August 21, 1975

It is my understanding that the grievance procedure was negotiated in good faith by both parties to provide for timely adjustments of employee claims arising out of the interpretation of or adherence to the terms or provisions. Because this claim is not timely, we cannot review the documents enclosed without violating the signed agreement.

Sincerely,

Dear Margaret:

This letter is to acknowledge the receipt of your August 18, 1975 letter concerning holiday pay for three of our employees and to state the hospital's position on the issue.

Although you have properly quoted Article VIII on Vacations, there is another Article which applies to Holiday pay. I quote from Article X - Holidays:

1. "Pay for Holiday Not Worked - . . . . Holiday pay for full-time and part-time employees is subject to the following conditions:
   . . . (b) Each employee must have worked their last scheduled shift immediately preceding the holiday and their first scheduled shift immediately following the holiday involved."

That "first scheduled shift immediately following the holiday involved" for these employees was the first day after their vacation was over. Each of the three employees involved chose not to work that first scheduled shift. As we discussed last Friday in your office, these employees did not, therefore, meet the conditions for holiday pay and thus were not paid.

It is the hospital's position that this contract was properly interpreted when the holiday pay was not granted. I indicated to you last Friday that our differing interpretations on this matter could be grounds for use of the Grievance and Arbitration provisions of the contract. I quote from page 10 Article XVIII - Grievance Procedure:

   c. "In no case shall there be any consideration given to any grievance unless such notice is submitted by the aggrieved party to the other party within twenty (20) days after the occurrence of the grievance (except that as to grievance over wages, hours, vacation, and days off provisions of this agreement. Such notice shall be timely if given within twenty (20) days after the regular payday for the period in which the violation occurred.) Failure to give such notice shall constitute a permanent waiver and bar of such grievance."
The most recent of the three cases involved indicates that the employe would have been aware of the missing holiday pay on the July 11, 1975 payday. Twenty days thereafter would be July 31. I received your written notice of the grievance on August 18, 1975.

It is my understanding that the grievance procedure was negotiated in good faith by both parties to provide for timely adjustments of employe claims "arising out of the interpretation of or adherence to the terms or provisions of the agreement." Because this claim is not timely, we cannot process your members' claims to holiday pay without violating the signed agreement.

Please feel free to get in touch with me if you have any questions.

Sincerely,

Paul

Paul B. DeLong
Personnel Director

PBD/gt

Copies: Sister Mary Clarice Lousberg
Howard C. Burton
Ms. Margaret K. Harrington
Culinary and Miscellaneous Employees Union #457
125 West Granite Street
Butte, MT 59701
February 6, 1978

TO: Mrs. Clea G. Sullivan
FROM: Wally Clardy, Personnel Director
RE: Culinary & Miscellaneous Employees in Dietary & Housekeeping Departments

DIETARY
Andres, Nancy
Clark, Fay
Cotton, Tammie
Garvey, Dorothy
Hafner, Aubrea
Hicks, Mary
Hodges, Lorraine
Hoffman, Debra
Jangula, Tammy
Kerner, Margaret
Koch, Bonnilea
LaPierre, Joan
Lemler, Karen
Martinez, Jane
McKeran, Darlene
Merzak, Louise
Michaud, James
Miller, Lois
Newton, Beatrice
Roli, Debbie
Sandoval, Mary
Stauss, Pam
Sullivan, Pamela
Trudgeon, Brenda
Warmuth, Marge

HOUSEKEEPING
Crabtree, Cora
Dick, Jennie
Drzewiecki, Krystyna
Gilbert, Charlotte
Haarstick, Joy
Jaeger, Peggy
Kasun, Mary
Miller, Karen-OK
Murray, Lillian
Paige, Marjorie
Patritti, Christina
Pettersen, Sharon
Robinson, Betty
Rogers, Aileen
Smith, Gertrude
Staschel, Gerd
White, Ethelyne
Wilson, Natsue

\*not a member Outaouais H.D.C. 11/76\*
March 1, 1978

TO: Mrs. Clela Sullivan
FROM: Wally Clardy, Personnel Director
RE: Culinary & Miscellaneous Employees in Dietary & Housekeeping Departments.

DIETARY
Andres, Nancy
Babcock, Patricia
Clark, Fay
Deppel, Nancy
Garvey, Dorothy
Hafner, Aubrea
Hicks, Mary
Hodges, Lorraine
Hoffman, Debra
Jangula, Tammy
Jones, Sheila
Kerner, Margaret
Koch, Bonnlea
LaPierre, Joan
LeMler, Karen
Martinez, Jane
McKiernan, Darlene
Merzlik, Louise
Michaud, James
Miller, Lois
Newton, Beatrice
Rolich, Debbie
Sandoval, Mary
Sullivan, Pamela
Surman, Patrick
Warmuth, Marge

HOUSEKEEPING
Crabtree, Cora
Dick, Jennie
Drzewiecki, Krystyna
Gilbert, Charlotte
Haarstick, Joy
Jaeger, Peggy
Kasun, Mary
Miller, Karen
Murray, Lillian
Paige, Marjorie
Patritti, Christina
Pettersen, Sharon
Robinson, Betty
Rogers, Aileen
Smith, Gertrude
Staschel, Gerda
White, Ethelyne
Wilson, Natsue
Mr. Wally Clardy  
Personnel Manager  
St. James Community Hospital  
400 South Clark  
Butte, Montana 59701

Dear Mr. Clardy:

Thank you for the Employees list which was mailed to this office this month.

Kindly send them to Mrs. Clela G Sullivan Margaret K. Harrington retired as Financial Secretary Treasurer of the Culinary and Miscellaneous Employees Union Local #457 on August 15, 1977.

I have returned to the duties of this office after a two and one half year absence.

If I can be of assistance, please let me know.

Very truly yours

Clela G. Sullivan  
Financial Secretary Treasurer

CS/rj
October 3, 1977

TO: Mrs. Clela G. Sullivan

FROM: Wally Clardy, Personnel Director

RE: Culinary & Miscellaneous Employees in Dietary & Housekeeping Departments

**DIETARY**

Andres, Nancy
Bukema, Audrey
Clark, Fay
Clements, Mary (On LOA)
Garvey, Dorothy
Hafner, Aubrea
Hicks, Mary
Hodges, Lorraine
Hoffman, Debra
Jangula, Tammy
Kerner, Margaret
Knapp, Hannah
Koch, Bonnilea
LaPierre, Joan
Lemler, Karen
Martinez, Jane
McKiernan, Darlene
Mehring, Becky
Merzlak, Louise
Michaud, James
Miller, Lois
Newton, Beatrice
Rolich, Debbie
Sandoval, Mary
Sullivan, Pamela
Warmuth, Marge

**HOUSEKEEPING**

Bear, Barbara
Crabtree, Cora
Dick, Jennie
Drzewiecki, Krystyna
Gilbert, Charlotte
Jaeger, Peggy
Kasun, Mary
Miller, Karen
Murray, Lillian
Paige, Marjorie
Patritti, Christina
Pettersen, Sharon
Robinson, Betty
Rogers, Aileen
Smith, Gertrude
Staschel, Gerda
White, Ethelyne
Wilson, Natsue