and which shall not have been settled pursuant to negotiations between the Labour Relations Committee and the company shall be settled according to law and shall be submitted to a council of conciliation and/or a council of arbitration appointed in virtue of Chap. 167 R.S.Q. 1941 (appointed in virtue of "La Loi des différends ouvriers de la province de Québec" by the Minister of labour).

ARTICLE 5. LOCKOUTS AND STRIKES

During the term of this agreement, the Company and the Union agree that there shall be no lock-out, slow-down, strike or other stoppage of work until conciliation and arbitration have been exhausted. It is understood that the employees as individuals or in groups any be disciplined by discharge or otherwise, for violation of the undertaking contained in this section.

The Company agrees that no employee will in any way be discriminated against, coerced, restrained or influenced on account of membership in the Union.

It is agreed that the Union shall not conduct Union activity distribute or cause to be distributed any handbills, pamphlets, literature or Union propaganda on Company premises or time.

The Union shall be allowed to post, on bulletin boards as provided by the Company, notices regarding meetings and matters pertaining only to the Union, before posting all such notices must be approved by the Superintendent or his representative.

ARTICLE 6. HOURS OF WORK AND WAGES

Rates of pay for all employees covered by this agreement in each of the Company's Manufacturing divisions, are set forth in Schedules "A" "B" et "C" attached hereto and form part of this collective labour agreement, as from date of signing of contract.

Until further notice, the regular hours of work shall be a five-day week, from 7 a.m. to 12 noon and from 1 p.m. to 5 p.m. Night workers, five (5) nights per week of nine hours each night. Time and one-half shall be paid for day shift workers after nine hours in any one day and for night shift workers after nine hours in any one night, or after forty-five hours in any one week, it being understood, however, that no double overtime is to be paid at any time. A premium of seven and one half cents (7½) shall be given for all hours worked during the night shift.

ARTICLE 6. Cont'd.

In case of emergency, when men are requested to work through their regular lunch periods, they will be given their lunch period as soon as possible after the emergency has passed, and in any event, not later than one hour after their regular lunch period.

Tool room and maintenance and shipping room and other key employees may be expected to work on Saturday or other holidays or during the vacation period, under special circumstances, the Management intending to reserve the right to maintain in operation a group of employees for certain operations of immediate importance.

ARTICLE 7. CONDITIONS OF WORK AND COMPANY'S RULES

- a. For the purpose of allowing employees to wash-up, to put away their tools, and otherwise to prepare to leave their work, the Company undertakes to sound a whistle five (5) minutes before the end of the work of the regular shifts on each day. Female employees may leave their work to wash up ten (10) minutes to the hour.
- b. The Company will continue to make provisions for the safety and health of its employees during working hours and the Union agrees that it will do its best to have employees covered by this agreement follow all the rules laid down by the Company for their safety and health and for that of their fellow workers.
- c. Any employee who has not been otherwise notified and who reports for work as usual and is sent home because no work is available, as well as any employee who has been called in for a short period less than three (3) hours, shall be paid for the equivalent of four (4) hours work at his normal rate of pay. This will not apply where such short period takes place because no work is available due to an act of God, or fortuitous event or any event which could not be foreseen, such as power shortage, storm, flood, and breakdown of machinery which could not be foreseen. Two ten-minute periods, between whistles, shall be allowed daily for refreshments.
- d. Conditions of work and company's rules which may be cause for suspension or discharge shall form part of this agreement as set forth in Schedule "D".

ARTICLE 8. PROMOTIONS lay-OFF AND REHIRING SENIORITY

It will be the Company's policy to promote employees within the organization, where there are suitable employees available, promotion will be based on merit which will be guided by seniority, ability and skill as regards the new work being equal. Such factors as taking additional responsibility, training, education, background, will also come under consideration, seniority may not be considered unless the employee has been working for three (3) months continuously.

Same policy will apply in cases of lay-offs and re-hiring, lay-offs shall be governed by the principle the men of greater seniority in each department or group of machines (or like work) shall be entitled to be retained in preference to men of less seniority, except in cases where a junior employee is, in the opinion of the foreman of the department, or section in question, of superior ability and efficiency. In making a decision in favor of retaining a junior employee, the foreman must first consult the plant superintendent in preference to men of less seniority, except in cases where a junior employees, the foreman must first consult the plant superintendent and together they must base their decision on grounds of reason and equity. In the case where any junior employee is retained, any senior employee, who has been laid off shall be entitled to make a complaint under the provisions of Art 4 of this agreement. To facilitate the application of the principle set out above, a minimum two hours notice wherever possible, shall be given the employee in the case of lay-offs.

ARTICLE 8 (Cont'd)

Where an employee is placed on a job other than his or her regular job, due to a breakdown of machine, shortage of raw material, etc. it will be understood that this employee will return to his or her regular job as soon as the cause of stoppage is corrected, or within the maximum of forty-five days (45).

Priority in cases of lay-off and re-hiring will be given to the Executive of the local Union who may be in office during the lay-off period.

Seniority shall be based on the length of years and months any employee has been in the employ of the Company. Ability, skill and knowledge being equal, seniority shall be the governing factor.

Any employee shall cease to be entitled to seniority if:

1. The employee quits voluntarily.
2. The employee is dismissed for cause and not reinstated.
3. The employee who has been paid off and does not return to work within three days after call by personal notification sent to him either by messenger or by notice sent to him by registered mail, at his last known address.
4. The employee has been laid off for one year or more.

TRANSFERS: In case of transfer to a higher or lower rate job, the new rate, that is, the higher or the lower rate as the case may be) will immediately apply. Employees transferred by Management to another department or plant shall not lose his seniority.

ARTICLE 9. VACATIONS

- a. An annual vacation with pay to be given to all employees in accordance with ordinances of the Minimum wage commission of the province of Quebec.
- b. The vacation period shall be granted during the period from mid-June to mid-September inclusive, at such time or times shall be fixed and determined by the Company. Such vacation days shall be exclusive of the Sundays and holidays herein specified.
- c. Should vacations be granted to all employees at the same time, that is, should the Company close the plant for the vacation week, the date of the vacation will be decided and noticed two weeks prior to the said vacation, if possible.
- d. Two weeks vacation with pay after five (5) years of service, Payment for same to be based on 4% of the employee's annual earnings for the past year. Three weeks vacation with pay after twenty-five (25) years of service. Payment to be based on 6% of the employee's annual earnings for the past year.

ARTICLE 10. HOLIDAYS

- a. The Company recognizes the following holidays, for which the employees will be paid his or her regular hourly rate of pay:

New Year's Day	Dominion Day	Immaculate Conception
Good Friday	Labour Day	Christmas Day
St-John the Baptist	Thanksgiving Day	

- b. Whenever any such day falls on Sunday and the following Monday is observed in the province of Quebec as a holiday, then, for the purpose of this agreement, such Monday will be recognized and treated as a holiday within the meaning of this agreement.

ARTICLE 10 (Cont'd)

c. On all Saints Day employees are to be allowed to leave their work at 4.45 to enable them to extend 5.00 p.m. Mass.

ARTICLE 11. VOLUNTARY REDUCTION OF UNION DUES

The Company will deduct from their wages and turn over to the proper officers certified of the Union. Union dues of such members of the Union as individually and voluntarily certified in writing that they authorize such deductions. It is understood that a member of the Union may at any time revoke this authority of deduction of dues by a written study days' notice to the Company Paymaster and the Union Secretary.

ARTICLE 12. EXPIRATION OF AGREEMENT

This agreement is effective as of August 1st, 1954, and will on July 31st, 1955 automatically be renewed in its entirety, for a further period of thirteen (12) months, with the exception of a 3% increase to wage rate Schedules "A" "B" and "C" effective from August 1st, 1956 to August 31st 1956, otherwise to continue thereafter from year to year unless one of a delay of not more than sixty (60) days and not less than thirty (30) days prior to the expiration of the date of the said Agreement.

Dated at St. John's, Que, this 7th day of June 1955, in Testimony whereof we have affixed our signatures and seals in good faith.

United Steel Workers of America,
CIO local 3953

IBERVILLE FITTINGS LIMITED

Armand Martin

Illisible

Georgette

R. Longtin

J. Paul Robitaille

Lucien Charbonneau

Witness

Witness

Yvan Vachon

R.M. Martel

Copie certifiée

UNITED STEELWORKERS OF AMERICA

P.A. Viau secrétaire

SCHEDULE "A"

JOB EVALUATION WAGE RATES

MALE EMPLOYEES

The following wage rates have been established from point wage conversion chart for regular male employees. The rates indicated will be paid for jobs falling within the evaluation point ranges shown. These rates do not apply to employees of less than two months' service, but are guaranteed hourly rates for evaluation jobs, whether incentive or day work.

EVALUATION POINTS	WAGE RATES (cents per hour)
0 to 132	.93½
133 to 139	.96
140 to 149	.97
150 to 158	.97½
159 to 168	.98
169 to 177	.98½
178 to 186	.99
187 to 196	1.00
197 to 205	1.00½
206 to 215	1.01
216 to 224	1.01½
225 to 233	1.02
234 to 243	1.02½
244 to 252	1.03
253 to 261	1.03½
262 to 271	1.04½
272 to 280	1.05
281 to 290	1.05½
291 to 299	1.06
300 to 309	1.06½
310 to 318	1.07
319 to 328	1.08
329 to 333	1.08½
339 to 347	1.09
348 to 357	1.09½
358 to 366	1.10
367 to 376	1.11
377 to 386	1.11½
387 to 395	1.12
396 to 405	1.12½
406 to 410	1.13

the above rates effective from August 1st, 1954, for jobs on incentive. An Additional two (2) cents per hour will be added to above rates for hourly rated jobs but in no case will this extra apply to jobs on incentive. Basis.

NOTE: EFFECTIVE AUGUST 1st 1955 MAY INCREASE OF 3% TO ABOVE RATES WILL APPLY PAYMENT TO BE FIGURED ON TOTAL WEEKS EARNINGS.

SCHEDULE "B"

JOB EVALUATION WAGE RATES

FEMALE EMPLOYEES

The following wage rates have been established from the point wage conversion chart for regular female employees. The rates indicated will be paid for jobs falling within the evaluation point ranges shown. These rates do not apply to employees of less than two months' service, but are the guaranteed hourly rates for evaluation jobs, whether incentive or day work.

EVALUATION POINTS	WAGES RATES (Cents per hour)
0 to 119	.78½
120 to 129	.79
130 to 137	.79½
138 to 148	.80½
149 to 153	.81
159 to 167	.81½
168 to 176	.82
177 to 186	.82½
187 to 195	.83
196 to 205	.84
206 to 214	.84½
215 to 223	.85
224 to 233	.85½
234 to 242	.86
243 to 251	.86½
252 to 261	.87
262 to 270	.88
271 to 280	.88½
281 to 289	.89
290 to 299	.89½
300 to 308	.90
309 to 318	.91
319 to 323	.91½
329 to 337	.92
333 to 347	.92½
343 to 356	.93
357 to 366	.94
367 to 376	.94½
377 to 385	.95
386 to 395	.95½
396 to 400	.96

The above rates effective from August 1st 1954 for jobs on incentive. An additional two cents (2x) per hour will be added to above rates for hourly rated jobs, but in no case will this extra apply to jobs on incentive basis.

NOTE: EFFECTIVE AUGUST 1st 1955, AN INCREASE OF 3% TO ABOVE RATES WILL APPLY. PAYMENT TO BE FIGURED ON TOTAL WEEK'S EARNINGS.

SCHEDULE "C"

WAGE RATES

MACHINE SHOP

SUGGESTED RATES

CLASS "AA"

PAUL OUELETTE 1.55

CLASS "AI"

J.P.Robitaille 1.50

CLASS "A2"

F.Marcil 1.45

A.Denis 1.45

G.Brooks 1.45

R.Brassard 1.45

CLASS "A3"

H.Boucher 1.40

R.Masse 1.40

CLASS "B"

RATES 1.25 to 1.35

M. GIRARD 1.35

R.Lamontagne 1.20

CLASS "C"

RATES 1.00 to 1.20

F.Coyette 1.20

M.Donaldo 1.05

The above rates effective from March 14th, 1955.

NOTE: 5¢ cents per hour only retroactive from August 1st, 1954 to March 14th 1955 (with exception of F.Goyette who will receive 4¢ cents.)

NOTE: EFFECTIVE AUGUST 1st 1955, AN INCREASE OF 3% TO ABOVE RATES WILL APPLY PAYMENT TO BE FIGURED ON TOTAL WEEK'S EARNINGS.

SCHEDULE "D"

CONDITIONS OF WORK AND COMPANY'S RULES. WHICH MAY IN CAUSE FOR SUSPENSION OR DISCHARGE.

1. Bringing intoxicants into or consuming intoxicants in the plant, or reporting for duty under the influence of liquor.
2. Refusal to comply with the Company's rules.
3. Incompetence.
4. Sleeping on duty.
5. Misappropriation of property of Company or of other employees.
6. Deliberate destruction of property of the Company or of other employees.
7. Giving or taking a bribe of any nature as an inducement to obtain work or retain a position.
8. Gross carelessness endangering safety of others or of property, or neglect of duty.
9. Insubordination.
10. Fighting in the plant.
11. Disorderly conduct.
12. Failure to report for duty without good cause.
13. Continued absence after warning.
14. Habitual lateness after warning.
15. Smoking in prohibited areas and prohibited time of day or night.
16. Intentionally punching another employee's card.
17. Intentionally interfering with the production or speed of output or another employee.
18. Failure to report accidents at time of occurrence.

S U P P L E M E N T

A D D T O S C H E D U L E " C "

WELDER

RATE 1.20 to 1.30

JULES LAVOIE

1.20

retroactive pay covering Schedules "A"
"B" to be paid on a 3/4¢ per hour for
hours earned across the board.

Armand Martin
Georgette Boborault
J. Paul Robitaille
Lucien Charbonneau
Yvan Vachon

Illisible
R. Longtin
R. M. Martell

COLLECTIVE LABOUR AGREEMENT entered into at St. Johns, P. Q.

Between: IBERVILLE FITTINGS LIMITED
Party of the First Part.

And: United Steel Workers of America CIO Local 3953
Party of the Second Part.

WHICH AGREEMENT WITNESSETH AS FOLLOWS:-

ARTICLE 1 - CERTIFICATE OF RECOGNITION

The Union declares that on the 28th day of February, 1947, the Labour Relations Board of the Province of Quebec issued a certificate of recognition in favour of the Union to represent all the hourly paid and piece work employees with the exception of foremen, assistant foremen, office employees, confidential employees, and supervisors and watchmen, as well as all other weekly, monthly paid employees, employed by the Company at its plant situated at Iberville, P. Q. for the purpose of concluding with the Company a Collective Labour Agreement in accordance with the provisions of the Labour Relations Act of the Province of Quebec.

ARTICLE 2 - APPLICATION OF AGREEMENT

This agreement shall apply to all the employees of the Company at its plant situated at Iberville, P. Q. with the exception of foremen, assistant foremen, office employees, confidential employees, supervisors and watchmen, paid by the week as well as all other weekly, bi-monthly or monthly paid employees.

