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MEMORANDUM OF NEW SALARY SCHEDULES AND OTHER GAINS THAT WERE MUTUALLY AGREED UPON BETWEEN THE RETAIL SHOE EMPLOYEES UNION, LOCAL 287, AFL-CIO, RWDSU-CLC., AND NATIONAL SHOE, MARY JANE, DELTONS, GRAND STAND, KITTY KELLY SHOE COMPANY, FELSWAY SHOE AND SIMCO SHOE COMPANY, THAT ARE TO BE INCORPORATED IN THE NEW CONTRACT WHICH WILL BE EFFECTIVE AUGUST 1, 1979, AND WILL EXPIRE JULY 31, 1982.

TERMS OF AGREEMENT

Three (3) years commencing August 1, 1979, and expiring July 31, 1982.

I FULL TIME ASSISTANT MANAGERS and SHOE SALESPERSONS

Assistant Managers and Shoe Salespersons shall receive forty (40) dollars increase per week to be distributed as follows:

a. Effective July 30, 1979 $15.00,
b. Effective August 4, 1980 $12.00,
c. Effective August 3, 1981 $13.00,

II. FULL TIME INDUSTRIAL EMPLOYEES - HOSIERY - CASHIERS - PORTERS, ETC.

Industrial employees shall receive thirty four (34) dollars increase to be distributed as follows:

a. Effective July 30, 1979 $13.00, increase -
b. Effective August 4, 1980 $10.00, increase -
c. Effective August 3, 1981 $11.00, increase -

Minimum salary rates to be raised in the various classifications in accordance with the general increase secured.

III. PART - TIME EXTRAS - EXPERIENCED SALESPERSONS

Experienced salespersons (part-time) Extras shall receive sixty(60) cents an hour increase.

a. Effective July 30, 1979 20 cents an hour
b. Effective August 4, 1980 20 cents an hour
c. Effective August 3, 1981 20 cents an hour

IV. Overtime work, if required, shall be offered to the workers in their particular store.

V. INDUSTRIAL EXPERIENCED PART-TIME EXTRAS

Experienced Industrail Part-time Extras shall receive sixty (60) cents an hour to be distributed as follows:

a. Effective with the week commencing July 30, 1979 - twenty (20) cents per hour increase.
b. Effective with the week commencing August 4, 1980 - an additional twenty (20) cents per hour.
c. Effective with the week commencing August 3, 1981 - an additional twenty (20) cents per hour.

VI. INEXPERIENCED TRAINEE SALESPERSONS

The company shall have the right to hire inexperienced trainee salespersons at the weekly reat of forty (40) dollars less per week than the going wage rate.
Inexperienced trainees shall receive the following automatic increases:

a. All salespersons who work continuously for three (3) months shall receive an automatic increase of ten (10) dollars per week.
b. All salespersons who work continuously for six (6) months shall receive an additional increase of ten (10) dollars per week.
c. All salespersons who work continuously for nine (9) months shall receive an additional increase of ten (10) dollars per week.
d. All salespersons working continuously for one (1) year shall receive an additional increase of ten (10) dollars per week.

VII. VACATIONS

a. Any worker who shall have worked full time five (5) days, forty (40) hours for a continuous period of fourteen (14) years as of December 31, 1980, shall receive four (4) weeks vacation in 1981.

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b. Any worker who shall have worked full time five (5) days, forty (40) hours for a continuous period of thirteen (13) years as of December 31, 1981 shall receive four (4) weeks vacation in 1982.

VIII RETROACTIVE ELIGIBILITY

a. Any worker who has worked for six (6) weeks or more consecutively five (5) days, forty (40) hours during the period of July 30, 1979 through March 10, shal be entitled to retroactive pay.

b. Any extra worker, who has worked a total of eighty (80) hours from August 1, 1979 through March 10, 1980, shall be entitled to receive retroactive pay.

c. Retroactive payments shall be paid to eligible workers no later than thirty (30) days, after radification by Locals 108 - 287 - 305.

d. All full time employees who have worked overtime during the period of August 1, 1979 until the new wage rates are put into effect shall receive retroactive pay for such overtime.

IX PAID PRESCRIPTION CARD

As of January 1, 1980 and every month thereafter, the Employer(s) shall contribute five dollars ($5.00) per month to each Local Union's Health Fund on behalf of each part-time employee who has worked 1,000 hours in the preceding 12 months. Contributions shall be made thereafter, provided the employee continues to work a minimum of 40 hours per month. Employees who are not on the payroll for a period of 60 consecutive days shall be required to reestablish eligibility as indicated above. The coverage provided shall be limited to the Local Union's "Prescription Drug" coverage for the eligible employee.

