PROPOSED CHANGES IN CONTRACT
HOTEL AND MOTEL MAIDS DIVISION 1978

ARTICLE III Union Security

Employment - Add - after the word employer, shall send the Union a list of employees working under the jurisdiction of the Union with new hires added during the first of every month.

Wages (A) $1.50 per hour in all classifications.

New: Employees ask for one and one-half (1½) times the daily rate for Sunday work.

ARTICLE VI Employees’ Duties, Breakage, Mealtime and Extra Employees

B. Class “A” Hotels and Class “A” Motels

1. Employees Duties

Subsection (b) Clarification: A steady maid shall not perform house cleaning.

(c) Change: During an 8 hour shift maids shall not be required to complete more than twelve (12) rooms where shower and tub are both combined.

(d) Delete

C. Class “B” Hotels

Subsection (c) A steady maid shall not perform house cleaning.

C. Clarify: Maids shall spot walls, vacuum halls, and clean inside windows when their required number of rooms are completed in less than eight hours.

ARTICLE VII Holidays

A. Employees ask for all holidays worked to be paid at the rate of two and one-half times (2½) the regular daily wage scale and to have their birthday added as an extra holiday.

B. All employees who work a minimum of two (2) shifts within the week a paid holiday falls shall be paid at the regular daily wage scale as set forth in Article V for the following holidays not worked - 4th of July, Labor Day, Thanksgiving Day, Christmas Day, New Years Day, Easter Sunday, Mother’s Day and Memorial Day.
ARTICLE VIII Vacation

A. Each and every employee covered by this Agreement who has been on the payroll of the employer for a period of one (1) year and has worked a minimum of one hundred fifty-six (156) days in that year, shall be allowed one (1) week's vacation with pay, and any employee who has worked one hundred fifty-six (156) days in each of two (2) consecutive calendar years for the same employer shall receive two (2) weeks vacation with pay. Any employee who has been employed by the same employer for five (5) consecutive years shall receive three (3) weeks vacation with pay.

B. A full time five (5) day week employee shall receive a full five (5) day vacation, and regular part-time employee shall have her vacation pro-rated for the number of days worked per week.

Add - to clarify - not earnings divided by days worked.

E. Employment with the same employer after a period of twelve (12) months from the date of employment shall be on an accrued basis, that is, employment shall accrue one-half (½) day of vacation credit at the end of each month of employment, to a maximum of five (5) days, providing said employee has worked a minimum of fourteen (14) days in that month, after said twelve months. Employment with the same employer after a period of two (2) consecutive calendar years shall also be on an accrued basis, that is, employees shall then accrue one (1) day of vacation credit at the end of each month of employment, to a maximum of ten (10) days, providing said employee has worked a minimum of fourteen (14) days in each month of the two (2) consecutive calendar years. Employment with the same employer after a period of five (5) consecutive calendar years, shall also be on an accrued basis, that is, employees shall then accrue one and one-half (1½) days of vacation credit at the end of each month of employment to a maximum of fifteen (15) days, providing said employee has worked a minimum of fourteen (14) days in that month, after said five (5) consecutive calendar years.

In the event an employee's employment is terminated after twelve (12) months from date of employment, then said employee shall receive vacation pay to the number of accrued days of said vacation credit at the employees wage scale. It is understood
that an employee may only claim pay for accrued days of vacation credit at the time of termination of employment. It is further understood that all pay for accrued days of vacation credit shall be included in an employees last pay check on termination of employment.

NEW - ARTICLE  Sick Leave,,Death in Family, Jury Duty

A. Employees who have been continuously employed for six months may accumulate one (1) day of sick leave per month up to a maximum of 90 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.

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 by department head.

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 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 Department Head and Manager.

For an illness of more than 5 working days a Doctor’s Certificate is required.

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

B. Death in the Family

Up to three (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, grandfather, grandmother, grandson, granddaughter, stepmother, stepfather). Employees must attend the funeral to be entitled to pay for time off for a death in the family. Employees shall notify their immediate Supervisor.
C. Jury Duty

The employees will promptly notify their immediate Supervisor when called for Jury Duty. The Employer will pay the difference between the employees regular salary and the money paid for Jury Duty. This will ensure that the employees wages will be at least what they would have been had the employees 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 Duty and it is practical for the employee to return to work, the employee shall do so.

ARTICLE XIV  Past Practices

8. For conventions and tournaments the maids in the convention area shall not be required to do more than ten (10) rooms. A Convention shall be defined as an identifiable group of guests in the hotel or motel who are taking part in a specific group activity in this area, and who utilize at least one-half of the occupancy of the hotel or motel units. Conventions, as designated under this Agreement, shall begin on the first full day after the beginning of the Convention.

ARTICLE XVIII  Seniority and Discharge

Clarify and Add to Paragraph 3. The employer may divide the work equally between the regular employees in case of temporary slack of employment.

ADD: Regular maids, who have seniority shall be called out first and may not be replaced by temporary maids on call out.

ARTICLE XXIV  Term of Agreement

A. Two Year Contract