RECEIPT FOR CERTIFIED MAIL—20¢

SENT TO

STREET AND NO.

CITY AND STATE

If you want a return receipt, check which

☐ 10¢ shows to whom and when delivered
☐ 35¢ shows to whom, when, and address where delivered

If you want restricted delivery, check here

☐ 50¢ fee

FEES ADDITIONAL TO 20¢ FEE

POD Form 3800
Jul 1957

SEE OTHER SIDE
# 1 - INSTRUCTIONS TO DELIVERING EMPLOYEE

- Deliver ONLY to addressee
- Show address where delivered

*(Additional charges required for these services)*

RETURN RECEIPT

Received the numbered article described on other side.

**SIGNATURE OR NAME OF ADDRESSEE** (must always be filled in)

[Signature]

**SIGNATURE OF ADDRESSEE'S AGENT, IF ANY**

[Signature]

**DELIVERED**

[Date: 7-61]
<table>
<thead>
<tr>
<th>Form</th>
<th>DATE DELIVERED</th>
<th>BY</th>
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<tbody>
<tr>
<td>1960</td>
<td>3849</td>
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**MAY**

The mail is now held at

**REDEELIVERY** — Telephone post office or notify carrier.

**FOR THE MAIL** — Bring this notice. Identification required.

**THIS NOTICE** — With person you name on other side. Identification required.

OFFICE OF ORIGIN

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MAY 15

1961

MONT.
MAY

The mail is now held at

REDELIVERY - Telephone post office or notify carrier.
FOR THE MAIL - Bring this notice. Identification required.
THIS NOTICE - With person you name. On other side. Identification required.
INSTRUCTIONS TO DELIVERING EMPLOYEE

Deliver ONLY to

☐ Show address where delivered

(Additional charges required for these services)

RETURN RECEIPT

Received the numbered article described on other side.

SIGNATURE OR NAME OF ADDRESSEE (must always be filled in)

[Signature]

SIGNATURE OF ADDRESSEE'S AGENT, IF ANY

[Signature]

DATE DELIVERED

11-7-41

ADDRESS WHERE DELIVERED (only if requested in item #1)

[Locality]
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<thead>
<tr>
<th>POST OFFICE DEPARTMENT</th>
<th>OFFICIAL BUSINESS</th>
<th>PENALTY FOR PRIVATE USE TO A PAYMENT OF POSTAGE, $30</th>
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**INSTRUCTIONS:** Fill in items below and complete #1 on other side, when applicable. Moisten gummed ends and attach to back of article. Print on front of article Return Receipt Requested.

<table>
<thead>
<tr>
<th>RETURN TO</th>
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<tr>
<th>NAME OF SENDER</th>
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<tr>
<td>Mayfelle Benedict</td>
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<tr>
<th>STREET AND NO. OR P. O. BOX</th>
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<tr>
<td>156 W Granite</td>
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<th>CITY, ZONE AND STATE</th>
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INSTRUCTIONS TO DELIVERING EMPLOYEE

ONLY to

☐ Show address where delivered

(Additional charges required for these services)

RETURN RECEIPT

Received the numbered article described on other side.

SIGNATURE OR NAME OF ADDRESSEE (must always be filled in)

Silver Bow Employee

SIGNATURE OF ADDRESSEE'S AGENT, IF ANY

Martha Nyquist

DATE DELIVERED

ADDRESS WHERE DELIVERED (only if requested in item #1)

4-7-61
**Instructions**: Fill in items below and combine No. 1 on other side, when applicable. Moisten gummed ends and attach to back of article. Print name of article Return Receipt Requested.

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<td>Mayhew Benedict</td>
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**Street and No. or P.O. Box**: 156 W. Malone

**City, Zone and State**: Butte Montana
INSTRUCTIONS TO DELIVERING EMPLOYEE

Per ONLY to

Show address where delivered

(Additional charges required for these services)

RETURN RECEIPT

Received the numbered article described on other side.

SIGNATURE OR NAME OF ADDRESSEE (must always be filled in)

Signature of addressee's agent, if any

DATE DELIVERED

ADDRESS WHERE DELIVERED (only if requested in item #1)

4-7-61
<table>
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<td>M D No.</td>
<td>Street and No. or P.O. Box</td>
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RECEIPT FOR CERTIFIED MAIL—20¢

SENT TO

STREET AND NO.

