

A STATEMENT OF FACTS YOU SHOULD KNOW:

this fact, we here are submitting in full the proposition which we as Master Plumbers submitted to the Journeymen and the proposition which the Journeymen returned to us and informed us we must accept if we wished the men to resume work.

We, the EASTERN LAKE COUNTY MASTER PLUMBERS' ASSOCIATION, feel that the public often times does not understand just the importance to themselves which a labor strike usually involves, and in order to help them appreciate the importance of the proposition which the Journeymen returned to us and informed us we must accept if we wished the men to resume work.

Agreement Submitted by the Master Plumbers to the Journeymen Plumbers September 21, 1921:

Eight hours shall constitute a day's work and no restrictions shall be placed on the amount of work a journeyman may do in a day.

The hours of Labor shall be between 8 a. m. and 4:30 p. m., except on Saturday, when working hours shall be from 8:00 a. m. to 12:00 m.

Journeymen reporting at the shop shall report before 7:50 a. m., but shall not report before 7:30 a. m. When reporting at the job, shall be ready to start work at 8:00 a. m.

When journeymen finish a job at 4:30 p. m., or as far as they can go with it then, they shall notify employer that the said job is finished. (Any journeyman failing to do this reports at the shop the next morning entirely at his own risk).

The scale of wages shall be the same as Chicago for plumbers.

All overtime shall be charged for at the rate of time and one half with the exception of time between 12 m. and 1 p. m. on Saturday which shall be charged for at the rate of straight time for jobbing only.

Saturday afternoons, Sundays, New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day are legal holidays for the members of this Association.

Plumbers and steamfitters shall have equal rights to gas fitting and vacuum cleaning work, clocks, railing work and pump work.

All gas fitting shall be done in compliance with the rules of the North Shore Gas Co. and all pipes, drops, etc., shall be properly fastened.

All fixtures must be separately and effectively trapped near the fixtures as possible, such traps to be protected from syphonage by proper vent pipes except where impracticable, then such work shall

be under the supervision of the City Inspector.

All stacks (4") to be increased to 5" below roof line, where practical, and all stacks or vents smaller than 4" shall be increased to 4" going through the roof.

The revent pipes shall be of same size as waste pipes, with the exception of water closet vents, which shall be 2" except top closet of stack which shall not be revented unless 5 feet or more from stack.

No slip joint shall be used on the sewer side of trap.

The term of a plumber's apprenticeship shall be five years; second and third years to handle tools on new work with plumber; and fourth and fifth years to do general work, but in no case can the apprentice handle tools unless a journeyman is employed in the shop. The selection of an apprentice and the duties shall be under the direction of the Master Plumber.

Any member working one mile or more from the shop shall receive carfare going and returning.

Any member working outside the jurisdiction of this local shall receive transportation going and returning, and board, also full time for day travel only, and sleeper if travelling at night.

All work going on in this jurisdiction shall be in compliance with the rules of this agreement.

Wages shall be paid Saturday noon between the hours of 12 and 1 o'clock promptly on arrival at the shop.

Laborers shall not be allowed to handle tools pertaining to plumbing, except to run services to 5 feet of the building line.

One member of the firm shall be allowed to handle tools for jobbing purposes and shall not be allowed to work on new work or overhauling work.

ARTICLE NO. 21

All pipe covering shall be done by journeymen or Union pipe coverers.

Where it is possible for a journeyman to communicate with the shop for any information he must do so the day before and not report at the shop except when necessary.

Any attempt to enforce any rule not embodied in this agreement by either party shall be considered a violation of this agreement.

In no case shall a lockout or strike be called collectively or by or against any shop without first submitting the grievance in writing to the other party and calling for arbitration.

In case of a call for arbitration by either party same shall be called within five days.

Journeymen and helpers being discharged shall only collect pay for actual time working. Any dispute between the employer and journeymen shall be referred to the arbitration board and three master plumbers and three journeymen. In case of a tie an arbitrator shall be called in who is agreeable to both sides.

Names of members suggested for this arbitration board shall be three Masters and three Journeymen.

The master plumber agrees to employ only union journeymen, but no restriction shall be placed on the right to hire or discharge any journeyman.

