

# GENERAL AGREEMENT

BETWEEN RETAIL CLERK'S INTERNATIONAL PROTECTIVE ASSOCIATION,  
LOCAL UNION NO. 560, OF POCATELLO, IDAHO, AND

It is mutually agreed by and between the Retail Clerk's International Protective Association, Local Union No. 560, of Pocatello, Idaho, hereafter referred to as the party of the first part, and ..... of Pocatello, Idaho, hereafter referred to as the party of the second part and designated as a ..... store, as follows:

## CLASSIFICATION

1. All persons employed by the party of the second part in the following work: Department managers, salespeople, window trimmers, mail order departments, floor walkers, miliners, bundle wrappers, receiving and shipping clerks, order counter employees, and other store employees not under jurisdiction of other unions, except bookkeepers and stenographers who do such work exclusively shall be members of the part of the first part within thirty days after securing employment and all persons now so employed shall become members immediately upon signing of this agreement. All persons working 20 hours per week or more shall be members of this union.

2. The business establishments shall be divided into two classes, to wit: (Foodstuff stores and textile stores.)

(a) A foodstuff store shall be one that is engaged in the sale of foodstuffs.

(b) All other stores not otherwise classified shall be known and designated as textile stores.

## DESIGNATED HOURS

3. In all textile stores as herein defined 44 hours shall constitute a full week's work. No one working day to be longer than eight (8) hours, provided, however, nine (9) hours may be worked on any one day of each week if the additional hour be deducted from some other day of the same week and provided further that at any time at the discretion of the party of the second part and during the first six months of the calendar year, employees may be worked forty-eight (48) hours per week during any two weeks of said period, and during the second six months of the calendar year employees may be worked forty-eight (48) hours per week during any three weeks of said period. In weeks which holidays fall, full time must be given off for said holiday.

4. In all foodstuff stores as herein defined fifty-four (54) hours shall constitute a full week's work, no one working day to be longer than nine (9) hours. Employees in foodstuff stores may be worked four hours overtime once in each quarter year for inventory. Same not to be construed as overtime. All employees must be out of the store by 6:30 P. M.

5. All textile stores as herein defined shall open at 9:00 A. M. and close at 6:00 P. M. every day of the week.

6. All foodstuff stores as herein defined shall open at 8:00 A. M. and close at 6:00 P. M. every day of the week.

7. All male department managers in both textile and foodstuff stores earning \$35.00 per week (or more) may work full time of store operation.

8. All female department managers in both textile and foodstuff stores earning \$27.50 per week (or more) may work full time of store operation.

## HOLIDAY CLOSING HOURS

9. Closing hours before Christmas shall be as follows: All stores subject to this agreement may remain open until 9:00 P. M. on the third, second and first nights before Christmas.

17 This agreement shall become effective on and after the date hereof and continued in full force and effect until September 1st, 193.....

DATED THIS ..... DAY OF ....., 193.....

RETAIL CLERK'S INTERNATIONAL PROTECTIVE  
ASSOCIATION, LOCAL NO. 560, OF POCATELLO,  
IDAHO.

BY .....  
(Party of the first part)

BY .....  
(Party of the second part)

## HOLIDAYS

10. All stores subject to this agreement shall be closed all of the following days: all Sundays, New Years Day, Washington's Birthday, Decoration Day, July 4th, Labor Day, Armistice Day, Thanksgiving Day and Christmas, provided, when any of the said holidays fall on Sunday, the following Monday will be observed.