CITY AND STATE

POSTMARK OR DATE

If you want a return receipt, check which
10¢ shows to whom and when delivered
35¢ shows to whom, when, and address where delivered

If you want restricted delivery, check here

50¢ fee

FEES ADDITIONAL TO 20¢ FEE

POD Form 3800
Jul 1957

SEE OTHER SIDE

CERTIFIED

MAIL

No. 702742
RECEIPT FOR CERTIFIED MAIL—20¢

SENT TO

STREET AND NO.

CITY AND STATE

If you want a return receipt, check which

If you want restricted delivery, check here

10¢ shows to whom and when delivered

35¢ shows to whom, when, and address where delivered

50¢ fee

FEES ADDITIONAL TO 20¢ FEE

POSTMARK OR DATE

1961

CERTIFIED MAIL

No. 702743

POD Form 3800

Jul 1957

SEE OTHER SIDE
RECEIPT FOR CERTIFIED MAIL—20¢

SENT TO

STREET AND NO.

CITY AND STATE

POSTMARK OR DATE

If you want a return receipt, check which

☐ 10¢ shows to whom and when delivered
☐ 35¢ shows to whom, when, and address where delivered

If you want restricted delivery, check here

☐ 50¢ fee

FEES ADDITIONAL TO 20¢ FEE

POD Form 3800

SEE OTHER SIDE
NOTICE

TO THE SILVER BOW EMPLOYER'S ASSOCIATION, BUTTE, MONTANA

YOU ARE HEREBY NOTIFIED BY THE WOMEN'S PROTECTIVE UNION, LOCAL NO. 457, THAT CHANGES ARE DESIRED BY THIS UNION IN THE HOSPITAL DIVISION AGREEMENT, BETWEEN YOU AND THIS UNION, AUGUST 13, 1960 AND EFFECTIVE JUNE 15, 1960, COVERING FEMALE EMPLOYEES.

YOU ARE HEREBY FURTHER NOTIFIED THAT THE CHANGES IN SAID AGREEMENT DESIRED BY THIS UNION ARE LISTED BELOW AND MADE A PART OF THIS NOTICE.

DATED THIS 6TH DAY OF APRIL, 1961.

WOMEN'S PROTECTIVE UNION, LOCAL NO. 457

BY

MAYBELLE BENEDICT, FINANCIAL SECRETARY

PROPOSALS

1. HOLIDAYS - VACATIONS:

   HOLIDAYS - ADD MOTHER'S DAY AS A PAID HOLIDAY TO BE OBSERVED ON SUNDAY. ALL WORK PERFORMED OVER 4 HOURS ON THE HOLIDAY TO BE PAID AT THE RATE OF DOUBLE TIME.

   VACATIONS - PROVIDE 2 WEEKS PAID VACATION AFTER 2 YEARS OF EMPLOYMENT; AND 3 WEEKS PAID VACATION AFTER 5 YEARS OF EMPLOYMENT. PROVIDE THAT, IN THE EVENT OF TERMINATION OF EMPLOYMENT, ALL ACCRUED VACATION PAY BE PAID IN THE EMPLOYEE'S LAST PAY CHECK.

2. NEW:

   PROVIDE THAT THE EXISTING HEALTH AND WELFARE PLAN BE MAINTAINED BY THE EMPLOYER WITHOUT CHANGE.

   PROVIDE FOR THE EMPLOYEES TO HAVE 30 MINUTES FOR MEALTIME.

   PROVIDE TO ELIMINATE SPLIT SHIFTS OR REDUCE SPLIT SHIFTS TO SIX HOURS AT 8 HOURS PAY.

   PROVIDE THAT SENIORITY SHALL GOVERN ON LAYOFFS AND REHIRES AND THAT DISCHARGE BE LIMITED TO JUST CAUSE.

3. WAGES:

   INCREASE ALL WAGE RATES 30¢ PER HOUR, ACROSS THE BOARD.

4. TERMS:

NOTICE

TO THE SILVER BOW EMPLOYERS’ ASSOCIATION, BUTTE, MONTANA:

You are hereby notified by the Women’s Protective Union, Local No. 457, that changes are desired by this Union in the Hotel-Motel Maids Division Agreement, between you and this Union, dated June 6, 1960 and effective June 15, 1960, covering female hotel, motel and rooming house maids.

You are hereby further notified that the changes in said agreement desired by this Union are listed below and made a part of this notice.

Dated this 6th day of April, 1961.

