CULINARY COUNTER PROPOSALS

1. JURISDICTION OF UNION:

AMEND ARTICLE II OF THE EXISTING AGREEMENT TO READ AS FOLLOWS:

"A. The Union shall have exclusive jurisdiction over all employees traditionally and historically belonging to the bargaining unit, who are engaged in the preparation of food and food beverages, excepting, however, (1) all managers and supervisors; and (2) all proprietors or members of a partnership consisting of not more than two partners who own a food and beverage establishment, and the members of his or their immediate families.

B. A manager or supervisor shall include any individual having authority in the interest of the employer, to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward, or discipline other employees, or to adjust their grievances, or effectively to recommend such action if in connection with the foregoing the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment. Any supervisor or manager who uses the tools of the trade will be required to join the Union, except that if the supervisor or manager who uses the tools of the trade has authority to negotiate and enter into labor contract acts, and exercises full and independent judgment over the entire operation of the business, on himself or absentee or inactive owners of the business, then such supervisor or manager shall not be required to join the Union.

2. UNION SECURITY:

AMEND ARTICLE III OF THE EXISTING AGREEMENT BY ADDING THE FOLLOWING SECTIONS:

(A) All employees shall be offered membership in the Union upon the same, equal terms and conditions offered to any other member or prospective member in the bargaining unit.

(B) It is understood that the failure of compliance of the Union Security provision of this Article relates solely to dues and fees uniformly and periodically required of the employees.

(C) The Union shall hold an employer harmless for any expenses, fees, judgments, attorney fees, and all amounts whatever that the employer might incur as a result of the discharge of any employee whose discharge was requested by the Union under this Article.

(D) Upon written notice from the Union, a copy of which shall go to the employee, that any employee has failed to tender initiation and membership dues to the Union, as herein above provided, the employer shall within 72 hours of such notice discharge said employee if during that time the employee has not tendered the dues or fees causing his delinquency. The Union shall immediately notify the employer, and later confirm by letter, whenever such an employee has tendered the dues or fees that caused the delinquency.

3. NO-STRIKE CLAUSE:

ADD THE FOLLOWING LANGUAGE TO THE PRESENT LANGUAGE REGARDING NO-STRIKES AND NO-LOCKOUTS:

"In the event of the violation of the provisions of this section, the Union will promptly order its members to return to work and if the Union does so, the employers will not hold the Union liable for unauthorized acts or activities of its members, provided that the Union immediately takes steps to remedy the situation.

4. WAGES:

ADD THE FOLLOWING PARAGRAPH TO THE ARTICLE ON WAGES:

"Nothing herein is to be construed as a guarantee of work or a minimum daily or weekly wage payment. Employees shall be paid for the hours worked at the foregoing hourly rates. The enumeration of a daily wage scale as set forth above is merely to compute the daily wage scale for those employees who work eight (8) hours in any one day, and the enumeration of a weekly wage scale as set forth above is merely to compute the weekly wage scale for those employees who work forty (40) hours in any one week."
5. DISHMASHERS

DELETE THE NECESSITY OF HAVING A DISHMAHER AS A SEPARATE CLASSIFICATION, AND DELETE ALL DISHMASHER CLASSIFICATION IN SNACK BARS, SHORT ORDER HOUSE, AND THE LIKE.

6. PART-TIME EMPLOYEES

DELETE ARTICLE VI (PART-TIME EMPLOYEES) IN ITS ENTIRETY.

7. HOLIDAYS

ELIMINATE Mother’s Day and Easter Sunday as paid holidays for all establishments that are closed on those holidays or which are normally closed on Sundays.

8. BUSINESS AGENT

REVISE THIS ARTICLE TO READ AS FOLLOWS:

"The Business Agent of the Union shall be permitted to make reasonable visits with members of the Union during no business hours. Said Business representative or committee shall advise the Manager or Supervisor of the employee of such visit. No visit shall be conducted if the employee is engaged in waiting upon a customer. All such visits shall be conducted with decorum so as not to interfere with the customers or other employees working nearby. The hours of visits shall be recorded and such visits shall be considered a ground for revocation of the privileges."