No person shall have any right to take a man away from one shop to give him to another without first obtaining master's consent.

No rules or regulations not embodied in this agreement will be recognized by either party.

ARTICLE NO. 22

ARTICLE NO. 23

ARTICLE NO. 24

ARTICLE NO. 25

ARTICLE NO. 26

ARTICLE NO. 27

ARTICLE NO. 28

ARTICLE NO. 29

ARTICLE NO. 30

This is the Agreement the Journeymen Insisted the Master Plumbers Must Sign:

WORKING RULES OF PLUMBING LOCAL UNION NO. 93 OF THE U. A.

All clearance cards shall be turned over to the Secretary by all members clearing into this Local, and he shall not go to work for any Master Plumber without first consulting the Business Agent or its Representative.

(1) Hours of Labor shall be from 8 a. m. to 12 noon, and from 12:30 to 4:30 p. m. except Saturday when work shall cease at 12 o'clock noon.

(2) Journeymen shall receive their wages in U. S. Currency on Saturday at 12 o'clock noon at shop or job.

(3) Waiting time shall be paid at the rate of double time.

(4) All overtime shall be paid for at the rate of double time.

(5) Journeymen shall not report at shop before 7:50 a. m. or after quitting time.

(6) The scale of wages shall be \$1.10 per hour.

All overtime, New Year's, Decoration Day, 4th of July, Labor Day, Thanksgiving Day, Christmas, Sundays and Saturday afternoons, shall be paid at the rate of double time.

The terms of a Plumber's Apprenticeship shall be Five Years. Second and Third year to handle tools on new work with Plumber, and Fourth and Fifth years to do general work under supervision of a Journeyman Plumber. But in no case shall an apprentice handle any tools unless a Journeyman is employed in the shop.

(1) On all jobs where there are two or more Journeymen, a Steward shall be appointed by the Business Agent, on jobs in their jurisdiction to represent the Journeymen. He shall carry a copy of the working rules of the Local.

(2) He shall see that all men on that job are in possession of the current quarterly working card or permit and State License and is instructed to report to the Secretary or to the Business Agent, any members who have not a current quarterly working card or permit.

(3) In case of any stoppage of work or dispute arising from Jurisdictional or other causes, the Steward shall stay on the job pending the adjustment of same, or until relieved by the proper officials of this local.

He shall receive full pay until so relieved.

(1) No members having worked eight (8) hours in any one day, or four (4) hours in any Saturday on one job, will be allowed to go to another job on that day or night to work overtime, unless all members are working, except in cases of extreme emergency, in which case a special permit must be obtained from the Business Agent in advance of such work.

(2) This section does not apply to members leaving the employ of and being paid off by one contractor and entering the employ of and working the same day or night for another contractor.

(3) Men working on the job where overtime is to be worked shall be given preference.

Any member working one mile or more from shop shall receive car fare going and returning. And on jobs where it is necessary to leave before 7:30 they shall receive an hour extra time per day.

(1) No members shall work by the hour, all members of Local 93 must be laid off at noon or night.

(2) Any member reporting for work who has not been notified to lay off, will receive one half day's work.

(3) Where the Journeyman Plumber is hired to go to work the day before for the following day and reporting for work at 8 a. m. he will be entitled to one half day's pay and carfare if not put to work.

(4) But if started, will be entitled to a full day's pay whether he works eight hours or less.

(1) All carfare in excess of what it would cost to go to and from shop, and all telephone messages required for consultation and the saving of time, shall be paid by the employer.

(2) It is expressly understood that all Journeymen shall go directly to work except on such occasion when material is required, or for consultation with the employer.

(1) All iron pipe one-eighths inch to two inches (inclusive) in diameter, shall be measured, cut and threaded by hand-power.

We have emphasized a part of the objectionable features involved, and knowing if these conditions are forced upon us it will materially increase the cost of plumbing, therefore we ask the public to assist us in this fight which is yours as much as ours. This can be easily accomplished by refraining from engaging anyone in favor of these autocratic demands, and by delaying all work possible until satisfactory conditions have been executed.

Eastern Lake County Master Plumbers' Association



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WRITES

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