WOMEN’S PROTECTIVE UNION, LOCAL NO. 457

By

MAYBELLE BENEDICT, FINANCIAL SECRETARY

PROPOSALS

1. HOLIDAYS - VACATIONS:

Holidays - Add Mother’s Day as a paid holiday to be observed on Sunday.

Vacations - Provide 2 weeks paid vacation after 2 years of employment and 3 weeks paid vacation after 5 years of employment. Provide that in the event of termination of employment, all accrued vacation pay be paid in the employee's last pay check.

2. WAGES:

Provide that all employees shall be paid for the following holidays, Fourth of July Day, Labor Day, Thanksgiving Day, Christmas Day, New Year’s Day, Easter Sunday, Memorial Day and Mother’s Day.

Provide for the establishment of a health and welfare plan for each employee to be paid for by the employer.

Provide for that if any maid makes up 3 cots or more during one shift it shall be considered one room on that shift.

Provide that seniority shall govern on layoffs and rehires and that discharge be limited to just cause.

3. TERMS:

A one year contract, effective June 15, 1961.
NOTICE

TO THE SILVER BOW EMPLOYER'S ASSOCIATION, BUTTE, MONTANA.

YOU ARE HEREBY NOTIFIED BY THE WOMEN'S PROTECTIVE UNION, LOCAL NO. 457, THAT CHANGES ARE DESIRED BY THIS UNION IN THE JANITRESSES AND ELEVATOR GIRLS DIVISION AGREEMENT, BETWEEN YOU AND THIS UNION, DATED MAY 31, 1960 AND EFFECTIVE JUNE 15, 1960, COVERING FEMALE JANITRESSES AND ELEVATOR GIRLS.

YOU ARE HEREBY FURTHER NOTIFIED THAT THE CHANGES IN SAID AGREEMENT DESIRED BY THIS UNION ARE LISTED BELOW AND MADE A PART OF THIS NOTICE.

DATED THIS 6TH DAY OF APRIL, 1961.

WOMEN'S PROTECTIVE UNION, LOCAL NO. 457

BY

Maybelle Benedict, Financial Secretary

PROPOSALS

1. HOLIDAYS - VACATIONS:

   HOLIDAYS - ADD MOTHER'S DAY AND MEMORIAL DAY. MOTHER'S DAY TO BE OBSERVED ON SUNDAY.
   VACATIONS - PROVIDE 2 WEEKS PAID VACATION AFTER 2 YEARS OF EMPLOYMENT; AND 3 WEEKS PAID VACATION AFTER 5 YEARS OF EMPLOYMENT. PROVIDE THAT, IN THE EVENT OF TERMINATION OF EMPLOYMENT, ALL ACCRUED VACATION PAY BE PAID IN THE EMPLOYEE'S LAST PAY CHECK.

2. NEW:

   PROVIDE THAT ALL EMPLOYEES SHALL BE PAID FOR THE FOLLOWING HOLIDAYS, FOURTH OF JULY DAY, LABOR DAY, THANKSGIVING DAY, CHRISTMAS DAY, NEW YEAR'S DAY, EASTER SUNDAY, MEMORIAL DAY AND MOTHER'S DAY.

   PROVIDE FOR THE ESTABLISHMENT OF A HEALTH AND WELFARE PLAN FOR EACH EMPLOYEE TO BE PAID FOR BY THE EMPLOYER.

3. WAGES:

   INCREASE ALL WAGE RATES 30¢ PER HOUR, ACROSS THE BOARD.

   DISCUSS: WAGE INEQUITIES FOR ELEVATOR GIRLS.

4. TERMS:

AGREEMENT.

THIS AGREEMENT, made and entered into this 3rd day of June, 1959 at Butte, Montana, by and between the SILVER BOW EMPLOYERS' ASSOCIATION, for and on behalf of the members of its Hospital Division, hereinafter referred to both singularly and collectively as "Employer," and the WOMEN'S PROTECTIVE UNION, LOCAL NUMBER FOUR HUNDRED FIFTY-SEVEN (457), affiliated with the Hotel and Restaurant Employees and Bar Tenders' International Union, the Silver Bow Trades and Labor Council, the Montana State A. F. of L. - C. I. O., and the State Culinary Alliance, hereinafter referred to as "Union," WITNESSETH THAT:

WHEREAS, the parties hereto have reached an agreement concerning standards of hours of labor, scale of wages and other terms and conditions of employment as a 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 Employer, the Union, and the general public may mutually benefit;

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

ARTICLE I - JURISDICTION OF UNION.

