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7-1-1969

## Ford Dealers Association and Automobile Mechanics' Local 701

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## Ford Dealers Association and Automobile Mechanics' Local 701

### Location

Chicago, IL

### Effective Date

7-1-1969

### Expiration Date

July 1972

### Number of Workers

790

### Employer

No employer specified

### Union

Automobile Mechanic's Local Union

### Union Local

701

### NAICS

44

### Sector

P

### Item ID

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AGREEMENT

This Agreement made and entered into is by and between \_\_\_\_\_, hereinafter called the Dealer, and AUTOMOBILE MECHANICS' LOCAL NO. 701, International Association of Machinists & Aerospace Workers, AFL-CIO., of Chicago and vicinity, hereinafter called the Union. It is negotiated for the purpose of specifying wage schedules, hours of work, conditions of employment, adjustment of complaints between the Dealer and his mechanics, bodymen, painters, apprentices and semi-skilled workers (hereinafter sometimes referred to as "employee" or "employees") and for the further purpose of preventing strikes, lockouts and other disturbances, thus insuring and perpetuating harmonious relations between the Dealer and the Union.

WITNESSETH:

ARTICLE I

UNION RECOGNITION

Section 1. The Dealer recognizes the Union as the exclusive bargaining agency for all mechanics, bodymen, painters, apprentices and semi-skilled workers employed by him.

Section 2. (a) The Dealer agrees that all mechanics, bodymen, painters, apprentices and semi-skilled workers employed by him shall become members of the Union on or after thirty-one (31) days of the date of the execution of this Agreement and all employees of these classifications shall, as a condition of employment, remain members of the Union in good standing for the duration of this Agreement.

(b) All new employees of the aforesaid classifications hired after the date of the execution of this Agreement shall on or after thirty-one (31) days of employment, as a condition hereof, become and remain members of the Union in good standing for the duration of this Agreement.

Section 3. The Dealer agrees to deduct regular Union dues, initiation fees and reasonable assessments from wages due members of the Union who have signed proper authorization cards, on the first pay day of each month, and to forward such amounts to the Union. The Union will supply the Dealer with signed individual checkoff authorization cards.

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## ARTICLE II

### CLASSIFICATIONS

Section 1. It is mutually understood and agreed that the term "Mechanic" shall apply to any person of skill satisfactory to the Dealer who repairs automobiles or parts thereof or who paints or performs metal work in the repair or reconditioning of automobile bodies or parts thereof, and shall also apply to any person who uses any piece of equipment, that is, mechanical, electrical or any other method used in diagnosing, checking and/or inspection of an automobile or parts thereof. It is further understood, however, that employees working on or in the Dealer's new and minor used car reconditioning departments shall not necessarily be deemed journeyman mechanics because of making minor adjustments or repairs on new or used cars.

Section 2. The term "Semi-Skilled" worker shall apply to any person who shall assist any mechanic in the repair of automobiles or the parts thereof or who shall grease automobiles or parts thereof or who shall be engaged in new car make-ready, minor inspection, adjustment and/or repair, minor used car reconditioning. It is understood that semi-skilled workers shall not be permitted to use mechanic's tools on work requiring a skilled mechanic or perform any such work unless under the supervision of a mechanic.

Section 3. The term "Apprentice" shall apply to any person who shall contract with the Dealer for a specified period of time for the purpose of learning the trade of Automobile Mechanic.

Section 4. The term "Mechanic" as used in Section 1 of this Article II shall not include service managers, service writers or supervisors, as defined in the Taft-Hartley Act as amended.

Section 5. Any work not falling within one of the above classifications will be classified and a rate for that work will be established which is mutually satisfactory to the Dealer, the Union and the employee involved.

## ARTICLE III

### WAGES

Section 1. Mechanics, bodymen, painters, apprentices and semi-skilled working on the incentive method of pay shall be compensated on the following basis:

All Mechanical work performed on the basis of the following Sub-Section (A).

All Body and Paint Shop work performed on the basis of the following Sub-Section (B).

Cont'd.

## ART. III - Cont'd.

## Wages

Sub-Section (A) - Mechanical Work:

Effective September 1, 1969, for all mechanical, accessories, assembly and grease work, there shall be a hard copy attached to all mechanical and other jobs when they go into work and shall show the time the employee is paid on. This time and/or fraction thereof shall be multiplied by the journeyman guarantee hourly base rate of \$5.00 for the basis of compensation to the employee for work performed the first forty (40) hours of booked time in the work week or part thereof. Effective July 1, 1970, this guarantee hourly base rate shall be increased to \$5.25. Effective July 1, 1971, this guarantee hourly base rate shall be increased to \$5.50. For all hours booked over forty (40) in a work week or part thereof, this time shall be multiplied by one-half ( $1/2$ ) the labor rate paid to the Dealer by the factory for Warranty Work (1863), or, one-half ( $1/2$ ) the charge to the customer which shall be not less than one-half ( $1/2$ ) the labor rate paid by the Factory for Warranty Work (1863), whichever is applicable.

For all work performed on Trucks above Model 350 there shall be an additional twenty-five cents (25¢) per hour added to the above journeyman guarantee hourly base rate.

There shall be no reduction in time or charge previously used. This previous established charge to the customer shall be converted into hours and/or fraction thereof by dividing this charge by \$7.75 and this time shall show on the hard copy that the employee is paid on.

EXAMPLE: Flat rate book time is two (2) hours.

The charge to the customer was \$23.25.

This charge previously used, divided by \$7.75, will show a time of three (3) hours. This 3 hours shall show as time for the job on the hard copy and the employee shall be booked and paid for on this time, such as \$5.00 times 3 hours = \$15.00.

Should the Factory increase the money allowance to the Dealer for Warranty Work (1863) the incentive employee shall participate in the increase on all hours over forty (40) booked hours in a work week or part thereof.

All Factory Warranty work and other work on new and used car and truck reconditioning prior to sale shall be considered to be internal work. Such work, and work that is performed for police, city and any other contract work, shall be considered the same as Factory Warranty work and shall be compensated for on the incentive basis according to the time allowances in the printed Factory Flat Rate Manual.

ART. III - Cont'd.  
Wages Sub-Section (A)  
Mechanical Work

Where work is performed on a car or truck during an extended warranty period beyond the regular and publicized warranty period set by the Factory the men doing such work shall be paid on the same basis as they are normally paid for regular customer work. All special Warranty Work allowed by the Factory shall be assumed by the Dealer.

