PROPOSALS FOR THE SCHOOL YEAR 1967-1968 FOR ALL MEN WORKING UNDER THE JURISDICTION OF SCHOOL BOARD DISTRICT NO. I

I. HEALTH and WELFARE

(a). School District to pay the total premium excluding One Dollar to be paid by the employee.

(b). School District to pay the entire premium when a man is off due to an industrial accident or other sickness.

II. HOLIDAYS

(a). When any legal holiday falls on Sunday, the next day, Monday, shall be considered the holiday.

(b). All work performed on legal holidays shall be compensated for at two and one-half (2 1/2) times the regular rate of pay.

(c). Whenever a holiday occurs during an employee's vacation, such employee shall receive an additional straight time day's pay.

III. SICK LEAVE

(a). Fifteen (15) days per year accumulated to seventy five (75) days to be used as a severance pay upon retirement, death or discharge.

(b). When an employee has exhausted his accumulated sick leave and returns to work, they automatically shall have a cushion of Ten (10) days sick leave after the first day of employment.

IV. WAGES

(a). Two($2.00) dollars per day increase on a thirty-one (31) day basis.

(b). Would like to request pay day twice a month.

V. General Conditions

(a). Two men at the Webster, Emerson and Whittier schools.

(b). Would like to discuss the swing job.
(c). Outside regular Butte High School and Junior High School activities, school board to hire extra man at all events.

Respectfully submitted by the members of Local Union # 375, of the International Union of Operating Engineers, employed by School District No. I.

Financial Secretary
William Evans
William Evans
CORRECTED MEMORANDUM

December 12, 1967

TO: Janitors and Janitresses:

The Building and Purchasing Committee has instructed me to again call to your attention the importance of keeping sidewalks, paths, and fire escapes free from snow and ice at all times.

The Committee further instructed me to inform you to make a general clean-up during the Christmas period commencing close of the school day, Friday, December 22nd through January 2, 1968. It takes in seven (23, 26, 27, 28, 29, 30, and January 2, 1968) working days. Inasmuch as the janitresses work a four-hour shift, the committee has suggested they work three eight-hour shifts and one four-hour shift during the aforementioned working period. Janitresses will work their regular four-hour shift December 22nd.

However, the Committee suggested for the Janitresses’ own protection, that a schedule agreed upon of the working days during the Christmas vacation be sent to the office of the Clerk.

Janitors are to check boilers and make a general survey of their buildings daily during the Christmas holidays, namely December 22nd - January 2nd.

Margaret A. Leary
District Clerk
November 6, 1967

To: Janitors and Janitresses

November 11, 1967 is a legal holiday.

Janitresses will work their regular shift November 10, 1967.

As usual, Janitors are to check boilers and make a general survey of their buildings on the holiday.

Margaret A. Leary
District Clerk
November 17, 1967

To: Janitors & Janitresses:

Since the Thanksgiving vacation commences November 22nd to November 27th, there will be three working days—namely, November 22, 24, and 25—consequently, the Janitresses may work one eight-hour shift and one four-hour shift.

Margaret A. Leary
District Clerk

P.S. As usual, Janitors are to check boilers and made a general survey of their buildings on the holiday.
MEMORANDUM

December 11, 1967

TO: Janitors and Janitresses:

The Building and Purchasing Committee has instructed me to again call to your attention the importance of keeping sidewalks, paths, and fire escapes free from snow and ice at all times.

The Committee further instructed me to inform you to make a general clean-up during the Christmas period commencing close of the school day, Friday, December 22nd through January 2, 1968. It takes in eight (22, 23, 26, 27, 28, 29, 30, and January 2, 1968) working days. Inasmuch as the janitresses work a four-hour shift the committee has suggested they work four eight-hour shifts during the aforementioned working period.

However, the Committee suggested for the Janitresses' own protection, that a schedule agreed upon of the working days during the Christmas vacation be sent to the office of the Clerk.

Janitors are to check boilers and make a general survey of their buildings daily during the Christmas holidays, namely December 22nd - January 2nd.