ARTICLE 3 - MANAGEMENT

The Management of the Plant and the direction of the working forces, including the right to direct, plan and control operations, to schedule working hours and the right to hire, promote, demote, transfer, suspend or discharge employees for cause and to release employees because of lack of work or for other legitimate reasons or the right to introduce new and improved standards or facilities or to change existing production methods and facilities and to manage the plant in the traditional manner, is vested exclusively in the Company, subject to the express provisions of this Agreement.

ARTICLE 4 - LABOUR RELATIONS COMMITTEE

The employees shall be entitled to appoint a Labour Relations Committee of two (2) members, as much as possible belonging to different departments, for the purpose of discussing with the Company representatives or representative, any matters or complaints which arise out of the operation of this Agreement. Each member of the Labour Relations Committee must have been employed at least one year by the Company prior to his appointment as a Committee member. The Union must notify the Company of the names of such Committee members. Such Committee members must obtain permission from their foremen before leaving their jobs.

The purpose of this Committee shall be:

- a- To encourage cooperation between employer and employee.
- b- To advance the best interest of the Company's employees.
- c- To bring the employer and employees into closer relationship with each other.
- d- To promote their mutual interests.
- e- To receive and consider complaints or suggestions from all employees.
- f- To bring these complaints or suggestions to the attention of the Management when deemed advisable.

ARTICLE 4 - (Cont'd)

- g- To promote educational work in regard to accident prevention, safety workers and any other matters affecting the mutual interest of the employer and employees.
- h- For the transaction of any complaints or any other matters coming within the Labour Relations Committee, reference of such matters or complaints will first be made to the department foreman, and if no agreement has been reached within twenty-four (24) hours, then to the Superintendent, and if no agreement is reached within a like period of twenty-four (24) hours, then at once in writing to the Management. Failing settlement, such grievance shall be submitted at the next Labour Relations Committee meeting. The final decision of the Management shall be rendered within a delay of eight (8) calendar days from the date of the meeting of the Labour Relations Committee. Failing such decision, paragraph "i" shall apply. The Company shall meet said Labour Relations Committee twice within each month when requested.
The Labour Relations Committee may, at any time, request the presence of representatives of the International Union for its presentation of such grievance or any other question to the Management.
The employee concerned may consult a member of the Labour Relations Committee after having obtained permission from his foreman. The member, with the employee concerned, may then meet the Superintendent of the department after having obtained permission of his foreman.
- i- Conciliation and Arbitration - The parties hereto agree that all and any disputes that may arise under the terms of this Agreement and which shall not have been settled pursuant to negotiations between the Labour Relations Committee and the Company shall be settled according to law and shall be submitted to a council of conciliation and/ or a council of arbitration appointed in virtue of Chap. 167 R.S.Q. 1941 (appointed in virtue of "La Loi des différends ouvriers de la Province de Québec", by the Minister of Labour).

ARTICLE 5 - LOCK-OUTS AND STRIKES

During the term of this Agreement, the Company and the Union agree that there shall be no lock-out, slow-down, strike or other stoppage of work until conciliations and arbitration have been exhausted. It is understood that the employees as individuals or in groups may be disciplined by discharge or otherwise, for violation of the undertaking contained in this section .

The Company agrees that no employee will in any way be discriminated against, coerced, restrained or influenced on account of membership in the Union.

It is agreed that the Union shall not conduct Union activity, distribute or cause to be distributed any handbills, pamphlets, literature or Union propaganda on Company premises or time.

The Union shall be allowed to post, on bulletin boards as provided by the Company, notices regarding meetings and matters pertaining only to the Union. Before posting, all such notices must be approved by the Superintendent or his representative.

ARTICLE 6 - HOURS OF WORK AND WAGES

Rates of pay for all employees covered by this Agreement in each of the Company's Manufacturing Divisions, are as set forth in Schedule "A" attached hereto and form part of this Collective Labour Agreement, as from date of signing of contract.

Until further notice, the regular hours of work shall be a five-day week, from 7 a.m. to 12 noon, and from 1 p.m. to 5 p.m. Night workers, five (5) nights per week of nine hours each night. Time and one-half shall be paid for day shift workers after nine hours in any one day and for night workers after nine hours in any one night, or after forty-five hours in any one week, it being understood, however, that no double overtime is to be paid at any time. A Premium of five cents shall be given for all hours worked during the night shift.

ARTICLE 6 - (Cont'd)

In cases of emergency, when men are requested to work through their regular lunch periods, they will be given their lunch period as soon as possible after the emergency has passed, and in any event, not later than one hour after their regular lunch period.

Tool room and maintenance and shipping room and other key employees may be expected to work on Saturday or other holidays or during the vacation period, under special circumstances, the Management intending to reserve the right to maintain in operation a group of employees for certain operations of immediate importance.

ARTICLE 7 - CONDITIONS OF WORK AND COMPANY'S RULES

- a- For the purpose of allowing employees to wash up, to put away their tools, and otherwise to prepare to leave their work, the Company undertakes to sound a whistle five (5) minutes before the end of the work of the regular shifts on each day.
- b- The Company will continue to make provisions for the safety and health of its employees during working hours and the Union agrees that it will do its best to have employees covered by this Agreement follow all the rules laid down by the Company for their safety and health and for that of their fellow workers.
- c- Any employee who has not been otherwise notified and who reports for work as usual and is sent home because no work is available, as well as any employee who has been called in for a short period, less than three hours, shall be paid for the equivalent of four hours work at his normal rate of pay. This will not apply where such short period takes place because no work is available due to an act of God, or fortuitous event or any event which could not be foreseen, such as power shortage, storm, flood, and break-down of machinery which could not be foreseen. Two ten-minute periods, between whistles, shall be allowed daily for refreshments.
- d- Conditions of work and Company's rules which may because for suspension or discharge shall form part of this Agreement as set forth in Schedule "B".

ARTICLE 8 - PROMOTIONS-LAY-OFFS - AND REHIRING SENIORITY

It will be the Company's policy to promote employees within the organization where there are suitable employees available. Promotion will be based on merit, which will be guided by seniority, ability and skill as regards the new work being equal. Such factors as taking additional responsibility, training, education, background, will also come under consideration. Seniority may not be considered unless the employee has been working for three (3) months continuously.

Same policy will apply in cases of lay-offs and re-hiring. Lay-offs shall be governed by the principle that men of greater seniority in each department or group of machines, (or like work) shall be entitled to be retained in preference to men of less seniority, except in cases where a junior employee is, in the opinion of the foremen of the department, or section in question, of superior ability and efficiency. In making a decision in favor of retaining a junior employee, the foreman must first consult the plant superintendent and together they must base their decision on grounds of reasons and equity. In the case where any junior employee is retained, any senior employee, who has been laid off shall be entitled to make a complaint under the provisions of Art. 4 of this Agreement. To facilitate the application of the principle set out above, a minimum two hours notice wherever possible, shall be given the employee in the case of lay-offs.

ARTICLE 8 - (Cont'd)

Where an employee is placed on a job other than his or her regular job, due to a breakdown of machine, shortage of raw material, etc., it will be understood that this employee will return to his or her regular job as soon as the cause of said stoppage is corrected.

Priority in cases of lay-offs and re-hiring will be given to the Executives of the local Union who may be in office during the lay-off period.

Seniority shall be based on the length of years and months any employee has been in the employ of the Company. Ability, skill and knowledge being equal, seniority shall be the governing factor.

Any employee shall cease to be entitled to seniority if:

1. The employee quits voluntarily.
2. The employee is dismissed for cause and not reinstated.
3. The employee who has been laid off and does not return to work within three days after call by personal notification sent to him either by messenger or by notice sent to him by Registered Mail, at his last known address.
4. The employee has been laid off for one year or more.

TRANSFERS: In the case of transfer to a higher or lower rate job, the new rate (that is, the higher or the lower rate as the case may be) will immediately apply. Employees transferred by Management to another department or plant shall not lose his seniority.

ARTICLE 9 - VACATIONS

- a- An annual Vacation with pay to be given to all employees in accordance with ordinances of the Minimum wage commission of the Province of Quebec.
- b- The vacation period shall be granted during the period from mid-June to mid-September inclusive, at such time or times shall be fixed and determined by the Company. Such vacation days shall be exclusive of the Sundays or holidays herein specified.
- c- Should vacations be granted to all employee at the same time, that is, should the Company close the plant for the vacation week, the date of the vacation will be decided and noticed two weeks prior to the said vacation, if possible.
- d- Two weeks vacation with pay after five (5) years of service Payment for same to be based on 4% of the employee's annual earnings for the past year.

ARTICLE 10- HOLIDAYS

- a) The Company recognizes the following holidays:-

New Year's Day	Dominion Day	Immaculate Conception
Good Friday	Labour Day	Christmas Day
St. John the Baptist	Thanksgiving Day	

New Year's Day, Good Friday, St. John the Baptist, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day shall be considered as holidays for which the employees will be paid his or her regular hourly rate of pay.

ARTICLE 10 - (Cont'd)

b) Whenever any such day falls on Sunday and the following Monday is observed in the Province of Quebec as a holiday, then, for the purpose of this Agreement, such Monday will be recognized and treated as a holiday within the meaning of this Agreement.

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ARTICLE 11 - VOLUNTARY DEDUCTION OF UNION DUES

The Company will deduct from their wages and turn over to the proper officers certified of the Union, Union dues of such members of the Union as individually and voluntarily certified in writing that they authorize such deductions. It is understood that a member of the Union may at any time revoke this authority of deduction of dues by a written sixty days' notice to the Company Paymaster and the Union Secretary.

ARTICLE 12 - EXPIRATION OF AGREEMENT

The present Agreement shall expire on August 1, 1954, otherwise to continue thereafter from year to year unless one of the parties to said Agreement gives a written notice to the other party within a delay of not more than sixty (60) days and not less than thirty (30) days prior to the expiration of the date of the said Agreement.

Dated at Iberville, Que. this September 2nd in Testimony
Whereof we have affixed our signatures and seals in good faith.

United Steel Workers of America,
CIO Local 3953

Armand Martin

Paul Sabourin

Jacques Delisle

Albert Bissonnette

WITNESS Unreadable

Georgette Guboinault

Iberville Fittings Limited

Unreadable

H. Longtin

WITNESS: Unreadable

SCHEDULE "A"

JOB EVALUATION WAGE RATES

MALE EMPLOYEES

The following wage rates have been established from point wage conversion chart for regular male employees in all plants. The rates indicated will be paid for jobs falling within the evaluation point ranges shown. These rates do not apply to employees of less than two months' service, but are guaranteed hourly rates for evaluation jobs, whether incentive or day work.

EVALUATION POINTS	WAGE RATES (cents per hour)
0 to 132	.93
133 to 139	.93½
140 to 149	.94
150 to 158	.94½
159 to 168	.95
169 to 177	.95½
178 to 186	.96
187 to 196	.96½
197 to 205	.97
206 to 215	.97½
216 to 224	.98
225 to 233	.98½
234 to 243	.99
244 to 252	.99½
253 to 261	1.00
262 to 271	1.00½
272 to 280	1.01
281 to 290	1.01½
291 to 299	1.02
300 to 309	1.02½
310 to 318	1.03
319 to 328	1.03½
329 to 338	1.04
339 to 347	1.04½
348 to 357	1.05
358 to 366	1.05½
367 to 376	1.06
377 to 386	1.06½
387 to 395	1.07
396 to 405	1.07½
406 to 410	1.08

The above rates effective from February 27th, 1953 for jobs on incentive.

An additional two cents (2¢) per hour will be added to above rates for hourly rated jobs, but in no case will these rates apply to jobs on incentive basis.

SCHEDULE "A"

JOB EVALUATION WAGE RATES

FEMALE EMPLOYEES

The following wage rates have been established from the point wage conversion chart for regular female employees in all plants. The rates indicated will be paid for jobs falling within the evaluation point ranges shown. These rates do not apply to employees of less than two months' service, but are the guaranteed hourly rates for evaluation jobs, whether incentive or day work.

EVALUATION POINTS	WAGE RATES (Cents per hour)
0 to 119	.76
120 to 129	.76½
130 to 137	.77
138 to 148	.77½
149 to 158	.78
159 to 167	.78½
168 to 176	.79
177 to 186	.79½
187 to 195	.80
196 to 205	.80½
206 to 214	.81
215 to 223	.81½
224 to 233	.82
234 to 242	.82½
243 to 251	.83
252 to 261	.83½
262 to 270	.84
271 to 280	.84½
281 to 289	.85
290 to 299	.85½
300 to 308	.86
309 to 318	.86½
319 to 328	.87
329 to 337	.87½
338 to 347	.88
348 to 356	.88½
357 to 366	.89
367 to 376	.89½
377 to 385	.90
386 to 395	.90½
396 to 400	.91

The above rates effective from February 27th, 1953 for jobs on incentive.
An additional two cents (2¢) per hour will be added to above rates for hourly rated jobs, but in no case will these rates apply to jobs on incentive basis.

SCHEDULE "B"

Conditions of work and Company's rules, which may be cause for suspension or discharge.

- 1- Bringing intoxicants into or consuming intoxicants in the plant, or reporting for duty under the influence of liquor.
- 2- Refusal to comply with the Company's rules.
- 3- Incompetence.
- 4- Sleeping on duty.
- 5- Misappropriation of property of Company or of other employees.
- 6- Deliberate destruction of Property of the Company or of other employees,
- 7- Giving or taking a bribe of any nature as an inducement to obtain work or retain a position.
- 8- Gross carelessness endangering safety of others or of property, or neglect of duty.
- 9- Insurbordination.
- 10- Fighting in the plant.
- 11- Disorderly conduct.
- 12- Failure to report for duty without good cause.
- 13- Continued absence after warning.
- 14- Habitual lateness after warning.
- 15- Smoking in prohibited areas and prohibited time of day or night.
- 16- Intentionally punching another employees card.
- 17- Intentionally interfering with the production or speed of output or another employees.
- 18- Failure to report accidents at time of occurrence.

COLLECTIVE LABOUR AGREEMENT entered into at St-Johns, P.Q;

Between: IBERVILLE FITTINGS, LIMITED

Party of the First Part,

AND:

UNITED STEEL WORKERS OF AMERICA, CIO, LOCAL 3953

Party of the Second Part.

WHICH AGREEMENT WITNESSETH AS FOLLOWS:-

ARTICLE 1.-

CERTIFICATE OF RECOGNITION

The Union declares that on the 26th day of February, 1947, the Labour Relations Board of the Province of Quebec issued a certificate of recognition in favour of the Union to represent all the hourly paid and piece work employees with the exception of foremen, assistant foremen, office employees, confidential employees, and supervisors and watchmen, as well as all other weekly, monthly paid employees, employed by the Company at its plant situated at IBERVILLE, Que, for the Purpose of concluding with the Company a Collective Labour Agreement in accordance with the provisions of the Labour Relations Act of the Province of Quebec.

ARTICLE 2.-

APPLICATION OF AGREEMENT

This agreement shall apply to all the employees of the Company at its plant situated at IBERVILLE, Que, with the exception of foremen, assistant foremen, office employees, confidential employees, supervisors and watchmen, paid by the week as well as all other weekly, bi-monthly or monthly paid employees.