Should the Factory Flat Rate Manual rates be revised upward or downward to an extent sufficient to increase or reduce the earnings of mechanics under the Dealer's flat rate system, such an increase or reduction shall be subject to re-examination and reasonable adjustment. Where the employees in one or more dealerships complain that the time is too low due to the Factory reducing the time allowances on any job or jobs and where the Union, after due check, finds they have a just complaint, the Union may request the Dealer to have a time study of the job or jobs in question made in the Dealer's shop by a Factory engineer.

Sub-Section (b) - Body and Paint Shop Work:

Effective September 1, 1969, for all Body and Paint shop work there shall be a "hard copy" attached to the windshield on all jobs when they go into work and shall show the time the employee is paid on. The same shall apply for work done for the Dealer (internal work). In addition, an estimated time sheet showing the time for each operation shall be made available to Bodymen and Painters for the purpose of establishing that the Bodymen and Painters are being properly compensated. This time and or fraction thereof shall be multiplied by the journeymen's guaranteed hourly rate of \$5.00 as the basis of compensation for work performed the first 40 hours of booked time in the work week or part thereof.

Effective July 1, 1970, this guaranteed hourly base rate shall be increased to \$5.25.

Effective July 1, 1971, this guaranteed hourly base rate shall be increased to \$5.50.

Should there be an agreed charge between the Dealer, and/or customer for a job and/or jobs instead of estimated time, this agreed to charge shall be divided by the prevailing applicable rate to arrive at the hours or fraction thereof, and this time shall show on the "hard copy" that the employee is paid on. For all hours booked over 40 in a work week or part thereof, this time shall be multiplied by one-half the applicable charge, but in no case shall this hourly base rate to the employee be less than the journeymen's guaranteed hourly base rate. Where it is evident that the job time is too low the employee shall have the right to punch in and keep tract of the time for work performed on the job and shall be paid the journeymen's guaranteed hourly base rate for each clock hour spent on the job.

Section 2. Effective September 1, 1969, on work which is not ordinarily flat rated and is performed by a journeyman such work shall be paid for so as to yield a minimum of five dollars (\$5.00) per hour to such incentive employee. Effective July 1, 1970, this rate shall be increased to five dollars and twenty-five cents (\$5.25). Effective July 1, 1971, this rate shall be increased to five dollars and fifty cents (\$5.50).



Sub-Section (A)

Where there is work to be done in excess of the flat rate operation listed in the Flat Rate Manual such work shall be paid for at the hourly rate set forth in this Section.

Example: To remove and replace door trim is a flat rate operation and employees shall be paid on the time so listed. When there is other work to be done in conjunction with this operation, for instance, removing rattles or squeaks in the door, such work shall be paid for at the hourly rate for time so spent.

Section 3. Check or Inspection Work. Effective September 1, 1969, where the mechanic does check or inspection work and does not get the job immediately he shall be paid at the mechanic's regular rate of five dollars (\$5.00) per hour for such check or inspection work. Effective July 1, 1970, this rate shall be increased to five dollars and twenty-five cents (\$5.25) per hour. Effective July 1, 1971, this rate shall be increased to five dollars and fifty cents (\$5.50) per hour. Where the mechanic does check or inspection work and then gets the job, the first fifteen (15) minutes of check or inspection work need not be paid for by the Dealer.

Section 4. Minimum Pay. Mechanics working on flat rate shall be paid for one-half (1/2) hour's work where the total time on any total job ticket for customer work only is less than one-half (1/2) hour. This shall not apply to any Factory Warranty (1863) work, or lubrication and oil changes.

Section 5. On "Specials" the mechanic shall suffer no reduction in earnings and shall be paid on the appropriate time for the job in accordance with Article III, Section 1.

Section 6. "Major" repair work is to go through the line and is not to be done by employees in the semi-skilled classification unless such employees are paid for such work on the same basis as journeyman mechanics.

Section 7. Employees working on imported automobiles shall be guaranteed not less than the hourly rate for their wage classification while on such work.

Section 8. Work Assignments. Work assignments shall be made as fairly as possible. If inequities occur or if an unreasonable amount of time is lost because of lack of necessary shop equipment, these matters shall be examined in accordance with the procedures set forth in Article VIII of this Agreement. Employees may "team up" on jobs in the shop provided the men involved or who would be effected agree by a majority vote.

Section 9. Come-Back Work. Where any employee has done assigned work and through no fault of his own this work has to be done over, such employee shall be compensated for the time spent on such re-work at his regular rate of compensation.

ART. III - Cont'd.  
Wages

Sub-Section (A) - Customer Work

If a job comes back within a period of thirty (30) days, and it has to be done again because of the employee's fault, he shall do the job over without pay. An employee required to perform come-back work away from the premises of the Dealer shall be paid not less than the minimum hourly rate for time so spent. This shall be subject to review by the Union.

Sub-Section (B) - Police, City and Truck Work

If a job comes back within a period of thirty (30) days or after having been driven four thousand (4,000) miles whichever is the sooner, and it has to be done again because of the employee's fault, he shall do the job over without pay. This shall be subject to review by the Union.

Section 10. General Increase. Effective September 1, 1969, hourly rated employees of all journeyman classifications including those who have been receiving in excess of the rates shown in the Agreement expiring June 30, 1969 shall receive an increase making the journeyman's minimum hourly rate of five dollars (\$5.00) per hour but shall not receive less than fifty cents (50¢) per hour increase.

EXAMPLE

Journeyman mechanic being paid four dollars and fifty cents (\$4.50) per hour or less, his hourly rate shall be five dollars (\$5.00).

Journeyman mechanic being paid four dollars and fifty-one cents (\$4.51) per hour or more, shall receive the fifty cents (50¢) per hour increase making his hourly rate five dollars and one cent (\$5.01).

Effective September 1, 1969, semi-skilled workers, including those who had been receiving in excess of the rate shown in the Agreement expiring June 30, 1969 shall receive thirty-five cents (35¢) per hour increase.

Effective July 1, 1970, hourly rated employees of all journeyman classifications including those who had been receiving in excess of the rates which expire June 30, 1970 shall receive twenty-five cents (25¢) per hour increase. Effective July 1, 1970 semi-skilled workers, including those who had been receiving in excess of the rates which expire June 30, 1970 shall receive twenty cents (20¢) per hour increase.

Effective July 1, 1971, hourly rated employees of all journeyman classifications including those who had been receiving in excess of the rates which expire June 30, 1971 shall receive twenty-five cents (25¢) per hour increase. Effective July 1, 1971 semi-



## ART. III - Cont'd.

## Wages

skilled workers, including those who had been receiving in excess of the rates which expire June 30, 1971 shall receive twenty cents (20¢) per hour increase.

