

DEFENDANT'S Exhibit 59

SUPPLEMENTAL AGREEMENT PROVIDED IN THE AGREEMENT OP MAY 27, 1937

WHEREAS, an agreement was, on the 27th day of May 1937, entered into between the DONNELLY GARMENT COMPANY, DONNELLY GARMENT SALES COMPANY, and the DONNELLY GARMENT WORKERS' UNION, which said agreement provided that rates of pay should be agreed upon by the parties thereto;

NOW, THEREFORE, it is stipulated and agreed as follows:

The following holidays shall be recognized:

Decoration Day

Independence Day

Labor Day

Thanksgiving Day

Christmas Day

All workers shall be paid for these holidays, pieceworkers on the same basis as paid vacations.

The Employer shall have the privilege to make up for the time lost on account of holidays.

All workers, whether paid by the piece or by the week, including office workers, shall be on the same basis in regard to hours, vacations on pay, service in hospital rooms, privileges of sick and accident insurance, group life insurance, hospitalization, and any other services which may be offered by the Employer and for which the Employer pays all or any part of the cost.

There shall be no factory entrance, the lobby and elevators shall be open to all employes whether in plant, office, or designing room.

Methods now used by Employer in determining piecework rates shall be continued.

For the purpose of this agreement, employes shall be designated by groups according to the types of work performed.

GROUP "I" OPERATORS shall include:

Operators who work a portion of the time on garments selling above \$45.00 per dozen and work the remainder of their time on garments selling at \$45.00 per dozen and below, and who efficiently perform two or more different types of operations or operate

efficiently two or more different types of machines conforming to the quality standards set by the Employer. This group includes operators on any two types of machines, including special machines such as:

Pinking Taper

Binding Double stitcher

Blind stitching Tuckers

Hemstitching Button and buttonhole

Embroidery Snap

Shirring Hook and eye

Zigzag

The piece-work rates shall be the same for all operators in this Group and are so fixed that at least 40% of the operators shall receive an average minimum of not less than 64c per hour, viz. \$25.60 per week of 40 hours.

And that at least 30% shall receive an average minimum of not less than 56 1/4c per hour, viz. \$22.50 per week of 40 hours.

And that the remainder shall receive an average minimum of not less than 50c per hour, viz. \$20.00 per week of 40 hours.

It is estimated that approximately 40% of the operators of this Group could perform all the sewing on garments selling above \$45.00 per dozen if all of this type work was assigned to specific operators. However, to permit the distribution of this work to a larger number of operators and to provide more continuous employment throughout the year, the above method for minimum wages has been agreed upon.

Operators who work on cottons, linens, etc., selling at \$45.00 per dozen and below, and who efficiently perform two or more different types of operations or operate efficiently two or more different types of machines conforming to the quality standards set by the Employer.

The piece-work rates shall be the same for all operators referred to in this paragraph and are so fixed that at least;-

40% of the operators shall receive an average minimum of not less than 50c per hour, viz. \$20.00 per week of 40 hours. And that at least 30% shall receive an average minimum of not less than 45c per hour, viz. \$18.00 per week of 40 hours.

And that the remainder shall receive an average minimum of not less than 41 1/4c per hour, viz. \$16.50 per week of 40 hours.

Operators who work exclusively on lower priced cottons and who are not included in Groups "I", "II", or "IV".

The piece-work rates shall be the same for all operators referred to in this paragraph and are so fixed that at least;-

40% of the operators shall receive an average minimum of not less than 45c per hour, viz. \$18.00 per week of 40 hours.

The remainder shall receive an absolute minimum of not less than 41 1/4c per hour, viz. \$16.50 per week of 40 hours.

Beginner operators working on low priced cottons.

The operators included in this group shall receive an absolute minimum of 41 1/4c per hour, viz. \$16.50 per week of 40 hours.

The classification of "beginners" shall not extend as to any one worker longer than a period of twelve consecutive weeks.

There shall be no discrimination in piece-work rates paid to beginners.