9. CIVIL RIGHTS

ADD ANOTHER ARTICLE TO THE CONTRACT TO READ AS FOLLOWS:

"The parties further agree that each shall fully comply with all applicable laws, rules and regulations regarding discrimination against any Applicants for employment or Union membership, or any employee or Union Member, because of such person’s race, religion, color, national origin, age or sex."

10. REVISE THIS ARTICLE (XII) TO READ AS FOLLOWS:

(A) Employees shall be notified ten (10) hours before a shift is to begin if they are not to report to work that shift. An employer who fails to give such timely notification shall pay the employee for the next regular shift whether such shift is worked or not worked.

(B) Employees laid off before the end of their shift, through no fault of their own, shall receive pay equal to eight hours or work at the wage scale set forth in Article V.

(C) Employees who do not report for work for their regular shift without giving sufficient notice to the employer shall be subject to immediate discharge. If this occurs on a holiday, then the employee shall forfeit any holiday pay.

11. UNION HOUSE CARD

DELETE ARTICLE XIII (UNION HOUSE CARD) IN ITS ENTIRETY.

12. SEX

DELETE ALL REFERENCES THROUGHOUT THE AGREEMENT THAT REFER TO "GIRL, LADIES, WOMEN," AND THE LIKE.

13. MANAGEMENT RIGHTS

ADD A NEW ARTICLE TO THE CONTRACT TO READ AS FOLLOWS:

"Nothing in this agreement shall be deemed to limit or restrict the Employer in any way in the exercise of the customary functions of matters relative to the management, personnel and conduct of its business, including but not limited to the right to control the store and its operation, the methods of sales, general management of the store, care and use of its machinery and equipment, to hire, change methods or processes, install and utilize new equipment, grant merit increases, introduce new or improved practices and methods. The Employer shall direct its working forces, assign, transfer or lay-off because of lack or work or other legitimate reasons, and my formulate reasonable rules and regulations and enforce such rules and regulations now in effect or established in the future to the extent that such rules and regulations are not prohibited by law."

CULINARY COUNTER-PROPOSALS PAGE 2
13. MANAGEMENT RIGHTS

Effect or which may hereafter be issued and posted. Nothing contained herein shall deprive an employee or the union of their rights as provided by this agreement.

14. HOLIDAYS:

Add a new paragraph to Article VII (Holidays) to read as follows:

"(c) If any of the above enumerated holidays falls on Tuesday through Friday of the work week but, because of federal or state law, the Holiday is celebrated on the Monday preceding the Holiday, then the date the Holiday is celebrated pursuant to federal or state law shall be the Holiday observed under this article, and the actual date of the holiday shall not be construed for the purposes set forth in this article."  

15. EMPLOYEES' PRODUCTIVITY:

Add a new article to the contract which shall read as follows:

"The Union recognizes that the Employer may produce and operate efficiently to be in a strong market position. The Union further recognizes that the Employer is therefore entitled to fair day's work on the part of the members of the Union, and to this end it is recognized by the Union that the Employer is entitled to the cooperation of the employees. Employer's business, including improvement in production, elimination of waste and conservation of materials, supplies, and equipment; improvement of the quality of workmanship and services to customers; elimination of loss and damage to merchandise; elimination of employee and customer dishonesty; and strengthened goodwill between the Employer and the public."

16. DUTY TO BARGAIN:

Add a new article to the contract which shall read as follows:

"During the life of this contract, or any extension thereof, neither party shall be obligated to bargain collectively with respect to any matter unless specifically required to do so by the terms of this agreement."

17. NEW CLASSIFICATIONS:

(a) Add new classifications for "Quick Food Service Employees" and Class B Fry Cooks.
(b) Add new classifications for Cook-Counter Employee and Class C Fry Cooks.
(c) Add new classifications of Cook-Cashier.

18. APPRENTICE PROGRAM:

(a) Add an apprenticeship program for waitresses.
(b) Add an apprenticeship program for cooks.

19. BUS EMPLOYEE:

Add "Bus Employee" classification.

20. VACATION:

Add a new sentence to the contract to read:

"No employee shall begin a vacation unless the date of beginning and end of the vacation has been expressly approved by the employer."