Section 11. Mechanics - Bodymen - Painters - Hourly Rate

Effective September 1, 1969, mechanics, bodymen and painters who are regularly employed by the Dealer on the straight hourly basis shall be paid a minimum of five dollars (\$5.00) per hour. Effective July 1, 1970, this rate shall be increased to five dollars and twenty-five cents (\$5.25) per hour. Effective July 1, 1971, this rate shall be increased to five dollars and fifty cents (\$5.50) per hour.

Employees in the above classifications while engaged on truck work above Model F-350 are to be paid an hourly rate which is at least twenty-five cents (25¢) per hour above the above named rates.

Section 12. Semi-Skilled - Hourly Rate

Semi-skilled workers minimum rates shall be as follows:

Effective September 1, 1969 - three dollars and five cents (\$3.05) per hour.  
 Effective July 1, 1970 - three dollars and twenty-five cents (\$3.25) per hour.  
 Effective July 1, 1971 - three dollars and forty-five cents (\$3.45) per hour.

Sub-Section (A)

Any employee in this classification while engaged in minor used car preparation shall be paid a differential above the rate specified above which is satisfactory to the Dealer and the employee subject to review by the Union.

Section 13. Apprentice Rates. Apprentices shall be compensated at the guarantee hourly rates and for the period of time served according to the following schedule:

	<u>Sept. 1, 1969 to July 1, 1970</u>
1st six months	56% of \$5.00 or \$2.80 per Hour
2nd six months	60% of 5.00 or 3.00 " "
3rd six months	70% of 5.00 or 3.50 " "
4th six months	75% of 5.00 or 3.75 " "
5th six months	80% of 5.00 or 4.00 " "
6th six months	85% of 5.00 or 4.25 " "
7th six months	90% of 5.00 or 4.50 " "
8th six months	95% of 5.00 or 4.75 " "
Thereafter	100% of 5.00 or 5.00 " "

Cont'd.

## ART. III - Cont'd.

## Wages

July 1, 1970 to July 1, 1971

1st six months	56% of \$5.25 or \$2.94 per Hour
2nd six months	60% of 5.25 or 3.15 " "
3rd six months	70% of 5.25 or 3.68 " "
4th six months	75% of 5.25 or 3.94 " "
5th six months	80% of 5.25 or 4.20 " "
6th six months	85% of 5.25 or 4.46 " "
7th six months	90% of 5.25 or 4.73 " "
8th six months	95% of 5.25 or 4.99 " "
Thereafter	100% of 5.25 or 5.25 " "

July 1, 1971 to July 1, 1972

1st six months	56% of \$5.50 or \$3.08 per Hour
2nd six months	60% of 5.50 or 3.30 " "
3rd six months	70% of 5.50 or 3.85 " "
4th six months	75% of 5.50 or 4.13 " "
5th six months	80% of 5.50 or 4.40 " "
6th six months	85% of 5.50 or 4.68 " "
7th six months	90% of 5.50 or 4.95 " "
8th six months	95% of 5.50 or 5.23 " "
Thereafter	100% of 5.50 or 5.50 " "

Apprentices who are hired at a starting rate which is higher than the rate for the first six months as shown above shall establish a position in the above scale according to the rate at which they were hired. From there on, they shall be granted successive increases after each six months of employment according to subsequent progressions as outlined in the above scale.

EXAMPLE

Where an apprentice is hired at the third six months period of the apprentice schedule with credit for one year's experience or a starting rate of \$3.50 per hour, at the end of six months he will be increased to the next rate of the apprentice schedule and increases shall be progressive according to the schedule until the journeyman rate is reached. If the end of the six months period coincides with the new contract as of September 1, 1969 he will receive the apprentice scheduled increase plus the contract increase that coincides with the same period. This shall also apply as of July 1, 1970. This shall also apply as of July 1, 1971.

Section 14. Number of Apprentices. Apprentices shall be employed only in the ratio of not more than one (1) to each five (5) mechanics. The shop itself, however, shall be entitled to one (1) apprentice regardless of the number available under the ratio as set forth above.

Section 15. Night Shift Premium. A night shift premium of ten cents (10¢) per hour shall be added to the earnings of those employees who work on a shift which begins before 6:00 A.M. or ends after 6:00 P.M. Such premiums shall not be paid to a day shift employee working overtime and being paid for such overtime.

Section 16. Classes of Instruction. An employee who is requested to attend a class of instruction away from the shop shall, for the time so spent, be compensated at his regular guarantee hourly rate of pay for his respective classification.

EXAMPLE

For each major part of a full day spent at class of instruction the employee shall receive a full day's pay based upon eight (8) hours. For each major part of a half-day spent at class of instruction the employee shall receive one-half day's pay based upon four (4) hours.

Section 17. Switching - Hourly - Flat Rate. Where employees are normally working on flat rate they shall not be arbitrarily switched to an hourly rate simply because they are temporarily working on Factory Warranty work (1863) or on work which is ordinarily flat rated. Also, where two or more men are working on the same kind of a job they shall be paid on the same basis. Example: If two men are assigned to work on a rear end job one should not be paid on a flat rate basis and the other on an hourly basis.

Sub-Section (A)

Effective September 1, 1969 where employees are hired on an hourly basis or are transferred to do Factory Warranty work (1863) or new car inspection work, they shall not be paid less than the journeyman guarantee hourly rate of \$5.00. Effective July 1, 1970, this rate shall be increased to \$5.25 per hour. Effective July 1, 1971, this rate shall be increased to \$5.50 per hour.

Section 18. Method of Compensation. The method of compensation, be it flat rate rate or hourly, shall not be changed during the life of this Agreement unless a change is agreeable to the employees and the Union.

ARTICLE IV

HOURS OF WORK - GUARANTEES - OVERTIME

Section 1. Hours of Work. Forty (40) hours shall constitute a week's work, Monday to Friday inclusive. Eight (8) hours shall constitute a day's work. The work day shall begin at the Dealer's regularly established starting time and shall not be changed from day to day in a guarantee work week. More than a regular scheduled work day or work week may be observed during rush periods and when service in the Dealer's shop shall require same, subject to Section 3 of this Article. Employees

ART. IV - Cont'd.