Margaret A. Leary
District Clerk
ATTENTION JANITRESSES:

The Building and Purchasing Committee is desirous of ascertaining if you would like to make a transfer from your respective school to the Longfellow School. Date of transfer to this position is dependent upon completion of construction, which will be in the near future.

The selection of a Janitress for the said respective transfer will be based on seniority.

If you are interested in a change, please notify this office not later than 4:30 P.M. Wednesday, March 29, 1967.

Margaret A. Leary
District Clerk
To Janitors & Janitresses:

Inasmuch as school will not be in session Friday, March 24, 1967

you may work 8 hours Friday instead of four hours Friday and four

hours Saturday.

Margaret A. Leary
District Clerk
Margaret A. Leary
District Clerk

May 17, 1967

Mrs.
Butte, Montana

Dear Madam:

At a Regular Meeting of the Board of School Trustees of School District Number One, held on May 15, 1967, you were selected as one of the Janitresses for this District for the ensuing school term.

You will report for duty at the __________________ School on August 15, 1967.

Your appointment is contingent upon the fact that you are in good standing and affiliated with the proper union.

You are to work four hours each day for $259.50 per month, payable monthly, commencing September 1, 1967. You will be paid at the rate of $17.30 per day for eight hours' work from August 15th to and including August 25th. You will be paid at the rate of $8.65 per day for four hours' work August 26th to and including August 31st. Commencing September 1st you will work on monthly basis—four hours per day.

IF FOR ANY REASON YOU WILL BE UNABLE TO REPORT FOR DUTY AT THE TIME AND PLACE DESIGNATED, PLEASE NOTIFY THIS OFFICE IMMEDIATELY.

Very truly yours,

MARGARET A. LEARY
District Clerk

IMPORTANT----------PLEASE READ

In accordance with instructions of the Building and Purchasing Committee, I was instructed to notify you that in the event you will be unable to work during CLEAN-UP period, from August 15th through August 31st, it will be necessary for you to submit to the Clerk, in writing, a reasonable excuse for not working during said CLEAN-UP period. If illness should be the excuse of your not being able to work during the CLEAN-UP period a Doctor's certificate will be required to be attached to the letter to the Clerk, as mentioned above.

Thank you.

It is the further order of the Board in the event you do not work during the CLEAN-UP period from August 15th through August 31st; regardless of reason, you cannot return for duty until September 16th.

M. A. L.
MEETING OF THE EDUCATION COMMITTEE

May 26, 1967

Meeting called to order by Trustee Van Matre, Chairman of the Education Committee. Trustees Eva, Kneebone, Shannon, Shear, Van Matre, Vivian, Zehren, Clerk Leary, Supt. Davis, and Curriculum Director Sweeney were present. The Women’s Protective Union was represented by Margaret Harrington, Val Webster and Blanche Copenhagen.

Mrs. Harrington stated the Union had requested this meeting in order to discuss working conditions in the contract particular to the existing procedures under “Article III, Hiring and Union Membership: (1) The Employer and the Union agree to observe the existing procedures, past practices and requirements of the parties in the employment or re-employment of Employees to perform any work covered by this Agreement.”

Mrs. Harrington stated, “We were wondering if there isn’t some way that the women who have been on the substitute list for three or four years could be placed rather than hiring new ones.”

Trustee Vivian stated that the Board will probably give consideration to these people, although it has never been done in the past.

Trustee Shea stated that it was done in the past and Trustee Vivian cited an example of Mildred Richards who substituted for a number of years and was laid off. Trustee Shea stated that Mrs. Tate, who had substituted for a year or two was employed in a permanent position. Mrs. Harrington stated that it had always been the consideration of the Board. Trustee Vivian stated that he can remember many times when people who had not substituted previously had been given permanent employment.

Mrs. Harrington stated that they always bring it up and that it would only be fair that these people who have substituted three or four years be given consideration. Trustee Vivian stated that he believes that some will be considered in the future.

Mrs. Harrington stated that they also wish to ask about window washing. She stated that this was brought up in negotiations and they never did get an answer.

