INDEPENDENT MOTEL OPERATORS
Notified June 29, 1976

Eddy's Motel - Mr. & Mrs. Spackman - Montana & Front St.
Fairmont - Mr. Leroy Mayes -
Han's Motel - 3701 Harrison - Mr. & Mrs. Hill
Mary Lou Motel - Mrs. Betty Raymond - 3219 Harrison Ave.
Rose Motel - Mr. & Mrs. Pedlar - 920 S. Montana St.
Royal Motel - Mr. & Mrs. Dan O'Neill - 3655 Harrison Ave.
Skookum Motel - Mr. Burgess - 3541 Harrison Ave.
Treasure Trail - Mrs. Mikka - 3460 Harrison
CULINARY AND MISCELLANEOUS EMPLOYEES UNION

NO. 457
Formerly Women's Protective Union

MINERS UNION HALL
10 WEN CHAMPS ST.
SECOND FLOOR
PHONE 226-6266

AFFILIATED WITH A.P.L.C.I.O.
AND SILVER BOW TRADERS COUNCIL
(Hotel & Restaurant Employees' and Barman's International Union)

MEETINGS
First and Third Friday at 9 P.M.
Second and Fourth Friday at 10:30 P.M.
MINERS' UNION HALL

Butte, Montana  June 29, 1976

Dear Employer:

The Silver Bow Employers' Association and The Culinary and Miscellaneous Employees Union Local 457, have agreed to an increase of wages for all maids employed in Hotels, Motels, and Rooming Houses on the following basis:

Seventeen cents (17¢) per hour increase effective June 15, 1976.
Fifteen cents (15¢) per hour increase effective June 16, 1977.

Holiday - Add Now: If any of the enumerated holidays fall within employees' vacations, the employee shall be compensated for the holiday not worked at the regular daily wage rate of pay.

Vacation - Amend (a) to read "any employee who has been employed by the same employer for eight (8) consecutive years shall receive three (3) weeks' vacation with pay.
- Amend (b) to read "Employment with the same employer after a period of eight (8) consecutive calendar years shall also be on an accrued basis," etc.

The contract to be in force and effect for twenty-three months. Expiration Date May 14, 1978.
The Members of the Union employed as maids have voted to accept the Proposal of the Employers.
The Silver Bow Employers' Association does not list your name as one of the Employers that they represent.
The Contract will be completed for signature within the next two weeks. The purpose of this letter is that back pay would not accumulate from June 15, 1976.

If there are any questions concerning the renewal of the contract or its provisions, please feel free to call the Union office any day Monday through Friday, from 9 a.m. to 5 p.m.

Looking forward to working with you as in the past, I am,

Sincerely yours,

Margaret K. Harrington

MKH/ch
SILVER BOW EMPLOYERS' ASSOCIATION
413 SILVER BOW BLVD.
BUTTE, MONTANA 59701

April 30, 1976

Dear Employer:

Mrs. Margaret Harrington

The Silver Bow Employer's Association and The Culinary and Miscellaneous Employees Union Local 4577, have agreed to an increase of wages for all maids employed in Hotels, Motels, and Rooming Houses on the following basis:

July 1st - an increase of 15 cents per hour effective July 1, 1976.

May 1st - an increase of 15 cents per hour effective May 1, 1977

July 1st - an increase of 15 cents per hour effective July 1, 1978.

Any new ordinances affecting the wages of maids shall be submitted to the Union.

Please acknowledge receipt of this letter.

Sincerely yours,

Donald C. Robinson

Silver Bow Employers' Association

Margaret K. Harrington

June 29

76
Dear Mrs. Harrington:

This will confirm our telephone conversation regarding contract negotiations on the Maids contract.

We have tentatively scheduled the first negotiation session for Wednesday, May 19, 1976. Although we did not discuss the hour, I presume that this session would begin at 10:00 A.M. at our offices.

This will also confirm that the Employers may have until after their first caucus meeting, scheduled for May 6, in which to submit their counterproposals to the union.

You will be advised if the Employers determine that the 19th is not convenient for them. Otherwise you may plan on that date.

