PROPOSED CHANGES

HOTELS, ROOMING HOUSES & MOTELS

In Lieu of Article III:

ARTICLE III: "Eight (8) consecutive hours shall constitute a day's work and five (5) consecutive days shall constitute a week's work for all employees under the jurisdiction of the Union, and each employee shall be entitled to and shall receive two (2) days off in each and every calendar week."

ARTICLE IV: In Lieu of Article IV: "OVERTIME: All work performed in excess of eight (8) hours in any one day and in excess of forty (40) straight-time hours in any one week, shall be paid for at the rate of one and one-half times the regular hourly wage scale, the regular hourly wage scale to be computed by dividing eight (8) into the regular daily wage scale as set forth in Article V."

ARTICLE V: WAGES:

The minimum regular wage scale for members of the Union shall be as follows:

(A) CLASS "A" HOTEL AND MOTELS

<table>
<thead>
<tr>
<th>Classification</th>
<th>Daily</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chambermaids</td>
<td>$7.00</td>
</tr>
<tr>
<td>Seamstresses</td>
<td>6.00</td>
</tr>
<tr>
<td>Linen Room Employees</td>
<td>6.00</td>
</tr>
<tr>
<td>Bath Maid</td>
<td>7.00</td>
</tr>
<tr>
<td>Extra Maid by Day</td>
<td>7.50</td>
</tr>
<tr>
<td>Women doing house cleaning</td>
<td>8.00</td>
</tr>
</tbody>
</table>

(B) CLASS "B" HOTEL AND MOTELS

<table>
<thead>
<tr>
<th>Classification</th>
<th>Daily</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chambermaids</td>
<td>7.00</td>
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<td>Linen Room Employees</td>
<td>5.00</td>
</tr>
<tr>
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<td>7.00</td>
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<td>7.50</td>
</tr>
<tr>
<td>Women doing house cleaning</td>
<td>8.00</td>
</tr>
</tbody>
</table>

(C) ROOMING HOUSES AND HOTELS

<table>
<thead>
<tr>
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<th>Daily</th>
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</thead>
<tbody>
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<td>Extra Maid by Day</td>
<td>7.50</td>
</tr>
<tr>
<td>Women doing House Cleaning</td>
<td>8.00</td>
</tr>
</tbody>
</table>

(D) Same

(E) Same

ARTICLE VI: EMPLOYEES NOTICES, BREAKAGE, HANLINE AND EXTRA EMPLOYEES.

(A) CLASS "A" HOTEL

(a) Same

(b) Same

(c) "Maid shall not be required to complete more than fourteen (14) rooms. A room shall be considered as one room with one bed, with or without bath. A room with two beds shall be considered as one and one-half rooms (1½). A Suite shall be considered as two (2) rooms. A cot shall be considered as a bed.

(d) Delete
(2) Breathing and Mealtime.

(a) same
(b) same

(3) Extra Employees.

(a) Change. "Extra employees working less than eight (8) hours shall be guaranteed a minimum of three (3) hours wages based on a wage scale of One Dollar and twenty-five cents ($1.25) per hour." (b) same

(c) same
(d) same

(4) Breathing and Mealtime.

(a) same
(b) same

(5) Extra Employees.

(a) Change. "Extra employees working less than eight (8) hours shall be guaranteed a minimum of three (3) hours wages based on a wage scale of One Dollar and twenty-five cents ($1.25) per hour." (b) same

(c) same
(d) same

(6) Breathing and Mealtime.

(a) same
(b) same

(7) Extra Employees.

(a) Change. "Extra employees working less than eight (8) hours shall be guaranteed a minimum of three (3) hours wages based on a wage scale of One Dollar and twenty-five cents ($1.25) per hour." (b) same

(c) same
(d) same

(8) Breathing and Mealtime.

(a) same
(b) same

(9) Extra Employees.

(a) Change. "Extra employees working less than eight (8) hours shall be guaranteed a minimum of three (3) hours wages based on a wage scale of One Dollar and twenty-five cents ($1.25) per hour." (b) same

(c) same
(d) same

(10) Breathing and Mealtime.

(a) same
(b) same

(11) Extra Employees.

