AGREEMENT
between
Kalispell Clerk's Union Local 1427
and

_____, Kalispell, Montana.

EFFECTIVE from June 15th, 1938.

1. All persons employed by the above mentioned establishment in the following work: Department managers, sales people, window trimmers, mail order department, floor walkers, milliners, bookkeepers, cashiers, bundle wrappers, carpet layers, receiving and shipping clerks, order counter employees, deliverymen, and all store employees not under the jurisdictionof other Unions shall be members of the Kalispell Clerks' Union in good standing or shall become members of said Union within thirty days after securing employment.

2. Any person, commencing to work in any store must secure a permit which entitles that person to work thirty days. At the expiration of thirty days, if working or immediately upon going to work again, he or she must deposit the regular initiation fee, and if elected to membership of this Union, secure the regular working card.

3. The working card or permit shall be carried on the person entitled to same, and shall be displayed to anyone calling therefore.

4. No store is to hire a married woman after the signing of this agreement, unless the husband is an invalid or the family is dependent upon her for a living. The married woman already employed shall retain their jobs as far as this Union is concerned.

5. All retail establishments shall open and close at their own discretion, however a full time employee shall be in attendance at all times.

6. The above mentioned store, except bake shop, drug store, and ice cream parlor, shall be closed all day on Sundays, New Year's Day, Thanksgiving Day, Decoration Day, Fourth of July, Labor Day, Armistice Day, and Christmas Day. And no employees shall work on these days except taking inventory or unless they are employed by the above mentioned exceptions.

7. All regular employees shall be paid for the above mentioned holidays. All regular employees working for one year, shall have one weeks vacation with pay.

8. All retail establishment employees shall complete their work each day within a period of twelve hours, and actual working hours shall not be over eight hours per day. When employed less than eight hours per day, the hours must run consecutively with only one meal hour. All employees to have one day a week off.

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9. Apprentice or other employees must be given full time employment or not less than four hours on morning or afternoon shift. Temporary experienced help shall receive regular pay and temporary inexperienced help shall be paid forty cents per hour for males and thirty cents per hour for females.

10. Minimum wage scale for pharmacists shall be paid during the first six months that a pharmacist is employed as a pharmacist after graduation as such, with a raise for the next six months, and after he shall have had twelve months experience as a pharmacist in a drug store he shall be paid the minimum wage for a registered pharmacist. Employees other than registered pharmacists shall receive the regular wage scale for men and women.

Employees to be paid for days or hours actually working except vacations and holidays. Any employee who works twenty hours or more per week for a period of three months shall be considered a regular employee.

11. Wage Scale.

Male Clerks $110.00 per month.

Male Apprentices per Month	1st 6 mos.	$45.00	
	2nd 6 mos.	$55.00	
	3rd. 6 mos.	$75.00	
	4th. 6 mos.	$90.00	Liquor Stores
	3rd. year	$110.00	Vendor and Chief $175.00 per month.
Female Apprentices Per Month	1st 6 mos.	$40.00	Assistant Vendor $157.50 per month.
	2nd 6 mos.	$45.00	
	3rd 6 mos.	$55.00	
	4th 6 mos.	$65.00	
	3rd year	$80.00	

Female Clerks $80.00 per month.

12. The stores hiring clerks, bookkeepers or other help shall be sole judge as to whether or not the clerk or bookkeeper is competent to render the services expected of him or her.

13. All negotiations or grievances between the Kalispell Clerks' Union Local #1427 and Merchants of [redacted] Kalispell [redacted], shall be arbitrated by a committee of not more than three members from each of the above [redacted] if unable to agree, a third party may be called in consisting of one appointed by each party and they to appoint the third member.

14. Every store is entitled to one apprentice, regardless of whether they have any clerks or not; and every store is entitled to one apprentice for every five clerks, or fraction thereof. No apprentice shall be over the age of twenty-one years, unless employed prior to his twenty-first birthday.

15. 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.

16. Any place of business or store failing to conform to the rules will be declared an unfair place and shall not be recognized as a Union establishment until these rules are complied with.

17. The Union shall attend to the collection of dues of members, as the stores refuse to attend to the collections of Union dues of employees except by a written assignment signed by the bookkeeper or clerk.

18. All dry goods and variety stores may remain open Christmas week until 9:00 o'clock p.m. on the fifth, fourth, third and second nights before Christmas, and must close the night before Christmas at 6:00 o'clock p.m.

19. Employees shall clean up after closing time.

20. For accomodation, the proprietor or manager of a store, can upon request serve a customer after closing hours or on Sunday or holidays.

21. The wife of any owner of a business firm or store is entitled to be employed in his business, if the owner shall desire, providing it does not displace a clerk and complies to all regulations of the Clerk's Union.

22. This agreement shall become effective on and after June 15th, 1938 and continue in full force and effect until December 15th, 1938. If neither party hereto gives written notice to the other of their desire to have the same modified, such notice to be given in writing at least thirty days prior to the expiration of this contract, it shall then automatically continue for the ensuing six months.

Signed.

_____
Name of firm

by _____
Proprietor or manager

Kalispell Clerks' Union Local 1427

Signed.

_____
president

_____
secretary