

*In effect May 15, 1932*

GENERAL  
AGREEMENT

BETWEEN

Butte Clerks' Union

and

Silver Bow Employers'  
Association

*M. Gencher*



Effective from July 21st, 1930

GENERAL  
AGREEMENT

BETWEEN

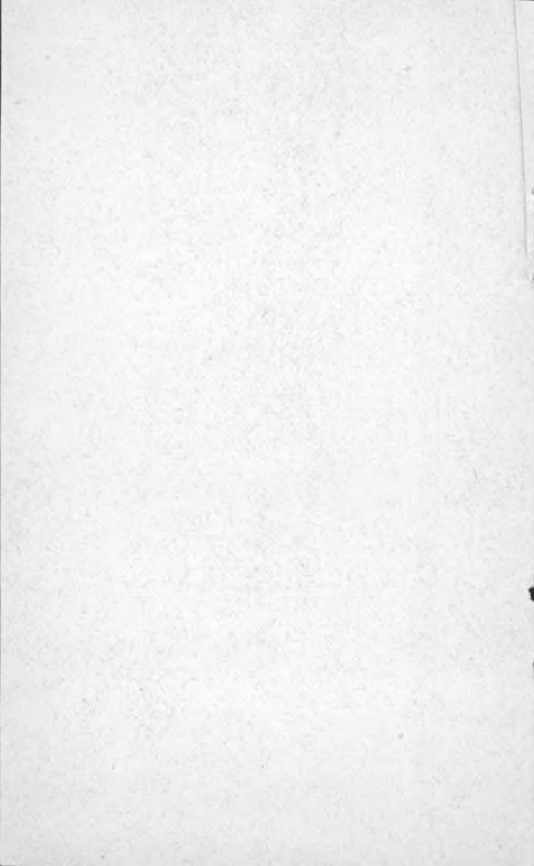
Butte Clerks' Union

and

Silver Bow Employers'  
Association



Effective from July 21st, 1930



**GENERAL AGREEMENT**  
Between  
**BUTTE CLERKS' UNION**  
and  
**SILVER BOW EMPLOYERS'**  
**ASSOCIATION**  
Butte, Montana.

---

**CLASSIFICATION**

1. All persons employed by the members of the Silver Bow Employers' Association in the following work: Department managers, salespeople, window trimmers, mail order departments, floor walkers, milliners, cashiers, bundle wrappers, street salesmen, collectors, advertising writers, warehousemen, receiving and shipping clerks, order counter employees, retail deliverymen and all employees not under the jurisdiction of other unions, excepting bookkeepers and stenographers who do such work exclusively, shall be members of the Butte Clerk's Union in good standing or shall become members of said union within thirty days after securing employment. Salesmen spending 60%

or more of their working hours out of the city are not required to be members of the Butte Clerks' Union. It is specifically agreed that this classification does not include any person engaged exclusively in manufacturing.

2. No person not eligible to membership in the Clerks' Union shall be employed at any time without written permission from the Butte Clerks' Union.

3. The establishments shall be divided into two classes, viz.: Textile stores and foodstuff stores.

4. A Foodstuff store shall be one which is engaged in the sale of foodstuffs.

5. All stores not classified as foodstuff stores shall be considered textile stores.

### Hours.

6. Eight hours of labor and one hour for lunch shall constitute a day's work in all textile stores.

7. Nine hours for male members and eight hours for female members and one hour for lunch shall constitute a day's work in foodstuff stores.

8. Any person employed for less than a day shall receive a full day's

*9 hours 6 days<sup>4</sup> for dinner*

pay; in other words, any person who is allowed to report for duty on any day shall receive a full day's pay, except that overtime may be worked on Sundays and holidays.

9. In foodstuff stores four hours shall be allowed, or its equivalent, for each week in which weekly half holidays are observed in textile stores. Swing shifts may be put in operation of nine hours each predicated on an eight o'clock a. m. opening agreement. Time cards with employees' record shall be kept where such swing shifts are in operation.

