

Star Laundry
E + 24
Snares "UNION AGREEMENT"

Retail & Wholesale
Savannah, Ga.

X 5-8-44?

5-8-43?

CONFIDENTIAL

This Agreement, made by and between ~~XXXXXX~~ Savannah Plant, hereinafter called the Company, and the United Retail & Wholesale Employees Union Local No. , affiliated with the United Retail Wholesale and Department Store Employees of America of the CIO, hereinafter called the Union or their representatives separately and severally, WITNESSETH:

That for the purpose of facilitating a peaceful adjustment of differences that may arise from time to time, and for promoting harmony and efficiency, to the end that the employees of the Company, the Company, and the general public may be benefited, the parties hereto contract and agree with each other as follows;

RECOGNITION:

The Company recognizes the Union as the sole and exclusive bargaining agency for all production, maintenance, shipping, cleaning, and delivery employees of it's Savannah plant.

The word "employee" as used in this agreement does not include superintendents or foremen or any employee who has the authority to employ or discharge.

MEMBERSHIP:

It is agreed that all employees coming under the scope of this agreement shall become members of the Union within fifteen days after the date of his or her employment, and remain members in good standing during the tenure of this agreement.

In the event membership of any employee is objectionable to the Union, such employee shall be discharged within five days after such demand has been made in writing of the Company by the Union.

DISCRIMINATION:

The Company agrees not to discriminate, interfere with, restrain, or coerce, either directly or through its agents, any employee in the right to form, organize, join or work for the Union. ~~XXXXXXXXXX~~

HOURS OF WORK:

All work performed by employees covered by this agreement over and above 40 hours in any one week or 8 hours in any one day will be considered overtime, and will be paid for at the rate of time and one-half.

Two fifteen minute rest periods, one in the A.M. and one in the P.M. shall be granted during each shift with pay.

HOLIDAYS:

Any employee required to work on New Year's Day, July 4th., Labor Day, Thanksgiving Day, or Christmas Day shall receive time and one-half at his or her regular rate of pay for work performed.

In the event employees are not required to work on the above named holidays, they shall be granted a full days pay at their regular rate.

VACATIONS:

All employees coming under the scope of this agreement having 52 weeks service with the Company shall receive two weeks vacation with pay.

SENIORITY:

When for any reason the employee force is increased or reduced, or promotions or demotions are made, the oldest employee in term of service will be given preference for any job he can fill.

In the event of lay-offs, the youngest employees in point of service with the Company shall be laid off first. The last man laid off shall be the first man put back to work.

The Selective Training and Service Act shall apply to the members of the Union.

DISCIPLINE AND DISCHARGE:

The power of discharge, discipline and demotion lies with the employer. It is agreed that this power shall be exercised with justice with regard to the reasonable rights of the employee. If the Union feels that an employee has been discharged, disciplined, or demoted without

just cause and the complaint cannot be adjusted with the employer, it may bring the case to arbitration within 5 days for final decision. If the case is decided in favor of the worker, such worker will be reinstated and paid for the time lost at his or her regular rate of pay.

SETTLEMENT OF DISPUTES:

It is agreed that should any charge of violation of this agreement, charge of discrimination, grievances or dispute arise at any time, the matter must be brought up within 5 days after the alleged occurrence. Such matters shall be settled in the following manner;

FIRST - Between the aggrieved employee and the foreman of the department involved.

SECOND - Between the aggrieved employee, the members of the Grievance Committee designated by the Union and the superintendent and or manager of the plant.

THIRD - Between the representatives of the International Organization of the Union, and the representative of the Company.

FOURTH - In the event the dispute cannot be satisfactorily settled within ten days after the matter has been brought up, then within ten days it shall be appealed to an impartial umpire to be appointed by mutual consent of the parties hereto. In the event the parties hereto cannot mutually agree on an impartial umpire, the U.S. Department of Conciliation will be requested to appoint the umpire. The decision of the umpire shall be final and binding, and to be rendered in 10 days after submission to him. The salary and expenses incident to the services of the umpire shall be shared equally by the Company and the Union.

There shall be no stoppage of work or lockout pending the hearing and determination of any dispute, and the conditions involved in the dispute shall remain the same during the hearing, and the decision reached at any stage of the proceedings as herein provided shall be final and binding on both parties, and shall not be subject to reopening except by mutual consent.

MISCELLANEOUS:

All employees shall be paid their weekly earnings on Friday of each week.

There shall be no piece work. All work shall be performed on an hourly basis.

No employee shall be discriminated against for unavoidable absence from work.

Any employee desiring a leave of absence shall present a request in writing to the management of the Laundry stating the reason therefor, and the length of leave desired. Such leave not to exceed one year shall be granted for due cause without loss of seniority.

The minimum wage rate to be paid by the Company shall be forty (40) cents per hour.

Wage rates for skilled and semi-skilled classifications of work shall be increased in proportion to the increase granted on the minimum rate.

The Company recognizes and will adhere to the principle of equal pay for equal work.

The wage rate for any classification of work will apply to any employee working 51 per cent or more of his daily or weekly time in that classification.

UNION DUES:

The Company agrees to deduct from the first pay of each employee each month all Union dues fines and assessments due to the Union and to remit the same to the Secretary of the Union within 5 days after each deduction.

EXPIRATION:

This Agreement shall become effective upon the signing by the Company and the Union representatives and shall be in full force and effect up to and including twelve (12) o'clock noon of _____ 1944, and automatically thereafter from year to year unless mutually changed by the parties hereto, or terminated at the end of any such year, by either party giving to the other party a thirty (30) day prior written notice.

Either party desiring changes in this Agreement must notify the other party in writing at least thirty (30) days prior to the expiration date, and each succeeding year, and such written notice shall stipulate any change or changes desired. Otherwise this contract shall remain in force and effect as stipulated above.

Witness our hands this _____ day of _____ 1943.

REPRESENTATIVES OF THE COMPANY

REPRESENTATIVES OF THE UNION
United Retail and Wholesale
Employees Union Local _____
CIO