

**P150- Kerr-Addison Employees' Association Fonds**  
**1943-1989 (Predominant: 1970-1989)**  
**44,8cm of textual records**

**Administrative history:** Certified in 1943 as an unincorporated union, the Kerr-Addison Employees's Association represented all non managerial workers at Kerr-Addison Gold Mine, located in Virginiatown, township of McGarry, Ontario. The union became affiliated to the Canadian National Federation of Independent Union in 1981. Eight years later, in 1989, the union signed a service contract with the United Steelworkers of America (USWA), to merge with them on the same year. The Kerr-Addison Employees' Association then became USWA Local 9283.

From the beginning of 1980 and up to the merger with the USWA, the following persons held the position of Chairman: Vic Walker (1981-1983), Jean-Marie Francoeur (1983-1986), Conrad Vachon (1986-1987) and Anthony Cliche (1987-1989).

**Custodial History:** The Kerr Addison Employees' Association fonds was formerly part of P020-International USWA-Timmins Office fonds.

**Scope and content:** The Kerr Addison Mine Employees' Association fonds attest of the functions, activities and realizations of the Union. Constitutive records, minutes of meeting and financial statements outline not only the administrative structure of the Association but also the duties and obligations of the Executive Committee towards the membership. Also, the lists of employees and membership applications included in this fonds are indicative of the development of new membership. Notes, proposals, correspondence and grievance records attest of negotiations between the Association and the company to protect the members' rights and working conditions. Documentation illustrates the importance of the association to implement health and safety procedures and legislation in the workplace.

**Note: Immediate source of acquisition:** The USWA donated their records in 1996

**Language of material:** Some documents are in French

**Restriction of access:** Restriction of access applies to some records

**Reproduction/Publication:** Copyright Act regulation applies

**Related material:** the following archival fonds may contain related material:

**P020:** The International United Steelworkers of America- Timmins Office fonds

**P165:** USWA Local 9283-Kirkland Lake fonds

**P150- Kerr Addison Employees' Association (KAEA) Fonds-Listing**

[I35,1-I35,2]

- 1- [Agreement for tenancy]  
1978  
1 sheet of textual records

This file contains a signed agreement between Kerr-Addison Mine and an employee.

- 2- [Application-Labour Education Program]  
1983-1984  
0.5cm of textual records

This file consists of correspondence from Labour Canada and application forms.

- 3- [Arbitration]  
n.d.  
0.2 cm of textual records

This file consists of a copy of the arbitration chapter under the Labour Relations Act of Ontario.

- 4- [Balance sheets- KAEA]  
1971-1983  
0.5 cm of textual records

This file consists of balance sheets.

- 5- [Canadian National Federation of Independent Unions]  
1981-1989  
3.5 cm of textual records

The file consists of the original certificate of membership for Kerr-Addison Mine Employee's Association and records in regards to the administration and activities of the Federation: their Constitution, documentation on the Organization, balance sheets, seminar material and correspondence.

- 6- Certification  
1943  
5 sheets of textual records

This file consists of a statement of facts and affidavit of verification between Kerr-Addison Employees Association and Kerr-Addison Gold Mines Ltd.

- 7- Company notices-Variou  
1987-1989  
1.8 cm of textual records

This file consists of notices from the management of Kerr-Addison Mine.

- 8- Constitution

1973-1984  
0.6 cm of textual records

This file consists of notes and copies of the Constitutions for Kerr-Addison Employees Association.

- 9- [Correspondence-Bonus Incentives]  
1986  
2 sheets of textual records

This file consists of a correspondence from the Ministry of Labour of Ontario on the link between incentive plans and accident rates in mines.

- 10- [Correspondence to C.Vachon]  
1987  
3 sheets of textual records

This file consists of correspondence to C.Vachon, member of KAEA and former Chairman, on issues concerning the Council Members.

- 11- [Correspondence] Cement bin  
1985  
4 sheets of textual records

This file consists of correspondence on safety problems with the cement bin.

- 12- [Correspondence] Disciplinary Procedure  
1981  
5 sheets of textual records

This file consists of correspondence on the legality of the company's disciplinary procedure.

