

Return  
82  
77

C/O Retail + Wholesale  
Sault Ste. Marie, Mich.  
Eff. 7-1-20-44  
2-20-44

THIS AGREEMENT, made this Twenty Sixth day of  
February 1944 by and between the CRISP LAUNDRY COMPANY, a Mich-  
igan Corporation, having its principal place of business in the  
City of Sault Ste. Marie, Michigan, of the first part, hereinafter  
referred to as the "Employer" and the United Retail, Wholesale and  
Department Store Employees of America, affiliated with C.I.O. Local  
No. 92 of the City of Sault Ste. Marie, County of Chippewa, State  
of Michigan, hereinafter referred to as the "Union".

WHEREAS, the Employer and the Union desire to enter into an  
agreement obtained by collective bargaining.

WHEREAS, the said Union represents a majority of the employees  
of said "Employer".

NOW THEREFORE IT IS AGREED BY AND BETWEEN THE PARTIES HERETO  
AS FOLLOWS:

A. RECOGNITION

1.

The Employer recognized the Union as the sole bargaining agent  
for all employees employed at its plants in the City of Sault Ste.  
Marie, Michigan. It being understood that terms "employee", for the  
purpose of this agreement shall not be construed to include all other  
plant employees and truck drivers.

2.

That all new employees shall be required to become members of  
the Union within fifteen (15) days after the commencement of their  
employment, at which time stewards will notify office for initiation  
fee of \$2.00.

That by virtue of the membership contract between the Union and  
its members, the Employer is hereby authorized by the Union to deduct  
from each members wages the sum of one (\$1.00) dollar per month as  
Union dues plus any assesment that may be leived by the Union. This  
deduction shall be made from each employees wages during the first  
week of each month and forwarded to the treasurer of said Union the  
10th day of the month.

## B. HOURS OF EMPLOYMENT

### 1.

That hourly production employees shall be paid at the regular rate of pay herein specified for all work not in excess of forty (40) hours in any one week. PROVIDED, however for all work performed in any one week in excess of said forty (40) hours shall be paid at the rate of one and one-half ( $1\frac{1}{2}$ ) of said regular hourly rate. PROVIDED further that, in keeping with the presidential order, that all work performed on the seventh consecutive day of any week worked shall be paid for at the rate of double the regular hourly rate of pay. Holidays worked shall be paid at the rate of double the regular hourly rate as in the past; providing that this does not conflict with the presidential order. Provided further that holidays shall be construed to mean only the following legal holidays, New Year's Day, Decoration Day, Independence Day, Thanksgiving Day, Labor Day, and Christmas Day. Provided further: that employees shall be paid a normal work day wages of six hours and forty minutes for Christmas Day and New Year's Day, providing that, the employee has worked the day before and the day immediately following these holidays, as has been the custom of the Company in the past.

## C. WAGES

### 2.

Minimum wage for men fifty-five (55) cents per hour; Wages for washers eighty-seven and one-half ( $87\frac{1}{2}$ ) cents per hour. Wringer at seventy-five (75) cents per hour. Assistant foreman on Locks at seventy-five (75) cents per hour. Dryer at fifty-five (55) cents per hour. Assistant fireman at fifty-five (55) cents per hour. Truck drivers commission of 10% on cash business, 5% on accounts with a minimum guarantee of twenty-seven (27) dollars per week. Lockmen at forty-five (45) and fifty (50) cents per hour with five (5) cents an hour providing that they work the entire Navigation season. Provided, however, that in the event they are called to military service they shall be paid their bonus up to the time of their leaving.



5.

Time lost by reasons of machine repair, shortage of stock or any other lost time occasioned through no fault of employees, during which time the employees are kept in the shop, shall be paid for at the regular hourly rate, appearing for work and no work available, employee shall be paid for four (4) hours work.

6.

It is agreed that any employee on the seniority list who enters the military training and service of the United States Government, and who upon completion of service is qualified and physically able to do available work in the line with his seniority, and makes application for re-employment within forty (40) days after he is received from such training and service, shall be returned to work in line with his seniority on available work which is similar to that which he was doing before he left at the then current rate of pay for such work and with seniority accumulated during such period of training and service, provided however, that he is Honorably Discharged from service.

7.

Women employees on each shift shall be given two (2) relief periods of fifteen (15) minutes during such full shifts.