The Union has jurisdiction over all female employees in and around luncheonettes, cafes, taverns, cafeterias, night clubs, hotels, motels, boarding houses, theatres, hospitals, rooming houses, and all public buildings.

ARTICLE II - UNION SECURITY.

(A) The Employer agrees to employ only members of the Union through the office of the Union. If the Union is unable to supply employees, then the Employer may employ any person it so desires, provided further, however, the person so employed secures a work permit, which shall be issued by the office of the Union, before going to work, and provided further, that the person so employed makes application for membership in the Union within seven (7) days from date of employment and completes the application for thirty membership within/(30) days from date of employment.
(B) The Union agrees to furnish the Employer with competent employees.

(C) The Employer reserves the right to be the sole judge of the competence of its employees.

ARTICLE III - HOURS OF WORK.

(A) For the period June 15, 1959 to June 15, 1960, forty (40) hours shall constitute a week's work consisting of five (5) eight-hour work days; provided, however, that no employee shall work more than six (6) consecutive days in any calendar week. Daily hours of employment may be divided into not more than two (2) shifts, and further, said two (2) shifts shall be completed within a period of twelve (12) hours. All work performed in excess of eight (8) hours in any one (1) day, or forty (40) hours in any one (1) calendar week shall be paid for at the rate of one and one-half (1½) times the regular scale.

ARTICLE IV - WAGES.

The minimum regular wage scale shall be as follows:

(A) Effective June 15, 1959 to June 15, 1960. (Forty (40) Hour Basic Work Week).

<table>
<thead>
<tr>
<th>CLASSIFICATION</th>
<th>DAILY</th>
<th>WEEKLY</th>
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<tbody>
<tr>
<td>Cooks</td>
<td>$10.30</td>
<td>$51.50</td>
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<tr>
<td>Pastry Cooks</td>
<td>10.30</td>
<td>51.50</td>
</tr>
<tr>
<td>Cooks Helpers</td>
<td>8.50</td>
<td>42.50</td>
</tr>
<tr>
<td>Pantry Girls (Salads, special diets, etc.)</td>
<td>8.14</td>
<td>40.70</td>
</tr>
<tr>
<td>Yard Girls</td>
<td>8.02</td>
<td>40.10</td>
</tr>
<tr>
<td>Dishwashers (Potwashers)</td>
<td>7.72</td>
<td>38.60</td>
</tr>
<tr>
<td>Dishwasher Bus Girl</td>
<td>7.72</td>
<td>38.60</td>
</tr>
<tr>
<td>Cashier</td>
<td>7.78</td>
<td>38.90</td>
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<tr>
<td>Dish-up Girls</td>
<td>7.72</td>
<td>38.60</td>
</tr>
<tr>
<td>Dispensers (Hospitality Shop)</td>
<td>8.14</td>
<td>40.70</td>
</tr>
<tr>
<td>Cook Waitresses (Hospitality Shop)</td>
<td>10.30</td>
<td>51.50</td>
</tr>
<tr>
<td>Elevator Girls</td>
<td>6.58</td>
<td>32.90</td>
</tr>
<tr>
<td>Maids</td>
<td>7.54</td>
<td>37.70</td>
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<tr>
<td>Maids Aides (Tray Girls)</td>
<td>6.94</td>
<td>34.70</td>
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(A-1) The minimum regular wage scale set forth in part (C) of this Article shall not prevent a superior employee from receiving more than said wage scale provides for.
(A-2) No employee shall receive less wages than received at the time of the effective date of this Agreement.

EXTRA EMPLOYEES.

(A) In the event extra employees are employed by the Employer, such extra employees shall not be employed for a period of less than two (2) hours at a total minimum wage scale of Two Dollars and Ninety-four (22.94) Cents for said two (2) hours.

(B) All work performed by extra employees in excess of two (2) hours shall be paid for at the minimum wage scale of One Dollar and Forty-seven (1.47) Cents per hour, except, however, when eight (8) hours of work is performed which shall be paid for at the minimum regular daily wage scale set forth in part (4) of Article IV.

ARTICLE V - HOLIDAYS.

(A) All regular employees shall be paid at the regular daily wage scale set forth in Article IV for four (4) hours of work on the following holidays: New Year's Day, Easter Sunday, Memorial Day, Fourth of July Day, Labor Day, Thanksgiving Day and Christmas Day.

(B) The Employer reserves the right to require any or all regular employees to work a maximum full eight (8) hour day on the holidays set forth in part (A) of this Article.

