

Butte Montana

GENERAL
AGREEMENT

BETWEEN

Butte Clerks' Union

and

Silver Bow Employers'
Association

In effect May 7, 1934
" " " " 1935



Effective from May 7th, 1934

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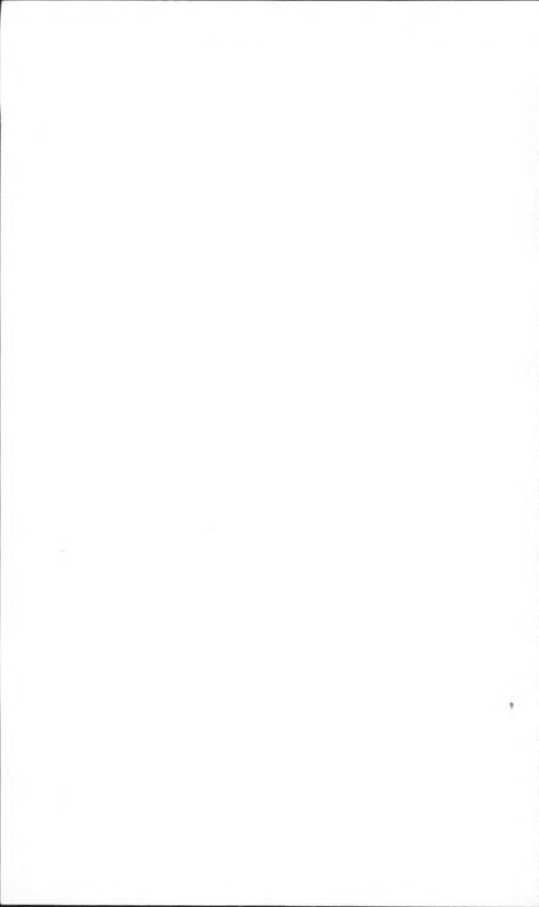
Butte Clerks' Union

and

Silver Bow Employers'
Association



Effective from May 7th, 1934



GENERAL AGREEMENT
Between
BUTTE CLERKS' UNION
and
SILVER BOW EMPLOYERS'
ASSOCIATION

Butte, Montana

Effective from May 7th, 1934

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, wife-housemen, carpet layers, receiving and shipping clerks, order counter employees, retail deliverymen and all store employees not under the jurisdiction of other unions, excepting bookkeepers and stenographers who do such work exclusively, shall be members of the Butte Clerks' 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.

Retail Union
Hours.

6. Six hours and forty minutes of labor and one hour for lunch shall constitute a day's work in all Textile stores with the exception of "executives," who may be employed eight hours per day, six days per week and under provisions of the Retailers' Permanent Code, Article 5, Section 5.

Daily working hours shall be from 9 a. m. to 4:40 p. m., or from 10:20 a. m. to 6 p. m. with one hour for lunch.

Beginning after July 4th and during July and August, Textile clerks shall work five days of eight hours each per week. Executives to be allowed one day off every other week after July 4th during the months of July and August. Textile establishments shall open at 9 a. m. and close at 6 p. m.

7. Any clerk employed for less than a day shall receive a full day's pay.

8. Eight hours work and one hour for lunch shall constitute a day's work for employees in Foodstuff stores. On Sundays male employees in Foodstuffs stores shall receive \$6.40 per day and on holidays they shall receive \$6.40 per day in addition to the regular pay. Women employees in Foodstuff stores shall receive \$4.80 per day on Sundays and on holidays they shall receive \$4.80 per day in addition to the regular pay. In Foodstuff stores four hours or its equivalent shall be allowed to each employee each week after July 4th during the months of July and August.

Holiday Closing Hours.

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

Foodstuff stores may remain open until 9 p. m. on the third and second nights before Christmas, but shall close the night before Christmas at 6 p. m.

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.

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

Holidays.

