

*Gemma*

230  
20  
46.00

2.25  
48  
50.25

NEW BASIS OF PAY FOR MERMAIDS EFFECTIVE AUGUST 1, 1956

The management feels that this new basis of pay is not only more equitable to all concerned, but offers a more attractive proposition to girls wishing to make swimming their career. It also serves to encourage girls to stay with us for a longer period of time, which in turn makes better performers and shows.

As an example, a girl staying with the company for two years can earn well over \$350 a month.

Mermaids' work will consist principally of swimming shows, except to relieve or substitute for other duties at the direction of the Mermaid Supervisor for which they will be paid on a unit basis as listed herein. They will be required to work with the Publicity Department and company photographer posing for pictures used in connection with our promotional work without pay. They will also be required to pose for pictures on the Villa porch for tourists without pay.

The Villa will be cleaned by the Maintenance Department once a week. Other, wise, Mermaids must keep the Villa swept and in orderly condition at all times.

There will be a "ticket taker" employed to act as hostess to our customers entering the Theater, take tickets and keep the Theater picked up and windows clean after each show. A male employee will announce shows.

Transportation will be furnished to and from Brooksville only.

The Mermaid Supervisor will be in complete charge of scheduling shows and all other work of the Mermaids. Full, sincere cooperation will be expected at all times and lack of this will be sufficient cause for immediate dismissal. The Supervisor's decisions shall be final in all matters.

The work day is from 8:30 A.M. to 6:00 P.M. Girls not swimming for any reason need not report to work if permission is granted by the Supervisor.

There will no "base" or "guaranteed" pay.

Daily schedules will be made so as to divide the work equally among those girls reporting for work (swimming).



The Supervisor will determine what girls are qualified to train new girls and they will rotate on new trainees as they are employed. The trainor will be responsible for training her trainee to the point of acceptance by the Supervisor and will be paid \$100 when her girl swims her first show. If at the end of two weeks, a trainee cannot qualify, in the opinion of the Supervisor, she will be dismissed and the trainor will receive \$25.00.

Trainees will be paid \$75.00 per month ("take home pay") plus room and board.

New Mermaids' rate will start at \$2.30 per unit, when they are included under the Unit System. A "Mermaid" is defined as one working under the Unit System. There will be not more than 10 Mermaids included under this unit system of pay. Girls who have finished their training will receive \$170.00 per month straight salary while waiting for an opening as a Mermaid under the unit system. She will be known as a "Swimmer". Each Swimmer will be required to swim at least one show a day to keep in practice and may replace a scheduled "Mermaid" in that show. The replaced Mermaid will still receive unit credit for her show even though she did not swim. This relieved Mermaid may be assigned to another duty during this period without additional pay. The Supervisor will schedule these substitutions. We will try to always have three "Swimmers". When a Mermaid vacancy occurs, the oldest "Swimmer" in length of service will move up to Mermaid.

Double value will be paid for units earned on legal holidays (New Year's Day, May 30, July 4th, Labor Day, Thanksgiving and Christmas). No "day off" for holidays worked.

Each girl will be held responsible for the repair and condition of her costume and equipment.

Blue Cross, Blue Shield and \$1000 life insurance policy will continue to be paid in full by the company for its employees.



A complete physical checkup by company doctor every six months is required and will be paid for by the company.

There will be a 10¢ raise per unit for each month of continuous service for girls recommended by the Supervisor for such raise. This will continue until girl's unit rate equals \$4.70.

Schedule of unit values:

1 unit for show only

1-1/4 unit for show and deep dive

1/2 unit for special deep dive

Only as needed (day off, vacation or sickness):

1/2 unit for announcing show

1/2 unit per hour for Life Guard duty

1/4 unit for ticket taking per show

Mermaid who has to be relieved during a show receives no credit for that show.

Yearly vacations will be paid for on the basis of the average monthly earnings from the time of your last vacation. There will be 1-1/4 days paid vacation for each full calendar month worked since last vacation. Girl must have worked 12 months before being eligible for vacation. Vacations must be taken in May, September or October and are to be scheduled by the Supervisor.

Pay periods are:

First of month through 15th; pay on 16th  
16th through last of month; pay on 1st

Pay for trainor will be made when trainee swims first show.

We believe that this basis of pay offers an excellent opportunity for a girl who will keep herself physically fit and is really interested in working under ideal conditions.

Yours truly,

*H. C. Campbell*  
H. C. Campbell  
President