21. WAGES:

No "across-the-board" wage increases.

22. TIP CREDIT:

Tips shall be applied to wages, as a credit up to 50% of the base wage scale.
23. **Banquets:**

ELIMINATE THE MINIMUMS SET FORTH IN THE BANQUET PROVISIONS.

24. **Past Practice:**

ELIMINATE PAST PRACTICE No. 13 PERTAINING TO PART-TIME COOKS AND CASHIERS IN RESTAURANTS.

25. **Wages:**

ALL WAGE SCALES ON AN HOURLY BASIS. ELIMINATE ALL REFERENCE TO "DAILY" AND WEEKLY WAGE SCALE.

26. **Productivity:**

PROVIDE, FOR ALL ESTABLISHMENTS, THE FOLLOWING LANGUAGE TO THE AGREEMENT.

"WHENEVER AN EMPLOYER HAS EMPLOYED PERSONS IN ALL CLASSIFICATIONS, BUT ONE OF THE EMPLOYEE'S DUTIES ARE SUCH THAT HE OR SHE IS AVAILABLE TO ASSIST A WORKER IN ANOTHER CLASSIFICATION, THEN SAID EMPLOYEE SHALL BE ALLOWED TO RENDER ASSISTANCE TO EMPLOYEES IN THOSE OTHER CLASSIFICATIONS, IF THE EXIGENCIES OF THE BUSINESS NECESSITATE SUCH ASSISTANCE."

27. **Vacation:**

ADD THE FOLLOWING LANGUAGE TO PARAGRAPH D OF ARTICLE VII (HOLIDAYS):

"...PROVIDED, HOWEVER, THAT ANY EMPLOYEE WHO IS OTHERWISE ELIGIBLE FOR COMPENSATION FOR THE HOLIDAY SHALL BE REQUIRED TO BE ON THE EMPLOYER'S PAYROLL ON THE HOLIDAY BEFORE RECEIVING COMPENSATION."

28. **Grievances:**

ADD THE FOLLOWING SENTENCE TO ARTICLE XV (GRIEVANCE PROCEDURE):

"HOLIDAY PAY AND VACATION PAY MUST BE CLAIMED WITHIN 15 DAYS AFTER DISCHARGE OR QUIT, OR BE FOREVER WAIVED."

29. **Meals:**

ADD THE FOLLOWING PARAGRAPH TO ARTICLE XI (MEALS):

"IT IS EXPRESSLY UNDERSTOOD AND AGREED BETWEEN THE PARTIES HERETO THAT AN EMPLOYEE WHO REPORTS TO THE EMPLOYER'S PLACE OF BUSINESS PRIOR TO THE START OF A SHIFT, OR WHO STAYS OVER AFTER THE END OF A SHIFT, FOR THE PURPOSE OF EATING MEALS OR ANY OTHER PERSONAL BUSINESS, DOES SO VOLUNTARILY AND FOR PERSONAL REASONS, AND SHALL NOT BE COMPENSATED FOR THE EXTRA TIME THAT IS VOLUNTARILY SPENT BY THE EMPLOYEE IN SUCH ACTIVITY."
Submitted June 10, 1972
to
Women's Protective Union

REVISED EMPLOYERS' PROPOSAL ON PART-TIME HELP

ARTICLE VI

(A) REGULAR PART-TIME EMPLOYEES

(1) For each work classification in this contract an employer may employ one (1) regular part-time employee, who shall be paid the hourly wage scale set forth in Article V of this agreement for full-time employees, on the following basis:

(2) For work up to and including four (4) hours of work the employee shall be guaranteed four (4) hours pay at the regular hourly wage scale; for work up to and including six (6) hours of work, the employee shall be guaranteed six (6) hours pay at the regular hourly wage scale; and for all work over six hours the employee shall be guaranteed eight (8) hours pay at the regular hourly wage scale.

(3) The Employer agrees that no employee employed by an individual employer on the date of acceptance of this Agreement shall be terminated or reduced in hours by such employer below such employee's average number of hours worked during the preceding six (6) months immediately preceding the date of acceptance of the contract (not to exceed 40 hours), solely as a result of the employment of any regular part-time employee under this article.