(C) All work performed over four (4) hours on the holidays set forth in part (A) of this Article shall be paid for at the rate of one and one-half (1½) times the regular hourly wage scale, the regular hourly wage scale to be computed by dividing eight (8) into the regular daily wage scale set forth in Article IV.

ARTICLE VI - 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 seventy-five (175) days in that year, shall be allowed one (1) week's vacation with pay, and any employee who has worked one hundred seventy-five (175) days in each of four (4) consecutive calendar years for the same Employer shall receive two (2) weeks' vacation with pay.

(B) The amount of the vacation pay shall be equal to the average weekly earnings in wages over a period of ten (10) weeks immediately preceding the vacation.
(C) Employees assigned to a vacation period shall receive the vacation in accordance with schedules to be prepared by the Employer, having regard to the expressed desire of the employee, length of service, and spreading the vacation period to the best interest of the Employer.

(D) Employees retained in employment, after a change in ownership of any firm or establishment, shall not lose their accumulated vacation rights.

(E) Employment with the same Employer after a period of twelve (12) months from date of employment shall be on an accrued basis, that is, employees shall accrue one-half (1/2) 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 (12) months. Employment with the same Employer after a period of four (4) consecutive calendar years 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 four (4) consecutive calendar years. In the event an employee’s employment is terminated after said twelve (12) months from date of employment, then said employee shall receive vacation pay equal to the number of accrued days of said vacation credit at the employee’s 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.

(F) This Article shall be effective upon acceptance and signing of this Agreement.

ARTICLE VII - BUSINESS AGENT.

The Business Agent of the Union shall be allowed to visit employees in the interest of the Union from time to time.

ARTICLE VIII - EMPLOYEES’ DUTIES.

(A) Maids shall perform the following duties:

(1) Clean all floors in all buildings designated.

Scrub, mop or sweep, as instructed.

(2) Clean all stairs, halls, etc.

(3) Wash windows, inside only, change curtains and polish furniture.

(4) Clean toilet bowls.

(5) Polish all metal strips and clean tray shelves. Clean all
ARTICLE IX - MEALS.

(A) The Employer shall furnish meals to each employee, however, only on the days said employee works. The value of these meals shall be reported as gross earnings in accordance with the amended I.R.C. of 1954 and pursuant to interpretation thereof by the Office of the U.S. Treasury Department, Internal Revenue Service, District Director, Helena, Montana.

(B) After employees have been on shift for a minimum of four (4) hours, they shall have twenty (20) minutes for mealtime and a place to sit down to eat.

(C) Employees, entitled to meals, may eat other meals at the mutual convenience of the Employer and employee.

ARTICLE X - TERMINATION OF EMPLOYMENT.

(A) The Employer agrees, upon discharging or dismissing an employee, to give notice to such employee of the discharge or dismissal at or before the last shift of the employee. Failure to give such notice shall require the Employer to pay the employee for an additional shift.

(B) Employees laying off or quitting shall give the Employer notice of their intention at, or before, the time when their last shift is ended. Failure to give such notice shall require the employee to forfeit to the Employer the wages for one (1) shift if an adequate and reasonable excuse is not furnished by said employee.

ARTICLE XI - GENERAL.

(A) The Employer shall furnish a white or special uniform when such uniforms are required.

(B) Employees shall not be held responsible for breakage of dishes or thermos bottles.

(C) Waitresses shall not be allowed to wash dishes, silver, glasses or thermos bottles.

ARTICLE XII - GRIEVANCE PROCEDURE.

All misunderstandings and disputes between the Employer and the Union concerning any matter involving the interpretation of any provision of this Agreement, or any matter involving the breach of any provision of this Agreement, shall be subject to the following procedure:

(A) In the event that the matter cannot be settled to the satisfaction of the individuals involved, all claims or grievances shall be submitted in writing by either party hereto to the other within thirty (30)
be forever waived.

(B) If the Executive Secretary of the Employer and the Business
Agent of the Union are unable to arrive at a satisfactory settlement with-
in three (3) days from the date the claim or grievance is first submitted,
the claim or grievance shall be referred to a joint committee of four (4)
persons composed of an equal number of representatives from the Employer
and the Union for settlement. In the event said joint committee does not
reach a settlement within six (6) days, the claim or grievance shall be
referred to a Board of Arbitration as set forth in Article XIII.