(a) Change. "Extra employees working less than eight (8) hours shall be guaranteed a minimum of three (3) hours wages based on a wage scale of One Dollar and twenty-five cents ($1.25) per hour." (b) same

(c) same
(d) same

(12) Breathing and Mealtime.

(a) same
(b) same

(13) Extra Employees.

(a) Change. "Extra employees working less than eight (8) hours shall be guaranteed a minimum of three (3) hours wages based on a wage scale of One Dollar and twenty-five cents ($1.25) per hour." (b) same

(c) same
(d) same

(14) Breathing and Mealtime.

(a) same
(b) same

(15) Extra Employees.

(a) Change. "Extra employees working less than eight (8) hours shall be guaranteed a minimum of three (3) hours wages based on a wage scale of One Dollar and twenty-five cents ($1.25) per hour." (b) same

(c) same
(d) same

(16) Breathing and Mealtime.

(a) same
(b) same

(17) Extra Employees.

(a) Change. "Extra employees working less than eight (8) hours shall be guaranteed a minimum of three (3) hours wages based on a wage scale of One Dollar and twenty-five cents ($1.25) per hour." (b) same

(c) same
(d) same

(18) Breathing and Mealtime.

(a) same
(b) same

(19) Extra Employees.

(a) Change. "Extra employees working less than eight (8) hours shall be guaranteed a minimum of three (3) hours wages based on a wage scale of One Dollar and twenty-five cents ($1.25) per hour." (b) same

(c) same
(d) same

(20) Breathing and Mealtime.

(a) same
(b) same

(21) Extra Employees.

(a) Change. "Extra employees working less than eight (8) hours shall be guaranteed a minimum of three (3) hours wages based on a wage scale of One Dollar and twenty-five cents ($1.25) per hour." (b) same

(c) same
(d) same

(22) Breathing and Mealtime.

(a) same
(b) same

(23) Extra Employees.

(a) Change. "Extra employees working less than eight (8) hours shall be guaranteed a minimum of three (3) hours wages based on a wage scale of One Dollar and twenty-five cents ($1.25) per hour." (b) same

(c) same
(d) same

(24) Breathing and Mealtime.

(a) same
(b) same

(25) Extra Employees.

(a) Change. "Extra employees working less than eight (8) hours shall be guaranteed a minimum of three (3) hours wages based on a wage scale of One Dollar and twenty-five cents ($1.25) per hour." (b) same

(c) same
(d) same

(26) Breathing and Mealtime.

(a) same
(b) same

(27) Extra Employees.

(a) Change. "Extra employees working less than eight (8) hours shall be guaranteed a minimum of three (3) hours wages based on a wage scale of One Dollar and twenty-five cents ($1.25) per hour." (b) same

(c) same
(d) same

(28) Breathing and Mealtime.

(a) same
(b) same

(29) Extra Employees.

(a) Change. "Extra employees working less than eight (8) hours shall be guaranteed a minimum of three (3) hours wages based on a wage scale of One Dollar and twenty-five cents ($1.25) per hour." (b) same

(c) same
(d) same

(30) Breathing and Mealtime.

(a) same
(b) same

(31) Extra Employees.

(a) Change. "Extra employees working less than eight (8) hours shall be guaranteed a minimum of three (3) hours wages based on a wage scale of One Dollar and twenty-five cents ($1.25) per hour." (b) same

(c) same
(d) same

(32) Breathing and Mealtime.

(a) same
(b) same

(33) Extra Employees.

(a) Change. "Extra employees working less than eight (8) hours shall be guaranteed a minimum of three (3) hours wages based on a wage scale of One Dollar and twenty-five cents ($1.25) per hour." (b) same

(c) same
(d) same

(34) Breathing and Mealtime.

(a) same
(b) same

(35) Extra Employees.

(a) Change. "Extra employees working less than eight (8) hours shall be guaranteed a minimum of three (3) hours wages based on a wage scale of One Dollar and twenty-five cents ($1.25) per hour." (b) same

(c) same
(d) same

(36) Breathing and Mealtime.

(a) same
(b) same

(37) Extra Employees.

(a) Change. "Extra employees working less than eight (8) hours shall be guaranteed a minimum of three (3) hours wages based on a wage scale of One Dollar and twenty-five cents ($1.25) per hour." (b) same

(c) same
(d) same

(38) Breathing and Mealtime.

(a) same
(b) same

(39) Extra Employees.