PRESSERS

Machine pressers shall be paid at the rate of 75c per hour, viz. \$30.00 per week of 40 hours.

GROUP "I" HAND IRONERS shall include:

Hand Ironers who work a portion of the time on garments selling above \$45.00 per dozen and work the remainder of their time on garments selling at \$45.00 per dozen and below, and who efficiently perform their duties conforming to the quality standards set by the Employer.

The piece-work rates shall be the same for all hand ironers in this group and are so fixed that at least;-

40% of the hand ironers shall receive an average minimum of not less than 64c per hour, viz. \$25.60 per week of 40 hours.

And that at least 30% shall receive an average minimum of not less than 56 1/4c per hour, viz. \$22.50 per week of 40 hours.

And that the remainder shall receive an average minimum of not less than 50c per

hour, viz. \$20.00 per week of 40 hours.

Hand Ironers who work on cottons, linens, etc., selling at \$45.00 per dozen and below and who efficiently perform their duties conforming to the quality standards set by the Employer on all classes of the aforesaid goods.

The piece-work rates shall be the same for all hand ironers referred to in this paragraph and are so fixed that at least;-

40% of the hand ironers shall receive an average minimum of not less than 50c per hour, viz. \$20.00 per week of 40 hours.

And that at least 30% shall receive an average minimum of not less than 45c per hour, viz. \$18.00 per week of 40 hours.

And that the remainder shall receive an absolute minimum of not less than 41 1/4c per hour, viz. \$16.50 per week of 40 hours.

Hand Ironers who work exclusively on lower priced

cottons and who are not included in Groups "I", "II", or "IV".

The piece-work rates shall be the same for all hand ironers referred to in this paragraph and are so fixed that at least;-

40% of the hand ironers shall receive an average minimum of not less than 45c per hour, viz. \$18.00 per week of 40 hours.

The remainder shall receive an absolute minimum of 41 1/4c per hour, viz. \$16.50 per week of 40 hours.

GROUP "IV" HAND IRONERS shall include:

Beginner hand ironers working on low priced cottons.

The hand ironers included in this group shall receive an absolute minimum of 41 1/4c per hour, viz. \$16.50 per week of 40 hours.

The classification of "beginners" shall not extend as to any one worker longer than a period of twelve consecutive weeks.

There shall be no discrimination in piece-work rates paid to beginners.

Folders who work a portion of the time on garments selling above \$45.00 per dozen

and work the remainder of their time on garments selling at \$45.00 per dozen and below, and who efficiently perform their duties conforming to the quality standards set by the Employer.

The piece-work rates shall be the same for all folders in this group and are so fixed that at least

40% of the folders shall receive an average minimum of not less than 50c per hour, viz. \$20.00 per week of 40 hours.

And that the remainder shall receive an average minimum of not less than 45c per hour, viz. \$18.00 per week of 40 hours.

Folders who work on cottons, linens, etc., selling at \$45.00 per dozen and below, and who efficiently perform their duties conforming to the quality standards set by the Employer.

The piece-work rates shall be the same for all folders in this group and are so fixed that at least

40% of the folders shall receive an average minimum of not less than 45c per hour, viz. \$18.00 per week of 40 hours.

And that the remainder shall receive an absolute minimum of 41 1/4c per hour, viz. \$16.50 per week of 40 hours.

Beginner folders working on low priced cottons.

The folders included in this group shall receive an absolute minimum of 41 1/4c per hour, viz. \$16.50 per week of 40 hours.

The classification of "beginners" shall not extend as to any one worker longer than a period of twelve consecutive weeks.

There shall be no discrimination in piece-work rates paid to beginners.

MISCELLANEOUS PIECE-WORKERS

It is agreed that at least 50% of all piece-workers not included in the foregoing groups, such as belt turners, workers in notion department, button hand sewers, etc., shall receive an average minimum of not less than 45c per hour, viz. \$18.00 per week of 40 hours. The other 50% shall receive an absolute minimum of 41 1/4c per hour, viz. \$16.50 per week of 40 hours.