ARTICLE 3.-

MANAGEMENT

The Management of the Plant and the direction of the working forces, including the right to direct, plan and control operations, to schedule working hours and the right to hire, promote, demote, transfer, suspend or discharge employees for cause and to release employees because of lack of work or for other legitimate reasons or the right to introduce new and improved standards or facilities or to change existing production methods and facilities and to manage the plant in the traditional manner, is vested exclusively in the Company, subject to the express provisions of this Agreement.

ARTICLE 4.-

LABOUR RELATIONS COMMITTEE

The employees shall be entitled to appoint a Labour Relations Committee of two (2) members, as much as possible be longing to different departments, for the purpose of discussing with the Company representatives of representative, any matters or complaints which arise out of the operation of this Agreement. Each member of the Labour Relations Committee must have been employed at least one year by the Company prior to his appointment as a Committee member. The Union Must notify the Company of the names of such Committee members. Such Committee members must obtain permission from their foremen before leaving their jobs.

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The purpose of this Committee shall be:

- a) To encourage cooperation between employer and employee
- b) To advance the best interest of the Company's employees.
- c) To bring the employer and employees into closer relationship with each other.
- d) To promote their mutual interest.
- e) To receive and consider complaints or suggestions from all employees.
- f) To bring these complaints or suggestions to the attention of the Management when deemed advisable.
- g) To promote educational work in regard to accident prevention, safety workers and any other affecting the mutual interest of the employer and employees.
- h) For the transaction of any complaints or any other matters coming within the Labour Relations Committee, reference of such complaints or matters will first be made to the department foreman, and if no agreement has been reached within forty-eight (48) hours, then to the Superintendent, and if no agreement is reached within a like period of forty eight (48) hours, then at once in writing to the Management. Failing settlement, such grievance shall be submitted at the next Labour Relations Committee meeting. The final decision of the Management shall be rendered within a delay of eight (8) calendar days from the date of the meeting of the Labour Relations Committee. Failing such decision, paragraph "i" shall apply. The Company shall meet said Labour Relations Committee twice within each month when requested.
- i) Conciliation and Arbitration.- The parties hereto agree that all and any disputes that may arise under the terms of this Agreement and which shall not have been settled pursuant to negotiations between the Labour Relations Committee and the Company shall be settled according to law and shall be submitted to a council of conciliation and/or a council of arbitration appointed in virtue of Chap. 167 S.R.Q; 1941 (appointed in virtue of "La loi des différends ouvriers de la Province de Québec", by the Minister of Labour).

ARTICLE 5-

LOCK-OUTS AND STRIKES

During the term of this Agreement, the Company and the Union agree that there shall be no lock-out, slow-down, strike or other stoppage of work until conciliation and arbitration have been exhausted. It is understood that the employees as individuals or in groups may be disciplined by discharge or otherwise, for violation of the undertaking contained in this section.

The Company agrees that no employee will in any way be discriminated against, coerced, restrained or influenced on account of membership in the Union.

It is agreed that the Union shall not conduct Union activity, distribute or cause to be distributed any handbills, pamphlets, literature or Union propaganda on Company premises or time.

The Union shall be allowed to post, on bulletin boards ^{only} provided by the Company, notices regarding meetings and matters pertaining to the Union. Before posting, all such notices must be approved by the Superintendent or his representative.

ARTICLE 6.-

HOURS OF WORK AND RATES

Rates of pay for all employees covered by this Agreement in each of the Company's Manufacturing Divisions, are as set forth in Schedule "A" attached hereto and form part of this Collective Labour Agreement, as from date of signing of contract.

Until further notice, the regular hours of work shall be a five-day week, from 7 a.m. to 12 noon, and from 1 p.m. to 6 p.m. Night workers, four (4) nights per week of twelve (12) hours each night. Time and one-half shall be paid for day shift workers after ten (10) hours in any one day and for night shift workers after twelve (12) hours in any one night, or after forty-eight (48) hours in any one week, it being understood, however, that no double overtime is to be paid at any time. A premium of five cents (5¢) shall be given for all hours worked during the night shift.

In cases of emergency, when men are requested to work through their regular lunch periods, they will be given their lunch period as soon as possible after the emergency has passed, and in any event, not later than one hour after their regular lunch period.

Tool room and maintenance and shipping room and other key employees may be expected to work on Saturday or other holidays or during the vacation period, under special circumstances, the Management intending to reserve the right to maintain in operation a group of employees for certain operations of immediate importance.

ARTICLE 7.-

CONDITIONS OF WORK AND COMPANY'S RULES

- A) For the purpose of allowing employees to wash up, to put away their tools, and otherwise to prepare to leave their work, the Company undertakes to sound a whistle five (5) minutes before the end of the work of the regular shifts on each day.
- b) The Company will continue to make provisions for the safety and health of its employees during working hours and the Union agrees that it will do its best to have employees covered by this Agreement follow all the rules laid down by the Company for their safety and health and for that of their fellow workers.

- c) Any employee who has not been otherwise notified and who reports for work as usual and is sent home because no work is available, as well as any employee who has been called in for a short period, less than three hours, shall be paid for the equivalent of four hours work at his normal rate of pay. This will not apply where such short period takes place because no work is available due to an act of God, or fortuitous event or any event which could not be foreseen, such as power shortage, storm, flood, and breakdown of machinery which could not be foreseen. Two ten-minute periods, between whistles, shall be allowed daily for refreshments.
- d) Conditions of work and Company's rules which may be cause for suspension or discharge shall form part of this Agreement as set forth in Schedule "B".

ARTICLE 8.-

PROMOTIONS- LAY-OFFS,- AND REHIRING SENIORITY

It will be the Company's policy to promote employees within the organization where three are suitable employees available. Promotion will be based on merit, which will be guided by seniority, ability and skill as regards the new work being equal. Such factors as taking additional responsibility, training, education, background, will also come under consideration. Seniority may not be considered unless the employee has been working for three (3) months continuously.

Same policy will apply in cases of lay-offs and rehiring. Lay-offs shall be governed by the principle that men of greater seniority in each department or group of machines, (or like work) shall be entitled to be retained in preference to men of less seniority, except in cases where a junior employee is, in the opinion of the foremen of the department, or section in question, of superior ability and efficiency. In making a decision in favor of retaining a junior employee, the foreman must first consult the plant superintendent and together they must base their decision on grounds of reason and equity. In the case where any junior employee is retained, any senior employee, who has been laid off shall be entitled to make a complaint under the provision of Art. 4 of this Agreement. To facilitate the application of the principle set out above, a minimum two hours notice wherever possible, shall be given the employee in the case of lay-off.

Where an employee is placed on a job other than his or her regular job, due to a breakdown of machine, shortage of raw material, etc; it will be understood that this employee will return to his or her regular job as soon as the cause of said stoppage is corrected.

Priority in cases of lay-offs and re-hiring will be given to the Executives of the local Union who may be in office during the lay-off period.

Seniority shall be based on the length of years and months any employee has been in the employ of the Company. Ability, skill and knowledge being equal, seniority shall be the governing factor.

ARTICLE 8 (Cont'd)

Any employee shall cease to be entitled to seniority in

- 1) The employee quits voluntarily.
- 2) The employee is dismissed for cause and not reinstated.
- 3) The employee who has been laid off and does not return to work within three days after call by personal notification sent to him either by messenger or by notice sent to him by Registered Mail, at his last known address.
- 4) The employee has been laid off for one year or more.

TRANSFERS: In the case of transfer to a higher or lower rate job, the new rate (that is, the higher or the lower rate as the case may be) will immediately apply. Employees transferred by Management to another department or plant shall not lose his seniority.

ARTICLE 9.-

VACATIONS

- a) An annual Vacation with pay to be given to all employees in accordance with ordinances of the Minimum Wage commission of the Province of Quebec.
- b) The vacation period shall be granted during the period from mid-June to mid-September inclusive, at such time or times shall be fixed and determined by the Company. Such vacation days shall be exclusive of the Sundays or holidays herein specified.
- c) Should vacations be granted to all employee at the same time, that is, should the Company close the Plant for the vacation week, the date of the vacation will be decided and noticed to weeks prior to the said vacation, if possible.
- d) Employees of five (5) years continuous service or more (forced stoppage excepted) will be granted an extra week's vacation with pay (2%).

ARTICLE 10-

HOLIDAYS

- A) The Company recognizes the following holidays:-
- | | | |
|---|--------------|-----------------------|
| New Year's Day | Dominion Day | Immaculate Conception |
| Good Friday | Labour Day | Christmas Day |
| St. John the Baptist. Thanksgiving day. | | |

New Year's Day, Good Friday, St. John the Baptist, Dominion Day, Labour Day, Thanksgiving day, and Christmas Day shall be considered as holidays for which the employees will be paid his or her regular hourly rate of pay.

- b) Whenever any such day falls on Sunday the following Monday is observed in the Province of Quebec as a holiday, then, for the purpose of this Agreement, such Monday will be recognized and treated as a holiday within the meaning of this Agreement.

ARTICLE 11.-

VOLUNTARY DEDUCTION OF UNION DUES.

The Company will deduct from their wages and turn over to the officers certified of the Union, Union dues of such members of the Union as individually and voluntarily certified in writing that they authorize such deductions. It is understood that a member of the Union may at any time revoke this authority of deduction of dues by a written sixty days' notice to the Company Paymaster and the Union Secretary.

ARTICLE 12.-

EXPIRATION OF AGREEMENT

The present Agreement shall expire on February 26th, 1953 otherwise to continue thereafter from year to year unless one of the parties to said Agreement gives a written notice to the other party within a delay of not more than sixty (60) days and not less than thirty (30) days prior to the expiration of the date of the said Agreement.

Dated at, St Johns, Que. this may 8th 1953, in Testimony whereof we have affixed our signatures and seals in good faith.

IBERVILLE FITTINGS LIMITED

UNITED STEEL WORKERS OF AMERICA CIO LOCAL 3953

Jacques Belisle

M. Lonctin

Georges Maura

R. Lonctin

Paul Sabourin

Armand Martin

Witness:

Witness:

Emile Bérard

Unreadable signature

J. Thompson
U. G. A. : Rep.

SCHEDULE "A"

JOB EVALUATION WAGE RATES

MALE EMPLOYEES

The following wage rates have been established from point wage conversion chart for regular male employees in all plants. The rate indicated will be paid for jobs falling within the evaluation ranges shown. These rates do not apply to employees of less than two months' service, but are guaranteed hourly rates for evaluation jobs, whether incentive or day work.

<u>EVALUATION POINTS</u>	<u>WAGE RATES (cents per hour)</u>
0 to 132	.87
133 to 139	.87-1/2
140 to 149	.88
150 to 158	.88-1/2
159 to 168	.89
169 to 177	.89-1/2
178 to 186	.90
187 to 196	.90-1/2
197 to 205	.91
206 to 215	.91-1/2
216 to 224	.92
225 to 233	.92-1/2
234 to 243	.93
244 to 252	.93-1/2
253 to 261	.94
262 to 271	.94-1/2
272 to 280	.95
281 to 290	.95-1/2
291 to 299	.96
300 to 309	.96-1/2
310 to 318	.97
319 to 328	.97-1/2
329 to 338	0.98
339 to 347	.98-1/2
348 to 357	.99
358 to 366	.99-1/2
367 to 376	1.00
377 to 386	1.00-1/2
387 to 395	1.01
396 to 405	1.01-1/2
406 to 410	1.02

The above rates effective from February 27th, 1952, for jobs on incentive.

An additional two cents (2¢) per hour will be added to above rates for hourly rated jobs, but in no case will these rates apply to jobs on incentive basis.

SCHEDULE "A"JOB EVALUATION WAGE RATES
FEMALE EMPLOYEES

The following wage rates have been established from the point wage conversion chart for regular female employees in all plants. The rates indicated will be paid for jobs falling within the evaluation point ranges shown. These rates do not apply to employees of less than two months' service, but are the guaranteed hourly rates for evaluation jobs, whether incentive or day work.

<u>EVALUATION POINTS</u>	<u>WAGE RATES (cents per hour)</u>
0 to 119	.70
120 to 129	.70-1/2
130 to 137	.71
138 to 148	.71-1/2
149 to 158	.72
159 to 167	.72-1/2
168 to 176	.73
177 to 186	.73-1/2
187 to 195	.74
196 to 205	.74-1/2
206 to 214	.75
215 to 223	.75-1/2
224 to 233	.76
234 to 242	.76-1/2
243 to 251	.77
252 to 261	.77-1/2
262 to 270	.78
271 to 280	.78-1/2
281 to 289	.79
290 to 299	.79-1/2
300 to 308	.80
309 to 318	.80-1/2
319 to 328	.81
329 to 337	.81-1/2
338 to 347	.82
348 to 356	.82-1/2
357 to 366	.83
367 to 376	.83-1/2
377 to 385	.84
386 to 395	.84-1/2
396 to 400	.85

The above rates effective from February 27th, 1952, for jobs on incentive.

An additional two cents (2¢) per hour will be added to above rates for hourly rates jobs, but in no case will these rates apply to jobs on incentive basis.

SCHEDULE "B"

Conditions of work and Company's rules, which may be cause for suspension or discharge.

1. Bringing intoxicants into or consuming intoxicants in the plant, or reporting for duty under the influence of liquor.
2. Refusal to comply with the Company's rules.
3. Incompetence.
4. Sleeping on duty.
5. Misappropriation of property of Company or of other employees.
6. Deliberate destruction of property of the Company or of other employees.
7. Giving or taking a bribe of any nature as an inducement to obtain work, or retain a position.
8. Gross carelessness endangering safety of others or of property, or neglect of duty.
9. Insubordination.
10. Fighting in the plant.
11. Disorderly conduct.
12. Failure to report for duty without good cause.
13. Continued absence after warning.
14. Habitual lateness after warning.
15. Smoking in prohibited areas and prohibited time of day or night.
16. Intentionally punching another employee's time card.
17. Intentionally interfering with the production or speed of output or another employee.
18. **Failure** to report accidents at time of occurrence.

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COLLECTIVE LABOUR AGREEMENT entered into at St. Johns, P.Q.

BETWEEN: IBERVILLE FITTINGS, LIMITED.

Party of the First Part.-

and: UNITED STEEL WORKERS OF AMERICA, CIO, LOCAL 3953
Party of the Second Part.-

WHICH AGREEMENT WITNESSETH AS FOLLOWS:

ARTICLE 1.- CERTIFICATE OF RECOGNITION.

The Union declares that on the 26th of February, 1947 the Labour Relations Board of the Province of Quebec issued a certificate of recognition in favour of the Union to represent all the hourly paid and piece work employees with the exception of foremen, assistant foremen, office employees, confidential employees and supervisors and watchmen, as well as all other weekly, monthly paid employees, employed by the Company at its plant situated at for the purpose of concluding with the Company a Collective Labour Agreement in accordance with the provisions of the Labour Relations Act of the Province of Quebec.-

ARTICLE 2. APPLICATION OF AGREEMENT.

This agreement shall apply to all the employees of the Company at its plant situated at Iberville P.Q. with the exception of foremen, assistant foremen, office employees, confidential employees supervisors and watchmen, paid by the week as well as all other weekly, bi-monthly or monthly paid employees

ARTICLE 3. MANAGEMENT.