(4) No regular part-time employee may be employed under a work classification unless a regular full-time employee is also employed in that classification.

(B) EXTRA PART-TIME EMPLOYEES

An extra part-time employee is one who is hired to work less than eight (8) hours or is a banquet employee, and who does not regularly work for the employer. The Employer shall be permitted to employ extra part-time waitresses and kitchen employees on the following basis:

(1) One (1) extra part-time employee shall be permitted where three (3) regular employees are maintained.

(2) Two (2) extra part-time employees shall be permitted where six (6) regular employees are maintained, and one (1) additional part-time employee shall be permitted for each additional three (3) employees.

(3) Extra part-time employees shall be guaranteed a minimum of two (2) hours wages based on the following wage scales:

1972—(here insert wage scale)
1973—(here insert wage scale)

Said wage scale shall apply through six (6) consecutive hours of work; all work performed over six (6) hours shall be paid for at the regular daily wage scale as set forth in Article V.
**PAST PRACTICE**

Cook in Dime Stores not to work downstairs, then move up at mealtime on steamtable.

Waitresses in Dime Stores not to fix fountain orders.

Cooks not to work in kitchen then come out in front to dish-up.

Dishers not to bring dishes in or out of dining room.

Fountain Girl must be employed where fountain is separate from counter.

Banquet Girls to work only one banquet; can't be moved on floor later.

Supervisor not to hold station; except to relieve.

Girls in Dime Stores to be paid when stores close on a holiday, not in their contract.

Cashiers not to clear tables; no part of waitress work.

Waitresses on banquet not to dish up.

Dishwashers on banquets not to dish up.

No over-time on a split-shift.

Two classification of work must not be done in the same house; except in cook-waitress combination, in houses where this classification is permitted.
PAST PRACTICE

WAITRESSES OR COOKS SHALL NOT BE REQUIRED TO DO JANITORAL WORK OR PERFORM DUTIES OF A DISHWASHER. THE COOKS SHALL KEEP HER WORK STATION CLEAN.

WAITRESSES SHALL CLEAN THE TABLES OR COUNTERS, BRUSH CHAIRS OR BOOTHs AND CLEAN UP SPILLED FOOD AT HER STATION WITH A DAMP COUNTER CLOTH.

WAITRESSES SHALL NOT SCRAPE OR STACK DIRTY DISHES.

WAITRESSES SHALL TAKE SERVICE DISHES FROM A BUFFET OR SMORdASBD OR TO THE COOK AND PANTRY WORKER TO BE REFILLED AND RETURN THEM TO THE TABLES WITH THE EXCEPTION OF THE MAIN ENTREES. THE COOK IS RESPONSIBLE FOR THESE DISHES.

THE COOK SHALL BE RESPONSIBLE TO PUT THE FOOD AWAY WHEN THE STEAM TABLE CLOSES. THE DISHWASHER SHALL WASH THE CONTAINERS AND RETURN THEM TO THE STEAM TABLE READY FOR THE NEXT DAY.

DISHWASHERS SHALL NOT WASH WALLS OR WINDOWS WITH THE EXCEPTION OF THE SPLASH AREA ON HER WORK STATION.

THE COOK IS RESPONSIBLE FOR THE CARE OF HER STOVE.
PAST PRACTICE

Cook in Dime Stores not to work downstairs, then move up at mealtime or steamtable.

Waitresses in Dime Stores not to fix fountain orders.

Cooks not to work in kitchen then come out in front to dish-up.

Dishers not to bring dishes in or out of dining room.

Fountain Girl must be employed where fountain is separate from counter.

Banquet Girls to work only one banquet; can't be moved on floor later.

Supervisor not to hold stations except to relieve.

Girls in Dime Stores to be paid when stores close on a holiday not in their contract.

Cashiers not to clear tables; no part of waitress work.

Waitresses on banquet not to dish up.

Dishwashers on Banquets not to dish up.

No overtime on a split-shift.

Two classification of work must not be done in the same house; except in cook-waitress combination, in houses where this classification is permitted.
1. HOLIDAYS:

ADD EMPLOYEE'S BIRTHDAY. PROVISIONS FOR THIS HOLIDAY TO BE SAME AS OTHER SPECIFIED HOLIDAYS.