Very sincerely yours,

SILVER BOW EMPLOYERS' ASSOCIATION

By
Donald C. Robinson
Counsel

DCR:az
NOTICE TO MEDIATION AGENCIES

To: Regional Office, FEDERAL MEDIATION AND CONCILIATION SERVICE, and
United States Government

From: Montana Department of Labor

Date: March 10, 1976

You are hereby notified that written notice of the proposed termination or modification of the existing collective bargaining agreement was served upon the employer by the mediator and that no agreement has been reached.

1. (a) Name of employer: Silver Bow Employer's Association

   Phone No.: 723-3672

   Address: Room 413 Silver Bow Block Butte, Montana 59711

   (City) (State) (Zip Code)

   (b) Employer's Official to communicate with: Don Nelson

   Phone No.: 723-3672

   Address: Room 413 Silver Bow Block Butte, Montana 59711

   (City) (State) (Zip Code)

2. (a) International Union and Local No.: ILGWU Local 487

   Phone No.: 513-621-0100

   Address: 125 W. Granite St., 2nd Floor Butte, Montana 59701

   (City) (State) (Zip Code)

   (b) Union Official to communicate with: Margaret K. Harrington

   Phone No.: 722-5733

   Address: 125 W. Granite St., 2nd Floor Butte, Montana 59701

   (City) (State) (Zip Code)

3. (a) Number of employees covered by the Agreement: 200

   (b) Total number employed by the Company at this location: 200

4. Type of establishment and principal products, or services: Preparation and care of rooms for guests of Hotels, Hotels and Room Houses.

5. (a) Contract expiration or reopening date: June 30, 1976

6. (a) Name of official filing this notice: Margaret K. Harrington

   Title: Financial Secretary

   Address: 125 W. Granite St., 2nd Floor Butte, Mt. 59701

   Phone No.: 722-5733

   Check or acceptance of this notice is filed: Union - X - Employer

   Signature:

   Receipt of this notice does not constitute a request for mediation nor does it commit the agencies to offer their facilities. This particular form of notice is not legally required. Receipt of notice will not be acknowledged in writing by the Federal Mediation and Conciliation Service.
MRS. MARGARET HARRINGTON
Culinary & Miscellaneous
Employees Union
125 West Granite Street
Butte, Montana 59701

May 6, 1976

Re: Hotel & Motel Maids Contract Negotiations

Dear Mrs. Harrington:

This acknowledges receipt of the Union's opening notice on the Maids contract with this Association.

The Employers' counterproposals are as follows:

1. Term of Agreement: 23 months.

2. Article VI(B)(b): Add the following:

"Maids who perform housekeepers work shall do a minimum of six (6) rooms during their shift."

3. Article VI(B): Add the following:

"During the period between the last Friday prior to Memorial Day to the Friday following Labor Day, maids shall make up twelve (12) rooms per shift; during the remainder of the year, maids shall do sixteen (16) rooms."

This will confirm our agreement to meet with your Union committee on May 19th at 10:00 A.M. at the conference room of our offices.

Very sincerely yours,

SILVER BOW EMPLOYERS’ ASSOCIATION

By
Donald C. Robinson
Counsel
3rd Meeting

ALTERNATE - EMPLOYERS NO. 2 OFFER TO MAIDS - HOTEL & MOTEL
June 28, 1976

No. 1 - Withdraw proposal where maids who perform housekeepers work pick up any rooms.

No. 2 - Withdraw their proposal on reducing the quota of rooms between Memorial Day and Labor Day, and increasing the quota of rooms for the rest of the year.

No. 3 - Withdraw their proposal of one to 3 days paid leave when a death in the family occurs.

Will offer: When a holiday occurs during vacation the employee shall receive straight time pay for the holiday.

Will offer: 2 weeks paid vacation after 8 years consecutive employment with the same employer.

Increase of 15c per hour across the board effective June 15, 1976
Sbrs. 815c to 81.36 per day - $22.92 per day, $6.80 per week - $114.60 per week

Increase of 15c per hour across the board effective June 15, 1977
Sbrs. 815c to 81.20 per day - $24.12 per day, $6.90 per week - $123.60 per week

EMPLOYERS NO. 1 OFFER TO MAIDS - HOTEL & MOTEL
June 28, 1976

Maids who perform housekeepers work shall pick up a maximum of three (3) rooms during their shift at the premium rate of pay if necessary.