The Management of the Plant and the direction of the working forces including the right to direct, plant and control operations, to schedule working hours and the right to fire, promote, demote, transfer, suspend or discharge employees for cause and to release employees because of lack of work or for other legitimate reasons or the right to introduce new and improved standards or facilities or to change existing production methods and facilities and to manage the plant in the traditional manner, is vested exclusively in the Company, subject to the express provisions of this Agreement.

ARTICLE 4. LABOUR RELATIONS COMMITTEE.

The employees shall be entitled to appoint a Labour Relations Committee of two (2) members, as much as possible belonging to different departments, for the purpose of discussing with the Company representatives or representative any matters or complaints which arise out of the operation of this Agreement. Each member of the Labour Relations Committee must have been employed at least one year by the Company prior to his appointment as a Committee member. The Union must notify the Company of the name as of such Committee members. Such Committee members must obtain permission from their foremen before leaving their jobs.-

The purpose of this Committee shall be:

- a. To encourage cooperation between employer and employee.
- b. To advance the best interest of the Company's employees.
- c. To bring the employer and employees into closer relationship with each other.
- d. To promote their mutual interest.
- e. To receive and consider complaints or suggestions from all employees.
- f. To bring these complaints or suggestions to the attention of the Management when deemed advisable.
- g. To promote educational work in regard to accident prevention, safety workers and any other matters affecting the mutual interest of the employer and employee.
- h. For the transaction of any complaints or any other matters coming within the Labour Relations Committee, reference of such complaints or matters will first be made to the department foreman, and if no agreement has been reached within forty-eight (48) hours, then to the Superintendent, and if no agreement is reached within a like period of forty-eight (48) hours, then at once in writing to Management.-

ARTICLE 4. (Cont'd.)

Failing settlement, such grievance shall be submitted at the next Labour Relations Committee meeting. The final decision of the Management shall be rendered within a delay of eight (8) calendar days from the date of the meeting of the Labour Relations Committee. Failing such decision, paragraph "1" shall apply. The Company shall meet said Labour Relations Committee twice within each month when requested.-

1. Conciliation and Arbitration- The parties hereto agree that all and any disputes that may arise under the terms of this Agreement and which shall not have been settled pursuant to negotiations between the Labour Relations Committee and the Company shall be settled according to law and shall be submitted to a council of conciliation and/or a council of arbitration appointed in virtue of Chap. 167 R.S.Q. (appointed in virtue of "La Loi des différends ouvriers de la Province de Quebec" by the Minister of Labour.)

ARTICLE 5. LOCK-OUTS AND STRIKES.

During the term of this Agreement the Company and the Union agree that there shall be no lock-out slow-down, strike or other stoppage of work until conciliation and arbitration have been exhausted. It is understood that the employees as individuals or in groups may be disciplined by discharge or otherwise for violation of the undertaking contained in this section.-

The Company agrees that no employee will in any way be discriminated against, coerced, restrained or influenced on account of membership in the Union.

It is agreed that the Union shall not conduct Union activity, distribute or cause to be distributed any handbills, pamphlets, literature or Union propaganda on Company premises or time.-

The Union shall be allowed to post, on bulletin boards as provided by the Company, notices regarding meetings and matters pertaining only to the Union. Before posting, all such notices must be approved by the Superintendent or his representative.-

ARTICLE 6. HOURS OF WORK AND WAGES.

Rates of pay for all employees covered by this Agreement in each of the Company's Manufacturing Divisions, are as set forth in Schedule "A" attached hereto and form part of this Collective Labour Agreement, as from date of signing of contract.-

Until further notice the regular hours of work shall be a five-day week, from 7 a.m. to 12 noon and from 1 p.m. to 6 p.m. Night workers, four (4) nights per week of twelve (12) hours each night. Time and one-half shall be paid for day shift workers after ten (10) hours in any one day and for night shift workers after twelve (12) hours in any one night or after forty-eight (48) hours in any one week, it being understood however, that no double overtime is to be paid at any time. A premium of five (5) cents shall be given for all hours worked during the night shift.-

In cases of emergency when men are requested to work through their regular lunch periods, they will be given their lunch period as soon as possible after the emergency has passed, and in any event not later than one hour after their regular lunch period.-

Tool room and maintenance and shipping room and other key employees may be expected to work on Saturday or other holidays or during the vacation period under special circumstances, the Management intending to reserve the right to maintain in operation a group of employees for certain operations of immediate importance.-

ARTICLE 7. CONDITIONS OF WORK AND COMPANY'S RULES.

- a. For the purpose of allowing employees to wash up, to put away their tools, and otherwise to prepare to leave their work, the Company undertakes to sound a whistle five (5) minutes before the end of the work of the regular shifts on each day.-

ARTICLE 7.- (Cont'd.)

- b.- The Company will continue to make provisions for the safety and health of its employees during working hours and the Union agrees that it will do its best to have employees covered by this Agreement follow all the rules laid down by the Company for their safety and health and for that of their fellow-workers.
- c.- Any employee who has not been otherwise notified and who reports for work as usual and is sent home because no work is available as well as any employee who has been called in for a short period less than three hours, shall be paid for the equivalent of four hours work at his normal rate of pay. This will not apply where such short period takes place because no work is available due to an act of God, or fortuitous event or any event which would not be foreseen such as power shortage, storm, flood and break down of machinery which could not be foreseen. Two ten-minute periods between whistles, shall be allowed daily for refreshments.-
- d.- Conditions of work and Company's rules which may be cause for suspension or discharge shall form part of this Agreement as set forth in Schedule "B"

ARTICLE 8. PROMOTIONS LAY OFFS AND SENIORITY.

It will be the Company's policy to promote employees within the organization where there are suitable employees available, promotion will be based on merit, which will be guided by seniority ability and skill as regards the new work being equal. Such factors as taking additional responsibility, training education background will also come under consideration. Seniority may not be considered unless the employee has been working for three (3) months continuously.-

Same policy will apply in cases of lay-offs and re-hiring, lay-offs shall be governed by the principle that man of greater seniority in each department or group of machines, (or like work,) shall be entitled to be retained in preference to men of less seniority, except in cases where a junior employee is in the opinion of the foreman of the department, or section in question, of superior ability and efficiency. In making a decision in favor of retaining a junior employee, the foreman must first consult the plant superintendent and together they must base their decision on grounds of reason and equity. In the case where any junior employee is retained, any senior employee, who has been laid off shall be entitled to make a complaint under the provisions of Art. 4. of this Agreement. To facilitate the application of the principle set out above a minimum two hours notice wherever possible, shall be given the employee in the case of lay-offs.-

Where an employee is placed on a job other than his or her regular job, due to a breakdown of machine, shortage of raw material, etc., it will be understood that this employee will return to his or her regular job as soon as the cause of said stoppage is corrected.

Priority in cases of lay-offs and re-hiring will be given to the Executives of the Local Union who may be in office during the lay-off period.-

Seniority shall be based on the length of years and months any employee has been in the employ of the Company. Ability, skill and knowledge being equal, seniority shall be the governing factor.-

Any employee shall cease to be entitled to seniority if:-

1. The Employee quits voluntarily.
2. The employee is dismissed for cause and not reinstated.
3. The employee who has been laid off and does not return to work within three days after call by personal notification sent to him either by messenger or by notice sent to him by Registered Mail, at his last known address.-
4. The employee has been laid off for one year or more.-

TRANSFERS: In the case of transfer to a higher or lower rate, job the new rate (that is the higher or the lower rate as the case may be) will immediately supply Employees, transferres By Management to another department or plant shall not lose his seniority.-

ARTICLE 9. VACATIONS.

- a. An annual vacation with pay to be given to all employees in accordance with ordinances of the Minimum Wage Commission of the Province of Quebec.-
- b. The vacation period shall be granted during the period from mid-June to mid-September inclusive, at such time or times as shall be fixed and determined by the Company. Such vacation days shall be exclusive of the Sundays or holidays herein specified.-
- c. Should vacations be granted to all employees at the same time, that is should the Company close the plant for the vacation week, the date of the vacation will be decided and noticed two weeks prior to the said vacation, if possible.-
- d. Employees of five (5) years continuous service or more (forced stoppage, excepted) will be granted an extra week's vacation with pay (2%)

ARTICLE 10 HOLIDAYS.

The Company recognizes the following holidays:-

New Year's Day	Dominion Days	Immaculate Conception
Good Friday	Labour Day	Christmas Day.-
St. John the Baptist.	Thanksgiving Day	

New Year's Day, Good Friday, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day shall be considered as holidays for which them employees will be paid his or her regular hourly rate of pay.-

Whenever any such day falls on Sunday and the following Monday is observed, in the Province of Quebec as a holiday, then, for the purpose of this Agreement, such Monday will be recognizes and treated as a holiday within the meaning of this Agreement.-

ARTICLE 11 VOLUNTARY DEDUCTION OF UNION DUES.

The Company will deduct from their wages and turn over to the proper officers certified of the Union, dues of such members of the Union as individually and voluntarily certified in writing that they authorize such deductions. It is understood that a member of the Union may at any time revoke this authority of deduction of dues by a written sixty days' notice to the Company Paymaster and the Union Secretary.-

ARTICLE 12 EXPIRATION OF AGREEMENT.

The present agreement shall expire on February 26th 1952 otherwise to continue thereafter from year to year unless one of the parties to said Agreement gives a written notice to the other party within a delay of not more than sixty (60) and not less than thirty (30) days prior to the expiration of the date of the said Agreement.-

Dates at St. Johns P.Q. this 5th day of Novm. 1951 in Testimony whereof we have affixed our signatures and seals in good faith.-

IBERVILLE FITTINGS LIMITED.

signature illisible.

R. Longtin.

UNITED STEEK WORKERS OF AMERICA.
CIO Local 3953

Jacques Delisle

André Thibodeau.

Horace Boucher.

Leonide Martel

Emile Martel

Emile Bérard

Witness. Underadable signature.

Witness A. Soucy.-

SCHEDULE "A"

JOB EVALUATION WAGE RATES.

MALE EMPLOYEES.

The following wage rates have been established from point wage conversation chart for regular male employees in all plants. The rates indicated will be paid for jobs falling within the evaluation point ranges shown. These rates do not apply to employees of less than two months' service, but are guaranteed hourly rates for evaluation jobs, whether incentive or day work.-

EVALUATION POINTS.	WAGE RATES (cents per hour.)
0 to 132	.83
133 to 139	.83½
140 to 149	.84
150 to 153	.84½
159 to 168	.85
169 to 177	.85½
178 to 186	.86
187 to 196	.86½
197 to 205	.87
206 to 215	.87½
216 to 224	.88
225 to 233	.88½
234 to 243	.89
244 to 252	.89½
253 to 261	.90
262 to 271	.90½
272 to 280	.91
281 to 290	.91½
291 to 299	.92
300 to 309	.92½
310 to 318	.93
319 to 328	.93½
329 to 338	.94
333 to 347	.94½
348 to 357	.95
358 to 366	.95½
367 to 376	.96
377 to 386	.96½
387 to 395	.97
396 to 405	.97½
405 to 410	.98

The above rates effective from February 27th 1951 to October 31st 1951 inclusive. From November 1st, 1951 to February 26th 1952 inclusive, one (1) cent per hour to be added to the above rates.-

SCHEDULE "A"

JOB EVALUATION WAGE RATES.

FEMALE EMPLOYEE.

The following wage rates have been established from the point wage conversion chart for regular female employees in all plants. The rates indicated will be paid for jobs falling within the evaluation point ranges shown. Those rates do not apply to employees of less than two months' service, but are the guaranteed hourly rates for evaluation jobs, whether incentive or day work.-

EVALUATION POINTS	WAGE RATES (Cents per hour)
0 to 119	.66
120 to 129	.66½
130 to 137	.67
138 to 148	.67½
149 to 158	.68
159 to 167	.68½
168 to 176	.69
177 to 186	.69½
187 to 195	.70
196 to 205	.70½
206 to 214	.71
215 to 223	.71½
224 to 233	.72
234 to 242	.72½
243 to 251	.73
252 to 261	.73½
262 to 270	.74
271 to 280	.74½
281 to 289	.75
290 to 299	.75½
300 to 308	.76
309 to 318	.76½
319 to 328	.77
329 to 337	.77½
338 to 347	.78
348 to 356	.78½
357 to 366	.79
367 to 376	.79½
377 to 385	.80
386 to 395	.80½
396 to 400	.61

The above ^{rates} ~~rates~~ effective from February 27th 1951 to October 31st 1951 inclusive. From November 1st 1951 to February 26th 1952 inclusive one (1) cent per hour to be added to above rates.-

SCHEDULE "B"

Conditions of work and Company's rules, which may be cause for suspension or discharge.-

1. Bringing intoxicants into or consuming intoxicants in the plant, or reporting for duty under the influence of liquor
2. Refusal to comply with the Company's rules.
3. Incompetence
4. Sleeping on duty
5. Misappropriation of property of Company or of other employees.
6. Deliberate destruction of property of the Company or of other employees.
7. Giving or taking a bribe of any as an inducement to obtain work or retain a position.
8. Gross carelessness endangering safety of others or of property or neglect of duty.-
9. Insubordination.-
10. Fighting in the Plant.-
11. Disorderly conduct.-
12. Failure to report for duty without good cause.
13. Continued absence after warning
14. Habitual lateness after warning.
15. Smoking in prohibited areas and prohibited time of day or night.
16. Intentionally punching another employee's time card.-
17. Intentionally interfering with the production or speed of output or another employee.-
18. Failure to report accidents at time of occurrence.

COLLECTIVE LABOUR AGREEMENT entered into at St Johns. Que

Between: **IBERVILLE FITTINGS LIMITED.**
Party of the First Part.

And: **UNITED STEEL WORKERS OF AMERICA, CIO. LOCAL 3953**
Party of the Second Part.

WHICH AGREEMENT WITNESSETH AS FOLLOWS:-

ARTICLE 1.- CERTIFICATE OF RECOGNITION

The Union declares that on the 26th day of February 1947, the Labour Relations Board of the Province of Quebec issued a certificate of recognition in favour of the Union to represent all the hourly paid and piece work employees with the exception of foremen, assistant foremen, office employees, confidential employees and supervisors and watchmen, as well as all other weekly, monthly paid employees, employed by the Company, at its plant situated at Iberville, P.Q. for the purpose of concluding with the Company a collective labour agreement in accordance with the provisions of the Labour Relations Act of the Province of Quebec.

ARTICLE 2.- APPLICATION OF AGREEMENT

+ will be
This agreement shall apply to all the employees of the Company at its plant situated at Iberville, P.Q. with the exception of foremen, assistant foremen, office employees, confidential employees, supervisors and watchmen, paid by the week as all other weekly, bi-monthly or monthly paid employees.

ARTICLE 3.- MANAGEMENT.

The Management of the plant and the direction of the working forces, including the right to direct, plan and control operations, to schedule working hours and the right to fire, promote, demote, transfer, suspend or discharge employees for cause and to release employees because of lack of work or for other legitimate reasons or the right to introduce new and improved standards or facilities or to change existing production methods and facilities and to manage the plant in the traditional manner, is vested exclusively in the Company, subject to the express provisions of this agreement.

ARTICLE 4.- LABOUR RELATIONS COMMITTEE

The employees shall be entitled to appoint a Labour Relations Committee of two (2) members, as much as possible belonging to different departments, for the purpose of discussing with the Company representatives or representative, any matters or complaints which arise out of the operation of this agreement. Each member of the Labour Relations Committee must have been employed at least one year by the Company prior to his appointment as a Committee member. The Union must notify the Company of the names of such Committee members. Such Committee members must obtain permission from their foremen before leaving their jobs.

