WOMEN'S PROTECTIVE UNION
NEW WAGE SCALE FOR 1942
OFFERED TO THEATRE PROPRIETORS

This agreement to be binding until June 15, 1942.

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 16th day of June 1942, 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 I

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. That said party of the first part agrees; that in consideration of the true
and faithful performance of the terms of this contract by parties of the second part,
they will furnish upon request help so far as in their power to do so.

3. That the party of the second part will comply with the following scale of
wages and working conditions as approved by the Silver Bow Trades and Labor Council
of Butte.

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. This agreement shall become effective on and after June 15, 1942 and continue
in full force and effect until June 15, 1943. If either party hereto gives
notice to the other of their desire to have the same modified, such notice must be
given in writing at least sixty days prior to the expiration of this contract. If
such notice is not so given, then this agreement is to stand renewed for the following
year.

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

8. The business agent will be allowed to visit employees in the interests of
the union from time to time.

9. 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 received at the time of the signing of this agreement.

10. Each and every employee covered by this agreement, who has been a regular
employee for a period of 1 year proceeding June 15, 1942 shall be allowed 7 days'
vacation with six days' pay. Employee entitled to a vacation period shall receive
the same in accordance with schedules to be prepared by the employer. Having regard
the expressed desires of the employee, length of service and spreading vacation
to the best interest of the employer. Vacation to start on acceptance and
signing of this contract.
11. No employee shall suffer any reduction in wages or other remuneration on account of this agreement.

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

13. 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.

14. The minimum number of ushersettes will be one for each aisle and three on balcony for evening shows. Matinee minimum - not less than three ushersettes.

15. Six days shall constitute a week's work. Forty hours shall constitute a week's work.

<table>
<thead>
<tr>
<th>WAGES</th>
<th></th>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Cashier</td>
<td>$24.00</td>
<td>8 days</td>
<td>23.00</td>
<td></td>
</tr>
<tr>
<td>All relief Cashiers</td>
<td>21.00</td>
<td></td>
<td>20.00</td>
<td></td>
</tr>
<tr>
<td>Ushers</td>
<td>19.00</td>
<td></td>
<td>16.00</td>
<td></td>
</tr>
<tr>
<td>Elevator Girls (Elevator Girls to be relieved at lunch time)</td>
<td>10.00</td>
<td></td>
<td>10.00</td>
<td>20.00</td>
</tr>
<tr>
<td>Janitresses</td>
<td>21.00</td>
<td>20.25</td>
<td>31.25</td>
<td>35.00</td>
</tr>
<tr>
<td>Extra Janitresses</td>
<td>15.00</td>
<td></td>
<td>18.75</td>
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</tbody>
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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 employers time. Janitresses not to use step ladders.

Ushers working less than 40 hours 75% per hour shall be the scale, not less than 2 hours.

Not more than 2 extra ushers working less than 40 hours shall be allowed in any one theatre.

All extra janitresses working less than 8 hours 85% per hour shall be the scale, not less than 3 hours.

This contract becomes effective on the 15th day of June 1942, 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 15th day of June in any year that changes are desired in any or all of the provisions of the contract.

THEATRE PROPRIETOR

WOMEN'S PROTECTIVE UNION 457

By Lena Mattanuck

[Signatures]