11. All members of the party of the first part shall be paid for the above mentioned holidays.

## WAGE SCALE

12. A minimum scale of wages shall be as follows: Employees of textile stores minimum wages for men \$22.50 per week. Minimum wages for women \$16.50 per week, provided that during the first 18 months the apprenticeship for men and the wage per week shall be for the first six months \$16.00, the second six months \$17.00 and the third six months \$20.00, whereafter they shall receive the full weekly pay of \$22.50 per week. For women the first six months \$13.00, the second six months \$14.00 and the third six months \$15.00 per week. Whereafter the full pay of \$16.50 shall be paid. Employees in foodstuff stores minimum wages for both men and women shall be \$25.00 per week provided that during the first 18 months the apprenticeship for men and women the wage per week shall be for the first six months \$17.50, second six months \$20.00, and third six months \$22.50, whereafter they shall receive the full weekly pay of \$25.00. No employee having served 12 months apprenticeship elsewhere or having that much experience of the same class of work will be considered an apprentice.

Employees in foodstuff stores, apprenticeship must be served with the same company.

## OVERTIME

13. It is agreed that no overtime shall be allowed or permitted except in cases of emergency, except with the approval of the party of the first part in which event the employee shall be paid one and one-half (1 1/2) times his or her regular wage for such overtime.

## VACATIONS

14. All employees shall be granted one week's vacation with full pay during each year after date of this agreement except employees with less than one year's service.

## GENERAL RULES

15. No employee shall suffer a reduction in salary on account of this agreement. This applies to all employees who are allowed and earn commissions, bonuses, and other remuneration in addition to their salaries.

16. All misunderstandings or disagreements over the interpretation of this agreement shall be submitted to a joint committee for adjudication and settlement. The number of representatives in each committee to be such as mutually agreed upon by the parties hereto and each party is permitted to select the same number of members on such committee and one disinterested member shall be selected that is mutually agreeable to both parties.

37-12-83

U.S. DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS  
WASHINGTON

no

October 12, 1937

Mr. A. G. Smith, Secretary  
Retail Clerks' Int'l Protective  
Ass'n #560  
144 North Lincoln Street  
Pocatello, Idaho

My dear Mr. Smith:

We have in our files a copy of your agreement with employers which expired September 1, 1937.

In order to keep our files of union agreements up to date, I should be grateful if you could conveniently send us a copy of your new agreement, if you now have an agreement in force. We shall be glad to type a duplicate and promptly return the original if you have only one copy available. If you so indicate, we shall keep the identity of the agreement confidential, using the material only for general information, in such a way as not to reveal the name of the union.

We shall be very grateful for your assistance. The enclosed envelope for your reply requires no postage. If we can furnish you information at any time, please let me know.

Very truly yours,

*Isador Lubin*  
Isador Lubin

Commissioner of Labor Statistics

Enc.

Name of company or employers' association signing the agreement.....

(If more than one employer, please list on reverse side)

Number of companies covered by agreement.....

Number of union members working under terms of agreement 97

Number of non-members working under terms of agreement none

Branch of trade covered.....

Date renewed Sept 1, 1937 Date of expiration Sept .1, 1937

If you cannot send a copy of your new agreement, please note (on the reverse side of this letter) any changes from your previous agreement.

Terrell Shoe Co. Textile  
 Block's Inc. "  
 The Paris Co. "  
 Gasser & Cleare "  
 Watson Bros. "  
 Modern Shoe Co. "  
 Style Shop "  
 Clayton Holste Co. "  
 Boyes Boottery "  
 Fargo Wilson Wells Co. "  
 Rowles Mack Co. "  
 Petersen Furniture Co. "

Zweigart Packing Co. Foodstuff  
 Safeway Stores "  
 O.P. Skaggs Co. "  
 Sewell's United Stores "  
 Idaho Piggly Wiggly Co. "  
 Drive in Market "

We are still working on stores who have not signed our agreement and expect to sign several more stores.

We are at present working on the local metropolitan stores namely, Kress, Woolworth, & Newbury, and if you can give us any information regarding these stores as to how many, and in what Cities they work under agreements we would certainly appreciate it.

If we can be of any service to you at any time do not fail to call on us. Thanking you very kindly, we are,

Very Truly Yours

Retail Clerk's Local #560

By *Al Smith* Sec.  
*746 So 4<sup>th</sup>*

*first out  
 show money  
 + send of red  
 100 money*