Hours of Work - Guarantees - Overtime

shall not be forced to work on Saturday and, by reason of refusing to work on Saturday, they shall not be penalized in any way. The same conditions shall apply to night shift when night shifts shall be employed. Employee's lunch period shall be mutually agreed upon by the Dealer and his employees in each individual shop.

Section 2. Guarantee.

- (a) Effective September 1, 1969, journeymen working on incentive work shall be guaranteed two hundred dollars (\$200.00) for forty (40) hours, Monday through Friday. Effective July 1, 1970, this shall be increased to two hundred ten dollars (\$210.00). Effective July 1, 1971, this shall be increased to two hundred twenty dollars (\$220.00).
- (b) Effective September 1, 1969, semi-skilled employees working on incentive shall be guaranteed one hundred twenty-two dollars (\$122.00) for forty (40) hours, Monday through Friday. Effective July 1, 1970, this shall be increased to one hundred thirty dollars (\$130.00). Effective July 1, 1971, this shall be increased to one hundred thirty-eight dollars (\$138.00).
- (c) Apprentices working on incentive shall be guaranteed earnings for forty (40) hours times their guarantee hourly rate Monday through Friday.
- (d) Employees working on hourly rate shall be guaranteed forty (40) times their guarantee hourly rate Monday through Friday.

Section 3. Overtime. One half (1/2) the guarantee hourly rate established for each classification shall be added to employee's earnings for work performed over eight (8) hours in any one day and forty (40) hours in any one week or any work performed on Saturdays, Sundays and holidays and days proclaimed holidays. All employees working on the hourly rate shall receive overtime pay based on their guarantee hourly rate for their respective classification.

Section 4. Guarantees and Overtime Pay for Saturdays & Holidays When Worked. Incentive employees shall be guaranteed a minimum of four (4) hours work at time and one-half (1-1/2) the regular guarantee hourly rate for their respective classifications. Hourly rated employees shall be guaranteed a minimum of four (4) hours work at time and one-half (1-1/2) their respective hourly rates.

Incentive employees shall have one-half (1/2) the guarantee hourly rate for their respective classifications added to their earnings but in no case shall be paid less than their Saturday and holiday guarantee as shown in the following example:

ART. IV - Cont'd.  
Hours of Work, Guarantees, Overtime

EXAMPLE

The journeyman guarantee hourly rate for the first year of the Agreement is five dollars (\$5.00) per hour. They will receive five dollars (\$5.00) per hour plus one-half (1/2) this amount (\$2.50) or a total of seven dollars and fifty cents (\$7.50) per hour, making a guarantee of thirty dollars (\$30.00) for four (4) hours Saturday and/or holiday work.

Where an employee earns ten dollars (\$10.00) from his straight time bookings on Saturday and/or holiday work, he will be paid thirty dollars (\$30.00), since ten dollars (\$10.00) plus \$2.50 times 4 (\$10.00) is less than the guarantee of thirty dollars (\$30.00).

Where an employee earns twenty-five dollars (\$25.00) from his straight time bookings on Saturday and/or holiday work, he will be paid twenty-five dollars (\$25.00) plus \$2.50 times 4 (\$10.00) or thirty-five dollars (\$35.00).

- (a) Effective July 1, 1970, Saturday and holiday rate and guarantee for a journeyman, shall be increased twenty-five cents (25¢) per straight time hour. Effective July 1, 1971, Saturday and holiday rate and guarantee for a journeyman shall be increased twenty-five cents (25¢) per straight time hour.
- (b) No premiums or earnings for Saturday shall be used to make up the forty (40) hour guarantee.
- (c) In no case shall any employee coming under the jurisdiction of Automobile Mechanics' Local No. 701 be forced to take time off for overtime worked. No employee shall take time off without the approval of the proper official of the Dealer.
- (d) There shall be no overtime on overtime.

Section 5. It is mutually understood that the guarantees shall be increased proportionately with any increase in hours worked during the work week and that they shall be reduced proportionately when mechanics, bodymen, painters, apprentices and semi-skilled workers of their own accord or without the fault of the Dealer (such as fire, loss of power, etc.) shall not work a full week of forty (40) hours.

Section 6. It is further understood that the computation of the weekly guarantee to all incentive employees shall include credit for the estimated finished portion of any unbilled work in progress, and there shall be a separate work order for work done on Saturday and holidays that was not finished the preceding day.



ART. IV - Cont'd.

Hours of Work, Guarantees, Overtime

Section 7. Employees' weekly guarantees shall be reduced by one-fifth (1/5th) for each holiday, listed and defined in Article V, Section 1, of this Agreement, that occurs during the work week Monday through Friday.

Section 8. The guarantee shall be based upon the calendar week. This is to say that if a man reports for work on Monday and has not been notified not to report for work not later than the last day of the previous work week he shall be entitled to the guarantee in accordance with this Article. An employee called back for work in the week in which he was laid off and who reports for work shall be entitled to the full week's guarantee in accordance with this Article.

Section 9. A Dealer nor any of his employees shall not enter into any agreement or contract that is contrary to this Agreement without the approval of the Dealer and the Union, in writing.

## ARTICLE V

### HOLIDAYS

Section 1. New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day.

Any of the above holidays falling on Sunday, the following Monday shall be observed and paid for as such. Where any of the above holidays falls on days Monday through Saturday and by Federal or State laws and/or by proclamation are designated to be observed on a different day, the day so named shall become the observed holiday under the terms of this Agreement and paid for as such.

In addition to the above holidays, the last scheduled work day before Christmas Day (December 24th) and the last scheduled work day before New Year's Day (December 31st) shall be observed as paid holidays. (Where one of these holidays December 24th and/or December 31st falls on a Saturday or a Sunday the last scheduled work day Monday through Friday shall be observed and paid for as such).

Section 2. Holiday Pay. When any one of the above named holidays falls within or is observed during the work week (Monday through Friday) mechanics, bodymen, painters, apprentices and semi-skilled workers working on incentive basis will be paid eight (8) times the guarantee hourly rate for their respective classification for that day. Also, mechanics, bodymen, painters, apprentices and semi-skilled workers regularly employed on an hourly rate, holiday pay shall be computed on the basis of eight (8) times their respective guarantee hourly rates;- provided, however, that the employee works his scheduled work day Monday through Friday immediately before and immediately after each such holiday respectively. Holiday pay shall be added to their reduced guarantees as defined in Article IV, Section 7. This holiday pay shall not be used to make up such guarantees. Where a holiday falls on a Saturday, employees shall be paid eight (8) times the applicable guarantee hourly rate in addition to his full week's guarantee or earnings whichever is the greater.