ARTICLE IV

C. VACATION:

A. PROVIDE FOR A REDUCTION FROM 175 WORKED DAYS TO 150 WORKED DAYS IN ALL CATEGORIES.

B. PROVIDE TWO (2) WEEKS PAID VACATION AFTER (2) YEARS OF EMPLOYMENT AND THREE (3) WEEKS PAID VACATION AFTER FIVE (5) YEARS OF EMPLOYMENT.

3. ACCRUED VACATION:

REDUCE FROM EIGHT (8) MONTHS TO SIX (6) MONTHS TO QUALIFY FOR ACCRUED VACATION.

4. WAGES:

INCREASE ALL WAGE RATES TWENTY-FIVE CENTS (25¢) PER HOUR ACROSS THE BOARD.

5. BANQUET GIRLS:

PROVIDE THAT IF THE EMPLOYER DOES NOT HIRE THE PROPER AMOUNT OF BANQUET GIRLS, AS PROVIDED FOR IN THE CONTRACT AND A BANQUET GIRL IS REQUIRED TO SERVE MORE THAN THE CONTRACT PROVIDES FOR SHE SHALL BE PAID A DOUBLE SHIFT. THIS ALSO APPLIES TO CLUB WAITRESSES.

6. NEW:

BANQUET GIRLS SHALL NOT BE REQUIRED TO CARRY EXCESSIVELY HEAVY SUPPLIES AND DISHES.

7. NEW: HEALTH AND WELFARE:

PROVIDE FOR AN EMPLOYER PAID HEALTH AND WELFARE PLAN, COVERING ALL CLASSIFICATIONS

8. TERMS:

A TWO (2) YEAR CONTRACT EFFECTIVE MAY 15, 1972 WITH THE SECOND YEAR OPENED ON THE WAGE CLAUSE ONLY.
ARTICLE VII

CALL OUT PAY

Any regular or regular extra employee reporting to work but required to work less than four (4) hours, will be given at least four (4) hours' pay and if he or she is required to work more than four (4) hours but less than eight (8) hours, he or she will be paid for at least eight (8) hours at the regular hourly wage scale set forth in Article V; however, if any employee is off part of the day by reason of the employee's fault, the Employer shall not be compelled to pay for lost time.

The foregoing provision shall apply to all employees who are scheduled for less than eight (8) hours per day due to their having previously suffered a reduction in hours of employment for the employee, unless said reduction was at the request of the employee.

Employees who regularly work less than eight (8) hours per day, and who have not previously suffered a reduction of their hours of work with the Employer (unless said reduction was at the request of the employee) shall be paid four (4) hours if required to work less than four (4) hours, and shall be paid for six (6) hours if worked for more than four (4) and less than six (6), and shall be paid for eight (8) hours if worked more than six (6) hours. No employee shall be called out for six (6) hours work under this paragraph if a more senior and qualified employee having sufficient knowledge to work in the department is available to work the extra hours. Such employee shall be paid for eight (8) hours if he works more than four (4) hours.

Apply to cooks in all classification

Members were emphatic No back meetings

4 6 8

part-time

18.14 15.98
Cashier - Premium Pay -
Cook - premium pay - and Kitchen Helper
our prop.

These
spill out places which are normally closed
on Mother's Day - Cashier shall have Washington's
Birthday + Employees Birthday.

Part-time - Part-time cashiers - OK, at premium pay.

1.3872
15.18
17.34
80
80
4554
0.03
0.08

19.72
15.18
17.34
80
80
18.14
15.98

136 days to 160

Double time for Holidays worked
Double time for Thanksgiving.

Part-time proposal in accepted wages across -
the board 10-11-12 for only 3 years -
Spell out duties of Bus Employee
May 4/27/72 - ALL OFFICERS PRESENT

Mr. Flanagan -

One group a smaller increase than the other.

Carrot 102.90 cent.
Wartress 2.00

Part-time cashiers $2.35 they said no -

Supt. proposals:

Vacations accr. time 175 - 156

Holiday - Thanksgiving - Double time

Extra Cashier - $2.35 no increase this year or next

Bus Employees - Waitress Scale.

