

between

RETAIL CLERKS' INTERNATIONAL PROTECTIVE ASSOCIATION LOCAL NO 1195
and
The UNDERSIGNED MERCHANT OF
COEUR D'ALENE, IDAHO

This agreement, mutually entered into this 2nd day of December 1942 by and between the RETAIL CLERKS' INTERNATIONAL PROTECTIVE ASSOCIATION, affiliated with the American Federation of Labor through their authorized agent Local No. 1195 of Coeur d'Alene, Idaho, as PARTY OF THE FIRST PART, and of Coeur d'Alene, Idaho, as PARTY of the SECOND PART, and designated as a Foodstuff Store.

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 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 by the Party of the Second Part in stores, mercantile and mail order establishments, who are actively engaged in handling and selling merchandise, shall be members of the Union in good standing or become members of the said union within thirty (30) days after securing employment.

4. (a) Nine (9) hours of work performed in ten (10) consecutive hours shall constitute a work day for male employees, and a period of fifty-four (54) hours shall constitute a work week, provided further that twenty minutes shall be allowed after closing time for clean up purposes.

(b) Nine (9) hours of work performed in ten (10) consecutive hours shall constitute a work day for female employees and a period of fifty-four (54) hours shall constitute a work week, provided further that this longer schedule of hours for female employees shall apply only for the duration of the war.

5. The Party of the Second Part agrees to close his store at 6:00 P.M. on all work days.

6. All stores operated by the Party of the Second Part shall be closed on all Sundays, New Year's Day, Decoration Day, Independence Day, Labor Day, Armistice Day "if generally observed by other merchants," Thanksgiving Day and Christmas Day. When any of the above mentioned holidays fall on Sunday, the following Monday shall be observed, members of the Party of the First Part shall be paid in full for the above mentioned holidays.

7. One apprentice shall be allowed for each four experienced clerks employed in a store and/or one for a fraction thereof provided further that in the event experienced clerks are not available additional apprentices may be employed by mutual consent of both parties.

8. The minimum wage scale for experienced male clerks shall be \$32.00 per week. The minimum wage scale for experienced female clerks shall be \$25.00 per week.

Apprentice wage scale men

	MONTHLY	SEMI-MONTHLY	WEEKLY
1st six months	\$91.00	\$45.00	\$21.00
2nd six months	104.00	52.00	24.00
3rd six months	112.67	56.34	26.00
4th six months	125.67	62.84	29.00
After 24 months	138.67	69.34	32.00

Apprentice wage scale Women

	MONTHLY	SEMI-MONTHLY	WEEKLY
1st six months	\$78.00	\$39.00	\$18.00
2nd six months	82.34	41.17	19.00
3rd six months	91.00	45.00	21.00
4th six months	99.67	49.84	23.00
After 24 months	108.34	54.17	25.00

9. Extra help shall be paid not less than the hourly rate proportionate to the rate specified in the foregoing section.
10. All work performed in excess of the hours specified in Section 4 shall be construed as overtime and shall be paid for at the rate of time and one-half.
11. No employee shall suffer a reduction in salary on account of the operation of this agreement. This applies to all persons who are allowed bonuses, commissions, vacations or other remunerations in addition to their salary.
12. All members of the Party of the First Part having been in the employ of the company for one year as a regular employee shall receive a vacation of one week consisting of six consecutive work days with full pay. Employees receiving a vacation of a longer period such vacation period shall not be reduced.
13. 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.
14. 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 Party of the First Part, and the Party of the Second Part, or their authorized representatives.
15. This agreement shall become effective December 1, 1942 and shall remain in full force and effect for a period of six (6) months. Should either party desire to have the agreement changed, written notice must be given at least thirty (30) days prior to the expiration date of this agreement.

Retail Clerks' International Protective Association, affiliated with the American Federation of Labor, Local Union 1195, Coeur d'Alene, Idaho

(Company)

By _____

President

Secretary

Party of the Second Part.

Party of the First Part