ART. V - Cont'd.

Holidays

Section 3. Where work is performed on any of the holidays named in Section 1 of this Article V, the holiday pay shall be added to employee's earnings, guarantees and overtime pay, as outlined in Article IV, Section 4.

Section 4. Where an employee takes his vacation at a time when one of the Holidays specified in this Agreement falls, he shall receive an extra day's pay (as specified in Section 2 of this Article,) or an extra day off with such pay. The employee shall notify the Dealer of his choice at the time he goes on vacation.

ARTICLE VI

VACATIONS

Section 1. The vacation period shall be from May 1st to October 1st of any year and vacations shall be taken according to seniority in accordance with Article VII unless, by agreement between the Dealer and his employees, another method is pursued. The regular vacation periods of employees may be switched by mutual agreement between the employee and the Dealer. Vacations may be taken at times other than between May 1st and October 1st if agreeable to the Dealer.

Section 2. Employees who shall have been in the continuous active employ of the Dealer for less than one (1) year as of May 1st of any year during the life of this Agreement but more than six (6) months shall be entitled to vacation allowance with pay of one (1) day for each month worked beginning with the eighth (8th) month and continuing to and including the twelfth (12th) month of employment. Twelve (12) continuous months of employment as of May 1st of any year shall entitle the employee to one (1) week's vacation with pay.

Employees who shall have been in the continuous active employ of the Dealer for eighteen (18) months but less than two (2) years as of May 1st of any year during the life of this Agreement shall be entitled to one (1) weeks vacation with pay plus the pro-rata share the employee was paid for as of May 1st of the preceding year.

Employees who shall have been in the continuous active employ of the Dealer for two (2) years as of May 1st of any year during the life of this Agreement shall be entitled to two (2) weeks vacation with pay.

Employees who shall have been in the continuous active employ of the Dealer for ten (10) years as of May 1st of any year during the life of this Agreement shall be entitled to three (3) weeks vacation with pay.

Employees who shall have been in the continuous active employ of the Dealer for eighteen (18) years as of May 1st of any year during the life of this Agreement shall be entitled to four (4) weeks vacation with pay.

Any third and/or fourth week of vacation shall be taken during the vacation period at a time suitable to the Dealer.

ART. VI - Cont'd.  
Vacations

Where an employee takes his vacation after the May 1st cutoff date but before the new contract provisions are effective, he shall be given a vacation on the basis of the new contract provisions up or down; this shall also be applicable as to July 1st, 1970; also as of July 1st, 1971.

Sixteen (16) calendar days of service in any month will be counted as a full month of service for the purpose of this Article. Time spent on vacation shall be considered as time in service.

Section 3. Temporary Lay-Off. It is not required that the Dealer shall give any notice to an employee being laid off other than being notified not later than Friday of any week not to report for work the following week or weeks. He shall not receive compensation of any kind for the weeks of his absence from work. However, should the employee wish to decide at the time of layoff to quit rather than be subjected to such layoff, he shall be paid his regular vacation pay (as provided for in Section 2 of this Article) plus his pro-rata vacation pay, i. e., that which he has accumulated since the last May 1st preceding his quitting. When and if he returns to employment his status shall be that of a new employee.

Section 4. Quitting With or Without Notice. Employees who shall quit the employment of the Dealer without notice shall be entitled to vacation allowance accumulated prior to the May 1st last preceding the time of their quitting but they shall not be entitled to any pro-rata share of vacation allowance that may have accumulated following the last May 1st preceding their quitting.

Employees giving one (1) week's notice of their intention to quit (this notice shall be given on the Friday preceding the next guarantee work week) during or prior to the vacation period shall be paid their regular vacation plus their accumulated vacation benefits at the time of leaving the Dealer's employ. These accumulated vacation benefits shall be computed on the basis of one-twelfth (1/12th) of the vacation benefit such quitting employee would have been eligible for on the next May 1st for every month of service since the last May 1st. A new employee will receive no accumulated vacation benefit at the time of quitting under this Section unless he has been continuously employed for at least six (6) months. For each month of service after his first six (6) months such new employee shall receive one-twelfth (1/12th) of the vacation benefit he would have been eligible for on the next May 1st.

Section 5. The Dealer has the right to discharge any employee found to be unsatisfactory by the Dealer, subject to Articles I and VIII of this Agreement. Any employee discharged for any reason will receive any regular vacation pay earned as of the last May 1st but not taken. Employees who are discharged for drunkenness, theft, refusal to do work for which they were employed or for any act considered by both the Dealer and the Union to be cause for discharge will not be paid any pro-rata vacation pay earned since the last May 1st. Employees who are permanently laid off or whose employment is terminated for reasons other than the reasons stated in this Section 5 shall be entitled to their regular and pro-rata vacation allowance. It

ART. VI - Cont'd.  
Vacations

is mutually understood, however, that discharge for cause shall be subject to the joint examination of the Dealer and the Union according to the complaint procedure of this Agreement, and if the Dealer and the duly constituted official of the Union cannot agree, the matter shall be referred to arbitration in accordance with Article VIII of this Agreement.

Section 6. Vacation pay for mechanics, bodymen, painters, apprentices and semi-skilled workers working on the incentive basis is as follows:

Vacation pay for 1969 - \$200.00 per week  
Vacation pay for 1970 - \$210.00 per week  
Vacation pay for 1971 - \$220.00 per week

Vacation pay for all hourly rated employees shall be computed on the basis of forty (40) hours per week times their regular guarantee hourly rate of pay.

Note: Where a holiday is observed in an employee's vacation period refer to Article V, Section 4.

Section 7. It is agreed that vacation pay will be paid to all employees before they take their vacations, also, that a vacation schedule shall be posted by the Dealer not later than May 1st of each year; it is also agreed that where an employee dies his beneficiary will be paid any vacation pay including his pro-rata share due him.

Section 8. When and if the Dealer shall sell or transfer his business to new ownership he shall be obligated to his employees for all accumulated vacation allowances and other benefits of employment up to the time of sale or transfer. The new owner within two calendar weeks as of the date of his assumption of ownership or as of the date of his payroll covering the employees effected by this Agreement shall notify the employees that they may continue in their employment and retain all of the benefits of same, or, he may notify them that as of the date of his assumption of ownership their status is that of new employees and thus afford to them opportunity to seek employment elsewhere if they so desire. If he does not notify them that their status is that of new employees, he shall be obligated for all seniority rights and vacation pay.