**ARTICLE XIII - ARBITRATION.**

(A) Any matter referred to arbitration shall be served in a written
notice by either the Employer or the Union to the other; said written
notice shall contain the names of two (2) persons who shall serve as
representatives of the referring party on a Board of Arbitration.

(B) Within three (3) days from receipt of the notice set forth in
part (A) of this Article, the other party shall notify the referring party
in writing of the names of two (2) persons who shall serve as its repre-
sentatives on said Board of Arbitration.

(C) The four (4) representatives selected by the Employer and the
Union shall select a fifth disinterested person to act as chairman, and
fifth member of the Board of Arbitration. In the event that a fifth dis-
interested person cannot be agreed upon within three (3) days from receipt
of the notice set forth in part (B) of this Article, application shall be
made by either or both parties to the Federal Mediation and Conciliation
Service to furnish a list of five (5) disinterested persons willing to act,
if selected, in the capacity of chairman and fifth member on the Board of
Arbitration. The Employer and the Union shall each be required to delete
two (2), a total of four (4), of the persons named by the Federal Media-
tion and Conciliation Service as herein provided for, within three (3) days
from the date such list is submitted to both parties hereto. The remaining
person on such list shall be automatically chosen to act as chairman and
fifth member of the Board of Arbitration.

(D) The Board of Arbitration shall interpret and apply this Agree-
ment only, to the matter in dispute, however, it shall not have the power
or authority to supplement or abrogate this Agreement, or to determine
Issues not presented for consideration.
however constituted, shall be given within ten (10) days from the date said board is constituted. Said decision shall be rendered in writing and shall be final and binding upon the parties hereto.

(F) The expense of the Board of Arbitration shall be borne equally by the parties hereto.

(G) The parties hereto agree that during the pendency of the arbitration proceedings herein provided for, or because of any decision rendered by the Board of Arbitration, no strike or lockout shall be instituted by either party to the dispute.

ARTICLE XIV - LEGISLATION, JUDICIAL AND BOARD DECISIONS.

It is the intent of the parties hereto to abide by all federal and state laws covering the subject matter of this Agreement. However, in the event that any provision, or part thereof, herein contained be rendered or declared invalid or illegal by reason of any existing or subsequent enacted legislation, either federal or state, or any order or decision of the National Labor Relations Board, or any decree or decision of any court of competent jurisdiction, such invalidation of such provision, or part thereof, shall not invalidate the remaining provisions, or parts thereof, herein; provided, however, upon such invalidation the parties hereto agree to immediately meet and negotiate such invalidated provisions, or parts thereof; the remaining provisions, or parts thereof, shall remain in full force and effect. It is further agreed that in the event that the parties hereto are finally determined by the National Labor Relations Board, or any court of competent jurisdiction, to be covered by any federal or state law, the parties hereto shall immediately comply with such orders, decrees or decisions of such board or courts.

ARTICLE XV - TERM OF AGREEMENT.

(A) This Agreement, including wage scales, is effective on the fifteenth (15th.) day of June, 1959, and shall continue in full force and effect for one (1) year until the fourteenth (14th.) day of June, 1960, at which time it is automatically renewed and continued from year to year thereafter, unless written notice is given by either party hereto to the other, not less than sixty (60) days prior to its expiration date of the fourteenth (14th.) day of June, in any year after 1960 indicating
that changes are desired in any or all of the provisions of this Agreement.

(B) The written notice, as provided for in part (A) of this Article, shall contain the exact proposals desired to be written into a new Agreement.

(C) Counter-notice must be served in writing upon the opposite party not less than forty-five (45) days prior to expiration of Agreement. Such notice and counter-notice shall be transmitted by certified, first class, return receipt letter. Post marked date on envelope to be considered date of receipt. The issues as framed by notice and counter-notice as herein specified shall be the only subjects open for discussion and agreement during any following negotiation, conciliation or hearing.

(D) Negotiation, conciliation, or hearing on the issues as above specified must be commenced within ten (10) days from the date of receipt of counter-notice, if any, if no counter-notice has been served, then within fifteen (15) days from the date of receipt of the original written notice.

IN WITNESS WHEREOF, we have hereunto set our hands on the day and year first above written.

WOMEN'S PROTECTIVE UNION, LOCAL NUMBER FOUR HUNDRED FIFTY-SEVEN (457),

President

Secretary-Treasurer

Business Agent

SILVER BOW EMPLOYERS' ASSOCIATION,

L. E. Pusey
Executive Secretary

International Representative,
Hotel and Restaurant Employees' International Union.