

Oct. 30, 1935A G R E E M E N T

AGREEMENT by and between the MOTOR CAR DEALERS of SAN FRANCISCO, party of the first part, hereafter referred to as the Association, and the AUTO MECHANICS LOCAL UNION #1305, of San Francisco of the INTERNATIONAL ASSOCIATION OF MACHINISTS, party of the second part, hereafter referred to as the Union, covering the employment of Auto Mechanics, Machinists and Apprentices.

FIRST: All men will be returned to work without any discrimination or reservations.

SECOND: We agree to give preference to union men in employment.

Should any differences arise concerning the provisions of this agreement that cannot be satisfactorily adjusted by the employers and their employees, the matter shall be referred to the Business Agent of the Union and a member of the Association for adjustment. Should they fail to adjust the grievance it shall be submitted to a grievance committee composed of three (3) members representing the Association and three (3) members representing the Union. In the event of a failure on the part of the grievance committee to reach an agreement, the matter in dispute shall be referred to a Board of Arbitration of three (3) members, one to be selected by the Association, the second to be selected by the Union and the two members so selected shall appoint a third member. Should the two arbiters not agree on a third arbiter within forty-eight (48) hours they shall appeal to a Federal Judge for the purpose of appointing a third arbiter. Should any expense be incurred in arbitration, said expenses shall be borne equally by both parties. It is further agreed that there shall be no cessation of work during such arbitrations, and the findings of the arbitration shall be binding upon both parties.

Provided further the above committee of three (3) from the Association and three (3) from the Union will be appointed Monday, October 21, to negotiate

an agreement providing for wages, hours and conditions.

All men employed in dealers shops will be rehired on the basis they were employed at the time of the strike.

(No signatures)