NEW - During the period between the last Friday prior to Memorial Day to the Friday following Labor Day, maids shall make up twelve (12) rooms per shift, during the remainder of the year, maids shall do sixteen (16) rooms. This is optional to each Employer. They may have the maid make up fourteen (14) rooms all year. The Union must be notified of the option taken by the Employer.

NEW - Article VII - Holidays
Add New: If any of the enumerated holidays falls within employees vacation the employee shall be compensated for the holiday not worked at the regular daily wage rate of pay.

NEW - Vacation
Amend (a) to read “any employee who has been employed by the same employer for eight (8) consecutive years shall receive three (3) weeks vacation with pay”.

NEW - (a) to read “Employment with the same employer after a period of eight (8) consecutive calendar years shall also be on an accrued basis,” etc.

NEW - Death in the Family:
Up to 1 day paid absence (if the Funeral is local, and up to 3 days if the Funeral is out of town) will be authorized for an employee following a death in the immediate family (Husband, wife, father, father-in-law, mother, mother-in-law, son, daughter, brother or sister. Employee must attend the Funeral to be entitled to pay for time off for a death in the family. Employee shall notify their immediate supervisor.

20¢ per hour across the board effective June 15, 1976
$1.60 per shift $8.00 per week.

18¢ per hour across the board effective June 15, 1977
$1.44 per shift $7.20 per week.

23 Month Contract - to May 15, 1978
No 1
EMPLOYER OFFER TO MAIDS - HOTEL & MOTEL
June 28, 1976

Maids who perform housekeepers work shall have a maximum of three (3) rooms during their shift at the premium rate of pay of $1.60 per shift.

NEW: During the period between the last Friday prior to Memorial Day to the Friday following Labor Day, maids shall make up twelve (12) rooms per shift, during the remainder of the year, maids shall do sixteen (16) rooms. This is optional to each Employer. They may have the maid make up fourteen (14) rooms all year. The Union must be notified of the option taken by the Employer.

NEW - Article VII - Holidays
Add New: If any of the enumerated holidays falls within employee vacation the employee shall be compensated for the holiday not worked at the regular daily wage rate of pay.

NEW - Vacation
Amend (a) to read "any employee who has been employed by the same employer for eight (8) consecutive years shall receive three (3) weeks vacation with pay."

Amend (a) to read "Employment with the same employer after a period of eight (8) consecutive calendar years shall also be on an accrued basis," etc.

New - Death in Family:
Up to 1 day paid absence (if the funeral is local, and up to 3 days if the funeral is out of town) will be authorized for an employee following a death in the immediate family (husband, wife, father, father-in-law, mother, mother-in-law, son, daughter, brother or sister. Employee must attend the funeral to be entitled to pay for time off for a death in the family. Employee shall notify their immediate supervisor.

20c per hour across the board effective June 15, 1976
$1.60 per shift $8.00 per week. 23.16 per day - 115.80 per week.
15c per hour across the board effective June 15, 1977
$1.44 per shift $7.30 per week. 24.60 per day - 123.00 per week.

23 Month Contract - to May 15, 1978
ALTALRTE EMPLOYERS NO. 2 OFFER TO MAIDS - HOTEL & MOTEI
June 28, 1976

No.1 - Withdraw the proposal where maids who perform housekeepers work pick up any rooms.

No.2 - Withdraw their proposal on reducing the quota of rooms between Memorial Day and Labor Day, and increasing the quota of rooms the rest of the year.

No.3 - Withdraw their proposal of from one to 3 days paid leave when a death in the family occurs.

Will offer: When a holiday occurs during Vacation the employee shall receive straight time pay for the holiday.
Will offer: 3 weeks paid vacation after 8 years consecutive employment with the same employer.

Increase of 17¢ per hour across the board effective June 15, 1976
8hrs.
17¢-$1.36 per day - $22.92 per day, $6.00 per week - $114.00 per week

Increase of 15¢ per hour across the board effective June 15, 1977
8hrs.
15¢-$1.20 per day - $24.12 per day, $6.00 per week - $120.60 per week

Maids who perform housekeepers work shall pick up a maximum of three (3) rooms during their shift at the premium rate of pay if necessary.

