

CONTRACT

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It is hereby agreed by and between the Filling Station Attendants' and Warehouse Employees' Union, Local 19094, party of the first part.....

and..... party of the second part,

that the following schedule set forth shall be accepted as the working conditions between the employees and the company, or the employers who are parties hereto.

Article 1

The party of the first part is a Labor Union, representing the employees of the party of the second part, and the parties hereto desire to enter into an agreement whereby the relation of the party of the second part to its employees and members of aforesaid union will be harmonious and beneficial to both parties.

Applies in East St. Louis, Brooklyn, Caseyville, Cahokia, Centerville, Edgemont, Fireworks Station, Fairmont City, French Village, Monsanto, National City, Washington Park, and Dupo.

Article 2

It is also agreed that any time the party of the second part desires additional help or should need to replace an employee, they will call representative of aforesaid union and give such union man preference.

Article 3

It is also agreed that in event of forced reduction of employees, the employee shall be retained according to years of employment with company in question locally. In the event of advancement seniority and merit shall rule.

Article 4

It is also agreed that hours per week shall not exceed Forty-eight (48) hours per week, nor more than Eight (8) hours per day, nor more than Six days per week. Warehousemen shall not exceed Forty (40) hours per week, nor more than Eight (8) hours per day, nor more than Six days per week.

Article 5

It is therefore agreed as follows; that from and after the dates of this agreement, the employees of the party of the second part shall be classed as follows; A, B, C, and D, and shall include car washers, porters, pumpmen, tire, battery and lubrication men.

Article 6

Class "A" Employees shall be those who are in charge of a Station, and they shall receive a minimum guarantee of \$122.50 per month. There shall be one man in charge of each Station.

Class "B" Employees shall be known as junior operators, and they shall receive a minimum guarantee of \$107.50 per month.

Class "C" Employees shall include car washers and porters, and they shall receive a minimum guarantee of \$85.00 per month. If a car washer or porter be required to do sales or service work his classification shall be changed to class A or B.

Class "D" Employees are those who work part time. Part time class "B" Employees shall be paid at the rate of Fifty-two (52) cents per hour. Part time class "C" Employees shall be paid at the rate of Forty-one (41) cents per hour.

No man shall be subject to call more than twice any day. And he shall work between the hours of 6 a. m. and 8 p. m. No more than one man allowed to work split shift.

Warehousemen with less than one year's experience shall receive a minimum guarantee of \$107.50 per month. Those with one year or more experience shall receive a minimum guarantee of \$122.50 per month.

Existing rates of pay, whether salaries or commissions, in excess of these minimum guarantees shall not be reduced.

The minimum guarantee for Apprentice for the first thirty days shall be \$85.00 per month. The minimum guarantee for Apprentice for the second thirty days shall be \$90.00 per month. The minimum guarantee for Apprentice for the third thirty days shall be \$95.00 per month.

Thereafter they shall become Journeymen and shall receive a minimum guarantee of \$107.50 per month. No Apprentice shall be hired if there is any Journeymen out of work.

Article 7

The employer shall pay One (\$1.00) dollar per month toward the maintenance of the employees' uniforms. Any uniform allowances in excess of this minimum shall not be reduced. Where the company or employer buys the uniform and in turn sell them to the employees, the company or employer agrees to sell the uniforms to the employees at wholesale cost.

Article 8

All Stations shall close at 12 o'clock noon on Thanksgiving day and Xmas day, except when an emergency arises. Stations that are open 24 hours per day, shall open at 6 p. m. All Stations shall close between the hours of 8 a. m. and 12 noon on Labor day.

Article 9

The company or employer agrees to allow representative of aforesaid Union to examine the receipts of the Social Security Tax paid by the company or employer upon demand.

Article 10

It is agreed that general working conditions as herein stated, will be maintained for a period of at least one year from April first, 1937, and continuing from year to year thereafter, unless not more than Sixty (60) days or less than Thirty (30) days prior to the first day of April of any calendar year either party shall in writing request any alterations or revision thereof.

Article 11

It is further agreed that the employer shall pay the employee at least twice each month, with not more than Sixteen days elapsing between paydays. Solicitation and time required for checking from one employee to another, shall be done on the company time. Any cash bond or deposit shall be returned to the employee after the signing of this agreement, and any premium or fidelity bonds required by this company, shall be paid for by the company. The company or employer agrees to furnish a safe, and the employee shall be responsible only for the failure to put all money except the petty cash plus Ten (10) dollars in the safe. All tools and equipment and necessary supplies shall be furnished by the company or employer.

In Witness Whereof, The Filling Station Attendants' and Warehouse Employees' Union, Local 19094, has caused its name to be hereunto subscribed by the two undersigned officers.....

..... who are agents of said union,

and the said..... by its duly authorized officers,

on this..... day of..... 193.....

U.S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON

37-0-31
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X4-38

May 11, 1937

Mr. John Coleman, Sec'y
Federal Labor Union #19094
742 North 59th Street
East St. Louis, Illinois

My dear Mr. Coleman:

We have in our files a copy of your agreement with the Continental Oil Company and other employers which expired April 1, 1937.

In order to keep our files of union agreements up to date, I should be grateful if you could conveniently send us a copy of your new agreement, if you now have an agreement in force. We shall be glad to type a duplicate and promptly return the original if you have only one copy available. If you so indicate, we shall keep the identity of the agreement confidential, using the material only for general information, in such a way as not to reveal the name of the union.

We shall be very grateful for your assistance. The enclosed envelope for your reply requires no postage. If we can furnish you information at any time, please let me know.

Very truly yours,

Isador Lubin

Isador Lubin

Commissioner of Labor Statistics

Enc.

Name of company or employers' association signing the agreement _____

(OVER)

(If more than one employer, please list on reverse side)

Number of companies covered by agreement _____

Number of union members working under terms of agreement ABOUT 250

Number of non-members working under terms of agreement NONE

Branch of trade covered FILLING STATION & WAREHOUSE WORK.

Date renewed APRIL 1937 Date of expiration APRIL 1938

If you cannot send a copy of your new agreement, please note (on the reverse side of this letter) any changes from your previous agreement.

John R. Coleman
(Name of person furnishing information)

1341 No 31st St.
(Address)

STANDARD Oil Co. of IND.

Shell Petro Co.

Texaco Refg Co.

CONTINENTAL Oil Co.

Phillips "66" Oil Co.

LUBRITE Refg. Co.

Deep Rock Refg. Co.

MID-CONTINENT Oil Co.

SINCLAIR Oil Co.

SPUR Service Stas. INC.

Rite Price Gasoline Co.

Consolidated " Co.

Crescent " Co.

DAVIS-RICE " Co.

Metropolitan Oil Co.

AND

ALL stations operated UNDER the INDEPENDENT
DEALERS ASSOCIATION.

