

✓ R14-42-129

(AFL) Retail Clerks #1279
Benld, Illinois
X-12-31-42

AGREEMENT

Retail Clerks International Protective Association

Affiliated with the American Federation of Labor
Local Union No. 1279, Benld, Illinois

This Agreement made by and between the Retail Clerks International Protective Association by its Agent, Retail Clerks Local No. 1279 of Benld, Mt. Clare, Sawyerville, Eagarville and Wilsonville, party of the first part, and all Retail Merchants within the jurisdiction of Local No. 1279, Retail Clerks, as party of the second part.

WITNESSETH, that the said parties of the first part in consideration of the covenants and agreements as hereinafter mentioned and mutually agreed upon to be kept, done and performed, do hereby loan for the period covered by this agreement to the said party of the second part, Store Card No.....; the property of and issued by R. C. I. P. A., and any violation on the part of any merchant shall be sufficient reason for the surrender of said Store Card. It is also agreed that said Union Store Card shall be placed in a public place where it can be seen by the Public.

1. Party of the second part agrees to retain in their employ only members of Local Union No. 1279, or those who will become members after fifteen days consecutive steady employment and remain in good standing thereafter, as long as employed.

2. No Clerks shall be allowed to work on the following holidays: New Year's Day, Decoration Day, July Fourth, Labor Day, Armistice Day, Thanksgiving Day, or Christmas Day. The days of April First and Columbus Day, providing they do not fall on a Saturday or Monday, stores shall be closed on these two days at 10:00 a. m. Should any of the above-mentioned holidays fall on Sunday, the following day shall be strictly observed except during the summer months, as Decoration Day, July Fourth and Labor Day, we shall be open three (3) hours the first day, and no work on the second day. No one shall be permitted to work more than three (3) hours on said days, including all deliveries, with the exception of Drug Stores as mentioned above that are within the jurisdiction of R. C. I. P. A., Local Union No. 1279.

3. Working hours for clerks shall be between 7:00 a. m. and 5:00 p. m. all days of the week except Saturdays and days preceding holidays, when time worked shall be between 7:00 a. m. and 8:00 p. m. Female clerks shall work only 48 hours per week. Clerks will be allowed to start one hour earlier on Mondays, but cannot wait on retail trade in that one hour. They will also be allowed to begin one hour earlier after holidays. There will also be one-half (1/2) hour clean-up period.

4. Clerks shall be paid according to the following scale:
First (1st) Year—Females, \$11.00 per week; Males, \$14.30 per week.
Second (2nd) Year—Females, \$14.30 per week; Males, \$19.80 per week.
After Two (2) Years—Females, \$17.60 per week; Males, \$24.75 per week.

5. No merchants shall stock shelves, cut meat or sell over counter or put up orders after closing hours or before opening hours, which are understood to be 7:00 a. m. and 5:00 p. m., respectively.

6. All members of Local Union No. 1279, R. C. I. P. A., to be paid weekly.

7. A Grievance Committee of three merchants elected from the Merchants' organization, and three members of the Clerks' Union, Local No. 1279, to settle grievances arising between merchants and clerks, with the power to appoint a seventh member, who shall be neutral, to settle disputes in case the regular committee is deadlocked.

8. Seniority rights shall be strictly and carefully observed in so far as it shall not interfere in the sales and efficient operation of the store.

9. The party of the second part, in case he employs no clerks, will be given the use of the Union Store Card of the R. C. I. P. A., providing he recognizes this agreement and lives up to the same opening and closing hours as stores employing clerks.

10. It is also mutually understood and agreed by both parties to this agreement that no clerks should be discriminated against or denied employment on account of his or her activities in the matters affecting the R. C. I. P. A. of Benld, Sawyerville, Mt. Clare, Wilsonville and Eagarville.

11. It is further agreed by both parties to this agreement that all extra sales people who are not members of the R. C. I. P. A. shall pay to Local Union No. 1279, twenty-five cents (25c) per day, and that that twenty-five cents shall apply on their initiation fee and dues providing they become members of Local Union No. 1279 within fifteen (15) days after first day of consecutive employment. All extra sales people shall notify the Local Union Secretary before starting to work.

12. Parties of the first part agree to advise all local organizations of Benld and vicinity of the actions of the party of the second part in signing this agreement.

13. It is further agreed by all parties that the interest of both parties is to be mutually taken care of and advanced, and both parties are to co-operate in maintaining friendly relations at all times.

14. It is also agreed that all stores have the privilege of keeping their doors open until 8:00 o'clock every night for five days preceding Christmas.

15. It is also mutually agreed that stores shall be closed on Thursday afternoons throughout the year.

16. If Government regulations require more working hours concerning clerks throughout the United States, then the 5:00 o'clock closing period will be changed to 5:30 with the same conditions as above.

17. Agreement to take effect January 1st, 1942, and expire one year later. Either party wanting to effect change in agreement to give written notice at least thirty (30) days prior to expiration thereof, otherwise this agreement to continue until a new agreement is negotiated and signed.

LOCAL UNION NO. 1279, R. C. I. P. A., BENLD, ILL.

By Andrew Chace
President.

Attest Elizabeth Kolesar
Cor. Fin. Sec'y.

Party of the Second Part.

AGREEMENT

Retail Clerks International Protective Association
Affiliated with the American Federation of Labor
Local Union No. 1212, Seattle, Wash.

This Agreement is made this 1st day of August, 1941, between the Retail Clerks International Protective Association, a labor organization, and the Retail Merchants Association of Seattle, a business organization.

1. The purpose of this Agreement is to define the rights and duties of the employees and the employer, and to provide for the settlement of disputes between them.

2. The employees shall be employed as retail clerks in the department stores of the Retail Merchants Association of Seattle, and shall be entitled to the same wages and benefits as those provided for in this Agreement.

3. The wages of the employees shall be as follows: ...

4. The hours of work of the employees shall be as follows: ...

5. The employees shall be entitled to a paid vacation of ...

6. The employees shall be entitled to a paid sick leave of ...

7. The employees shall be entitled to a paid holiday of ...

8. The employees shall be entitled to a paid funeral leave of ...

9. The employees shall be entitled to a paid bereavement leave of ...

10. The employees shall be entitled to a paid maternity leave of ...

11. The employees shall be entitled to a paid parental leave of ...

12. The employees shall be entitled to a paid family leave of ...

13. The employees shall be entitled to a paid medical leave of ...

14. The employees shall be entitled to a paid disability leave of ...

15. The employees shall be entitled to a paid long-term disability leave of ...

16. The employees shall be entitled to a paid death benefit of ...

17. The employees shall be entitled to a paid life insurance of ...

18. The employees shall be entitled to a paid pension of ...

19. The employees shall be entitled to a paid annuity of ...

20. The employees shall be entitled to a paid gratuity of ...



801
9/1