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# CONTRACT

It is hereby agreed by and between the Filling Station Attendants' and Warehouse Employees' Union, Local 20437, 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 I

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 Belleville, Illinois and vicinity.

### ARTICLE II

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 if qualified.

### ARTICLE III

It is agreed that seniority and merit shall rule in cases where advancement is advantageous or force reduction is necessary.

### ARTICLE IV

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, with rotation of Sundays among men. Warehouse men shall not exceed Forty (40) hours per week, nor more than Eight (8) hours per day, nor more than Six days per week.

### ARTICLE V

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 VI

Class "A" Employees shall be those who are Managers of a Station, and they shall receive a minimum guarantee of \$125.00 per month.

Class "B" Employees shall be known as First Attendants, 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 \$80.00 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 Sixty (60) cents per hour. Part time apprentice employees shall be paid at the rate of Forty (40) cents per hour.

No part time man shall be subject to call more than twice any day nor for less than Six (6) hours. And he shall work between the hours of 6 a.m. and 8 p.m. No regular man allowed to work split shift.

Warehouse men with less than one Years' experience shall receive a minimum guarantee of \$125.00 per month. Those with one year or more experience shall receive a minimum guarantee of \$135.00 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 year shall be Eighty (80) dollars 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 are any Journeymen who are qualified out of work.

### ARTICLE VII

The employer shall pay One (1.00) dollar per month toward the maintenance of the employee's 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 VIII

No union man shall work after twelve o'clock on Thanksgiving Day, New Year's Day and Christmas Day, except when an emergency arises. Stations that are open twenty-four hours per day, Union men shall go back at 6 p.m. No union man shall work between 8 a.m. and twelve noon on Labor Day.

### ARTICLE IX

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 X

It is agreed that general working conditions as herein stated, will be maintained for a period of at least one year from July 1, 1937, and continuing from year to year thereafter, unless not more than (60) days or less than Thirty (30) days prior to the first day of July of any calendar year either party shall in writing request any alterations or revision thereof.

### ARTICLE XI

It is further agreed that the employer shall pay the employee at least twice each month, with not more than Sixteen (16) days elapsing between pay-days. Solicitation 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 the company, shall be paid for by the company. All tools and equipment and necessary supplies shall be furnished by the company or employer. Any damage done to customers car while on company property by carelessness or neglect, if so proven by grievance committee shall be paid for by Employee.

In Witness Whereof, the Filling Station Attendants' and Warehouse Employees' Union, Local 20437, has caused its name to be hereunto subscribed by the two undersigned officers.....

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

by its duly authorized officers, on this.....day of.....1937.

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