(a) Change. "Extra employees working less than eight (8) hours shall be guaranteed a minimum of three (3) hours wages based on a wage scale of One Dollar and twenty-five cents ($1.25) per hour." (b) same

(c) same
(d) same

(40) Breathing and Mealtime.

(a) same
(b) same
(a) When any of the holidays set forth in this article fall on Sunday, the following Monday shall be considered the holiday, except in those establishments who are regularly closed on Monday.

(b) No employee shall be eligible for compensation under this article if the holiday falls on the employee's regular day off, except as provided for in part (c) of this Article.

(c) If any of the above holidays fall within a regular employee's vacation, the regular employee shall be entitled to compensation under this article.

(d) All regular employees shall work a minimum of three (3) regular shifts within the work week, a paid holiday falls within to be eligible for compensation under this article.

(e) All work performed on any of the holidays set forth in this Article shall be paid for at the rate of one and one-half times the regular daily wage scale as set forth in Article V.

(f) Any employee working less than eight (8) hours on the above holidays shall be paid at the rate of one (1) full day's pay at time and one-half the regular rate of pay.

ARTICLE VIII: VACATION

(a) "All regular employees whether full time or part time, shall receive each year, free of date of employment, vacation with pay at the scheduled rate as set forth in Article V, vacation time to be computed on the following basis: one-half day per month paid vacation after four (4) months' employment, time to be computed from starting of employment, to be accumulated as follows: After one (1) year's employment (12 months) one (1) week paid vacation. After two (2) years' employment (24 months) two (2) weeks' paid vacation, maximum, or at the termination of employment. In the event the employer sells his establishment, or terminates his business, the vacation leave shall accumulate at the rate as set forth above and shall be payable to the employee on the date of sale or closure, provided, however, no vacation leave shall accrue unless said employee has worked for four (4) months or more before date of closure. Absence from work due to sickness of which the employer is kept advised shall not disentitle an employee to vacation leave as set forth in this Article."

(b) same

(c) same

(d) same

ARTICLE X - TERMINATION OF EMPLOYMENT

(a) Same except add the following sentence to paragraph: "It is agreed that no employee will be discharged or terminated without just cause."

(b) same

ARTICLE XI - GENERAL

(a) Change "The employer agrees not to engage, maintain or permit in any establishment more than two working partners. All self-employed employers in excess of one (1) shall maintain passive membership in the Union, as provided for in the International Constitution. All partnerships shall be a matter of record at the Silver Bow County Court House."
(b) Change "Employer agrees to furnish and launder all uniforms and work linens without cost to the employee. When the employer does not furnish and launder such uniforms and linens, employee shall receive fifty-five (55¢) per day in addition to their regular wage rate.

(c) Added: "The employer shall furnish transportation to and from work for all employees when city bus transportation is not available.

(d) Added: "All employees who are not furnished meals as part compensation shall be paid one dollar ($1.00) per day in addition to the wage rate set forth in Article V of this Agreement."

(e) Added: "All regular full-time employees shall receive each year, from date of employment, sick leave with pay at the scheduled rate as set forth in ARTICLE V, sick leave to be computed on the following basis: One-half day per month paid sick leave after four (4) months' employment, time to be computed from starting of employment, to be accumulated as follows: After one year's employment (12 months) six (6) days' paid sick leave, or at the termination of employment. After two (2) years' employment (24 months), twelve (12 days' paid sick leave, or at the termination of employment. It is further agreed that the sick leave if not taken in time off, shall be paid in lieu thereof. Employees, to participate in sick leave, must be attended by a physician during time of sickness."

(f) Added: Health and Welfare, added. "Both parties agree to the establishment of a health and welfare insurance plan to be financed by contributions from the employers of $5.60 per month for each employee eligible to participate in the plan. It is agreed by both parties that the plan, which shall be patterned after a plan of the industry agreeable to both parties, shall become effective sixty (60) days after the signing of the contract."

(g) Added: "In full compliance of the Montana State Law and in accordance with the recent regulation of the Wage Stabilization board, all female employees shall receive the same wage scale paid male employees in each classification in the industry coming under the jurisdiction of the local union."

(h) Added: "Maids shall not be permitted to scrub or wax lobbies."

(i) Linen room girls not permitted to make beds or sets