## ARTICLE VII

### SENIORITY

Section 1. Seniority, as the terms is used herein, means the length of continuous service of any employee from the date of first employment by the Dealer. Seniority shall be applied by classification and department. The classifications covered by this Agreement are defined in Article II.

Section 2. In the event of a decrease or an increase in the number of employees employed by the Dealer the following factors shall govern:

ART. VII - Cont'd.  
Seniority

In case of shop layoffs where two employees are capable of doing the job, the one with less seniority shall be laid off first and shall be called back in the reverse order of that in which he was laid off.

Where an employee is not able to earn his guarantee regularly because of age, sickness or disability, the Union and the Dealer will discuss the matter with the view of reducing that employee's guarantee so that, if possible, he may continue to work rather than to be laid off.

Section 3. Promotions shall be made by the Dealer within his sole discretion but in making promotions he shall consider seniority as well as ability, efficiency, knowledge, skill and training.

Section 4. Voluntarily leaving the employ of the Dealer or absence in excess of six months as the result of a layoff shall break the seniority of any employee, except where an authorized leave of absence has been granted. However, individual consideration may be given to the case where such unemployment has been caused by sickness or disability. Reinstatement during a layoff of six (6) months or less, or any authorized leave of absence shall restore previous seniority rating.

Employees shall not be considered regular employees until they have worked thirty-one (31) days. During this probationary period they shall be without seniority status but if their employment continues beyond thirty-one (31) days their seniority shall commence as of the date of hire by the Dealer.

During their probationary period employees may be laid off or discharged at the sole discretion of the Dealer and the same shall not constitute a grievance under the terms and conditions of this Agreement.

Section 5. Any employee who shall fail, without reasonable excuse, to report when called to work or who fails to report within three (3) days after being notified to return after a layoff, and who does not, within three (3) days after being notified to return after a layoff period present to the Dealer a satisfactory reason for his failure to report shall be considered as having voluntarily terminated his employment with the Dealer.

Section 6. See Article XIII, Sections 3 and 4, relative to discharges.

ARTICLE VIII

COMPLAINTS

Section 1. Should complaints arise between the Dealer and his employees in the classifications covered by this Agreement, either individually or collectively, which

ART. VIII - Cont'd.  
Complaints

shall be confined to the meaning and application of the provisions of this Agreement, they shall be settled at the earliest possible time by the use of the following procedure:

STEP ONE:

The Employee, himself, shall present the matter in dispute for settlement to the Dealer or the latter's authorized representative and at the same time shall notify the Union not later than thirty (30) days following the occurrence of the matter causing the dispute. If this is not done the complaint shall not be valid. If the parties are not able satisfactorily to adjust the complaint within a reasonable time, then

STEP TWO:

The complaint shall be taken up by the Union's representative and the Labor Committee of the Chicago District Ford Dealers' Association. This shall be done within ten (10) days from the time the complaint is presented to the Dealer or his authorized representative.

STEP THREE:

If the complaint is not settled in the second step within a period of fifteen (15) days time it shall, at the request of either party, be submitted to arbitration before a Board consisting of three (3) persons, one selected by the Dealer, one by the Union and one by the first two. Such latter selectee shall act as Chairman of the Board of Arbitration. In the event said first two arbitrators are unable to agree upon the third arbitrator they shall jointly request the American Arbitration Association to appoint such third arbitrator. Arbitration hearings shall commence as soon as convenient after the selection of said Board. Each party shall pay the expenses of its own arbitrator and one-half the expense of the third arbitrator and of the arbitration proceedings. A decision of a majority of the Board of Arbitration shall be final and binding upon all parties concerned, and shall be rendered not later than ninety (90) days from the established date of the complaint.

Section 2. A duly constituted representative of the Union shall be permitted access to the Dealer's premises for the purpose of adjusting complaints individually or collectively.



## ARTICLE IX

### STRIKES AND LOCKOUTS

Section 1. In consideration of Article VIII, Section 1, it is mutually understood and agreed that no strikes, lockouts, slowdowns or other stoppages of work shall take place during the life of this Agreement. Where either party refuses to abide by Article VIII, Step 3, by failing to agree to arbitration within fifteen (15) days after Step 2, of Article VIII, this Article shall not apply.

Section 2. It shall not be a violation of this Agreement and it shall not be cause for discharge or disciplinary action in the event an employee refuses to go through or work behind a picket line which has been authorized or sanctioned by Local No. 701, International Association of Machinists and Aerospace Workers and the Teamsters' Joint Council No. 25, I. B. T.

Section 3. It shall be a violation of this Agreement for employees of Automobile Dealers represented by the above unions to refuse to go through or work behind a picket line authorized by any union other than Local No. 701, I. A. M. & A. W., and the Teamsters' Joint Council No. 25, I. B. T.

Section 4. Notwithstanding any other provision of this Agreement to the contrary, if the Dealer fails or refuses to remit the monthly Health and Welfare Fund or Pension Fund contribution herein provided within twenty (20) days after a Notice of Delinquency is mailed to the Dealer via certified mail, by the Administrator of the Health and Welfare or the Pension Fund, then, in such event, the Union, without the necessity of giving any other or further notice, shall have the right to strike or take such other legal action as it shall deem necessary or appropriate during the period that any delinquency shall continue, and it is further agreed that in the event any such action is taken by the Union, the Dealer shall be responsible to the employees for any losses of any Health and Welfare or Pension benefits resulting therefrom.

Section 5. Notwithstanding any other provision of this Agreement to the contrary, if the Dealer fails or refuses to remit to the Union the dues and initiation fees which the Dealer has been authorized to deduct as provided in Article 1, Section 3, within twenty (20) days after a Notice of Delinquency is mailed via certified mail to the Dealer by the Union, then, in such event, the Union, without the necessity of giving any other or further notice, shall have the right to strike or take such other legal action as it shall deem necessary or appropriate during the period that any delinquency shall continue.

Section 6. The Union shall not have the right to strike, as herein provided, if the Dealer notifies the Union and, where Pension and/or Health and Welfare contributions are involved, also notifies the Administrator of each Fund, in writing, that a dispute exists concerning the amount of or liability for such contributions or remittances and the Dealer agrees to and does commence to avail himself of the complaint procedure as specified in Article VIII hereof. When the complaint is in Step 3 of the complaint procedure then in the event the Dealer fails or refuses to name its arbitrator within five (5) days after being requested to do so by the Union,



ART. IX - Cont'd.  
Strikes and Lockouts

or in the event the arbitrator designated by the Dealer refuses to join with the Union arbitrator in a request for the appointment of a third arbitrator within five days after being requested to do so by the Union arbitrator, then this Section 6 shall be null and void and the Union shall have the right to strike as hereinabove provided.