GROUP "I" EXAMINERS shall include:

Employees to whom silks, woolens and cottons selling above \$45.00 per dozen are regularly assigned for examination, and who efficiently perform their duties conforming to the quality standards set by the Employer.

Group "I" examiners shall receive an average minimum

"A" CLASS MACHINE CUTTERS

"A" Class Machine Cutters shall receive a minimum of \$42.50 per week of 40 hours.

STRETCHERS

Stretchers shall receive a minimum of \$33.00 per week of 40 hours.

HELPER STRETCHERS

Helper Stretchers shall receive a minimum of \$25.00 per week of 40 hours.

APPRENTICE STRETCHERS

Apprentice Stretchers shall receive a minimum of

Dividers who perform efficiently all types of dividing work conforming to the quality standards set by the Employer.

Group "I" dividers shall receive an average minimum of not less than 56 1/4c per hour, viz. \$22.50 per week of 40 hours.

GROUP "II" DIVIDERS shall include:

Dividers who work almost entirely on cottons selling at \$45.00 per dozen and below and who efficiently perform their duties conforming to the quality standards set by the Employer.

Group "II" dividers shall receive an average minimum of not less than 50c per hour, viz. \$20.00 per week of 40 hours.

GROUP "III" DIVIDERS shall include:

Beginners in the dividing department and shall receive

Mechanics who efficiently service all types of sewing machines and other mechanical equipment.

Group "I" mechanics shall receive a minimum of \$42.50 per week of 40 hours.

GROUP "II" MECHANICS shall include:

Mechanics who efficiently service all single needle sewing machines and a limited number of special sewing machines Group "II" mechanics shall receive a minimum of \$40.00 per week of 40 hours.

MECHANIC HELPERS

Shall receive a minimum of \$25.00 per week of 40 hours. MECHANIC

APPRENTICES

Work Distributors \$20.00 to \$25.00 per week of 40 hours.

Janitors & Maids - experienced - Minimum of \$18.00 per week of 40 hrs.

Bundle Boys \$16.50 to \$18.00 per week of 40 hours.

There shall be a minimum of \$16.50 per week of 40 hours for beginners in all lines of work in plant or office.

Examiners who work on cottons, linens, etc., selling at 145.00 per dozen and below and who efficiently perform their duties conforming to the quality standards set by the Employer.

Group "II" examiners shall receive an average minimum of not less than 45c per hour, viz. \$18.00 per week of 40 hours.

It is recognized that in order to maintain as nearly as possible constant employment throughout the year it is frequently necessary to transfer manufacturing employes from one section to another, in which case they shall retain the standing of their regular section. But in case of such transfer if the compensation be higher than the section from which the employe was transferred, they shall be entitled to such higher rate while so transferred.

The position and classification of each individual is to be determined by the Employer.

Workers employed on a strictly temporary basis shall not be compelled to join the union.

Salesmen, office employes, shipping clerks, instructors, designers, and any other employe not heretofore included shall receive the compensation now being paid unless changes are made by mutual consent. But no person shall receive less than a minimum

of \$16.50 per week of 40 hours.

This contract may be amended from time to time by the mutual consent of the parties hereto, and shall in its present form and as amended be in force from this date until twelve o'clock noon on the first day of July, 1938, and shall be deemed to be extended from year to year unless one of the parties to the contract shall, at least sixty days before the first day of July, in any year give notice in writing to the other party that the contract shall terminate on July said yr.

IN WITNESS WHEREOF, the parties hereto have caused this contract to be signed by their respective representatives and officers this 22 day June, 1937.

Executed in Triplicate.

DONNELLY GARMENT COMPANY

DONNELLY GARMENT WORKERS UNION

By Rose Todd Gen. Chairman

H.J. Otherton

Fred R Brown Tres.

Majorie Green, Sec.

Jack E McConaugley

Charlotte Casey

Sallie Ormsby

Anna Richards

By Nell Quinlan Reed, President

Attest: R.J. Iryala Secretary

DONNELLY GARMENT SALES COMPANY

By Lee Baty, Vice President

Attest: R.J. Iryalan, Secretary