



[Another copy of agreement b/t Stahl and his employees (unsigned)]

[ca. February 1943]

AGREEMENT

Purpose

The purpose of this agreement entered into this _____ day of February, 1943 between JOHN M. STAHL, the employer, and his EMPLOYEES is to establish and maintain harmonious working relations, so that the factory in Poston may operate at its greatest possible production.

Agreement

- I. The employer agrees that he will at all times comply with all Federal and State laws, regulations, and orders applicable to the operation of the factory.
- II. Hours. Eight hours shall constitute a day's work and forty hours a week's work. A week shall be a seven day period from 5 P.M. Saturday to 5 P. M. Saturday. The working day may be changed by agreement between the employer and the worker to permit working a shorter day while still maintaining a forty hour week, such as, five seven-hour days and one five-hour day or some similar plan. In no case shall the regular work day exceed eight hours or the regular work week exceed six days.
- III. Recognition. The employer agrees to recognize a committee elected by the factory workers as the sole bargaining representative for all of the workers. This committee shall be known as the factory committee.
- IV. Grievances. All grievances shall be referred to the factory committee through its chairman or its departmental steward.
- V. Arbitration. Any grievance that cannot be properly settled between the factory committee and the employer shall be referred to arbitration. The arbitration board shall consist of one person named by the employer and one person named by the committee. These two shall select a third member and these three shall comprise the Arbitration Board. Their decision shall be final and binding upon both parties. In the event that the two members cannot agree on a third member, this member shall be named by the Project Director.
- VI. Wages. The weavers shall receive 48¢ per hundred square feet of net garnished. The non-weaving workers exclusive of supervisors shall receive a wage equal to the average earnings of the top 25 percent of the weavers. Those weavers whose production exceeds 1,000 square feet per eight hour day for a monthly period shall be paid a bonus of \$10.00 plus \$1.00 per thousand feet for all production in excess of the 1,000 feet average. The foreman and statistician shall receive 10 per cent in excess of this wage and the production manager 20 per cent in excess of the wages of the non-weavers. The minimum earnings of any employee shall be not less than forty cents per hour during any day period.
- VII. Overtime. All work performed in excess of the regular work day and in excess of forty hours a week shall be paid at one and one half times the regular rate of pay. Weavers shall receive 72¢ per hundred feet and non-weavers, exclusive of supervisors, shall receive 90¢ per hour. The foremen and

statistician shall receive 99¢ per hour and the production manager shall receive \$1.18 per hour.

VIII. Working conditions. The employer agrees to hire sufficient non-weave help so as to permit the weavers to spend the maximum possible time at weaving. The weavers will correct on their own time only those mistakes caused by their carelessness. Workers reporting for work as directed shall be guaranteed a minimum of one half days work. Earnings shall be computed on the basis of those for the previous day. An Act of God or a temporary shutdown of less than thirty minutes shall not apply. The employer agrees to at all times maintain the factory and the rest rooms in a high degree of cleanliness and sanitation, to maintain an adequate supply of paper, towels, soap, and other supplies, and to do everything in his power to make working conditions as comfortable and as pleasant as possible. The employer agrees that a place will be provided to hand extra clothes and to leave personal articles, such as lunch, etc. The employer agrees to provide a rest room with couches or cots for female employees, to provide cool drinking water, an adequate number of first aid kits and to supply gloves and other equipment needed by the workers in the performance of their jobs.

Considerations.

In consideration of the above, the workers agree to maintain a high standard of efficiency and not to call any strikes, slowdowns, or stoppages of work, so long as this agreement is adhered to by the employer.

The employer agrees not to cause any lockouts so long as this agreement is adhered to by the workers.