The purpose of this Committee shall be :

- a.- To encourage co-operation between employer and employee.
- b.- To advance the best interest of the Company's employees.
- c.- To bring the employer and employees into relationship with each other.
- d.- To promote their mutual interests.
- e.- To receive and consider complaints or suggestions from all employees.
- f.- To bring these complaints or suggestions to the attention of the Management when deemed advisable .
- g.- To promote educational work in regard to accident prevention, safety workers and any other matters affecting the mutual interest of the employer and employees.
- h. For the transaction of any complaints or any other matters coming within the Labour Relations Committee, reference of such complaints or matters will first be made to the department foreman, and if no agreement has been reached within forty-eight (48) hours, then to the Superintendent, and if no agreement is reached within a like period of forty-eight hours (48) hours, then at once in writing to the Management.

ARTICLE 4 (Cont'd)

- h. Failing settlement, such grievance shall be submitted at the next labour Relations Committee meeting. The Company shall meet said Labour Relations Committee twice within each month when requested.
- i. Conciliation and Arbitration- The parties hereto agree that all and any disputes that may arise under the terms of this agreement and which shall not have been settled pursuant to negotiations between the Labour Relations Committee and the Company shall be settled according to law and shall be submitted to a Council of conciliation and/or a council of arbitration appointed in virtue of Chap. 167 R.S.Q. 1941. (appointed in virtue of "La Loi des différends ouvriers de la Province de Québec" by the Minister of Labour.

ARTICLE 5.- LOCK-OUTS AND STRIKES

During the term of this agreement, the Company and the Union agree that there shall be no lock-out, slow-down, strike or other stoppage of work until conciliations and arbitration have been exhausted. It is understood that the employees as individuals or in groups may be disciplined by discharge or otherwise for violation of the undertaking contained in this section.

The Company agrees that no employee will in any way be discriminated against, coerced, restrained or influenced on account of membership in the Union.

It is agreed that the Union shall not conduct Union activity, distribute or cause to be distributed any handbills, pamphlets, literature or Union propaganda on Company premises or time.

The Union shall be allowed to post, on bulletin boards as provided by the Company, notices regarding meetings and matters pertaining only to the Union. Before posting, all such notices must be approved by the Superintendent or his representative.

ARTICLE 6.- HOURS OF WORK AND WAGES

Rates of pay for all employees covered by this agreement in each of the Company's Manufacturing Divisions, are as set forth in Schedule "A" attached hereto and form part of this Collective Labour Agreement, as from date of signing of contract.

Until further notice, the regular hours of work shall be a five-day week, from 7.a.m. to 12 noon, and from 1.p.m. to 6 p.m. Night workers, four (4) nights per week of twelve (12) hours each night. Time and one-half shall be paid for day shift workers after ten (10) hours in any one day and for night shift workers after twelve (12) hours in any one night, or after forty-eight (48) hours in any one week, it being understood, however, that no double overtime is to be paid at any time. A premium of five (5) cents shall be given for all hours worked during the night shift.

In cases of emergency, when men are requested to work through their regular lunch periods, they will be given their lunch period as soon as possible after the emergency has passed, and in any event, not later than one hour after their regular lunch period.

Tool room and maintenance and shipping room and other key employees may be expected to work on Saturday or other holidays or during the vacation period, under special circumstances, the Management intending to reserve the right to maintain in operation a group of employees for certain operations of immediate importance,

ARTICLE 7.- CONDITIONS OF WORK AND COMPANY'S RULES

- a.- For the purpose of allowing employees to wash up, to put their tools away, and otherwise to prepare to leave their work, the Company undertakes to sound a whistle five (5) minutes before the end of the work of the regular shifts on each day.
- b. The Company will continue to make provisions for the safety and health of its employees during working hours and the Union agrees that it will do its best to have employees covered by this agreement follow all the rules laid down by the Company for their safety and health and for that of their fellow-workers.
- c. Any employee who has not been otherwise notified and who reports for work as usual and is sent home because no work is available, as well as any employee who has been called in for a short period, less than three hours, shall be paid for the equivalent of four hours work at his normal rate of pay. This will not apply where such short period takes place because no work is available due to an act of God, or fortuitous event or any event which could not be foreseen, such as power shortage, storm, flood, and breakdown of machinery which could not be foreseen. The ten-minute periods, between whistles, shall be allowed daily for refreshments.
- d. Conditions of work and Company's rules which may be cause for suspension or discharge shall form part of this Agreement as set forth in Schedule "B".

ARTICLE 8.- PROMOTIONS- LAY-OFFS. AND RE-HIRING. SENIORITY

It will be the Company's policy to promote employees within the organization where there are suitable employees available. Promotion will be based on merit, which will be guided by seniority, ability and skill as regards the new work being equal. Such factors as taking additional responsibility, training, education, background, will also come under consideration. Seniority may not be considered unless the employee has been working for three months (3) continuously.

Same policy will apply in cases of lay-offs and re-hiring. Lay-offs shall be governed by the principle that men of greater seniority shall be entitled to be retained in preference to men of less seniority except in cases where a junior employee is, in the opinion of the foreman, of the department or section in question, of superior ability and efficiency. In making such a decision in favour of retaining a junior employee the foreman must base his decision on ground of reason and equity. In the case where any junior employee is retained, any senior provisions of Art. 4. of this Agreement. To facilitate the application of the principle set out above, a minimum two hour notice, whenever possible, shall be given the employee in the case of lay-offs.

Priority in cases of lay-offs and re-hiring will be given to the Executives of the Local Union who may be in office during a lay-off period.

Seniority shall be based on the length of years and months any employee has been in the employ of the Company. Ability, skill and knowledge being equal seniority shall be the governing factor.

Any employee shall cease to be entitled to seniority if:

1. The employee quits voluntarily.
2. The employee is dismissed for cause and not reinstated.
3. The employee who has been laid off and does not return to work within three days after call by personal notification sent to him either by messenger or by notice sent to him by registered mail, at his last known address.
4. The Employee has been laid off for one year or more.

employee who has been laid off shall be entitled to make a complaint under the

TRANSFERS: In the case of transfer to a higher or lower rate job, the new rate (this is the higher or the lower rate as the case may be) will immediately apply. Employees transferred by Management to another department or plant shall not lose his seniority.

ARTICLE 9.- VACATIONS

- a. An annual vacation with pay to be given to all employees in accordance with ordinances of the Minimum Wage Commission of the Province of Quebec.
- b. The vacation period shall be granted during the period from mid-June to mid-September inclusive, at such time or times as shall be fixed and determined by the Company. Such vacation days shall be exclusive of the Sundays or holidays herein specified.
- c. Should vacations be granted to all employees at the same time, that is, should the Company close the plant for the vacation week, the date of the vacation will be decided and noticed two weeks prior to the said vacation, if possible.
- d. Employees of 7 years continuous service or more (forced stoppage excepted) will be granted an extra week's vacation with pay (2%).

ARTICLE 10.- HOLIDAYS

- a. The Company recognizes the following holidays:-

New Year's Day	Dominion Day	Immaculate-Conception
Good Friday	Labour Day	Christmas Day
St John the Baptist	Thanksgiving Day	

New Year's Day Good Friday, Dominion Day, Thanksgiving Day and Christmas Day shall be considered as holidays for which the employees will be paid his or her regular hourly rate of pay.

- b. Whenever any such day falls on Sunday and the following Monday is observed in the Province of Quebec as a holiday then, for the purpose of this Agreement, such Monday will be recognized and treated as a holiday within the meaning of this Agreement.

ARTICLE 11.- VOLUNTARY DEDUCTION OF UNION DUES.

The Company will deduct from their wages and turn over to the proper officers certified of the Union, union dues of such members of the Union as individually and voluntarily certified in writing that they authorize such deductions. It is understood that a member of the Union may at any time revoke this authority of deductions of dues by a written sixty days' notice to the Company Paymaster and the Union Secretary.

ARTICLE 12 .- EXPIRATION OF AGREEMENT

The present Agreement shall expire on February 26th, 1951, and to continue thereafter from year to year unless one of the parties to said Agreement gives a written notice to the other party within a delay of not more than sixty (60) and not less than thirty (30) days prior to the expiration of the date of the said agreement.

Dated at St Johns. P.Q. this 12th day of
October 1950, in Testimony whereof we have affixed our signatures
and seals in good faith.

IBERVILLE FITTINGS LIMITED.

M. Longtin

R. Longtin

Witnesses

Unreadable

UNITED STEEL WORKERS OF AMERICA.
CIO LOCAL 3953.

Emile Bérard

Victor Boutin

Marc. H. Daigneault

Jacques Délisle

Horace Boucher

J. Thompson

U.S.A. Rep.

SCHEDULE "A"

CABLES CONDUITS AND FITTINGS. LIMITED

KRAFT PAPER PRODUCTS LIMITED

IBERVILLE FITTINGS LIMITED

JOB EVALUATION WAGE RATES

MALE EMPLOYEES

The following wage rates have been established from point wage conversion chart for regular male employees in all plants. The rates indicated will be paid for job falling within the evaluation point ranges shown. These rates do not apply to employees of less than two months service, but are guaranteed hourly rates for evaluation jobs, whether incentive or day work.

EVALUATION POINTS	WAGE RATES (Cents per hour)
0 to 132	.74
133 to 139	.74½
140 to 149	.75
150 to 158	.75½
159 to 168	.76
169 to 177	.76½
178 to 186	.77
187 to 196	.77½
197 to 205	.78
206 to 215	.78½
216 to 224	.79
225 to 233	.79½
234 to 243	.80
244 to 252	.80½
253 to 261	.81
262 to 271	.81½
272 to 280	.82
281 to 290	.82½
291 to 299	.83
300 to 309	.83½
310 to 318	.84
319 to 328	.84½
329 to 338	.85
339 to 347	.85½
348 to 357	.86
358 to 366	.86½
367 to 376	.87
377 to 386	.87½
387 to 395	.88
396 to 405	.88½
406 to 410	.89

The above rates effective from February 27th 1950 to October 12th 1950, inclusive, from October 13th, 1950 to February 26th, 1951 inclusive, two (2) cents per hour to be added to the above rates.

SCHEDULE "A"

CABLES, CONDUITS AND FITTINGS. LIMITED

KRAFT PAPER PRODUCTS. LIMITED

IBERVILLE FITTINGS LIMITED

JOB EVALUATION WAGE RATES

FEMALE EMPLOYEES

The following wage rates have been established from the point wage conversion chart for regular female employees in all plants. The rates indicated will be paid for jobs falling within the evaluation point ranges shown. These rates do not apply to employees of less than two months service, but are the guaranteed hourly rates for evaluation jobs, whether incentive or day work.

EVALUATION POINTS	WAGE RATES (Cents per hour)
0 to 119	.57
120 to 129	.57½
130 to 137	.58
138 to 148	.58½
149 to 158	.59
159 to 167	.59½
168 to 176	.60
177 to 186	.60½
187 to 195	.61
196 to 205	.61½
206 to 214	.62
215 to 223	.62½
224 to 233	.63
234 to 242	.63½
243 to 251	.64
252 to 261	.64½
262 to 270	.65
271 to 280	.65½
281 to 289	.66
290 to 299	.66½
300 to 308	.67
309 to 318	.67½
319 to 328	.68
329 to 337	.68½
338 to 347	.69
348 to 356	.69½
357 to 366	.70
367 to 376	.70½
377 to 385	.71
386 to 395	.71½
396 to 400	.72

The above rates effective from February 27th, 1950 to October 12th, 1950, inclusive, from October 13th, 1950 to February 26th, 1951, inclusive two (2) cents per hour to be added to the above rates.

SCHEDULE "B"

Conditions of work and Company's rules which may be cause for suspension or discharge.

- 1.- Bringing intoxicants into or consuming intoxicants in the plant, or reporting for duty under the influence of liquor.
- 2.- Refusal to comply with the Company's rules.
- 3.- Incompetence.
- 4.- Sleeping on duty.
- 5.- Misappropriation of property of Company or of other employees.
- 6.- Deliberate destruction of property of the Company or of other employees.
- 7.- Giving or taking a bribe of any nature as an inducement to obtain work or retain a position.
- 8.- Gross carelessness endangering safety of others or of property, or neglect of duty.
- 9.- Insubordination.
- 10.- Fighting in the plant.
- 11.- Disorderly conduct.
- 12.- Failure to report for duty without good cause.
- 13.- Continued absence after warning.
- 14.- Habitual lateness after warning.
- 15.- Smoking in prohibited areas and prohibited time of day or night.
- 16.- Intentionally punching another employee's time card.
- 17.- Intentionally interfering with the production or speed of output of another employee.
- 18.- Failure to report accidents at time of occurrence.

CONVENTION COLLECTIVE DE TRAVAIL

intervenue à Saint-Jean P.Q.

Entre: IBERVILLE FITTINGS LIMITED

Partie de la première part

Et : UNITED STEEL WORKERS OF AMERICA, CIO, LOCAL 3953

Partie de la deuxième part.

ARTICLE 1- CERTIFICAT DE RECONNAISSANCE

L'Union déclare que le vingt-sixième jour de février 1947, la Commission des Relations Ouvrières de la province de Québec a émis, un certificat de reconnaissance en faveur de l'Union pour représenter tous les employés payés à l'heure ou à la pièce, à l'exception des contremaîtres, assistants-contremaîtres, employés de bureau, employés confidentiels et surveillants et gardiens; aussi bien que tout autre employé payé tant à la semaine qu'au mois, à l'emploi de la Compagnie à son usine située à afin de conclure avec la Compagnie une convention collective de travail suivant les stipulations de la loi des Relations Ouvrières de la province de Québec.

ARTICLE 2.- APPLICATION DE LA CONVENTION

Cette convention s'appliquera à tous les employés de la Compagnie à son usine située à à l'exception des contremaîtres, assistants-contremaîtres, employés de bureau, employés confidentiels, surveillants et gardiens payés à la semaine, aussi bien que tous les autres employés à la semaine, semi-mensuellement ou au mois.

ARTICLE 3- DIRECTION

La direction de l'usine et ladirection de tout le personnel, le droit de diriger, d'agencer et de contrôler les opérations, de régler les heures de travail, le droit d'engager, de promouvoir, de dégrader, de transférer, de suspendre ou de congédier les employés pour cause, de libérer des employés pour manque de travail ou pour toute autre raison légitime, le droit d'introduire des méthodes éprouvées, de changer les méthodes ou procédés de production et diriger l'usine suivant l'usage, est assigné exclusivement à la Compagnie, sujet aux stipulations expresses contenues dans cette convention.