8.

The management of the work, the direction of the working force, the right to hire and discharge for cause, the qualification of employees, are vested exclusively in the Employer and the Union shall not abridge this right. It is not the intention of this paragraph to encourage discharge of Employees.

PROVIDING, however that the Union reserves the right to investigate all discharges, this shall be done within twenty-four (24) hours after the discharge in all cases where grievances exist in any discharge Union officers and representatives of the Company shall settle it by following procedure. Where it has been found that an employee has been discharged without cause or unjustly the matter shall be settled through arbitration if a mutually satisfactory agreement cannot be reached between the Union and the Employer within seventy-two (72) hours. The arbitration board shall consist of one chosen by



eligibility requirements for a vacation with pay.

10.

Violation of Company rules shall be sufficient cause for dismissal.

1. Employees shall accept, abide by and comply with working hours as set by employer.

2. No smoking outside of designated places; namely, boiler room, girls rest room, lunch room, at tables in mangle room at rest and lunch periods only. Cigarette stubs, matches, etc. to be put in ash tray or containers provided.

3. Drinking of intoxicating liquor during working hours shall be cause for immediate dismissal.

4. Destruction of machinery, equipment or property through carelessness or neglect shall be cause for dismissal.

5. Any employee shall temporarily fill a vacancy if so requested.

6. No visiting with employees during working hours.

7. The Union or members of the Union shall not try to influence, intimidate, or coerce employees willing to work overtime and holidays in accordance with this agreement.

11.

a. Work day shall consist of seven (7) hours at regular rate of pay any time over that, as time and one half.

b. All overtime shall be equalized as far as possible among those capable of doing the work, and request to work overtime shall be complied with as far as possible.

#### E. ADMINISTRATION

1.

The Union will not cause, or permit members to cause nor will the Union or any member thereof take part in any strike, sit-down or stay in strike, slow-down, other unwarranted curtailment or work or operation of the Employer during the term of this agreement; nor shall the Union or its members coerce or intimidate other employees of the Employer not covered by this agreement because of their non-union membership or otherwise. The Employer agrees that it will not permit a lockout of its employees during the term of this agreement.

1A-6

2.

The Union shall have one duly elected shop Steward for each shift and department who shall be recognized as having charge of the Union matters within the plant. They shall have the right to receive the complaints and make proper inquiry thereof and to perform such other duties as may be imposed upon them by the Union providing complaints shall not be made during working hours and such other duties do not interfere with their regular work and are performed in such manner as not to interfere with shop discipline and efficiency. All grievances or complaints shall be submitted by the Stewards or the Union to the Employer in writing, specifying the nature and basis of such complaint or grievances. It is understood that the Stewards shall have no voice in the matter of production or discipline and their sole functions will be to present complaints or grievances to the Employer, and they shall carry top seniority.

3.

If the Steward are unable to reach any adjustment of any complaint or grievances with the Employer, an International Representative of the Union shall meet with the Employer; and is thereafter the Union and the Employer are unable to settle the disputed question to the satisfaction of all concerned, the disputed questions shall then be submitted to a board of arbitrators as in Section D, Article 6.

4.

Company agrees to allow it's employees two (2) dollars worth of laundry to each employee every week for one (1) dollar, and also two (2) garments dry cleaned per month at one half  $\frac{1}{2}$  price.

The Company agrees that it will comply with the State laws in regard to health and sanitary conditions, and the recommendations of the Labor and Industry Board of State of Michigan.

#### F. Term of Agreement

The effective date of this agreement is February 26<sup>th</sup> 1943 and the same shall terminate on the January 20 - 1944 provided, how ever that the agreement shall continue thereafter, subject to termination, modification or amendment upon thirty (30) days written notices by either party.

IN WITNESS WHEREOF THE PARTIES HAVE HERETO AFFIXED THEIR HANDS  
AND SEALS.

Approved by National  
Representative

Charles Van Dusen

Secretary

U.R.W. & D.S.E.A.  
AFFILIATED BY CIO

LOCAL 92-

BY: Violet McKillican

Joe Autore

Wilma Heikkila

Elizabeth Burlison

Uno Hendrickson

Committee

CRISP LAUNDRY COMPANY

BY John N Adams Jr  
President

G.C. Solberg  
Manager