- 13- [Correspondence-Documentation request]  
1986  
2 sheets of textual records

The file is comprised of correspondence to the Ministry of Government Services and Workmens' Compensation Board, asking for publications and documentation.

- 14- [Correspondence] Donations  
1973-1987  
0.1 cm of textual records

This file contains correspondence pertaining to donations made by Kerr-Addison employees Association.

- 15- [Correspondence] Letters from Company  
1982-1989 (Predominant: 1986-1989)

0.7 cm of textual records

This file consists of correspondence from Kerr Mine's management to Kerr-Addison Employees Association.

- 16- [Correspondence] Letters to management  
1986-1989

1.1 cm of textual records

This file consists of correspondence between Kerr-Addison Employees Association and Kerr Mine Management.

- 17- [Correspondence-Ministry of Labour]  
1977-1989

0.8 cm of textual records

This file consists of notes and correspondence to Ontario Ministry of Labour's Library and Legal Services.

- 18- [Correspondence-Mr.Dufresne's departure]  
1986

0.2 cm of textual records

This file consists of correspondence , thanking Mr.Dufresne for his work in the Association.

- 19- [Correspondence] Non paying members-Dues  
1984

1 sheet of textual records

This file consists of a correspondence with a list of employees who are not required to pay dues to Kerr-Addison Employees Association.

Note: restriction may apply to some documents

- 20- [Correspondence-Resignation Letters]  
1980-1987

0.2 cm of textual records

This file consists of resignation letters from members of Kerr-Addison Employees Association's Council.

Note: restriction may apply to some documents

- 21- [Correspondence-Thank you letters]  
1982-1987

3 sheets of textual records

This file contains thank you letters from and addressed to KAEA

Note: There are no records from 1983 to 1986

- 22- [Correspondence-Time clocks]  
1984

4 sheets of textual records

This file consists of notes and correspondence about time clock issues at the mine.

- 23- [Correspondence-Virginatown Community Center]  
1979-1981  
4 sheets of textual records

The file contains correspondence about the use of the Center.

- 24- [Correspondence and memos] 12 Hour Work Schedule-Mill  
1988  
0.2 cm of textual records

This file consists of correspondence, memos and related records such as lists of employees, copies of schedules and amendments to collective agreement.  
Note: restriction may apply to some documents

- 25- Demerit System  
1986  
0.2 cm of textual records

This file consists of a description of the demerit point system to reduce the rate of absenteeism. Correspondence is also included.

- 26- [Documentation-Government of Ontario]  
1985-1987  
3.4 cm of textual records

The file consists of drafts, recommendations and reports on mining educational needs, the Occupational Health and Safety Act as well as noise and electrical hazards regulations.

- 27- [Documentation-Ontario Health Insurance]  
1983  
0.5 cm of textual records

This file consists of brochures on the Ontario Health Insurance plan.

- 28- [Documentation-Ontario Inflation Restraint Board]  
1983  
0,2cm of textual records

This file consists of a booklet untitled: "A guide to the Ontario Inflation Restraint Program"

- 29- [Documentation-Union Institute]  
ca.1976  
1 cm of textual records

This file consists of documentation provided by USWA. It includes material the Canadian Labour of Congress, a description of the steward's role and a grievance procedure chart. Two pins of with the USWA logo are included.

- 30- [Employee and Public Relation department]  
1981  
0.2cm of textual records

This file consists of a proposal and a correspondence regarding the possible creation of an Employee and Public Relation department at Kerr Mine.

- 31- [Financial Statements-Employees's Association Dance]  
1980-1982  
3 sheets of textual records

This file consists of a financial statement and balance sheet.

- 32- [Financial Statements]  
1984-1988  
5 sheets of textual records

This file consists of KAEA's financial statements for the years of 1984 and 1988.

- 33- [Grievances-]  
1983-1986  
0.4 cm of textual records

This file contains correspondence and lists of contacts during the different stages of grievance procedure.

*Note:* Restriction of access applies to some documents

- 34- [Insurance plans]  
n.d.; 1987  
0,4cm of textual records

This file contains life insurance plan from London Life and a group insurance plan for the employees of Golden Shield Resources.