Headlocked on Call Out - Explained fully.

He will ask for 15 - 15 in hopes of getting 12.50.

Unanimous - No Contract - No Work - Unanimous Vote.

Noticed from CCL: 2nd D. Morgan - Not to accept proposals.

81 Yates cast - 80

80 Yates cast - 59 Yes - not to accept proposals -

Night 4/27/72

Dean Lewis reported

pay $10

Initiated

Sharon O'Keefe 304

8/17/34
Final Negotiating Meeting

Culinary Unit - July 21, 1972

Employers Assoc.
Mr. Barcrews

Union Representatives

Alda Sullivan
Val Peshew

Dr. Rep. Symonew/Marzan
CULINARY UNIT PROPOSALS

1. HOLIDAYS:
   Add employee's birthday. Provisions for this holiday to be the same as other specified holidays.

2. VACATIONS:
   A. Provide for a reduction from 175 worked days to 150 worked days in all categories.
   B. Provide two (2) weeks paid vacation after (2) years of employment and three (3) weeks paid vacation after five (5) years of employment.

3. ACCRUED VACATION:
   Reduce from 0 to 6 months to qualify for accrued vacation.

4. WAGES:
   Increase all wage rates 25¢ per hour across the board.

5. BANQUET GIRLS:
   Provide that if the employer does not hire the proper amount of Banquet Girls, as provided for in the contract and a Banquet Girl is required to serve more than the contract provides for she shall be paid a double shift. This also applies to Club Waitresses.

6. NEWS:
   Banquet Girls shall not be required to carry excessively heavy supplies and dishes.

7. NEW HEALTH AND WELFARE:
   Provide for an employer paid Health and Welfare plan, covering all classifications.

8. TERMS:
   A two (2) year contract effective May 15, 1972 with the second year opened on the wage clause only.
DRAFTS OF PROPOSAL TO UNION

Culinary Division

1. Eliminate Sub. (B) of Article III Union shop.

2. Delete from Article V last two paragraphs and eliminate from the contract any provision as to H. & W.

3. Modify Section (A) of Article VI to read as follows:

   (A) Except in snack bar operations, one part-time employee shall be permitted where three (3) regular employees are maintained.

   (B) Except in snack-bars, two part-time employees shall be permitted where six (6) regular employees are maintained, and one (1) additional part-time employee shall be permitted for each additional three (3) employees.

   (C) In snack bar operations, part-time employees shall be guaranteed a minimum of four (4) hours wages based on a wage scale of __________($________) Dollars per hour; in other operations part time (copy rest of present provision)

4. In Article VII provide:

   (A) Double time for time worked on holidays.

   (B) Eliminate holiday pay for holidays not worked.

   (C) In snack bar operations substitute Miners Union Day and Washington's Birthday as Holidays in place of Mothers Day and Easter Sunday.

5. In Article X made a separate list of classifications for Snack Bars, as follows:

   1. A snack bar is a food service operation having a counter, but no tables, having an automatic dishwasher, and where meat cooking is limited to deep frying or frying on grills.

   2. In a snack bar all employees, except part time employees shall receive the same wage scale and shall perform all services required for the snack bar operation.
3. Snack bars may have one part-time employee for each regular employee.

6. In Article X amend the following classifications to provide as follows:

**COOK:** Can do anything pertaining to cooking and preparing foods; may dish up same; wash vegetables and rinse out pots and pans.

**WAITRESS:** Add to present language the following: May sweep or vacuum her station, carry clean dishes from the kitchen to the dining area and remove dirty dishes from the dining area to the kitchen.

Define "station" as the dining area.

7. Modify Section (D) of Article XIV to read as follows:

"When a special uniform is required, the Employer shall furnish the uniform and shall launder the uniform unless it is of drip-dry material in which case the employee shall care for it herself.

8. Modify Section (H) of Article XIV to read as follows: all past practices are agreed to be set forth in this agreement. Those not set forth in other parts of this contract are as follows:

1. Waitresses or cooks shall not be required to wash walls, woodwork, windows or restrooms.

2. Waitresses shall clean the tables or counters, brush chairs or booths and clean up spilled food at her station.

3. Waitresses shall not scrape or stack dirty dishes except in a snackbar operation.

4. Waitresses shall take service dishes from a buffet or smorgasbord to the cook and pantry worker to be refilled and return them to the tables with the exception of the main entrees. The cook is responsible for these dishes.