X SEVERANCE PAY

Regarding closing of store five (5) weeks pay for five (5) years continuous employment plus one additional day for each year of continuous employment not to exceed nine (9) weeks total severance pay. Workers who refuse to accept a transfer to another store in the event of such closing of a store shall be disqualified from such severance pay.

XI WELFARE & PENSION

a. Effective January 1, 1982, the employer shall contribute an additional seventeen (17) dollars per month for a total of eighty-seven (87) dollars per month for each regular full time employee to our Health and Pension Plan.

b. You will note that the Union has secured an additional total of seventeen (17) dollars per month contribution for each worker to our Welfare & Pension Plan. Each Local shall designate the increase of seventeen (17) dollars to the particular Fund that they disignate.

XII HOURS OF WORK

The hours of work per week for a full time employee, shall be a five (5) day, forty (40) hour week, Monday through Saturday inclusive. Exempt from provision shall be certain areas, where provisions concerning Sunday work, shall remain if effect in accordance with past practice.

**** All of the above changes shall be incorporated in the prior basic agreement re: National Shoes, Simco Shoes, Kitty Kelly Shoes and Felsway Shoes.

M. MALTZ
BUSINESS MANAGER
ALFRED WACHTEL
ASSISTANT BUSINESS MANAGER

MAY 6 1980

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x 7/79
DONALD PARKER
LOUIS CAMACHO
BUSINESS AGENTS
1,000 us

LOCAL 287

RETAIL SHOE EMPLOYEES' UNION

A. F. of L.
AFFILIATED WITH RETAIL, WHOLESALE & DEPARTMENT STORE UNION C. I. O.

172-11 HILLSIDE AVENUE JAMAICA, N.Y. 11432

739-3900

#6912

April 10, 1980

Dear Member:

In accordance with the decision made at a meeting held at Union Headquarters, 172-11 Hillside Avenue, Jamaica, New York, on March 18th, 1980, by the workers employed by National, Simco, Kitty Kelly, and Felsway. The entire program, as outlined to the workers that evening are spelled out in the enclosed memorandum, such as, increases in base pay rates, additional contributions to our Welfare and Pension Plans, improvements in our vacation program, severance pay program, improvements in our daily rates for extra workers, plus retroactive pay for qualified extras.

You will further note that in the tradition established by our Unions, all wages and overtime are retroactive for all full-time employees to July 30, 1979.

It is our opinion that if the memorandum is read carefully, you will have a full understanding of the working conditions and the other improvements which were won by our Unions.

We are calling to your attention that the increases and improvements in the new contract were accomplished without resorting to a labor dispute and without loss of any work or weekly wages by the workers involved.

We hope and pray that the next three years will bring peace, good health and prosperity to all our members.

Fraternally,
RETAIL SHOE EMPLOYEES UNION, LOCAL 287

Jack M. Maltz

JACK M. MALTZ, BUSINESS MANAGER

JMM:as

Bureau of Labor Statistics
Collective Bargaining Studies

U.S. Department of Labor

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This report is authorized by law 29 U.S.C. 2. Your voluntary cooperation is needed to make the results of this survey comprehensive, accurate, and timely.

O.M.B. No. 44-R0003
App. exp. March 31, 1980

MARCH 28, 1980

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BUSINESS MANAGE
RETAIL WHOLESALE AND DEPARTMENT
STORE UNION
172-11 HILLSIDE AVENUE
JAMAICA , NY. 11432

PREVIOUS AGREEMENT EXPIRED
JULY 31, 1979

Gentlemen:

We have in our file of collective bargaining agreements a copy of your agreement(s):

I-A MAJOR SHOE CHAIN STORES NY LU 287 WITH RETAIL, WHOLESALE, AND DEPARTM
NEW YORK

Would you please send us a copy of your current agreement—with any supplements (e.g., employee-benefit plans) and wage schedules—negotiated to replace or to supplement the expired agreement. If your old agreement has been continued without change or if it is to remain in force until negotiations are concluded, a notation to this effect on this letter will be appreciated.

I should like to remind you that our agreement file is open for your use, except for material submitted with a restriction on public inspection. You may return this form and your agreement in the enclosed envelope which requires no postage.

Sincerely yours,

Janet L. Norwood

JANET L. NORWOOD
Acting Commissioner

PLEASE RETURN THIS LETTER WITH YOUR RESPONSE OR AGREEMENT(S).

If more than one agreement, use back of form for each document. (Please Print)

1. Approximate number of employees involved 1000
2. Number and location of establishments covered by agreement BKLYN-QUEENS, NASSAU, SUFFOLK COUNTIES
3. Product, service, or type of business RETAIL SHOE STORES
4. If your agreement has been extended, indicate new expiration date JULY 31- 1985

James Mealy - mgr.

Your Name and Position

Area Code/Telephone Number

172-11 HILLSIDE AVE JAMAICA NY 11432

Address

City/State/ZIP Code

BLS 2452 December 1976