ARTICLE 4- COMITE DE RELATIONS UVRIERES

Les employés auront le droit de former un Comité de Relations Ouvrières de deux (2) membres, autant que possible appartenant à des départements différents, dans le but de discuter avec le ou les représentants de la Compagnie, toute question ou plainte survenant par suite de l'exécution de cette convention. Chaque member du Comité des Relations Ouvrières devra avoir été à l'emploi de la Compagnie pour au moins un an, avant sa nomination comme membre du Comité,

L'Union doit aviser la Compagnie du nom des membres de ce comité. Les membres du dit Comitédoivent obtenir la permission de leur contremaître avant de quitter leur travail

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Le but du dit Comité sera:-

- a) D'encourager la coopération entre l'employeur et l'employé;
- b) De promouvoir les meilleurs intérêts des employés de la Compagnie;
- c) De favoriser des relations plus intimes entre l'employeur et l'employé;
- d) De promouvoir leurs intérêts mutuels;
- e) De recevoir et d'étudier les plaintes ou suggestions de tous les employés;
- f) De porter ces plaintes ou suggestions à l'attention de la direction lorsque jugé à propos;
- g) De promouvoir l'éducation relativement à la prévention des accidents et de toute autre question d'intérêt commun entre employeur et employé;
- h) Pour considérer toute plainte ou toute autre question relevant du Comité des relations ouvrières, elle devra d'abord être référée au contremaître du département et si aucune entente est possible dans les quarante-huit (48) heures, alors à la direction de l'usine alors que les prétentions de l'Union devront être soumises par écrit et qu'un officier ou représentant de l'Union peut prendre part à la discussion, la Compagnie rencontrera le Comité des Relations ouvrières deux fois par mois si nécessaire;
- i) Conciliation et arbitrage: Les parties aux présentes conviennent que toutes et chacune des plaintes qui peuvent naître de cette Convention et qui n'auront pas été réglées à la suite de négociations entre le Comité des Relations Ouvrières et la Compagnie, seront réglées suivant la loi et seront soumises à un Conseil de conciliation et /ou un Conseil d'arbitrage nommé en vertu du chapitre 167 S.R.Q. 1941 (nommé en vertu de " La Loi des différents ouvriers de la province de Québec ", par le Ministre du Travail".

ARTICLE 5- CONTRE GREVE ET GREVE

Pendant la durée de cette convention, la Compagnie et l'Union conviennent qu'il n'y aura pas de contre-greve, de ralentissement, grève ou autre arrêt de travail avant que la Conciliation et l'arbitrage n'aient été épuisés. Il est entendu que des employés individuellement ou en groupe peuvent être disciplinés par congédiement ou autrement pour violation de l'engagement assumé.

La Compagnie affirme qu'aucune discrimination, contrainte ou pression ne sera exercée sur l'employé par suite de son adhésion à l'Union.

Il est convenu que l'Union n'exercera aucune activité syndicale, ne distribuera et ne fera pas distribuer de circulaires, pamphlets, littérature ou propagande syndicale sur la propriété de la Compagnie ou pendant les heures d'ouvrage.

L'Union aura le droit d'afficher sur des tableaux fournis par la Compagnie, les avis d'assemblées ou de sujet concernant l'union seulement. Avant d'afficher ces avis, ils devront avoir été approuvés par le surintendant ou son représentant.

ARTICLE 6- HEURES DE TRAVAIL ET SALAIRES

Les taux de salaire pour tous les employés couverts par cette convention dans chacun des établissements de production de la Compagnie sont tels qu'indiqués dans la Cédule "A" attachée aux présentes et ils feront alors partie de cette entente collective de travail. Ils prendront effet rétroactivement au 26 février 1949.

Jusqu'à avis contraire, les heures régulières de travail seront une semaine de cinq (5) jours, de 7 a.m. à 12.00 midi et de 1 p.m. à 6 p.m. Les travailleurs de nuit, quatre (4) nuits par semaine de douze (12) heures chaque nuit. Temps et demi, sera payé pour tout travail supplémentaire au-delà de quarante-huit (48) dans une semaine. Une prime de 3% sera donnée pour toutes les heures de tra-

vail accomplies durant l'équipe de nuit.

En cas d'urgence, quand des employés sont demandés pour travailler durant leur période régulière de diner, ils auront droit à une période équivalente pour diner, aussitôt que possible après que la période d'urgence sera écoulée et à tout événement pas plus tard qu'une heure après leur période régulière de diner.

Les employés préposés au département des outils, à la maintenance et à l'expédition peuvent être demandés pour travailler le samedi et toute autre fête ou durant les vacances en des circonstances spéciales, la Compagnie se réservant le droit de maintenir au travail certains groupes d'employés pour certaines opérations d'importance immédiate.

ARTICLE 7.- CONDITION DE TRAVAIL ET REGLEMENTS DE LA COMPAGNIE

- a) Afin de permettre aux employés de se laver, de serrer leurs outils et de se préparer à quitter leur travail la Compagnie s'engage à faire crier le sifflet cinq (5) minutes chaque jour avant la fin du travail des équipes régulières.
- b) La Compagnie continuera à prendre les mesures pour la sûreté et la santé de ses employés durant les heures de travail et l'Union consent à faire tout son possible pour que les employés soumis à cette convention suivent tous les règlements établis par la Compagnie pour leur santé et leur sûreté et pour celles de leurs compagnons de travail.
- c) Tout employé qui n'a pas été avisé et qui revient au travail comme d'habitude et qui est renvoyé chez lui pour manque de travail aussi bien que tout employé qui a été appelé pour une courte période, moins de trois (3) heures, sera payé l'équivalent de quatre (4) heures à son taux normal de salaire. Deux (2) périodes de 10 minutes par jour seront accordées pour rafraichissements.
- d) Les conditions de travail et les règlements de la Compagnie qui peuvent être cause de suspension ou congédiement feront partie de cette convention, tel qu'indiqué dans la cédule "B".

ARTICLE 8- PROMOTION MISE A PIED- REENGAGEMENT- ANCIENNETE

Ce sera la politique de la Compagnie de promouvoir les employés dans leur sphère là ou il/a des employés aptes disponibles. Les promotions seront basées sur le mérite, compte tenu également de l'ancienneté, de l'habitude et de la dextérité quant au nouveau travail dans la mesure ou le nouveau travail s'y prête. On devra considérer aussi les responsabilités qui s'ajoutent, l'entraînement, l'éducation, le dossier de chacun.

L'ancienneté ne serapas considérée si l'employé n'a pas travaillé trois (3) mois sans interruption. La même politique s'applique au cas de mise-à-pied, et de réengagement. Les mises à pied seront régis par le principe que des employés de plus grande ancienneté dans l'emploi de la Compagnie auront droit à être retenus de préférence à des employés d'ancienneté moindre, excepté dans les cas où un employé, junior est dans l'opinion du contremaître du département ou de la section en question, d'habileté et d'efficacité supérieure. En prenant une telle décision pour retenir un employé junior, le contremaître doit baser sa décision sur l'équité et le bon sens. Au cas où un employé junior est retenu, un employé sénior qui a été mis à pied, aura droit de porter une plainte, d'après les stipulations de l'article 2 de cette convention.

Priorité aux cas de mise à pied sera donnée aux membres del'Exécutif de l'Union locale en fonctions pendant cette période de mise à pied.

L'ancienneté sera basée sur les années et mois d'employé au service de la Compagnie. Habileté, connaissance et d'extériorité égales, l'ancienneté sera le facteur décisif. La Compagnie fournira à l'Union une liste des employés à date, indiquant l'ancienneté de chaque employé.

Un employé cessera de jouir de son ancienneté si:

- 1) L'employé quitte volontairement;
- 2) L'employé est congédié pour cause et n'est pas réintégré;
- 3) L'employé est mis à pied, et ne se rapporte pas dans les trois jours (3) après avis à lui envoyé, soit par messenger ou par lettre recommandée, à sa dernière adresse connue.
- 4) L'employé a été mis à pied pour plus d'une année.

TRANSFERT

Dans le cas de transfert à une position plus élevée, ou inférieure, le nouveau taux, qui est le taux plus élevé ou plus bas, selon le cas, s'appliquera immédiatement. Les employés " transférés " par la direction à un autre département ne perdront pas leur ancienneté.

ARTICLE 9.- VACANCES

- a) Une vacance annuelle avec salaire sera donnée à tous les employés suivant l'ordonnance de la Commission des salaires minimum de la province de Québec.
- b) La période des vacances aura lieu durant la période de mi-juin à la mi-septembre inclusivement, au temps fixé et déterminé par la Compagnie. Ces vacances ne comprendront pas les dimanches et jours de fête, reconnus dans cette convention.
- c) Si les vacances sont accordées à tous les employés en même temps, c'est à dire que si la Compagnie ferme l'usine pour la semaine de vacances, la date des vacances sera décidée et avis en sera donné si possible deux semaines (2) avant les dites vacances.
- d) Les employés de huit (8) années ou plus de service continu (les arrêts forcés exceptés) recevront une semaine additionnelle de vacance avec salaire.

ARTICLE 10.- JOURS FERIES

- a) La Compagnie reconnaît les jours fériés suivants:

Le Jour de l'An
Vendredi Saint
St-Jean Baptiste
Jour du Canada
Fête du Travail
L'Action de grâces
Noël.

Le jour de L'An, Jour du Canada, Jour d'Action de grâces et le Jour de Noël seront considérés comme des jours fériés et les employés seront payés à leur taux heure régulier; vu ceci, la politique de boni suivie par la Compagnie dans le passé est abandonnée.

- b) Quand ces jours tombent le dimanche, et que le lundi suivant est observé dans la province de Québec comme jour férié, pour les fins de cette convention, ce lundi sera reconnu comme fête suivant les termes de cette convention.

ARTICLE II- DEDUCTION VOLONTAIRE DES CONTRIBUTIONS POUR L'UNION

La Compagnie déduira des salaires et remettra à ces officiers indiqués et reconnus par l'Union, les contributions pour l'Union de membres de l'Union qui, personnellement et volontairement, attestent par écrit de leur consentement à telles déductions. Il est entendu qu'un membre de l'Union peut, en aucun temps, révoquer cette autorisation de déduire ses contributions en donnant avis écrit de trente (30) jours au payeur de la Compagnie et au secrétaire de l'Union, (Un avis en blanc, à cette fin, sera imprimé à l'endos des enveloppes de paye.)

ARTICLE 12.- EXPIRATION DE LA CONVENTION

La présente convention expirera le 26 février 1950, pour se poursuivre ensuite d'année en année, à moins que l'une des parties à la dite convention donne avis par écrit à l'autre partie dans un délai de pas plus de soixante (60) jours et de pas moins de trente (30) jours avant la date d'expiration de la dite convention.

Daté à P .Q. ce 20 mai 1949. En
foi de quoi nous avons apposé nos signatures et sceaux " de bonne
foi.

(SG) B. Longtin

(SG) V. Longtin

UNITED STEEL WORKERS OF AMERICA
CIO LOCAL 3953

(SG) Victor Boutin- Président

(SG) Marc Daigneault

(SG) Horace Boucher(fils)

(SG) Jacques Delisle

TEMOINS

(SG) André Sabourin

(SG) Mr. Thompson
U.S.A. Representative

CE D U L E A

CABLES, CONDUITS AND FITTINGS LIMITED

KRAFT PAPER PRODUCTS LTD

IBERVILLE FITTINGS LTD

TACHE DE L'EVALUATION DES TAUX DE SALAIRE

EMPLOYES MASCULINS

Les taux de salaire qui suivent ont été établis d'après une " charte " de conversion de points- salaire pour les employés réguliers masculins dans tous les ateliers. Les taux indiqués seront payés pour la tâche tombant en dedans des échelles de points d'évaluation reproduites. Ces taux ne s'appliquent pas aux employés de moins de trois (3) mois de service, mais sont les taux-heure garantis pour " les tâches évaluées ", qu'il s'agisse d'ouvrage payé au jour ou sur une base d'encouragement (d" incentive").

<u>POINTS D'EVALUATION</u>	<u>TAUX HEURE (Centins par heure).</u>
0 à 132	.68
133 à 139	.68 1/2
140 à 149	.69
150 à 158	.69 1/2
159 à 168	.70
169 à 177	.70 1/2
178 à 186	.71
187 à 196	.71 1/2
197 à 205	.72
206 à 215	.72 1/2
216 à 224	.73
225 à 233	.73 1/2
234 à 243	.74
244 à 252	.74 1/2
253 à 261	.75
262 à 271	.75 1/2
272 à 280	.76
281 à 290	.76 1/2
291 à 299	.77
300 à 309	.77 1/2
310 à 318	.78
319 à 328	.78 1/2
329 à 338	.79
339 à 347	.79 1/2
348 à 357	.80
358 à 366	.80 1/2
367 à 376	.81
377 à 386	.81 1/2
387 à 395	.82
396 à 405	.82 1/2
406 à 410	.83

CABLES CONDUITS AND FITTINGS LTD.

KRAFT PAPER PRODUCTS LTD.

IBERVILLE FITTINGS LTD.

TACHE DE L'EVALUATION DES TAUX DE SALAIRE

EMPLOYES FEMININS

Les taux de salaire qui suivent ont été établis d'après une " charte " de conversion de points-salaire pour les employés réguliers féminins dans tous les ateliers. Les taux indiqués seront payés pour la tâche tombant en dedans des échelles de points d'évaluation reproduites. Ces taux ne s'appliquent pas aux employés de moins de trois (3) mois de service, mais sont les taux-heure garantis pour " les tâches évaluées ", qu'il s'agisse d'ouvrage payé au jour ou sur une base d'encouragement ("incentive").

<u>POINTS D'EVALUATION</u>	<u>TAUX HEURE (Centins par heure)</u>
0 à 119	.53
120 à 129	.53 1/2
130 à 137	.54
138 à 148	.54 1/2
149 à 158	.55
159 à 167	.55 1/2
168 à 176	.56
177 à 186	.56 1/2
187 à 195	.57
196 à 205	.57 1/2
206 à 214	.58
215 à 223	.58 1/2
224 à 233	.59
234 à 242	.59 1/2
243 à 251	.60
252 à 261	.60 1/2
262 à 270	.61
271 à 280	.61 1/2
281 à 289	.62
290 à 299	.62 1/2
300 à 308	.63
309 à 318	.63 1/2
319 à 328	.64
329 à 337	.64 1/2
338 à 347	.65
348 à 356	.64 1/2
357 à 366	.66
367 à 376	.66 1/2
377 à 385	.67
386 à 395	.67 1/2
396 à 400	.68

CE D U L E B

Conditions de travail et règlement de la Compagnie
qui peuvent être cause de suspension ou de congédiement.

- (1) Apporter dans l'usine ou y consommer des liqueurs enivrantes, ou entrer au travail, sous l'effet de liqueurs enivrantes.
- (2) Refuser d'obéir aux règlements de la Compagnie.
- (3) Incompétence.
- (4) Dormir au Travail.
- (5) S'approprier sans droit ce qui appartient à la Compagnie ou à toute autre personne.
- (6) Briser sciemment ce qui appartient à la Compagnie ou à toute autre personne.
- (7) Donner quoique ce soit pour obtenir de l'ouvrage ou retenir son emploi.
- (8) Négligence grossière mettant en danger la sécurité ou le bien des autres, ou négligence dans l'accomplissement du devoir.
- (9) Insubordination.
- (10) Se battre dans l'usine.
- (11) Conduite désordonnée.
- (12) Défaut de se rapporter au travail sans raison valable.
- (13) Demeurer absent après avertissement.
- (14) Retardataire d'habitude après avertissement.
- (15) Fumer dans les endroits défendus et au temps défendu du jour ou de la nuit.
- (16) Poinçonner volontairement la carte d'un autre.
- (17) Retarder sciemment la production ou la vitesse ou le volume d'une autre personne.
- (18) Défaut de rapporter tout accident au moment où on en a connaissance.

