

GENERAL AGREEMENT

RETAIL CLERKS' INTERNATIONAL PROTECTIVE ASSOCIATION, LOCAL NO. 57 GREAT FALLS, MONTANA

THIS AGREEMENT, Made and entered into this.....day of.....1935, by and between the **RETAIL CLERKS' INTERNATIONAL PROTECTIVE ASSOCIATION**, through their **AGREEMENT**, **LOCAL NO. 57**, of the city of Great Falls, State of Montana, as the Party of the First Part, and **GREAT FALLS RETAIL EMPLOYERS ASSOCIATION**, of the City of Great Falls, State of Montana, Party of the Second Part.

WITNESSETH:

1. That the Party of the First Part, in consideration of the faithful keeping and performance of the articles of this agreement, by the Party of the Second Part, promises and agrees that they will advance the interests of the Party of the Second Part, as employers of Union Labor.

2. The Union Store Card is, and shall remain the property of the Party of the First Part, and must be surrendered by the Party of the Second Part upon demand of the Party of the First Part.

3. All persons employed in the store of the Party of the Second Part, as specified in Section 3 of the R. C. I. P. A. constitution, shall become members of said Union within thirty (30) days after securing employment. Employees working twenty hours a week or more, shall become members of the Union.

4. All stores except Drug Stores, operated by the Party of the Second Part, shall be closed all day on the following days: Sundays, New Years Day, Decoration Day, Independence Day, Labor Day, Commercial Day as set as the last Monday in July, Thanksgiving Day and Christmas. When any of the above holidays shall fall on Sunday, the following Monday shall be observed.

5. No employee shall suffer a reduction in salary or other remuneration, on account of the operation of this agreement.

6. A maximum of eight (8) hours work and one (1) hour for lunch, shall constitute a days work, and a maximum of forty-eight (48) hours shall constitute a weeks work, in stores of the Party of the Second Part.

7. The Party of the Second Part agrees to keep a copy of this agreement posted in a conspicuous place during the life of this agreement, in all employees lockers or cloak rooms.

8. Only one apprentice shall be employed for each four additional members employed, and all apprentices shall be members of the Union.

9. All work in excess of time mentioned as a days work, or on Sundays, as specified, shall be paid for as overtime at the rate of eighty (80c) an hour for men, sixty (60c) per hour for women, and fifty (50c) per hour for apprentices. Money due for overtime shall be paid through the Business Agent of the Union.

10. The Stores of the Party of the Second Part, shall open at 9:00 A. M. and close at 6:00 P. M. on store days, except during the month of July, stores shall close at 5:00 P. M. except drug stores, hardware stores, paint stores and grocery stores. Grocery stores, hardware stores, and paint stores shall open at 8:00 A. M. and close at 6:00 P. M. on store days, except during the month of July when they shall close at 5:00 P. M.

11. Stores may remain open until 9:00 P. M. on the 4th, 3rd, and 2nd nights before Christmas. Work performed between 6:00 P. M. and 9:00 P. M. during this period, shall not be construed as overtime, but one hour for supper shall be allowed before 9:00 P. M., providing not more than eight hours shall constitute a days work during this period. This does not apply to grocery stores which shall keep the regular hours from 8:00 A. M. to 6:00 P. M.

12. Before any member of the R. C. I. P. A. shall work overtime in the stores of the Party of the Second Part, such member shall notify the Business Agent of the R. C. I. P. A. of the intention to work overtime, and pay for such overtime shall be paid through the Business Agent, failure to comply with this section shall be punishable by a fine of ten dollars (\$10.00) for the first offence, further offences punishable as per R. C. I. P. A. constitution.

13. It is agreed that the Party of the First Part, shall not report any store of the Party of the Second Part, as unfair to organized labor for any Grievance arising under this agreement, until such grievances have been reviewed by the **RETAIL EMPLOYERS ASSOCIATION COMMITTEE** and **LABOR COMMITTEE** sitting as a **BOARD OF ARBITRATION**, and all efforts of a settlement of such grievances have been exhausted. **IT IS FURTHER AGREED** that the Party of the First Part will not deal individually with any retailer, who is a member of the **RETAIL EMPLOYERS ASSOCIATION**.

14. No married women shall be accepted into the Union, unless the husband is physically or mentally incompetent, and no Union Store shall employ married women not recognized as Union by Local No. 57.

15. Any outside crafts employed by the Party of the Second Part, shall be Union as specified by the Cascade County Trades and Labor Assembly.

16. The Party of the Second Part hereby agrees to employ Union help in his store, and as far as possible, to secure such help from the National Re-employment Service.

17. MINIMUM SCALE OF WAGES FOR ALL STORES UNDER THIS AGREEMENT:

Minimum Scale per month—Male Clerks.....	\$130.00	Minimum Scale per month—Women Clerks.....	\$80.00
Minimum Scale per month—Deliverymen.....	\$115.00		
APPRENTICES:		APPRENTICES:	
Women 1st 12 months.....	\$50.00	Men 1st 12 months.....	\$65.00
Women 2nd 12 months.....	\$60.00	Men 2nd 12 months.....	\$85.00
Women 3rd 12 months.....	\$70.00	Men 3rd 12 months.....	\$105.00
Women after 36 months.....	\$80.00	Men after 36 months.....	\$130.00
DELIVERYMEN:		DELIVERYMEN:	
Deliverymen 1st 12 months.....	\$65.00	Deliverymen 3rd 12 months.....	\$ 95.00
Deliverymen 2nd 12 months.....	\$80.00	Deliverymen after 36 months.....	\$115.00

18. It is further agreed that the life of this agreement is to extend from January 1, 1936, to December 31st, 1937, but if a change is desired that negotiations must be entered into sixty (60) days prior to December 31st, 1937, and must be consummated before December 15th, 1937.

IN WITNESS WHEREOF, WE HAVE THIS.....DAY OF.....1935,
set our hands and seals.

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Parties of the First Part,

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Parties of the Second Part.

U.S. DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

WASHINGTON

35-12-22

March 19, 1937

Mr. Gordon R. Colwell, Sec'y
Retail Clerks' International
Protective Ass'n #57
508 Ninth Street, South
Great Falls, Montana

My dear Mr. Colwell:

For a number of years the Bureau of Labor Statistics has attempted to maintain a file of all union agreements in force throughout the United States. On checking through our files we find we do not have copies of any agreements entered into by your union. We are exceedingly anxious to have your agreements among our records and should appreciate your cooperation in sending us copies of them together with the information requested below.

If you have only one copy available and so designate, we shall be glad to type a duplicate and promptly return the original. If you so indicate, we shall keep the identity of the agreement confidential, using the materials only for general analysis, which will not reveal the name of your union.

The enclosed envelope for reply requires no postage. If we can be of service to you at any time, please write me.

Very truly yours,

Isador Lubin

Isador Lubin

Commissioner of Labor Statistics

Enc.

Name of company or employers' association signing the agreement _____

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

Number of companies covered by agreement 85

Number of union members working under terms of agreement 387

Number of non-members working under terms of agreement None

Branch of trade covered Retail Stores -

Date signed 12/15/35 Date of expiration 12/15/37

(Name of person furnishing information)

(Address)

Individual stores who are Not
Members of the Retail Employers Association
sign individually.

You May Retain This copy
For your Files.