ARTICLE X

EMPLOYEE RESPONSIBILITY

It is mutually understood and agreed that no employee shall be permitted to perform repair work away from the premises of the Dealer (unless the employee is requested to do so by the Dealer or his authorized representative) and that any employee who does so shall be subject to discipline by the Dealer. It is further understood and agreed that no mechanic may work on his own car or on any other employee's car on the premises of the Dealer unless a Repair Order covering such work is properly issued. When a Repair Order shall be properly issued, the price to be charged for the work and the material involved shall be determined by the Dealer.

The Union agrees to do all in its power to maintain the efficient performance of its members and to remind them of their obligations to the Dealer and to the customer.

Employees who are assigned specific stalls in which to work are required to keep stalls and benches where used reasonably cleaned and presentable.

ARTICLE XI

HEALTH AND WELFARE PLAN

\$4.00 per Week - Effective and Retroactive to September 1, 1969.

The Dealer will contribute the sum of \$4.00 per week for each employee covered by this Agreement to the Union's Health and Welfare Fund; payments to be made not later than the 10th of the following month, on the following basis:

- (a) The amount of \$4.00 per employee per week shall be contributed by the Dealer for each employee covered under the collective bargaining agreement for any week in which such employee performs any service for the Dealer. This shall apply to new employees from the date of hire.
- (b) If an employee is absent because of non-occupational illness or injury, the Dealer shall continue to make the required \$4.00 contribution for a period of four full weeks.
- (c) If an employee is absent because of occupational illness or injury, the required \$4.00 contribution shall be made until the employee returns to work or for a period not to exceed the weekly indemnity period specified in the plan.

ART. XI - Cont'd.  
Health and Welfare Plan

- (d) All leaves of absence, when granted by the Dealer, shall be conditioned upon the Dealer and the employee making satisfactory arrangements for the employees paying the \$4.00 weekly contribution to the Health and Welfare Fund, and the transmittal of the employee's payment shall be made by the Dealer for the period of such granted leave of absence.

Effective July 1, 1970 - Health and Welfare Fund contribution rate shall be Five Dollars (\$5.00) per week for each employee, and all reference to the \$4.00 amount stated in this Article shall be changed to Five Dollars.

Effective July 1, 1971 - Health and Welfare Fund contribution rate shall be Six Dollars (\$6.00) per week for each employee, and all reference to the \$5.00 amount stated in this Article shall be changed to Six Dollars.

ARTICLE XII

PENSION FUND

Effective and Retroactive to September 1, 1969 - \$5.00 per Week

The Dealer will contribute the sum of five dollars (\$5.00) per week for each employee covered by this Agreement to the Pension Fund of the Automobile Mechanics' Local No. 701. Payments shall be made so as to reach the Pension Fund office not later than the 10th of the following month. (For example - the July payment shall be made not later than August 10th). The Fund shall in all respects be administered in accordance with the Trust Agreement drawn.

The Pension Plan shall be administered by the Board of Trustees composed of an equal number of Employer Trustees and Union Trustees. Employer Trustees to be made up of those groups paying into said Pension Fund.

The Dealer's liability and method of payment is limited as follows:

- (a) The amount of \$5.00 per employee per week shall be contributed for each employee covered under the collective bargaining agreement for any week in which such employee performs any service for the Dealer, even when performing emergency service outside of the bargaining unit because of illness or vacation replacement in the Dealer's establishment. This shall apply to new employees from the date of hire.
- (b) If an employee is absent because of non-occupational illness or injury, the Dealer shall continue to make the required \$5.00 contribution for a period of four weeks.

ART. XII - Cont'd.  
Pension Fund

- (c) If an employee is absent because of occupational illness or injury, the required \$5.00 contribution shall be made until the employee returns to work or for a period of thirteen weeks whichever period is the shorter.
- (d) Where employee is absent from work and is presumed to be off sick or injured, such sickness or injury not incurred in his regular employment, the Dealer shall not be required to continue to make the \$5.00 weekly contribution for said employee "for a period of four weeks," as stated in the Agreement, unless said employee is being paid for under Local No. 701 Welfare Plan with the required doctor's certificate stating said employee is sick or injured and is under doctor's care. The Dealer shall inquire as to the circumstances in each individual case.
- (e) Where an employee takes time off on his own other than his regular vacation, the Dealer shall not be obligated for Pension Fund payments for the week/weeks such employee is absent from work.

ARTICLE XIII

MANAGEMENT RESPONSIBILITY

Section 1. It is mutually understood and agreed that nothing in this Agreement shall deprive the Dealer of full responsibility for the operation of his business including the authority to hire, promote, demote, transfer, discipline or discharge, to give merit increases and to enact plant policies, plant rules and regulations, which are not in conflict with the terms of this Agreement or past policies.

Section 2. It shall be permissible, when business is slack, for the Dealer to assign men to work on work other than that on which they are regularly classified where such work would not be hazardous for them due to lack of experience and training. When this occurs, the man so assigned shall receive the appropriate hourly rate for his normal classification. This may be done provided it does not create an infringement of the jurisdiction of another union. Money earned under these circumstances shall be considered a part of the employee's regular flat rate earnings.

Section 3. Except where an employee is discharged for theft, drunkenness, refusal to do work for which they were employed or for other reasons mutually agreed to by the Dealer and the Union, employees will be given at least two written warning notices with copies to the Union before they are discharged. These accumulated notices shall not carry over from one calendar year to another.

ART. XIII - Cont'd.  
Management Responsibility

Section 4. It is understood that employees who are discharged will be told of this fact at the time they are discharged. The Dealer will also notify the Union in all cases where an employee is discharged. The Dealer will notify the Union in advance of such discharges when, in his judgment, this is possible or desirable. This is not to be construed to mean that the Dealer does not have the right to discharge an employee without prior notice to the Union. It only means that if the situation is such that the Dealer may consistently do so, he will inform the Union before taking such action.

Section 5. It is understood that the Dealer may continue to subcontract (let out) work which he has customarily subcontracted and any work which he determines to subcontract in the future during the term of this Agreement. It is understood that such subcontracting will not be done if this would cause any of the Dealer's employees, who are available and capable of doing the work, to be idle because of such subcontracting. This does not mean that the Dealer may not close a department of his service activity and lay off men who worked in that department according to the seniority provisions of this Agreement if he determines that continuing to operate that department is not economically feasible. Where the Dealer decides to close a department he will give at least thirty (30) days notice to the men who normally work in that department.

