CIVIC CENTER AUDITORIUM AGREEMENT

This agreement made and entered into this 10th day of July, 1974 at Butte, Montana by and between the CULINARY WORKERS EMPLOYEES LOCAL NO. 457 and the BOARD OF COUNTY COMMISSIONERS OF SILVER DOW COUNTY, MONTANA as MANAGERS of the BUTTE CIVIC CENTER, for a period of three (3) years, terminating on July 9th, 1977 at midnight.

WHEREAS the parties hereto have reached an agreement concerning standards of hour of labor, scale of wages as result of collective bargaining, and for the purpose of facilitating the peaceful adjustment of conditions that may arise from time to time and to promote harmony and efficiency to the end that the Employers, the Union and the General Public may mutually benefit.

NOW, THEREFORE, in consideration of the premises, terms and conditions herein contained, it is hereby mutually agreed by and between the PARTIES hereto, as follows:

FIRST CASHIER:

A. For the consideration and responsibility for the extra duties required in this position, i.e.: counting, handling of all tickets, mail orders, depositing funds in bank, etc., she shall receive three dollars ($3.00) per shift in addition to the cashier’s scale wages for six (6) hour shift.

B. All cashiers paid for a full six (6) hour shift shall be present and actively engaged during the full six (6) hour shift.

C. When cashiers are hired for regular ticket sales without the responsibilities of the First Cashier, wages will be paid at the regular rate.

CASHIERS

A. Number One Cashier shall be paid at the rate of Twenty Dollars ($20.00) per six (6) shift for the first year; twenty-one dollars ($21.00) per shift for the second year and twenty three dollars ($23.00) per shift for the third year; Seventeen dollars ($17.00) per shift for the first year for each additional cashier, over and above the Number one cashier; Eighteen dollars and fifty cent ($18.50) per shift for the second year for each additional cashier and twenty dollars ($20.00) per shift for the third year.

B. A minimum amount of overtime shall be allowed and any cashier working a full six (6) hour shift on advanced ticket sale shall not work the regular ticket sales on the same day.

C. However, it shall be understood if any cashier’s services are required for additional time over the full six (6) hour shift, she shall continue to work overtime providing the amount earned for overtime shall not exceed that of an additional six (6) cashiers shift.
D. Six (6) hour shall constitute a shift at the rate of Seventeen Dollars ($17.00).

E. All overtime worked shall be paid at the rate of Three dollars ($3.00) per hour in accordance with shift worked.

"Split Shift" shall consist of any six (6) hours worked within a spread of ten (10) hours at the rate of Seventeen Dollars ($17.00) per shift.

F. Cashiers working on the advanced ticket sales at the Civic Center or at any other designated place of business for the advanced ticket sales shall be paid at the rate of:

Seventeen Dollars ($17.00) for the first year for a seven (7) hour shift. One (1) hour for meal time shall be provided for within the seven (7) hour shift. All work performed after seven (7) hours shall be paid at the rate of three dollars ($3.00) per hour.

MEALS

A. All cashiers working a regular minimum six (6) consecutive hour shift shall be entitled to one (1) suitable meal of available food as prepared regularly in the Civic Center concession only when the concession stand is officially open.

B. No other compensation regarding meals will be allowed.

GENERAL

A. Any union employee in good standing shall be deemed to be qualified and capable to work as a cashier.

B. A list for work assignment as cashier shall be maintained and posted at the union headquarters and at the Commissioners' office. Union employees will be offered work as a cashier on a rotating basis, as their name comes to the top of the list.

C. The employer has the exclusive duty and right to determine the quality and quantity of work, to manage the business and schedule the work. The union recognizes the responsibilities imposed upon its jurisdiction, and realizes that in order to provide maximum opportunities for continuing employment, good working conditions, and a high standard of wages, the Employer must be able to manage and operate efficiently and economically, consistent with fair labor standards and the Laws of the State of Montana. The union, through its bargaining agency, agrees to cooperate in the attainment of these goals. The Employer, therefore, retains all rights not otherwise specifically covered by this Agreement.
This Agreement made by and between the Culinary & Miscellaneous Employees Union Local No. 457 and the Board of County Commissioners of Silver Bow County, Montana as Managers of the Butte Civic Center shall become effective July 10th, 1974 for a period of three (3) years, terminating July 9th 1977 at midnight.

Signed this____ day of June, 1974. Signed this____ day of June, 1974.

BOARD OF COUNTY COMMISSIONERS
SILVER BOW COUNTY, MONTANA

Si Holman /S/
CHAIRMAN

Ed DeGeorge /S/ ______
MEMBER

Lucille O'Leary ______
MEMBER

CULINARY & MISCELLANEOUS EMPLOYEES
LOCAL NO. 457

Blanche A. Copenhaver /S/
PRESIDENT

Clela G. Sullivan /S/
SECRETARY

Val Webster /S/
BUSINESS AGENT
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