WOMEN'S PROTECTIVE UNION
NEW WAGE SCALE FOR 1948 TO 1949
OFFERED TO THEATRE PROPRIETORS

This agreement to be binding beginning Oct. 28, 1948 to Oct. 28, 1949

We have jurisdiction over all female employees in and around Luncheonettes, cafes, taverns, cafeterias, night clubs, hotels, boarding houses, theatres, hospitals, rooming houses and all public buildings, etc.

CONTRACT AGREEMENT

Made and entered into this 28th day of October 1948, by and between the Women's Protective Union, Local 457, affiliated with the Silver Bow Trades and Labor Council, and the Theatre Owners, to-wit:

WOMEN'S PROTECTIVE UNION
No. 457

OFFICE HOURS:
10 to 4 A.M.
5 to 6 P.M.

MEETINGS:
First and Third Friday at 7 P.M.
Second and Fourth Friday at 8:30 P.M.

CARPENTERS' UNION HALL
154 West Granite St.
Ph. 5758

AFFILIATED WITH AMERICAN FEDERATION OF LABOR
SILVER BOW TRADES COUNCIL, MONTANA STATE FEDERATION OF LABOR
AND STATE CULINARY ALLIANCE
(HOTEL AND RESTAURANT EMPLOYEES' AND BEVERAGEDispensers' International Alliance)
LENA MATTENSch. FINANCIAL SECRETARY AND TREASURER

BUTTE, MONTANA October 13, 1948

NEW WAGE SCALE FOR 1948-1949 AND OTHER CHANGES IN CONTRACT OFFERED TO THEATRE PROPRIETORS.

WAGE SCALE

Cashiers: $32.00 6 days
All Relief Cashiers: $30.00 " 
Ushers: $35.50 " 
Elevator Girls: $37.00 " 
Janitresses: $39.00 " 
Extra Janitresses, per shift: $5.00
All overtime per hour: $1.00
No one shall work less than 2 hours $1.00 per hour.

(14) All steady help employed in Theatres shall be employed or transferred to other Theatres when and if their place of employment changes before new employees are hired. Then changes are made employees with seniority rights shall be considered first.

Six days shall constitute a week's work. Forty hours shall constitute a week's work. Six to eight hours shall constitute a day shift.

Ushers working midnight shows will be paid at the rate of time and one-half.

All extra Janitresses working less than eight hours, $1.00 per hour shall be the scale, not less than three hours.
LOCAL 457

WOMEN'S PROTECTIVE UNION
NEW WAGE SCALE FOR 1948 TO 1949
OFFERED TO THEATRE PROPRIETORS

This agreement to be binding beginning Oct. 28, 1948 to Oct. 28, 1949

We have jurisdiction over all female employees in and around Luncheonettes, cafes, taverns, cafeterias, night clubs, hotels, boarding houses, theatres, hospitals, rooming houses and all public buildings, etc.

CONTRACT AGREEMENT

Made and entered into this 28th day of October 1948, by and between the Women's Protective Union, Local 457, affiliated with the Silver Bow Trades and Labor Council, the Montana State Federation of Labor and the State Culinary Alliance, party of the first part, and the Theatre proprietors party of the second part.

ARTICLE 1

1. That said party of the second part during the life of this contract agree that they will not employ in any of their establishments any female help other than members in good standing of the Women's Protective Union, Local 457 of Butte, Montana.

2. The employers agree to employ upon the conditions provided herein only members in good standing of the Women's Protective Union No. 457. If the Union when called by the Employer, cannot supply the necessary help the Employer may employ such help as it selects, provided that such help before starting to work shall receive a permit from the union.

3. That the party of the second part will comply with the following scale of wages and working conditions as approved by the Women's Protective Union No. 457 and the Silver Bow Trades and Labor Council of Butte.

WAGE SCALE

<table>
<thead>
<tr>
<th>Job</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cashier</td>
<td>$30.00</td>
</tr>
<tr>
<td>All relief cashiers</td>
<td>26.75</td>
</tr>
<tr>
<td>Ushers</td>
<td>24.25</td>
</tr>
<tr>
<td>Elevator Girls</td>
<td>24.25</td>
</tr>
<tr>
<td>Janitresses</td>
<td>27.00</td>
</tr>
<tr>
<td>Extra Janitresses per shift</td>
<td>$4.50</td>
</tr>
<tr>
<td>All overtime</td>
<td>$1.00</td>
</tr>
</tbody>
</table>

No ushers shall work less than 2 hours @ $1.00 per hr.

4. Any employer when discharging an employee must give said employee notice of discharge at or before the time when her shift is ended and on failure to give such notice, will be required to pay her for the shift, the same as if employee had worked.

5. Any employee when laying off or quitting the employ of any employer, must give notice of same at or before the time when her shift is ended and on failure to give such notice will be required to forfeit to said employer the amount due for one shift.

6. Where a special uniform is required proprietor must furnish same.

7. All steady help employed in Theatres shall be employed or transferred to other theatres when and if their place of employment closes before new employees are hired.

8. When changes are made, employees with seniority rights shall be considered first.

9. Ushers working midnight shows will be paid at the rate of time and one-half.

10. All extra Janitresses working less than eight hours, $1.00 per hour shall be the scale not less than three hours.

11. The business agent will be allowed to visit employees in the interests of the union at anytime.
12. The wage scale herewith given is a minimum scale and does not prevent any employee from receiving more than it calls for. No employee shall receive less than they received at the time of the signing of this agreement.

13. Each and every employee covered by this Agreement who has been on the payroll of an establishment for one year and has worked a minimum of 234 days in that year, shall be allowed seven days' vacation with six days' pay and any member who has worked 234 days in each of four (4) consecutive calendar years for the same employer shall receive two weeks' vacation with pay. Employees entitled to a vacation shall receive the same in accordance with schedules to be prepared by the employer, which should be arranged to the mutual satisfaction of both parties, if possible.

14. No employee shall suffer any reduction in wages or other remuneration on account of this agreement.

15. The employer or company agrees that there will be no discrimination against any employee for her union activity.

16. Any grievances concerning any working rule or regulation shall be submitted and settled by a committee from the union and employers said committee shall consist of an equal number from the union and employers.

17. It is agreed that high school girls who come to work directly from school and on duty on or before four P.M. (4:00 P.M.), after a period of four (4) hours, will be allowed twenty (20) minutes for lunch time.

18. It is also agreed that popcorn and candy cases are to be kept clean, although ushers will not be expected to completely wash cases as per contract.

Six days shall constitute a week's work.
Forty hours shall constitute a week's work. Six to eight hours shall constitute a day's work.

No washing of candy cases or popcorn cases by ushers.

No more than two extra ushers in any one theatre.

All janitresses after being on shift 4 hours shall have 20 minutes for meal time and a place to sit down to eat on the employer's time. Janitresses not to use step ladders.

This contract becomes effective on the 28th day of October 1948 and continues for a period of one year, when it automatically renews itself and continues in full force and effect from year to year thereafter unless notice is given by either party of the agreement not less than sixty (60) days prior to the 28th day of October of any year that changes are desired in any or all of the provisions of this contract.

Theatre Proprietor

[Signature]

Women's Protective Union #457

[Signature]

M. Yorkin