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THIS AGREEMENT REACHED THIS DATE ATTESTS:

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That the Butte Teamsters' Union, Butte Clerks' Union N. 4 R. C. I. P. A. and the Silver Bow Employers' Association, representing the operators of Gas Filling Stations, relative to station employees, have mutually agreed that the following Wage Scale and Working Conditions shall be effective from the date of this contract.

Section 1. All persons employed in any gas filling station who does car greasing or washing or does service station work must become a member of the Butte Teamsters' Union or the Butte Clerks' Union. Provided: Nothing in this Section shall be construed to interfere with the right of a member of the Silver Bow Employers' Association to promote or transfer one of his regular employees.

Section 2. Eight hours shall constitute a day's work not including one hour off for meals. Six days of forty-eight hours shall constitute a week's work in conformity with the State Eight-Hour Law.

Section 3. No person shall be employed for less than a day, except on the first day of employment. In other words, any employee who is allowed to report for work must receive a full day's pay, except members of the Teamsters' Union whose hours shall come under the provisions of the General Agreement.

Section 4. The Business Agent of the Unions shall be permitted to interview any employee during business hours provided such employee is not engaged in waiting upon a customer.

Section 5. Filling Stations shall not open before 7:00 A. M. and shall close not later than 7:00 P. M. Week Days; Sundays 6:00 A. M. to 2:00 P.M. The washing and greasing hours shall be on Week Days from 7:00 A. m. to 6:00 P. M.; Sundays none, except oil may be changed in crank case, differential and transmission.

Section 6. The Scale of Wages shall be as follows: For service men \$30.20 per week, \$5.03 per day (Clerks' Union Scale). Greasing \$36.30 per week, \$6.05 per day (Clerks' Union Scale). Car Washers \$6.35 per day.

Section 7. One apprentice may be employed at each filling station but must not be more than twenty-one years of age. An apprentice over sixteen years of age and under twenty shall be paid at the rate of forty cents per hour, and an apprentice over twenty years of age and under twenty-one years of age shall be paid at the rate of fifty cents per hour. Said apprentice is to be under the jurisdiction of the Butte Clerks' Union and is not allowed to do Teamsters' work.

Section 8. All misunderstandings and disagreements shall be submitted to a joint committee for adjudication, the number of representatives on such committee to be mutually agreeable.

Section 9. All ~~xxxxxxxxxxxx~~ conditions not specified by this agreement shall be governed by the General Agreements between the Teamsters' Union, the Clerks' Union and the Employers' Association of which this agreement becomes a part.

Section 10. This Agreement shall be binding until the 1st day of May, 1937, and shall be considered as renewed from year to year thereafter, unless either party hereto shall give written notice to the other, of their desire to have the same modified, and such notice must be given at least sixty days prior to the expiration of this contract. If such notice is not so given, then this agreement is to stand as renewed for the following year.

This agreement becomes effect April 1st, 1936.

BUTTE TEAMSTERS UNION,

PRESIDENT

SECRETARY

BUTTE CLERKS' UNION,

PRESIDENT

SECRETARY