Trustee Vivian stated that the complaints of the Women’s Protective Union were referred to the Building Service and Engineers’ Union in their negotiations. Mrs. Harrington stated that the women have asked them to bring it up again. Mrs. Copenhagen stated that she has been approached by several of the janitors who have asked to use the tall squeegees and their contract states they are not supposed to clean walls or windows higher than they can reach from the floor - and not standing on tip-toe.

Trustee Shannon, seconded by Trustee Shea, moved that a notice be sent to all janitors that “Women’s Protective Union members are not permitted to clean higher than they can reach, standing on the floor (and not on tip-toe). They also are not permitted to use the squeegees which are mounted on poles - use of these defaces the purpose of the original ruling.” Motion carried.

Mrs. Harrington asked clarification of Article IX, Seniority and Job Security:

(1) After a probationary period of 30 days, an Employee may not be discharged without good and sufficient cause and shall be entitled to a hearing before the Board of Trustees, if the Employee so requests.” She asked if it meant 30 days over the period of the school year, 30 consecutive days, or just how it should be interpreted.

Trustee Shannon stated, “It means after they are a regular employee for thirty days.”

Clerk Leary stated, “You don’t call them regular employees until you appoint them. If they are acting as substitutes they don’t have any priority.” Mrs. Harrington stated, “That is what I would like to ask - that they be given consideration for regular employees.”

Trustee Van Matre stated, “I am sure they will be given consideration, as Mr. Vivian has stated.”

Trustee Vivian then asked what the five grievances were that the Women’s Protective Union reported in the Silver Bow Trades and Labor Council. He stated that he had been informed that this was reported to the Council and he did not remember these grievances having been reported to the Board. Mrs. Harrington stated they did not come in at five different times - they took the five up at one time. Trustee Vivian stated that the names of five women had been mentioned, but he could not see that this could be considered a grievance because none of these ladies were employed by the Board. The names of Ayers, Knocker, Goldberg, Kidd and Theresa Maudlin (was the only one a member at the time she was hired) were mentioned. Mrs. Kidd was given a couple of shifts because it was not known she was not an active member - she had worked previously for a couple of days when she was in good standing and it was a misunderstanding when she was given substitute work the second time. She was immediately removed when it was reported that she was not an active member. The other ladies were never employed. Mrs. Copenhagen stated that Mrs. Ayers had been promised a job and that she was going to bring suit against the union. Trustee Vivian stated that he had never talked with Mrs. Ayers. Mrs. Harrington stated that the Central Council is the place they are supposed to report grievances and that she had reported it. Trustee Vivian stated that it is difficult to defend a report such as this when only one side is present, but that he had straightened the matter out in his own union.
Notice to Janitors - Elementary:

The Building and Purchasing Committee has directed me to notify all Janitors to report for duty at the Emerson School, Monday, June 5, 1967 at 8:00 A.M. When work is completed there, you will be notified of your assignments for the remainder of the month of June.

Lou Mihelich will be in charge of crew at the Emerson School.

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Notice to All Janitors - Elementary, Jr. High and High:

Please be informed of the following action taken by Education Committee meeting, held May 26th which is self-explanatory:

Women's Protective Union members are not permitted to clean higher than they can reach, standing on the floor (and not on tip-toe). They also are not permitted to use the squeegees which are mounted on poles -- use of these defeats the purpose of the original ruling.

MARGARET A. LEARY
District Clerk
WPU: Correspondence w/ Janitresses, Elevator Girls of School District #1: 1966-1967

After 5 days, return to
CLERK OF SCHOOL DISTRICT NO. 1
111 North Montana Street
BUTTE, MONTANA 59701

Mrs. Margaret Harrington
125 W. Granite
City
Mr. Lester G. Zeimen, Chairman
Board of Trustees, School District No. 1

Mrs. Margaret A. Leary, Clerk for the Board
111 North Montana Street
Butte, Montana 59701

Dear Ladies and Gentlemen:

The members of the Women's Protective Union, Local #457 employed by School District No. 1, at a special meeting held February 11, 1967, voted to open their contract agreement for negotiations.

We are requesting a meeting with the Board of Trustees for that purpose.

Our Committee will be available to meet at your earliest convenience.

Respectfully yours,

Margaret K. Harrington
Financial Secretary

MKH:VMD