

# CONTRACT

It is hereby agreed by and between the Service Station Operators, Attendants and Warehouse Employees' Union, Local 972, 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 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, Edwardsville, Godfrey, Melville, Brighton, Bethalto, 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 representatives of aforesaid Union.

## 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) 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 date 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, lubricating, parts and accessory men.

## Article 6

Class "A" Employees shall be those who are in charge of a Station, Shop or Department, and they shall receive a minimum guarantee of \$117.50 per month. There shall be one man in charge of each station, shop or department.

Class "B" Employees shall be known as senior operators, and they shall receive a minimum guarantee of \$102.50 per month. Junior tire, part and accessory employees shall receive a minimum guarantee of \$85.00 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 .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 (\$1.00) dollar per month toward the maintainance 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 representatives 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 May first 1938 and continuing from year to year thereafter, unless not more than Sixty (60) days or less than Thirty (30) days prior to the first of May of any calendar year either party shall in writing request any alteration or revision thereof.

## Article 11

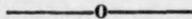
It is further agreed that the employer shall pay the employee at east twice each month, with not more than Sixteen Days elapsing between pay days. Solicitation and time required for checking from one employee to another, shall be done on the company time. Any cash, or personal bond or deposit shall be returned to the employee after the signing of this agreement, and any premium or fidelity bonds required by this company, shall be paid by the company. The company or employer agrees to furnish a safe, and the employee shall be responsible only by 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 Service Station Operators, Attendants and Warehouse Employee's Union Local 972 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.....

# Service Station Operators, Attendants and Warehouse Employees Local 972



## AMENDMENT TO CONTRACT

1. The Employer shall not request or instruct any Employee to handle any gas or product of any Company, against which the Teamsters and Chauffeurs Union are having a strike or lock-out. The Union agrees that in the event of becoming involved in a controversy with any other Union, the Union shall do all in its power to effect a fair settlement.

2. The Company or Employer agrees to post a working schedule of all Employees in the station.



## CLASSIFICATION OF STATIONS

The Union recognizes three different types of stations: Independent Dealer, Leasee, and Company Operated.

**Independent Dealer:** Any station where the company does not hold a lease on same, but does have a reseller's contract with dealer. The independent dealers are not required to belong to Union but must have one Union Employee for every Employer, and give Employee all time over eight hours per day. Any Employer having a son working, said son will be considered an Employee.

**Leasee Operator:** Any station where the company holds the lease on same and sub-leases it out to Operator. All Leasees and Employees are required to be members of the Union and have at least one Employee for all hours over eight hours per day.

**Company Station:** Any station operated by the Company. The manager and all Employees must be members of the Union.



*Unclassified  
Alton, Ill  
5-1-40*

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

Mr. Lee Begnel, Sec.  
Filling Station #972  
1264 State St  
Alton, Illinois

October 14, 1939

Dear Mr. Begnel:

We have in our files a copy of your agreement with Alton Petroleum and Retail Dealers Ass'n which has recently expired.

In order to keep our files of union agreements up to date, we should be grateful if you could conveniently send us a copy of your agreement which is now in effect. We shall be glad to make a duplicate and promptly return the original if you have only one copy available. If you so indicate, we shall keep the identity of the agreement confidential, using the material only for general analysis in such a way as not to reveal the name of either party to the agreement.

We shall greatly appreciate your cooperation. The enclosed envelope for your reply requires no postage. If we can furnish you information at any time, please let us know.

Very truly yours,

*Isador Lubin*

Isador Lubin  
Commissioner of Labor Statistics

Enc.

\_\_\_\_\_  
 Name of company or employers' association signing the agreement  
Alton Petroleum Retail Dealers Ass'n  
 (If more than one employer, please list on reverse side)

Number of companies covered by agreement Eight

Number of union members working under terms of agreement 175

Number of non-members working under terms of agreement none

Branches of trade covered Gasoline + Tire Service

Date of expiration May 1 1940

Please check here if you wish the agreement ---

Returned no Kept confidential no

If you cannot send a copy of your new agreement, please note (on the reverse side of this letter) any changes from your previous agreement. (8227)