10. Textile establishments shall open not earlier than 9 a. m. and close at 6 p. m. Stores will be open Saturday afternoon. All employees for the year 1930 and up to the week ending September 6th. will receive an afternoon off on different days during the week, the holiday to start at one o'clock. On following years, an afternoon off will start June 1st and end September 1st. This applies to grocery clerks, but if the grocery stores desire to continue their present plan, it is agreeable to both parties. See explanation of this clause in attached page —, which is a part of this agreement.

## Holiday Closing Hours.

11. The closing hours before Christmas shall be as follows:

Foodstuff stores may remain open until 9 p. m. on the two working days immediately prior to Christmas.

Wholesale houses no additional time.

Textile houses may remain open until 9 p. m. on the fifth, fourth, third and second nights before Christmas, but shall close the night before Christmas at 6 p. m. The delivery departments on the nights before Christmas shall continue until deliveries are completed without overtime charges. Jewelry stores may remain open until 9 p. m. on six days prior to Christmas.

Work performed during this period to the time of closing shall not be construed to be overtime.

## HOLIDAYS

12. All establishments shall be closed all day as follows:

All Sundays, Christmas day, New Year's day, Washington's birthday, Decoration day, Fourth of July, Commercial day (third Wednesday in August), Labor day, Columbus day and Thanksgiving day. When any of the above holidays fall on Sunday, the following Monday shall be observed.

13. Wholesale houses shall close at 1 p. m. on every Saturday. Work may start one hour earlier in these establishments on this day. All work after 1 p. m. shall be paid as overtime.

14. Members shall be paid for the above mentioned holidays.

### Scales.

15. The scale of wages shall be as follows:

Textile employees: Men, \$28.75 per week or \$124.60 per month.

Textile employees: Women, \$20.00 per week, \$86.65 per month.

Jewelers, watchmakers, engravers, opticians, \$36.00 per week.

Carpet layers, \$5.00 per day when employed less than one week.

Lady fitters in alteration departments, \$25.00 per week.

Deliverymen, \$28.75 per week.

Deliverymen (single wagon), \$16.45 per week, \$71.30 per month. *None*

16. Foodstuff employees:

Men, \$31.65 per week or \$137.15 per month.

Women, \$20.00 per week, or \$86.65 per month.

Deliverymen, \$31.65 per week, or \$137.15 per month.

Deliverymen (single wagon), \$18.10 per week or \$78.45 per month.

*light timber* 7



## Overtime.

17. All work in excess of the time specified as a day's work or on Sundays or holidays as specified, shall be paid as overtime at the rate of 70 cents per hour for men and 50 cents for women and apprentices, which shall be paid to Business Agent of said Union.

18. Watchmakers, jewelers, engravers and opticians, \$1.00 per hour.

19. Carpet layers, 75 cents per hour.

20. Single drivers, 50 cents per hour.

21a. One mechanical apprentice shall be permitted to each jewelry shop without the restrictions which apply to other apprentices.

21. One apprentice shall be allowed for each four members of the union. Any person 18 years of age starting an apprenticeship shall be paid for the second year's apprentice scale. Those 19 years, the third year's scale. Cash or errand boys or girls shall not be under the jurisdiction of the Clerks' Union.

22. All apprentices shall file application with the Clerks' Union and secure a working card before commencing employment, and after each year's employment shall be advanced to the next scale, if retained.

### Apprentices' Scale.

Weekly Scale:	1st Yr.	2d Yr.	3d Yr.	3½ Yr.	4 Yr.	4½ Yr.
23.                      Ages	17	18	19	20		
Girls .....	\$ 8.35	\$11.25	\$14.15	\$17.05	\$20.00	\$ .....
Boys .....	8.35	13.45	18.55	.....	23.65	28.75
Boys (foodstuff).....	8.35	14.15	19.95	.....	25.75	31.65

### Monthly Scale.

Girls .....	\$36.20	\$48.75	\$61.30	\$73.90	\$86.65	\$ .....
Boys .....	36.20	54.95	80.40	.....	102.50	124.60
Boys (foodstuff) .....	36.20	61.30	86.45	.....	111.60	137.15

## **Cigar and Fruit Stores.**

24. The closing hours shall not apply to such establishments, but the employees shall be under the jurisdiction of the said union and other rules apply.