Québec, le 3 juin 1949.

Monsieur Ivan Sabourin, c.r.,
2201, Immeuble Aldred,
507, Place d'Armes,
Montréal, Qué.

Re: Iberville Fittings Ltd., et United Steel
Workers of America C.I.O. Local 3953

Cher monsieur,

L'honorable ministre me charge d'accuser réception de votre lettre du 27 mai à laquelle était jointe copie de la convention intervenue entre les parties ci-dessus.

Veillez agréer, cher monsieur, l'expression de mes meilleurs sentiments.

L'Assistant sous-ministre,

Donat Quimper
V.

F

IVAN SABOURIN
AVOCAT

MONTREAL

N
Le 27 mai, 1949.



PERSONNEL.

Honorable Antonio Barrette,
Ministre du Travail,
Hôtel du Gouvernement,
QUEBEC, P.Q.

Monsieur le Ministre,

RE: Iberville Fittings Ltd.,
-et- United Steel Workers of
America CIO Local 3953
Convention Collective signée ces
jours derniers et expirant en
février 1950.

Cette Convention Collective fut signée
ces jours derniers. Elle termine un très long débat.

L'an dernier il y eut arbitrage sous la
présidence de monsieur le Juge Guérin et les deux parties
s'étaient ralliées à la décision arbitrale.

Cette année un autre arbitrage eut lieu
sous la présidence de monsieur le Juge Boisvert. Nous avons,
la compagnie, rejeté la décision arbitrale. Suivant ce rejet,
des négociations entre les parties commencèrent à nouveau. Elles
viennent d'aboutir à une entente.


Nous avons adressé ce jour des copies
de Convention Collective, sous pli séparé, au département.

Le tout à la suite de vos directives
et conseils.

Nous apprécions hautement votre inter-
vention dans le but de régler ce différend à l'amiable nonobstant
le rejet de la décision arbitrale.

Votre tout dévoué,

Ivan Sabourin
IVAN SABOURIN.

SD/ (1) 

P.S.- Messieurs Lamoureux et Thompson ont pris part aux négocia-
tions.

COLLECTIVE LABOUR AGREEMENT entered into at Iberville, P. Q.

Between: IBERVILLE FITTINGS LIMITED
Party of the first part

And: UNITED STEEL WORKERS OF AMERICA, CIO, LOCAL 3953
Party of the second part

WHICH AGREEMENT WITNESSETH AS FOLLOWS:-

ARTICLE 1- CERTIFICATE OF RECOGNITION

The Union declares that on the 26th day of February 1947, the Labour Relations Board of the Province of Quebec issued a certificate of recognition in favour of the Union to represent all the hourly paid and piece-work employees with the exception of foremen, assistant foremen, office employees, confidential employees and supervisors and watchmen, as well as all weekly, monthly paid employees, employed by the Company at its plant situated at Iberville, P. Q., for the purpose of concluding with the Company a collective labour agreement in accordance with the provisions of the Labour Relations Act of the Province of Quebec.

ARTICLE 2- APPLICATION OF AGREEMENT

This agreement shall apply to all employees of the Company at its plant situated at Iberville, P. Q., with the exception of foremen, assistant foremen, office employees, confidential employees, supervisors and watchmen, paid by the week as well as all other weekly, bi-monthly or monthly paid employees.

ARTICLE 3- MANAGEMENT

The management of the plant and the direction of the working forces, including the right to direct, plan and control operations, to schedule working hours and the right to hire, promote, demote, transfer, suspend or discharge employees for cause and to release employees because of lack of work or for other legitimate reasons or the right to introduce new and improved standards or facilities or to change existing production methods and facilities and to manage the plant in the traditional manner, is vested exclusively in the Company, subject to the express provisions of this agreement.

ARTICLE 4- LABOUR RELATIONS COMMITTEE

The employees shall be entitled to appoint a Labour Relations Committee, of two (2) members, as much as possible belonging to different departments, for the purpose of discussing with the Company representatives or representative, any matters or complaints which arise out of the operation of this agreement. Each member of the Labour Relations Committee must have been employed at least one year by the Company prior to his appointment as a Committee member. The Union must notify the Company of the names of such Committee members. Such committee members must obtain permission from their foremen before leaving their jobs.

The Purpose of the Committee shall be:

- a- To encourage co-operation between employer and employee.
- b- To advance the best interest of the Company's employees.
- c- To bring the employer and the employees into closer relationship with each other.
- d- To promote their mutual interests.

- e- To receive and consider complaints or suggestions from all employees.
- f- To bring these complaints or suggestion to the attention of the management when deemed advisable.
- g- To promote educational work in regard to accident prevention, safety workers and any other matters affecting the mutual interest of the employer and employees.
- h- For the transaction of any complaints or any other matter coming within the Labour Relations Committee, references of such complaints or matters will first be made to the department foreman and if no agreement has been reached within forty-eight (48) hours, then to the Superintendent and if no agreement is reached within a like period of forty-eight hours then to the Management at which time the representation of the Union should be submitted in writing and at which stage a Union officer or representative may take part in the discussion. The Company shall meet said Labour Relations Committee twice within each month if necessary.
- i- Conciliation and Arbitration - The parties hereto agree that all and any disputes that may arise under the terms of this agreement and which shall not have been settled pursuant to negotiations between the Labour Relations Committee and the Company shall be settled according to law and shall be submitted to a council of conciliation and/or a council of arbitration appointed in virtue of Chap. 167 R.S.Q. 1941 (appointed in virtue of "La loi des differents ouvriers de la Province de Quebec", by the Minister of Labour).

ARTICLE 5- LOCK-OUTS AND STRIKES

During the term of this Agreement, the Company and the Union agree that there shall be no lock-out, slow-down, strike or other stoppage of work until conciliations and arbitration have been exhausted. It is understood that the employees as individuals or in groups may be disciplined by discharge or otherwise for violation of the undertaking contained in this section.

The Company agrees that no employee will in any manner be discriminated against, coerced, restrained or influenced on account of membership in the Union.

It is agreed that the Union shall not conduct Union activity, distribute or cause to be distributed any hand bills, pamphlets, literature or Union propaganda on Company premises or time.

The Union shall be allowed to post, on bulletin boards as provided by the Company, notices regarding meetings and matters pertaining only to the Union. Before posting, all such notices must be approved by the Superintendent or his representative.

ARTICLE 6- HOURS OF WORK AND WAGES

Rates of pay for all employees covered by this agreement in each of the Company's Manufacturing Divisions, are as set forth in Schedule "A" attached hereto and form part of this collective labour agreement. And shall be retroactive to February 26th 1949.

Until further notice, the regular hours of work shall be a five day week, from 7 p.m. to 12 noon and from 1 p.m. to 6 p.m. Night workers, four (4) nights per week or twelve (12) hours each night. Time and one-half shall be paid on any time worked over forty-eight (48) hours in any one week. A premium of 3¢ shall be given for hours worked during the night shift. ^{all}

In cases of emergency, when men are requested to work through their regular lunch periods, they will be given their lunch period as soon as possible after the emergency has passed and in any event, not later than one hour after their regular lunch period.

Tool room and maintenance and shipping room and other key employees may be expected to work on Saturday or other holidays or during the vacation period, under special circumstances, the Management intending to reserve its right to maintain in operation a group of employees for certain operations of immediate importance.

ARTICLE 7- CONDITIONS OF WORK AND COMPANY'S RULES

- a- For the purpose of allowing employees to wash up, to put their tools away, and otherwise to prepare to leave their work, the Company undertakes to sound a whistle five (5) minutes before the end of the work of the regular shifts on each day.
- b- The Company will continue to make provisions for the safety and health of its employees during working hours and the Union agrees that it will do its best to have employees covered by this Agreement follow all the rules laid down by the Company for their safety and health and for that of their fellow-workers.
- c- Any employee who has not been otherwise notified and who reports for work as usual and is sent home because of no work available, as well as any employee who has been called in for a short period, less than three hours, shall be paid for the equivalent of four hours work at his normal rate of pay. Two ten-minute periods shall be allowed daily for refreshments.
- d- Conditions of work and Company's rules which may be cause for suspension or discharge shall form part of this agreement as set forth in Schedule "B".

ARTICLE 8 PROMOTIONS- LAY-OFFS AND RE-HIRING- SENIORITY

It will be the Company's policy to promote employees within the organization where there are suitable employees available. Promotion will be based on merit, which will be guided by seniority, ability and skill as regards the new work being equal. Such factors as taking additional responsibility, training, education, background will also come under consideration. Seniority may not be considered unless the employee has been working for three (3) months continuously.

Same policy will apply in cases of lay-offs and re-hiring. Lay-offs shall be governed by the principal that men of greater seniority in the employ of the Company shall be entitled to be retrained retained in preference to men of less seniority except in cases where a junior employee is, in the opinion of foremen of the department or section in question, of superior ability and efficiency. In making such a decision in favour of retaining a junior employee the foreman must base his decision on ground of reason and equity. In the case where any junior employee is retained, any senior employee who has been laid off shall be entitled to make a complaint under the provisions of Art. 4 of this Agreement.

Priority in cases of lay-offs and re-hiring will be given to the Executives of the Local Union who may be in the office during a lay-off period.

Seniority shall be based on the length of years and months an employee has been in the employ of the Company. Ability, skill and knowledge being equal shall be the governing factor. The Company shall supply the union with an up-to-date list of employees noting the seniority of each employee.

An employee shall cease to be entitled to seniority if:

- 1. The employee quits voluntarily.
- 2. The employee is dismissed for cause and not reinstated.
- 3. The employee who has been

The present agreement shall be null and void if the Union Secretary (a blank envelope) is not received by the Company within a delay of 30 days after the date of the last meeting of the Union. The present agreement shall be null and void if the Union Secretary (a blank envelope) is not received by the Company within a delay of 30 days after the date of the last meeting of the Union.

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The present agreement shall be null and void if the Union Secretary (a blank envelope) is not received by the Company within a delay of 30 days after the date of the last meeting of the Union.

3. The employee who has been laid off and does not return to work within ~~three~~ ^{FIVE} days after call by personal notification sent to him either by messenger or by notice sent to him by registered mail, at his last known address.
4. The employees has been laid off one year or more.

TRANSFERS- In case of transfer to a higher or lower rate job, the new rate (this is the higher or the lower rate as the case may be) will immediately apply. Employees transferred by Management to another department or plant shall not lose his seniority.

ARTICLE 9 VACATIONS

- a- An annual vacation with pay to be given to all employees in accordance with ordinances of the Minimum Wage Commission of the Province of Quebec.
- b- The vacation period shall be granted during the period from mid-June to mid-September inclusive, at such time or times as shall be fixed and determined by the Company. Such vacation days shall be exclusive of the Sundays and holidays herein specified.
- c- Should vacations be granted to all employees at the same time, that is, should the Company close the plant for the vacation week, the date of the vacation will be decided and noticed two weeks prior to the said vacation, if possible.
- d- Employees of 8 years continuous service or more (forced stoppage excepted) will be granted an extra week's vacation with pay.

ARTICLE 10- HOLIDAYS

- a- The Company recognizes the following holidays:

New Years Day
Good Friday
St. John the Baptist Day
Dominion Day
Labour Day
Thanksgiving Day
Christmas Day

New Years Day, Dominion Day, Thanksgiving Day and Christmas Day shall be considered as Holidays for which employees will be paid at his or her regular hourly rate of pay, and in view of this the customary bonus policy of the Company is abandoned.

- b- Whenever any such day falls on Sunday and the following Monday is observed in the Province of Quebec as a holiday, then for the purpose of this Agreement, such Monday will be recognized or treated as a holiday within the meaning of this Agreement.

ARTICLE 11- VOLUNTARY DEDUCTION OF UNION DUES

The Company will deduct from their wages and turn over to the proper officers certified of the Union, union dues of such members of the Union as individually and voluntarily certified in ~~written~~ ^{written} ~~thirty-days~~ writing that they authorize such deductions. It is understood that a member of the Union, may at any time revoke this authority of deduction dues by a written thirty-days' notice to the Company paymaster and the Union Secretary (a blank notice, to such effect to be printed on the back of pay envelope).

ARTICLE 12- EXPIRATION OF AGREEMENT

The present agreement shall expire on February 26th. 1950, and to continue thereafter from year to year unless one of the parties to said Agreement gives a written notice to the other party within a delay of

SCHEDULE A

CABLES, CONDUITS AND FITTINGS LIMITED.

KRAFT PAPER PRODUCTS LTD.

IBERVILLE FITTINGS LTD.

JOB EVALUATION WAGE RATES

MALE EMPLOYEES

The following wage rates have been established from point-wage conversion chart for regular male employees in all plants. The rates indicated will be paid for job falling within the evaluation point ranges shown. These rates do not apply to employees of less than three months service, but are the guaranteed hourly rates for evaluation jobs, whether incentive or day work.

<u>EVALUATION POINTS</u>	<u>WAGE RATE (cents per hr.)</u>
0 to 132	.68
133 to 139	.68 1/2
140 to 149	.69
150 to 158	.69 1/2
159 to 168	.70
169 to 177	.70 1/2
178 to 186	.71
187 to 196	.71 1/2
197 to 205	.72
206 to 215	.72 1/2
216 to 224	.73
225 to 233	.73 1/2
234 to 243	.74
244 to 252	.74 1/2
253 to 261	.75
262 to 271	.75 1/2
272 to 280	.76
281 to 290	.76 1/2
291 to 299	.77
300 to 309	.77 1/2
310 to 318	.78
318 to 328	.78 1/2
329 to 338	.79
339 to 347	.79 1/2
348 to 357	.80
358 to 366	.80 1/2
367 to 376	.81
377 to 386	.81 1/2
387 to 395	.82
396 to 405	.82 1/2
406 to 410	.83

CABLES, CONDUITS AND FITTINGS LTD.

KRAFT PAPER PRODUCTS LTD.

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JOB EVALUATION WAGE RATES

FEMALE EMPLOYEES

The following wage rates have been established from the point-wage conversion chart for regular female employees in all plants. The rates indicated will be paid for jobs falling within the evaluation point ranges shown. These rates do not apply to employees of less than three months service, but are the guaranteed hourly rates for evaluation jobs, whether incentive or day work.

<u>EVALUATION POINTS</u>	<u>WAGE RATE (cents per hr.)</u>
0 to 119	.53
120 to 129	.53 1/2
130 to 137	.54
138 to 148	.54 1/2
149 to 158	.55
159 to 167	.55 1/2
168 to 176	.56
177 to 186	.56 1/2
187 to 195	.57
196 to 205	.57 1/2
206 to 214	.58
215 to 223	.58 1/2
224 to 233	.59
234 to 242	.59 1/2
243 to 251	.60
252 to 261	.60 1/2
262 to 270	.61
271 to 280	.61 1/2
281 to 289	.62
290 to 299	.62 1/2
300 to 308	.63
309 to 318	.63 1/2
319 to 328	.64
329 to 337	.64 1/2
338 to 347	.65
348 to 356	.65 1/2
357 to 366	.66
367 to 376	.66 1/2
377 to 385	.67
386 to 395	.67 1/2
396 to 400	.68

SCHEDULE B-

Conditions of work and Company's rules which may be cause for suspension or discharge.