NEW - During the period between the last Friday prior to Memorial Day to the Friday following Labor Day, maids shall make up twelve (12) rooms per shift, during the remainder of the year, maids shall do sixteen (16) rooms. This is optional to each Employer. They may have the maid make up fourteen (14) rooms all year. The Union must be notified of the option taken by the Employer.

NEW - Article VII - Holidays

Add New: If any of the enumerated holidays falls within employees vacation the employee shall be compensated for the holiday not worked at the regular daily wage rate of pay.

NEW - Vacation

Amend (a) to read “any employee who has been employed by the same employer for eight (8) consecutive years shall receive three (3) weeks vacation with pay”.

Amend (a) to read “Employment with the same employer after a period of eight (8) consecutive calendar years shall also be on an accrued basis,” etc.

NEW - Death in the Family:

Up to 1 day paid absence (if the funeral is local, and up to 3 days if the funeral is out of town) will be authorized for an employee following a death in the immediate family (husband, wife, father, father-in-law, mother, mother-in-law, son, daughter, brother or sister). Employee must attend the funeral to be entitled to pay for time off for a death in the family. Employee shall notify their immediate supervisor.

20c per hour across the board effective June 15, 1976
$1.60 per shift $8.00 per week, 10.50 per day - 115.80 per week.
$1.64 per hour across the board effective June 15, 1977
$1.70 per shift $9.20 per week, 124.60 per day - 123.00 per week.

23 Month Contract - to May 15, 1978
2.

Add (F)now: After an employee has been on the payroll for a period of one year but due to slack season work does not qualify for holiday pay under (B) of this Article, e.g. Thanksgiving Day, Christmas day and New Year’s Day, they shall receive compensation under this Article.

Article VIII - Vacation

Amend (a) to read “any employee who has been employed by the same employer for eight (8) consecutive years shall receive three (3) weeks vacation with pay”.

Amend (a) to read “Employment with the same employer after a period of eight (8) consecutive calendar years shall also be on an accrued basis,” etc.

New Article - Sick Leave

1. All full time employees who have been continuously employed for 3 months may accumulate 1 day of sick leave per month up to a maximum of 24 days. Sick leave accumulation is retroactive to date of employment. Payment of sick leave shall not be made for the first day of any illness.

2. Sick leave for a part of a day shall not be granted. No sick leave is paid during or in conjunction with vacations unless specifically authorized in advance by the Employer. No payment shall be made for unused sick leave.

3. Sick leave benefits shall not be granted unless the employee reports his or her disability before scheduled working time each day of illness. An exception to this policy is in the case of long term illness wherein it would not be necessary to call in each day providing that a specified period of time has been approved by the Employer.

4. For an illness of more than 5 working days a doctor’s certificate is required. The Employer reserves the right to request a doctor’s certificate for a period of less than 5 days if deemed advisable.

5. It should be understood that sick leave with pay is solely for the benefit of the employee who is sick and unable to work.

6. This is an insurance plan provided by the Employer to protect the income of an employee in the event of illness or an operation. Therefore, the Employer reserves the right not to pay an individual for a sick day if it is found that this privilege is abused.
New Article - Death in Family and Jury Duty

A. Death in the Family

Up to 3 days paid absence will be authorized for an employee following a death in the immediate family (husband, wife, father, father-in-law, mother, mother-in-law, son, daughter, brother, sister, grandparents, grandmother, grandson, granddaughter, stepfather, stepmother). Employee must attend the funeral to be entitled to pay for time off for a death in the family. Employee shall notify their immediate supervisor.

B. Jury Duty

The employee will promptly notify their immediate supervisor when called for Jury Duty. The Employer will pay the difference between the employee’s regular salary and the money paid for Jury Duty. This will ensure that the employee’s wages will be at least what they would have been had the employee been working. It is the obligation of the employee to produce evidence of Jury Duty assignment and pay. If an employee is excused from Jury and it is practical for the employee to return to work, the employee shall do so.

These proposals are respectfully submitted by the Culinary & Miscellaneous Employees Union Local 457. The committee from the Union will be available to meet at the convenience of the Employers’ Association committee.

Sincerely,

Margaret K. Harrington
Financial Secretary

Clara Dean Lewis
President

NKH/ch