## **Window Trimmers.**

25. Window trimmers shall be allowed to trim windows after working hours, provided overtime is paid or the trimmer allowed the same time off the next day.

## **Alteration Department.**

26. No piece work shall be allowed in this department or any work leased out. Any seamstress temporarily acting as a fitter, shall receive fitters' wages. No apprentices shall be allowed in this department. Before commencing work in this department, new employees shall first secure a permit from the Clerks' Union.

## **General Rules.**

27. The business agent of the Clerks' Union shall be permitted to interview any employee during business hours, provided such employee is not engaged in waiting upon a customer.

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

29. All misunderstandings or disagreements over the interpretation of this agreement shall be submitted to a joint committee for adjudication, the number of representatives on such committee to be mutually agreeable.

30. This agreement shall become effective on and after Monday, July 21, 1930, and continue in full force and effect until October thirty-first, 1931. If neither party gives notice during the month of October, 1931, it shall then automatically continue for the ensuing twelve months.

---

**Agreement Between Silver Bow Employers' Association and the Butte Clerks' Union Relative to Druggists, and the Membership of the Said Union Employed Therein.**

---

All persons employed in any store conducted by a member of the Silver Bow Employers' Association, except stenographers and bookkeepers, who

do such work exclusively, shall be or become members of the Butte Clerks' Union within thirty days from the commencement of said employment.

Nine hours' work, the hours to run consecutively with only one meal hour, where possible, shall constitute a day's work for all male employees.

On holidays specified by the agreement between the Employers' Association and the Clerks' Union, four and one-half hours shall constitute a day's work.

Every other Sunday shall be allowed off.

Forty-eight hours per week for girls employed as soda dispensers, cigar clerks, cashiers, etc., shall be considered union hours. All work in excess of this shall be paid for at the rate of 50 cents per hour, in the manner prescribed by the general agreement with the Employers' Association. All work in excess of the prescribed work as above for male employees, shall be paid for at the rate of time and one-half in the manner provided by the general agreement.

The minimum wage for pharmacists registered in Montana shall be \$42.50 per week after six months' service in the state of Montana.

The first assistant for the first six months' services, \$28.90 per week; the second six months' service, \$31.50.

After twelve months' service, said assistant to receive \$42.50 per week if registered in Montana.

The minimum wage for second assistant to be \$20.00 per week.

Any store may employ one additional clerk in addition to the first and second assistants under the terms of the general agreement.

Male soda dispensers to receive the minimum wage of \$26.25 per week.

All girl employees engaged as cashiers, cigar clerks, soda dispensers, etc., to receive the minimum wage of \$20.00 per week.

The first assistant is any person who is registered in some other state than Montana or a registered assistant in the state of Montana.

The second assistant is any person not registered in any state, but who is engaged in the sale or dispensing of drugs or drug sundries.

Not more than one first assistant is allowed to a store at one time. Only one second assistant shall be allowed to a store. However, one first and one second assistant may be allowed in one store at the same time.

The shifts shall so rotate as to permit each member to enjoy the benefits of the early shift after having worked on the late night shift.

All conditions not specified by this agreement shall be governed by the

general agreement between the Clerks' Union and the Employers' Association of which this agreement becomes a part.

**Explanation** in detail of that part of Section 10 pertaining to the afternoons off with pay. Each clerk shall have an afternoon off each week during the months of July and August and including the first week in September in 1930, and in each year thereafter during each week in June, July and August.

In addition, each clerk coming under the above provision shall rotate his afternoon, for example: A clerk off Monday afternoon shall the following week be off on Tuesday afternoon, one day later the next week, and so on.

“**The Present Plan**” referred to in grocery provision, Section 10, reads as follows in the old agreement: “In foodstuff stores four hours shall be allowed, or its equivalent, for each week in which Saturday afternoon closing is in effect in the textile stores.”





McKee Printing  Company, Butte

6178-0096130F02-02