

CONTRACT

It is hereby agreed by and between the Filling Station Attendants' and Warehouse Employees' Union, Local 19656, part of the first part.....
and party of the second party, 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 Alton, East Alton, Wood River, Hartford, Roxana, Godfrey, Melville, Brighton, Bethalto, Edwardsville and Jerseyville.

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 men 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 the 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 \$117.50 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 \$102.50 per month.

Class "C" Employees shall include car washers and porters, and they 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 50 cents per hour. Class "C" 39 cents per hour. There shall be no split shifts.

Warehousemen with less than one year's experience shall receive a minimum guarantee of \$117.50 per month. Those with one year or more experience shall receive a minimum guarantee of \$127.50 per month.

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

Article 7

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 8

All Stations shall close on Thanksgiving day and Xmas day at (12) noon and stay closed. Except all night Stations and they shall open at 6 P. M. Labor day all Employees except managers shall not work between the hours of 8 A. M. and 12 noon.

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 permium 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 Wareshouse Employees' Union, Local 19656 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.....

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

37-0-95

X4-38

May 21, 1937

Mr. Lee Begnel, Secretary
Federal Labor Union #19656
Rose Street
Alton, Illinois

*Send copy
Gas Stations*

My dear Mr. Begnel:

For a number of years the Bureau of Labor Statistics has attempted to maintain a file of all union agreements in force throughout the United States. On checking through our files we find we do not have copies of any agreements entered into by your union. We are exceedingly anxious to have your agreements among our records and should appreciate your cooperation in sending us copies of them together with the information requested below.

If you have only one copy available and so designate, we shall be glad to type a duplicate and promptly return the original. If you so indicate, we shall keep the identity of the agreement confidential, using the materials only for general analysis, which will not reveal the name of your union.

The enclosed envelope for reply requires no postage. If we can be of service to you at any time, please write me.

Very truly yours,

Isador Lubin

Isador Lubin
Commissioner of Labor Statistics

Enc.

Name of company or employers' association signing the agreement *All*
distributing Oil Co. and Dealers Ass.
(If more than one employer, please list on reverse side)

Number of companies covered by agreement *8*

Number of union members working under terms of agreement *100*

Number of non-members working under terms of agreement *25-*

Branch of trade covered *Gasoline retail service*

Date signed *April 1st 37* Date of expiration *April 1/38*

Leo Begnel, Secy *334 Bluff St. Alton*
(Name of person furnishing information) (Address)