

ARTICLES OF AGREEMENT

The following agreement made and entered into this first day of April, 1930, covering wage scale, hours and conditions by and between the \_\_\_\_\_ party of the first part and the RETAIL CLERKS INTERNATIONAL PROTECTIVE ASS'N., Local 195, party of the second part, of the City of Chicago, State of Illinois, for one year, beginning April 1st, 1930, and ending March 31st, 1931, to wit:-

We, the party of the first part agree:

1. (a) That all salespeople with the exception of a son or daughter of an employer, employed in the stores owned or controlled by the party of the first part shall be members in good standing of the RETAIL CLERKS ASSOCIATION, Local 195.

(b) All temporary salespeople must first apply to the ASSOCIATION for a working card, which will be issued for the first two weeks duration without cost, after which time said employee must become a member of Local 195, and all extra salespeople must carry a special working card which is issued by the ASSOCIATION.

(c) It is understood and agreed that whenever party of the first part shall need additional help, either permanent, or temporary, that the ASSOCIATION be given the preference to furnish such help as required. It is further understood and agreed that salespeople sent by the ASSOCIATION for vacant positions must be satisfactory to the party of the first part within two weeks. If the ASSOCIATION fails to furnish the required help within three days, the party of the first part may employ salespeople from other sources.

2. (a) The following schedule of hours shall be adopted: Stores open 8:30 A. M. and close Monday 6:00 P. M., Tuesday, Close 9:00 P. M., Wednesday, close 6:00 P. M., Thursday close 9:00 P. M., Friday, close 6:00 P. M., Saturday, close 10:00 P. M., Sunday, close 1:00 P. M. The same schedule of fifty-four hours shall be mutually arranged where stores are closed on Sundays. Salespeople shall be off one full day each week, this day to be agreed upon by the employer and employee.

(b) In case of emergency when overtime work is required all overtime must be approved by the ASSOCIATION or its Business Representative and compensation shall be one time and a half based on salary received.

(c) All salespeople shall be entitled to one hour at noon for lunch and one hour for dinner when working evenings. Salespeople must be in their respective positions and ready for business by 8:30 A. M., and no employee shall remain on duty after specified working hours unless detained by unfinished sales.

3. It is understood and agreed that employees of the party of the first part shall be off and receive full pay on the following legal holidays:- New Year's Day, Independence Day (4th of July), Labor Day, Christmas Day and Decoration Day. It is also understood and agreed that stores will be closed all day on these legal holidays. Furthermore, it shall also be

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understood and agreed that stores may be opened evenings one week before Christmas, and salespeople must be compensated for same if working those evenings.

4. (a) No employee engaged in the selling of merchandise shall receive less than the minimum wage of \$45.00 per week in clothing and \$40.00 per week shall be the minimum wage in men's furnishings, and shoe Departments, except apprentices. Any salesperson engaged in managing or buying position that is actively engaged in the selling of merchandise or waiting on trade must also become a member of this ASSOCIATION. His salary may be mutually agreed upon between the employer and himself.

(b) All salespeople engaged in the selling or waiting on trade who are not bonafide partners, must become members of Local 195 and be governed by its rules.

(c) All salespeople engaged in the business less than eighteen months, shall be classed as apprentices and their wages will be optional to the employer and employee for a period of the first eighteen months experience and the minimum wage scale of a salesman thereafter. Apprentices shall be limited to not more than one apprentice for every two salesmen in each store, two to six salesmen in each store and a proportional number thereafter.

5. No employee of the party of the first part shall suffer any reduction of wages, or commission through the operation or because of the adoption of this agreement. It is also agreed that salespeople of the party of the first part shall receive at least one weeks vacation with full pay when in present employment for one year or more.

6. It is understood and agreed that salespeople of the party of the first part shall not be requested nor required to do porter work of any description.

7. Any difficulty that may arise, not covered by this agreement which cannot be adjusted by the Representatives of the parties hereto shall be submitted to arbitration, consisting of an arbitration board of three on each side. Both of the parties hereto shall agree upon a third party to act as arbitrator within three days after they have failed to adjust the difficulty. No lock-out by the employer shall be instituted and no strike by the employees shall be engaged pending decision of the arbitration.

8. It is agreed that upon signing this agreement by the party of the first part, and with full compliance of all provisions thereof, that the ASSOCIATION will furnish without cost the official store card of the RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION, LOCAL 195, to be displayed in the window. It is expressly understood and agreed that the Business Representative of the RETAIL CLERKS ASSOCIATION, Local 195, is to have the privilege of entering upon the premises during the business hours, of the party of the first part for the purpose of interviewing its employees, providing they are not occupied in waiting on trade.

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9. This agreement and wage scale shall go into full force and effect upon signing of same, and shall remain in full force and effect until March 31st, 1931, or until another agreement has been presented to the employers by the ASSOCIATION.

It is further understood and agreed that any violations of this agreement will be sufficient cause to remove the store card furnished by the ASSOCIATION without due notice.

PARTY OF THE FIRST PART:

\_\_\_\_\_  
\_\_\_\_\_

PARTY OF THE SECOND PART:

*Joseph Massack*  
*Harry Winnick*



Retail Clerks

Local No. 195

Chicago, Ill

In effect May 15, 1930

In effect May 15, 1931

In effect May 15, 1932

Harry Minnick Secy.

431 S. Dearborn St. Room 1527

