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Auto Mech Union  
#1434  
Missoula, Mont.

Union File; Old  
about  
June 28, '35  
Mach.  
Missoula  
Mont

WORKING CONDITIONS FOR AUTOMOBILE DEALERS AND INDEPENDENT SHOPS.

1. This memorandum is for the purpose of promoting harmony and cooperation between employers and their employees.
2. It is agreed that all men now out on strike be returned to their former jobs and that no discrimination shall be made against any man on account of his activities during the strike.
3. All men shall be required to report for work by Monday morning, July 1, 1935, or employer is privileged to fill his position. Special arrangements will be made for those not able to go to work at this date.
4. Employees work shall consist of all work regularly performed by Automobile mechanics and such work as may be recognized as mechanical work from time to time.
5. Eight hours work, to be performed between the hours of 8:00 A.M. and 6:00 P.M. shall constitute the standard work day.
6. Sundays, New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day, shall be classed as holidays and employers agree to keep their shops closed on all such days.
7. Employers agree to pay their employees once a week and whenever an employee leaves the service of an employer he is to receive his pay and compensation in full to date.
8. The employers agree to meet committees of Employees at any reasonable time to adjust grievances.
9. Wages and hours shall be as follows:
  - (a) The wages of mechanics shall be a minimum of 75¢ per hour.
  - (b) Hours shall be 44 per week.
  - (c) Mechanics shall be paid time and one half for overtime and double time for Sundays and holidays.
  - (d) The minimum rate for apprentices shall be not less than 40¢ per hour for the first six months with a raise of five cents per hour for every six months thereafter until said apprentice becomes a full fledged mechanic.
  - (e) Employers agree to employ not more than one apprentice or helper for each four mechanics, providing however, that each shop shall be allowed at least one apprentice or helper.
10. Employees shall have the right to organize and bargain collectively with their employers.
  - (a) No one seeking employment shall be required as a condition of employment to refrain from joining or assisting a Labor organization of his own choosing.
11. No employee shall be discriminated against for any activity in any bonafide Labor Organization.
12. Used car re-conditioning shall be handled as in the past and when regular mechanics are employed, they shall receive the regular rate of pay.
13. All parties declared fair.
14. In lieu of the conditions granted herein, the mechanics agree to promote the use and sale of the service and supplies available through the establishments assenting to these conditions.

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