- 35- Jobs posted  
1986-1989  
0.8cm of textual records

This file consists of job postings.

- 36- Joint Health and Safety  
[ca.1980]  
0.1 cm of textual records

This file consists of a description of the role and responsibilities of the Joint Health and Safety Committee.

- 37- [Kerr-Addison Employees' Association forms]  
n.d.  
0.1 cm of textual records

This file consists of grievance and nomination blank forms. A blank membership card is also included.

- 38- [Kerr-Addison Mine-Force Report]  
1989  
6 sheets of textual records

This file contains lists of employees.  
*Note:* Restriction of access applies on file.

- 39- [Kerr Mine Negotiations]  
1953-1987  
14,1cm of textual records

This file consists of records in regards to collective bargaining between Kerr-Addison Mine and KAEA. It consists of notes, proposals and amendments, requests for conciliation services, results of vote and original agreements. The file also includes a list of techniques and strategies for negotiation and procedures to calculate the impact of costs of new wages.

*Note:* Title given according to content.

[I35,2]

- 40- [Kerr-Addison Mine Operations]  
1984  
5 sheets of textual records

This file consists of statistics, a page of the company's interim report and a newspaper clipping.

- 41- [Kerr Mine Plans]  
1987  
3 technical drawings

This file consists of copies of drawings representing different sections in the underground mine.

- 42- [Meetings]  
1971-1989  
5,1cm of textual records

This file consists of minutes of general, regular and quarterly meetings of KAEA. It also contains related documents such as correspondence and financial statements.

*Note:* There are no records for 1973 and 1982-1983

- 43- [Meetings with management]  
1971-1981  
0.5 cm of textual records

This file consists of minutes of meetings between Kerr-Addison Employees Association and Kerr-Addison Mine.

- 44- Membership applications  
1987-1988  
3.4 cm of textual records

This file consists of employees membership applications to Kerr-Addison Employees' Association.

*Note:* Restriction of access on file

- 45- [Memo- Aluminium Powder]  
1979-1980  
2 sheets of textual records

This file consists of a memo and a newspaper clipping about the danger of aluminum powder utilization.

- 46- [Memos, Kerr-Addison Mine]  
1982-1986  
7 sheets of textual records

This file consists of memos addressed to employees at Kerr-Addison Mine

- 47- Men removed from payroll  
1985-1989  
1 cm of textual records

This file consists of a list and memos with name of employees removed from the workforce.

*Note:* Restriction of access on file

- 48- [Metric Commission Canada]  
1977  
7 sheets of textual records

This file consists of a guide and description of the "Assistance Program-Worker's Metric Tools".

- 49- [Newspaper clippings]  
1986  
0.5 cm of textual records

This file consists of newspaper clippings on Kerr-Addison Mine's purchase of Falconbridge's interest in Falconbridge Copper, the Falconbridge Union and the gold industry.

- 50- Nomination postings and application form  
1987-1988  
0.3 cm of textual records

This file consists of notices and application forms in regards to the election of a new representative.

- 51- [Petition]



1984

6 sheets of textual records

This file consists of a petition signed by the employees of Kerr-Addison Mine, requesting scheduled pay periods.

52- [Poster-General Meeting]

n.d.

1 sheet of textual records

This file consists of a poster announcing a general meeting of KAEA.

53- [Safety Incentive program]

1985

2 sheets of textual records

This file consists of a description of the safety incentive program at Kerr-Addison Mine.

54- [Seniority lists-Kerr-Addison Mine]

1988

0.5 cm of textual records

This file consists of lists of employees with their date of hire.

*Note:* Restriction of access on file.

55- Taxation

1985-1989

1.2 cm of textual records

This file consists of annual membership and tax returns forms. Related documentation and correspondence are also included.

56- W[orkplace].H[azardous].M[aterial].I[nformation].S[ystem].

1987-1988

0.5 cm of textual records

This file consists of pamphlets and data sheets from Petro-Canada and Labour Canada on Workplace Hazardous Materials Information System Legislation.

*Note:* Some records are in French.