- (1) Bringing intoxicants into or consuming intoxicants in the plant, or reporting for duty under the influence of liquor.
- (2) Refusal to comply with the Company's rules.
- (3) Incompetence.
- (4) Sleeping on duty.
- (5) Misappropriation of property of Company or of other members.
- (6) Deliberate destruction of property of the Company or of other members.
- (7) Giving or taking a bribe of any nature as in inducement to obtain work or retain a position.
- (8) Gross carelessness endangering safety of others or of property, or neglect of duty.
- (9) Insubordination.
- (10) Fighting in the plant.
- (11) Disorderly conduct.
- (12) Failure to report for duty without good cause.
- (13) Continued absence after warning.
- (14) Habitual lateness after warning.
- (15) Smoking in prohibited areas and prohibited time of day or night.
- (16) Intentionally punching another member's time card.
- (17) Intentionally interfering with the production or speed of output of another member or employee.
- (18) Failure to report accidents at time of occurrence.

46.47
A.A. 197

CONVENTION COLLECTIVE DE TRAVAIL intervenue à Ierville P.Q.

ENTRE : IBERVILLE FITTINGS LTD

Partie de la première part

ET UNITED STEELWORKERS OF AMERICA CIO LOCAL UNION 3953

Partie de la deuxième part

ARTICLE I- CERTIFICAT DE RECONNAISSANCE

L'union déclare que le vingt-sixième jour de février 1947, la Commission des Relations ouvrières de la province de Québec a émis un certificat de reconnaissance en faveur de l'Union pour représenter tous les employés payés à l'heure ou à la pièce, à l'exception des contremaîtres, assistants-contremaîtres, employés de bureau, employés confidentiels et surveillants et gardiens; aussi bien que tout autre employé payé tant à la semaine qu'au mois à l'emploi de la Compagnie à son usine située à..... IBERVILLE FITTINGS LTD..... afin de conclure avec la Compagnie une convention collective de travail suivant les stipulations de la loi des Relations ouvrières de la province de Québec.

ARTICLE 2.- APPLICATION DE LA CONVENTION

Cette convention s'appliquera à tous les employés de la Compagnie à son usine située à..... IBERVILLE FITTINGS LTD..... à l'exception des contremaîtres, assistants- contremaîtres, employés de bureau, employés confidentiels, surveillants et gardiens payés à la semaine, aussi bien que tous les autres employés payés à la semaine, semi-mensuellement ou au mois.

ARTICLE 3.- DIRECTION

La direction de l'usine et la direction des forces travaillantes, incluant le droit de diriger, de déviser et de contrôler les opérations, de céduer les heures de travail et le droit d'engager, de promouvoir, dégrader, transférer, suspendre ou de congédier les employés pour cause, et de relâcher des employés pour manque de travail ou pour toute autre raison légitime, ou le droit d'introduire des standards ou facilités nouvelles ou améliorées, ou de changer les méthodes ou facilités de production existantes et d'administrer l'usine de la manière traditionnelle, est assigné exclusivement à la Compagnie, sujet aux stipulations expresses de la convention.

ARTICLE 4- COMITE DE RELATIONS OUVRIERES

Les employés auront le droit d'appointer un Comité de Relations ouvrières de trois membres, autant que possible venant de départements différents, dans le but de discuter avec le ou les représentants de la Compagnie, toute question ou plainte qui peuvent survenir de l'opération de cette convention. Chaque membre du Comité des Relations ouvrières devra avoir été à l'emploi de la Compagnie pour au moins un an, antérieurement à son appointment commemembre du Comité.

L'Union doit aviser la Compagnie du nom des membres d'un tel comité. Les membres du dit Comité doivent obtenir la permission de leur contre-maitre avant de quitter leur travail.

19/1406

L'élection du dit Comité aura lieu à la première assemblée générale, la dite assemblée devant avoir lieu dans le mois suivant la signature de la Convention. Chaque membre tiendra office jusqu'à l'assemblée régulière suivante ou jusqu'à ce que son successeur soit élu. Le Comité tiendra des assemblées régulières durant son terme d'office.

Le but du dit Comité sera ;

- a) d'encourager la coopération entre l'employeur et l'employé
- b) d'avancer les meilleurs intérêts des employés de la Compagnie
- c) d'amener des relations plus intimes entre l'employeur et l'employé
- d) de promouvoir son intérêt mutuel
- e) de recevoir et de considérer les plaintes ou suggestions de tous les employés.
- f) de porter ces plaintes ou suggestions à l'attention de la gérance lorsqu'ils le jugeront judicieux.
- g) de devancer le travail éducatif concernant la prévention des accidents et du Comité de prévention et de toutes les autres questions affectant l'intérêt mutuel de l'Employeur et de l'employé
- h) pour la transaction de toute plainte ou de toute autre question relevant du Comité des Relations ouvrières, elle devra être référée au contremaître du département, et si aucune entente est possible dans les quarante-huit (48) heures, alors au surintendant et si aucune entente est possible durant une période semblable de quarante-huit (48) heures, alors à la gérance de l'usine, et à ce temps, la représentation de l'Union devrait être soumise par écrit et à tel stage, un officier ou représentant de l'Union peut prendre part dans la discussion. Il est compris que la Compagnie devrait rencontrer le Comité des Relations ouvrières une fois durant le mois prochain et une fois par mois durant chaque mois par après.
- i) Conciliation et arbitrage ; - Les parties aux présentes s'entendent que toutes et aucune plainte qui peuvent surgir des stipulations de cette Convention et qui n'auront pas été réglées par suite des négociations entre le Comité des Relations ouvrières et la Compagnie, seront réglées suivant la loi et seront soumises à un Conseil de conciliation et / ou un Conseil d'arbitrage appointé en vertu du chapitre 167 S.R.Q. 1941 (appointé en vertu de " La loi des différends ouvriers de la province de Québec, par le Ministre du travail ") dont la décision sera finale et liera et sera exécutoire par les parties. Le tout sera sujet aux lois qui peuvent être décrétées dans le futur.

ARTICLE 5.- CONTRE GREVE ET GREVE

Durant le terme de cette convention, la Compagnie et l'Union conviennent qu'il n'y aura pas de contre-grève, de ralentissement grève ou autre arrêt de travail avant que la Conciliation et l'Arbitrage n'aient été épuisés voir 4(H) et (i) . Il est entendu que des employés individuellement ou en groupe peuvent être disciplinés par congédiement ou autrement pour violation de l'engagement contenu dans cette section.

La Compagnie convient qu'aucune discrimination n'aura lieu contre un employé ni contrainte, ni influence en rapport à son adhésion à l'Union.

Il est convenu que l'Union ne dirigera aucune activité syndicale, ne distribuera ou ne causera pas la distribution de circulaires, pamphlets, littérature ou propagande syndicale sur le temps ou sur la propriété de la Compagnie.

L'Union aura le droit d'afficher sur des tableaux fournis par la Compagnie, des avis concernant les assemblées ou toute matière concernant l'Union seulement. Avant d'afficher de tels avis, ils doivent avoir été approuvés par le surintendant ou son représentant.

ARTICLE 6- HEURES DE TRAVAIL ET SALAIRES

Au temps le plus propice après la signature de cette Convention, le Comité des Relations ouvrières ou ses délégués rencontreront les représentants de la Compagnie pour discuter et s'entendre mutuellement sur les ajustements de salaire qui peuvent être amenés devant eux.

"Les heures de travail et les taux de salaire pour tous les employés couverts par cette convention dans chacune des divisions manufacturières de la Compagnie sont et seront tels qu'indiqués dans la Cédule "A" attachée aux présentes, et feront partie de cette entente collective de travail " et quand convenus, seront rétroactifs au 21 mars 1947.

Au cas de mésentente, chaque partie aura le droit de se prévaloir de la procédure telle qu'établie dans l'article no 4, clause (1) et à un tel cas, le Ministre du travail appointera un Conseil d'arbitrage suivant " la loi des différends ouvriers de la province de Québec".

a) Jusqu'à avis contraire, les heures régulières de travail seront une semaine de cinq (5) jours, de 7. a.m. à 12.00 midi et de 1. p.m. à 6. p.m. Les travailleurs de nuit, quatre (4) nuits par semaine de douze (12) heures chaque soir, temps et demi sera payé pour tout temps supplémentaire au-delà de quarante-huit (48) dans une semaine.

b) En cas d'urgence, quand des employés sont demandés pour travailler durant leur période régulière de lunch, ils recevront leur période de lunch aussitôt que possible après que la période d'urgence sera passée et en tout cas, pas plus qu'une heure suivant leur période régulière de lunch.

c) Les employés préposés au département des outils, à la maintenance et à l'expédition peuvent être demandés pour travailler le samedi ou toute autre fête ou durant les vacances, en des circonstances spéciales, la Compagnie se réservant le droit de maintenir au travail certains groupes d'employés pour certaines opérations considérées d'importance immédiate.

ARTICLE 7- CONDITIONS DE TRAVAIL ET REGLEMENT DE LA COMPAGNIE

a) Afin de permettre aux employés de se laver, de serrer leurs outils et autrement de se préparer à quitter leur travail, la Compagnie s'engage à faire crier le sifflet cinq (5) minutes avant la fin du travail de chaque équipe régulière de chaque jour.

b) La Compagnie continuera à prendre les mesures pour la sûreté et la santé de ses employés durant les heures de travail et l'Union consent à faire tout son possible afin que les employés couverts par cette convention suivent tous les règlements établis par la Compagnie pour leur santé et leur sûreté et pour celles de leurs compagnons de travail.

c) Les conditions de travail et les règlements de la Compagnie qui peuvent être " causes pour suspension ou congédiement " feront partie de cette convention, tel qu'indiqué dans la cédule "B".

d) Tout employé qui n'a pas été autrement avisé et qui se rapporte au travail comme d'habitude et qui est renvoyé chez lui pour manque de travail aussi bien que tout employé qui a été appelé pour une période courte, moindre de trois (3) heures, sera payé l'équivalent de quatre (4) heures à son taux normal de salaire. Les employés se verront accorder du temps pour les rafraichissements deux (2) fois durant la journée, d'après la pratique existante.

ARTICLE 8- PROMOTION- MISE A PIED- REENGAGEMENT- ANCIENNETE

Ce sera la politique de la Compagnie d'avancer les employés dans l'organisation là où il y a des employés aptes disponibles. Les promotions seront basées sur le mérite, tenant compte de l'ancienneté, de l'habileté et de la dextérité concernant la nouvelle position, en autant que le nouveau travail soit égal. De tels facteurs incluant la charge de prendre des responsabilités additionnelles, l'entraînement, l'éducation, le record personnel seront aussi pris en considération.

L'ancienneté ne sera pas considérée à moins que l'employé n'ait travaillé au moins six (6) mois continuellement. La même politique s'appliquera au cas de mise-à-pied et de réengagement. Les mises-à-pied seront régis par le principe que des employés de plus grande ancienneté dans l'emploi de la compagnie auront droit à être retenus de préférence à des employés de moins d'ancienneté excepté dans les cas où un employé junior est, dans l'opinion du contre-maître du département ou section en question, d'habileté et d'efficacité supérieure. En prenant une telle décision en faveur de retenir un employé junior, le contremaître doit baser sa décision par raison d'équité. Au cas où un employé junior est retenu, un employé senior qui a été mis-à-pied aura droit de porter une plainte, d'après les stipulations de l'article 4 de cette convention.

Priorité aux cas de mise-à-pied sera donnée aux officiers suivants : le président, le vice-président, et le secrétaire trésorier. L'ancienneté sera basée sur les années et mois qu'un employé a été au service de la Compagnie. L'habileté, la connaissance et la dextérité étant équivalentes, l'ancienneté sera le facteur gouvernant.

Un employé cessera de jouir de son ancienneté si ;

- 1) L'employé quitte volontairement;
- 2) L'employé est congédié pour cause et n'est pas réintégré
- 3) L'employé qui est mis-à-pied et ne se rapporte pas dans les trois (3) jours après appel par avis personnel qui lui a été envoyé, soit par messenger ou par avis envoyé par lettre recommandée, à sa dernière adresse connue.
- 4) L'employé a été mis-à-pied pour plus d'une année.

TRANSFERT - Dans le cas de transfert à une position plus élevée, ou inférieure, le nouveau taux c'est-à-dire, le taux le plus élevé ou plus bas, selon le cas, s'appliquera immédiatement.

ARTICLE 9- Vacances

- a) Une vacance annuelle avec salaire sera donnée à tous les employés suivant l'ordonnance de la Commission des salaires minimum de la province de Québec.
- b) La période des vacances sera donnée durant la période de mi-juin à la mi-septembre inclusivement, à un tel temps fixé et déterminé par la Compagnie. De telles vacances seront exclusives des dimanches et jours de fête spécifiés par les présentes.
- c) Si les vacances sont accordées à tous les employés en même temps, c'est-à-dire si la Compagnie ferme l'usine pour la semaine de vacances, la date de la vacance sera décidée et avis sera donné deux (2) semaines avant la dite vacance, si possible.
- d) Les employés/dix (10) années ou plus de service continu (les arrêts forcés exceptés) recevront une semaine additionnelle de vacances avec salaire.

ARTICLE 10- JOURS FERIES

a) La Compagnie reconnaitra les jours fériés suivants ;

Le jour de l'An
Vendredi Saint
St-Jean Baptiste
Jour du Canada
Fête du travail
L'action de grâces
Noel.

Le jour de Noel et le jour de l'An seront considérés comme des jours fériés ou les employés seront payés à leur taux régulier et vu ceci, la politique coutumière de l'An de la compagnie est abandonnée.

b) Quand de tels jours tombent le dimanche et le lundi suivant observé dans la province de Québec comme jour férié, alors pour les fins de cette convention, un tel lundi sera reconnu ou traité comme une fête dans les limites de cette convention.

ARTICLE 11- DEDUCTION VOLONTAIRE DES CONTRIBUTIONS A L'UNION

La Compagnie déduira de leur salaire et remettra aux officiers concernés de l'Union, les contributions de l'Union, de tels membres de l'Union qui, individuellement et volontairement, certifient par écrit, qu'ils autorisent de telles déductions. Il est entendu qu'un membre de l'Union peut, en aucun temps, révoquer cette autorité de déduire les contributions par un avis écrit de trente (30) jours au payeur de la Compagnie et au secrétaire de l'Union, (Un avis en blanc, à un tel effet, sera imprimé en arrière des enveloppes de paye).

ARTICLE 12- EXPIRATION DE LA CONVENTION

La présente convention expirera le 26 février 1948 pour continuer d'année en année, à moins que l'une des parties à la dite convention donne avis par écrit à l'autre partie dans un délai de pas plus de soixante (60) jours et de pas moins de trente (30) jours avant l'expiration de la date de l'expiration de la dite convention.

Daté à St-Jean, P.Q. ce 26 février 1948.

SIGNE POUR LA COMPAGNIE PAR :

V.N. LONGTIN

R. LONGTIN

SIGNE POUR L'UNION PAR :

J.T. THOMPSON, représentant international

E. BERARD, président

ROGER LAROSE, secrétaire financier.