

Vicinity - 2
35-0-12

CONTRACT

IT IS HEREBY AGREED by and between the Filling Station Attendants' and Warehouse Employees' Union, No. 19094, Party of the Second Part.....

and..... Party of the First Part, that the following schedule set forth shall be accepted as the working conditions between the Employees and the Company, or the Employer 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 the aforesaid union will be harmonious and beneficial to both parties.

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 give members of local union preference.

ARTICLE 3

It is also agreed that in the event of a forced reduction of employees, the employee shall be retained according to years of employment with company in question, merit considered.

ARTICLE 4

In the event of advancement seniority and merit shall rule.

ARTICLE 5

It is also agreed that warehouse employees with (1) year's experience or more shall receive \$105.00 per month, and those with less than (1) year shall receive \$95.00 per month.

ARTICLE 6

In the event of a man being discharged another shall be employed of the same classification as the man discharged, at the same rate of pay.

ARTICLE 7

Hours per week shall not exceed 48 hours. Warehouse men not to exceed 40 hours.

ARTICLE 8

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 Washers, Pumpmen, Tire, Battery and Lubrication men.

ARTICLE 9

Class "A" employees shall be those who are in charge of a station and shall receive a minimum salary of \$105.00 per month. Existing rates of pay whether salaries or commissions in excess of these minimum guarantees, shall not be reduced.

ARTICLE 10

Class "B" employees shall be known as junior operators and shall receive a minimum salary of \$90.00 per month.

ARTICLE 11

Class "C" employees shall include car washers and porters, and the minimum salary for such will be \$75.00 per month for first nine (9) months and thereafter be increased to \$80.00 per month. If a washer or porter be required to do sales work or lubrication work, his classification shall be changed to Classes A or B.

ARTICLE 12

Class "D" employees are part time men and shall be paid an hourly rate of pay according to their classification.

ARTICLE 13

The employers shall pay \$12.00 per year toward maintenance of employees' uniforms.

ARTICLE 14

Any employee shall have the right to be represented by a representative of his own choosing in case of controversy over the discharge of said employee.

ARTICLE 15

It is agreed that general working conditions, as herein stated, will be maintained for at least a year period. Thereafter, if either party to this agreement desire a change, at least Four (4) weeks' notice of any proposed changes is to be made by those affected, unless written notice of objection to proposed change is given in Two (2) weeks by those affected or their representatives, such change shall be considered acceptable.

ARTICLE 16

It is further agreed that the employer will pay the employee at least 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 bond or deposit shall be returned to the employee after the signing of this agreement and any premium or fidelity bonds or other bonds required by this Company, shall be paid for by the Company. The Company or employer agrees to furnish a safe and employee shall be responsible only for the failure to put all money, except the petty cash fund plus Ten Dollars (\$10.00) in the safe. All tools, equipment and necessary supplies shall be furnished by the Company or employer.

IN WITNESS WHEREOF, the Filling Station Attendants' and Warehouse Employees' Union, No. 19094, has caused its name to be hereunto subscribed by the two undersigned officers,..... who are agents of the said Union, and the said.....by its duly authorized officers on this..... day of....., 1935.

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CONTRACT

THIS CONTRACT is made this 1st day of August 1936 between the Board of Directors of the [illegible] and [illegible]

and [illegible] of the [illegible] State of [illegible]

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