Section 6. The Dealer shall be responsible for providing proper equipment in order to maintain normal safety standards under Illinois law.

Section 7. Uniforms. The Dealer will bear one-half of the actual expense of coveralls or uniforms up to and including three (3) changes per week. The Dealer will assume all the expense for additional changes above three (3) where he requires the men to use more than three.

Section 8. Jury Service. Employees required to perform jury service shall be paid the regular guarantee hourly rate for their respective classification for time so spent provided they endorse their jury duty paycheck and turn it over to the Dealer as proof that they have served on a jury.

Section 9. Funeral Leave. Where an employee's spouse, child, mother, father, sister or brother dies, the employee shall be given up to a maximum of three (3) days off from work, ending with the day of the funeral (Monday through Friday) if he desires same. A day's pay for the purpose of this provision shall not exceed eight (8) hours times the guarantee hourly rate for his respective classification.

ARTICLE XIV

TOOL INSURANCE

The Dealer shall maintain an insurance policy or assume the cost risk for loss of employees personal tools and/or tool box on the Dealer's premises due to fire and/or

ART. XIV - Cont'd.  
Tool Insurance

known theft. The Dealer's liability for such loss shall not exceed the actual cost of the tool loss. The Dealer or Insurer shall not be liable for reimbursement to the employee for such loss where the cost of the tool/tools does not exceed fifty dollars (\$50.00.) (This is not to be misconstrued as a \$50.00 deductible clause.) It is understood that all employees must furnish the Dealer or his authorized representative with a complete inventory of his personal tools. It is further understood that whenever new tools are purchased the employee must include them on the inventory list previously furnished.

EXAMPLE:

Where tool loss is \$50.00 employee is not reimbursed for any loss.

Where tool loss is \$50.01 or more, employee is reimbursed \$50.01 or more for loss.

ARTICLE XV

MANPOWER

Where the total gross productivity of all incentive mechanics employed by the Dealer to perform work in the Dealer's mechanical department should drop below an average of fifty (50) productive hours in a forty (40) hour work week, Monday through Friday, the Dealer shall not increase the work force in such effected departments. The same shall also apply to the paint and/or body shop. Such average to be computed over a period of thirty (30) days beginning the first of any month. If the Dealer and the Union cannot agree, the same shall be considered as a grievance and be subject to Article VIII of this Agreement.

ARTICLE XVI

GOOD FAITH CLAUSE

It is mutually agreed that the subjects set forth in this Agreement constitute the complete Agreement between the Dealer and the Union and that neither will request bargaining on any other subject during the life of this Agreement.

ARTICLE XVII

SAVINGS CLAUSE

If any provision of this Agreement is or shall be in contravention of the laws or regulations of the United States or of the State of Illinois, all other provisions of this Agreement shall continue in full force and effect, and both parties to this Agreement agree to discuss any Article or Section of this Agreement so effected.



ARTICLE XVIII

ADJUSTMENT OF PAYMENTS OVER AGREEMENT

It is mutually understood and agreed that if the Dealer is paying rates or providing benefits in excess of those specified in this Agreement, such wages, and/or benefits shall not be reduced by reason of the execution of this Agreement and such excess wages and/or benefits shall not be reduced for employees who have received such wages, and/or benefits for the life of this Agreement.

ARTICLE XIX

DURATION OF AGREEMENT

THIS AGREEMENT shall continue in full force and effect from July 1, 1969 to July 1, 1972. Notice of a desire by either party to modify or terminate this Agreement shall be given at least sixty (60) days prior to the expiration date hereof. In the event that notice is not given by either party within the above time, then the Agreement shall continue from year to year according to its original terms.

SIGNED:

DEALER

\_\_\_\_\_

By: \_\_\_\_\_

UNION

AUTOMOBILE MECHANICS' LOCAL NO. 701  
IAM&AW - AFL-CIO

\_\_\_\_\_  
Donald Gustafson, Business Manager

Dated: \_\_\_\_\_



## U.S. DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS  
WASHINGTON, D.C. 20212

561724

December 13, 1971

JAN 7 1972  
*Assn*

Mr. D. M. Burrows, Business Manager  
Ford Dealers Association  
133 South Ashland Boulevard  
Chicago, Illinois 60607

Gentlemen:

The Bureau of Labor Statistics maintains a file of selected union agreements for government and public use. These agreements are also regularly used in the preparation of studies of contract provisions. We will appreciate receiving a copy of your current agreement(s), identified below, together with any related supplements (e.g., employee-benefit plans) or wage schedules.

Between the Ford Dealers Association, Chicago, Illinois and the International Association of Machinists and Aerospace Workers, local 701. The agreement we have on file expired June 1969.

For statistical purposes, we also need the information requested below. You may return this form and your agreement in the enclosed envelope which requires no postage. If no agreement is in effect, please note and return the form.

The file is available for your use, as provided by Section 211 of the Labor Management Relations Act of 1947, except for material submitted with a restriction on public inspection. If you want to be kept informed of the studies we prepare, check the appropriate box below.

Very truly yours,

*Geoffrey H. Moore*  
GEOFFREY H. MOORE  
Commissioner

PLEASE RETURN THIS LETTER WITH  
YOUR RESPONSE OR AGREEMENT(S).

If more than one agreement is negotiated, please provide information separately for each agreement on the back of this form. (PLEASE PRINT)

1. NUMBER OF EMPLOYEES NORMALLY COVERED BY AGREEMENT Approx. 790
2. Name and location of establishment covered by agreement (if different from mailing address shown above) 44 Dealerships - SEE LIST ATTACHED
3. Product, service, or type of business Automobiles - Sales & Service
- Notify me when new BLS collective bargaining agreement studies are issued ☐

Donald Gustafson  
(Name)  
133 S. Ashland Blvd.  
(Business address)

Business Manager  
(Position)  
Chicago, Illinois 60607  
(City, State, and ZIP code)

Identification of employer or employer group	Name of union	Number of employees normally covered by agreements
<p>Chicago District Ford Dealers' Association</p> <p>(List of Members Attached)</p> <p>BOOKLETS INCLUDED: Welfare Fund - Revised Dec. 1, 1970 Pension Fund - Revised Dec. 1, 1970</p>	<p>Automobile Mechanics Local No. 701 Intl. Assoc. of Mach. &amp; Aerospace Wrkrs., AFL-CIO</p>	<p>Approximately 790 Employees</p>