5. The cook shall be responsible to put the food away when the steam table closes. The dishwasher shall wash the containers and return them to the steam table ready for the next day.

6. Dishwashers shall not wash walls or windows with the exception of the splash area on her work station.

7. The cook is responsible for the care of her stove.

8. Fountain girl must be employed where fountain is separate from counter.

9. Supervisor not replace a regular employee for a full shift to hold station, except to relieve.

10. Waitresses on banquet not to dish up.
11. Two classification of work must not be done in the same house on the same day except cook-waitress combination, in houses where this classification is permitted.

12. Employees not permitted to work short shifts or on Part-Time hourly scale in taverns or night clubs.

9. Eliminate Section 1 of Article XIV.

All personal except Cooks or Waiter.

All except Field & Voluntees shall pay 9.6 cents in all classification.

8 9 - 24     5.15-69
8 9 - 15     5.25-70
8   - 15     5.15-71
1. Increase wage rate in all classifications 5c per hour.
2. Equal pay for male and female cooks.
3. Decrease 75c of 5c per hour for all comparable class, 25c of 5c per hour for all classifications to be paid into Welfare.
4. No employers be exempted from participating in the Employer-Union Health & Welfare Plan.
5. Article VII - Holidays
   Double time for all holidays "worked, not worked, straight time for all holidays not worked"
6. Add a new paragraph to read:
   Regular employees shall not be replaced by temporary employees to avoid payment of fringe benefits.
Lester Davis - Int. Rep.
Margaret Harrington
Pamela Copeland
Val Keeler
Marlene Pambrodt
Frances Kalafatic
Margaret Kastik

John Bacher - Holiday Inn
J. A. Rintun - Jimmie's
David A. Mushetti - Lydia's
Jack Elliott - Finlen Hotel
Harold P. Allen

C. V. Bannerman - Woodwright

Mr. Harkins - Moxom
James G. Ford Jr. - Employed locals
Bernard Mileda - Finlen Hotel
Jack Elliott  - Finlin Hotel

Harold P. Allen  -  NO 70

John L. Borchers  -  Holiday Inn Real

James A. Posy Jr  -  Emblyt's Inn

Edward Marshall  -  Finlin Hotel

C L. Bump  -  Washworth
2nd meeting May 3, 1972 1:30 P.M.
Mr. Robinson - Mrs. & Mrs. Dauenhaeur - Jim - Fred
Schoder, Mr. Denton Employers
Union - Mr. Flanagan - Blanche, Val Celia, Dorothy
Meilich -

(1) Put into contract that any employee who is under the age of 18 not be allowed to handle alcoholic beer.

3rd meeting

Employers -
Dauenhaeuer's
Mr. Truzzalino -

Union
Mr. Flanagan - Blanche
Val - Celia - Carol
Ayers -

Next reg. June 8th 10:30 A.M.

3rd meeting

Employers -
Dave Michelotti
Mr. Truzzalino
Mr. Barbers
Mr. & Mrs. Malo
dr. Malo

Union -
Mr. Flanagan - Blanche
Val - Celia - Clara, Dean
Lewis -

Success
Have provisions put into contract that states that 8 hr. girls cannot be cut down in hours.

You'll end up suffering over them.
Janitresses & Elevator Girls

April 11, 1972

Initial Meeting - Dr. Robinson - Rosella Rankauer & James Rankauer - Fred from Village Inn
Union - Blanche - Clela - Val -

1. Holiday - Employees Birthday -

2. Vacations - that the girls who only work 2 or 3 days a week cannot qualify for a v

8. -

Stage - 25¢ an hour -
Health & Welfare
Terms (No - doesn't want to open next year -)

4. Stages -
Language to work at a call out hourly basis
8 hr. girls not be cut down on hours.

Back in - Robinson

5. Delete - 2-4-6-8 hr. work (no part-time wording -
All employers are demanding hourly type work in all classifications