

AGREEMENT

BETWEEN

RETAIL CLERKS' INTERNATIONAL PROTECTIVE ASSOCIATION

AND

THE RETAIL MERCHANTS OF THE CITY OF BELLEVILLE, ILLINOIS



THIS AGREEMENT MUTUALLY ENTERED into the 15th day of March, A. D. 1937, by and between, the Retail Clerks' International Protective Association, through their authorized agent, Local No. 219, of the City of Belleville, State of Illinois, hereinafter referred to as the Local, as the party of the first part, and

of the City of Belleville, and State of Illinois, hereinafter referred to as the Merchant, as party of the second part

WITNESSETH:—That the Local in consideration of the promise of the Merchant being faithfully kept and performed, promises and agrees:

STORE CARD

(1) That it will loan, without cost to the merchant, store card No.....and that the merchant be responsible to the amount of not more than \$1.00 (One Dollar) for said card. This card is, and shall remain the property of the Local, and must be surrendered by the merchant upon violation of any of the provisions of this agreement or on demand of the Local.

(2) In case no clerks are employed, the merchant will be given the use of the store card of the R. C. I. P. A., provided he recognizes, signs this agreement and lives up to the same rules as stores employing Union Clerks.

MEMBERSHIP AND PERMIT CARDS

(1) All persons over sixteen (16) years of age shall procure a permit card from the Secretary of Local No. 219, before commencing work, provided, however, the employer has procured and considered a list of idle members from the Secretary of the Local, these idle members to be granted 2 weeks trial, the merchant then to decide whether or not the clerk will become a regular employee, otherwise no employee will be issued a permit card or considered eligible for membership in the above mentioned Local. Employees shall become members of Local No. 219 within thirty (30) days, and remain in good standing while so employed. No permit help to be permitted to work if the regular clerks are off, unless regular Clerks have worked maximum number of hours.

(2) The Merchant agrees not to retain in his employ, after being notified by the Secretary or Business Agent of Local No. 219, any employee who has not procured said permit card and in every way complied with this section of the agreement.

(3) In stores where there has been a family affair of help or extra help, there shall be put one employed as manager of the different departments who shall not be eligible to membership. All other parties involved in such stores shall become members of Local No. 219.

HOURS

(1) Eight and one-half hours, in grocery and food establishments, shall constitute a days work, with the exception of Saturday and four nights before Christmas, which shall not be more than nine hours for all male and eight and one-half hours for all female clerks, and not less than one hour shall be allowed to each clerk for the noon meal and one hour for supper on the nights before Christmas and Saturday. Stores closing at six o'clock on Saturday shall not be required to give time off for supper.

(2) All clerks shall begin work at 8:30 A. M. except grocery, hardware, furniture and electrical stores. These clerks shall begin work at 7:30 A. M. All female clerks shall not begin work before 8:30 A. M. Except in grocery stores, female help may begin work at 8:00 A. M.

(3) All clerks shall cease work at 5:30 P. M. daily, except on Saturday, grocery clerks shall cease work at 6:00 P. M., and all other clerks at 8:00 P. M. All clerks other than grocery clerks, to cease work at 6:00 P. M., one Saturday in every month, without any reduction in his or her salary. During July and August all Clerks shall cease work on Saturday at 6:00 P. M. Four nights before Christmas, not to include Christmas Eve, clerks shall cease work at 8:00 P. M. Provided, no clerk shall be required to work more than two of the four nights that the stores remain open. No clerk shall as a condition of employment, be required to work more than 44 hours in any one week in a retail establishment, except in retail food and grocery establishments, which shall not exceed 48 hours in any week. Service and maintenance employees in retail establishments shall not be required to work more than 50 hours. Except as specified in section seven, 44 (Retail Clothing, etc.), 48 (Grocery clerks), and 50 hours for service and maintenance employees, shall constitute a basic work week in all cases, for the computation of wages. It will be permissible if agreeable to employer and employee to extend working hours, providing this does not exceed 4 hours in one week, all this added time to be paid at regular rate.

(4) In case the Merchant shall require, or allow, any employee to work longer than the hours specified in this agreement, it shall be deemed a violation of the agreement, unless time and one-half be paid to said employee. Any employee who works on Sunday or Legal Holiday shall receive time and one-half for his or her services.

(5) The merchant agrees to take no orders, for delivery, that will cause an employee to work longer than the hours specified in this agreement.

(6) Clerks to be allowed 10 minutes to re-arrange stock after dismissal of last customer.

(7) The merchant agrees to grant the Local the following holidays with full pay: New Years Day, Decoration Day, Fourth of July, Labor Day, Armistice Day, (except Saturday), Thanksgiving Day, Christmas Day and any other day that may hereinafter be declared a holiday or legal holiday, provided the clerk has worked before the holiday and after the holiday of that week. In case any of these holidays fall on Sunday the following day will be observed.

(8) The merchant agrees to give each clerk who has been in his employ for a period of one year or more, a week's vacation with pay, between the months of May and September, inclusive, time to be mutually agreed upon by both parties.

WAGES

(1) Upon renewal of this Contract all clerks with one year experience or more to be given \$1.50 increase per week.

(2) The minimum wages for all clerks shall be \$12.00 per week for the first six months. The minimum wages for all clerks with more than 6 months experience shall be no less than \$13.50 per week. All regular clerks working part time to be paid at rate of 32c an hour, unless receiving more than \$14.00 per week.

(3) All extra help shall receive no less than 32c per hour.

(4) It is mutually agreed that no clerk shall suffer a reduction in wages during the life of this agreement.

(5) All special costumes to be used by the clerks must be furnished gratis by the merchant, inclusive of laundry and maintenance.

(6) In case a clerk is discharged or laid off temporarily it must not be on account of wages or Union affairs.

(7) It is understood that no clerk shall be discriminated against or denied employment because of his or her activities in connection with the Local.

(8) It is agreed that whenever practicable that the rotation method of laying off help be followed.

MISCELLANEOUS

(1) If the merchant desires his clerks to work for special occasions such as Christmas, etc., they shall apply to the local and secure permission for same at least 15 days before the occasion.

(2) The above contract to continue in force after one year, unless thirty days notice in writing is given to the contrary by either party to the other. In order to retain a harmonious relationship between employer and employee, this agreement must be respected by both parties.

A copy of this agreement to be posted in a conspicuous place for easy reference.

THE LOCAL

THE MERCHANT

This copy does not need to be returned

U.S. DEPARTMENT OF LABOR

37-12-6

BUREAU OF LABOR STATISTICS

WASHINGTON

March 19, 1937

Miss Lulu D. Fincke, Secretary
Retail Clerks' International
Protective Ass'n #219
507 Fulton Street
Belleville, Illinois

My dear Miss Fincke:

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
Commissioner of Labor Statistics

Enc.

Name of company or employers' association signing the agreement _____

Retail Clerks Local No 219

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

Number of companies covered by agreement about 150

Number of union members working under terms of agreement 362

Number of non-members working under terms of agreement

Branch of trade covered _____

Date signed March 3rd Date of expiration _____

Lulu D. Fincke
(Name of person furnishing information)

507 Survey St
(Address)