10. 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, Labor day, Thanksgiving day, and provided that whenever Miners' Field day is observed, then the stores shall be closed all day. When any of the above holidays fall on Sunday, the following Monday shall be observed.

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

12. Wholesale houses shall close at 1 p. m. every Saturday, but work may be distributed through the week as required, provided that no member shall work longer than eight hours in any one day and the total number of hours in each week shall comply with the requirements of the Codes applying to each kind of business; provided, a shipping clerk and one floor man be permitted to work in case of an emergency on Saturday and receive the overtime rate. Produce houses may remain open Saturday afternoon if the National Code, when adopted, allows longer than a forty-four hour week.

Scales.

13. 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.

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

Deliverymen, \$28.75 per week.

Deliverymen (three-quarter ton trucks), \$16.45 per week, \$71.30 per month.

Linoleum or carpet layers' wages will be \$30.00 per week of forty hours. Linoleum or carpet work performed at other than store hours will be done at the regular overtime rate.

Foodstuff Employees:

14. Men, \$30.20 per week or \$130.85 per month.

Women, \$21.00 per week or \$91.00 per month.

Deliverymen, \$30.20 per week or \$130.85 per month.

Deliverymen (three-quarter ton trucks), \$19.00 per week or \$82.35 per month.

Overtime.

15. 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 80 cents per hour for men and 60 cents for women and apprentices, which shall be paid to Business Agent of said Union. Overtime shall be discouraged by both organizations except under emergency conditions.

At inventory times: The employees in Foodstuff stores and wholesale warehouses, whenever inventory is on Sunday, to be given a full day off the following week.

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

17. Light truck drivers, 60 cents per hour.

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

19. One apprentice or junior employee shall be allowed for each five 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.

20. 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.

Scale for Apprentices and Junior Employees.

21.

Weekly Scale:	1st Yr. 16 to 18	2d Yr. 18	3d Yr. 19	3½ Yr. 20	4 Yr.	4½ Yr.
Girls	\$11.00	\$12.00	\$14.15	\$17.05	\$20.00	\$
Boys	11.00	13.45	18.55	.....	23.65	28.75
Boys (foodstuff).....	12.00	14.10	19.50	.....	24.85	30.20

Monthly Scale.

Girls	\$47.65	\$52.00	\$61.30	\$73.90	\$86.65	\$
Boys	47.65	58.30	80.40	.....	102.50	124.60
Boys (foodstuff).....	52.00	61.10	84.50	.....	107.70	130.85

Cigar and Fruit Stores.

22. The closing hours shall not apply to the following establishments which handle such commodities exclusively, i. e., cigars, tobacco, confectioneries, fruits, bakery goods, milk, cream, ice cream and soft drinks, but the employees shall be under the jurisdiction of the said Union and other rules apply.

Window Trimmers.

23. Window trimmers shall be allowed to trim windows after working hours provided the trimmer is allowed the same time off earlier the same day. Clerks' Union office to be notified by the window trimmer desiring to work overtime.

Alteration Department.

24. 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 apprentice 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.

25. 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.

26. 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.

27. 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.

28. This agreement shall become effective on and after Monday, May 7, 1934, and continue in full force and effect until May 1, 1935. If neither party gives notice during the month of April, 1935, 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 and an additional two and one-half hours shall be allowed off each week, provided the number of hours to be worked during the first seven (7) days to be sixty and one-half ($60\frac{1}{2}$)

hours, and the following six (6) days fifty-one and one-half (51½) hours in conformity with the Code for thirteen days in any two consecutive weeks.

Forty-eight hours per week for girls employed as soda fountain 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 \$37.50 per week after six months' service in the State of Montana.

The first assistant for the first six months' services, \$25.50 per week; the second six months' service, \$27.80.

After twelve months' service, said assistant to receive \$37.50 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.

All girl employees engaged as cashiers, cigar clerks, soda dispensers, etc., to receive the minimum wage of \$21.00 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.

McKEE PRINTING CO., BUTTE



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