

Retail and Wholesale Employees of America Local No. 908, Glouster, Ohio

AFFILIATED WITH COMMITTEE FOR INDUSTRIAL ORGANIZATION

All stores must sign this contract and enforce each clause as follows:

STORE OPENING AND CLOSING HOURS

| | |
|-----------------|--|
| Monday | 7:30 A. M. to 5:30 P. M. |
| Tuesday | 7:30 A. M. to 5:30 P. M. |
| Wednesday | 7:30 A. M. to 5:30 P. M. |
| Thursday | 7:30 A. M. to 12:00 Noon EXCEPT PAYDAY |
| Friday | 7:30 A. M. to 5:30 P. M. |
| Saturday | 7:30 A. M. to 9:00 P. M. |

Stores may open later or close earlier if they desire.

Stores to be closed all day Sunday and all legal holidays.

Stores are to remain open until 6 P. M. the day that Mine 267 pays, and to 6:30 P. M. the day mines 255 and Poston No. 6 pays.

STORES shall remain open till 9 P. M. the evening prior to legal holidays.

STORE hours for Christmas week shall be as follows: 1938—Dec. 19, 20, and 21, 7 P. M.; Dec. 22, 23, and 24, 9 P. M. 1939—Dec. 18, 19, 20, 7 P. M.; Dec. 21, 22, and 23 9 P. M.

Employers will not retain in their employ any clerks who are not in good standing with Local 908.

Employers agree to recognize the seniority rights of all employees.

Clerks shall not work more than 48 hours per week except in taking inventory or Christmas week. Such over-time shall be paid for at the regular rate per hour.

Clerks shall not be required to work after store hours unless an emergency exists; then only if all extra and regular clerks have worked that day.

Clerks cutting hours to comply with 48 hour work week shall be given time off consecutively.

Clerks shall not be called for less than four hours work at any time. Clerks called for less than four hours work shall be paid for four hours each time called. This work shall be consecutive except for meals.

New clerks whether hired for full or part time jobs shall be required to secure a permit card from the Secretary of Local 908 before going to work. Permit card to be paid for in advance at 50 cents each. This will pay dues for first month employment. New clerks shall not participate in seniority rights while working with permit card. At the beginning of the second month of employment the clerk shall affiliate with Local 908.

VACATIONS

All full time employees after one year consecutive service shall receive one week vacation with full pay. Vacation shall be six consecutive working days.

Full time employees shall mean any and all clerks who have worked 150 days or more since March 1, 1937, to March 1, 1938. Vacation pay shall be the average weekly wage during the period. Clerks whose first year employment is completed during 1938 or 1939 shall participate in paid vacations.

WAGES

Minimum wages shall be \$13.20 per week or 27½ cents per hour. All male clerks who have been employed steady for one year or longer and are working for less than \$15.18 per week, shall receive that amount beginning March 1, 1938. Male clerks who have been employed less than one year shall receive not less than \$15.18 per week beginning on the anniversary of their first year's employment. Part time male clerks shall be paid the same rate or 32c per hour under the above conditions.

No reduction shall be made in wages during the life of this contract.

Stores who do not employ any clerk shall pay 50c per month non-membership dues.

Employers agree to check off dues for any or all of their clerks when reported delinquent by the Secretary of Local 908.

This contract expires March 1st, 1940.

Signed at Glouster, Ohio, this _____ of _____, 193__.



FOR THE UNION

FOR THE MERCHANT

U. S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON

RETAIL Clerks #908
Glouster, Ohio
3-1-40
C.I.O.

UNION AGREEMENTS

November 15, 1939

Mr. W. O. Bailey, Sec'y #908
Retail Clerks' Int'l Protective Ass'n
79 High St.
Glouster, Ohio

Dear Sir: 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 shall 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 will 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 furnish you information at any time, please let me know.

Very truly yours,

Isador Lubin

Commissioner of Labor Statistics.

Enc.

Name of company or employers' association signing the agreement Each

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

Number of companies covered by agreement 54 stores

Number of union members working under terms of agreement 60

Number of nonmembers working under terms of agreement None

Branch of trade covered Retail Grocery, Clothing, ect.

Date signed Mch 1st 1938 Date of expiration Mch 1st 1940

Please check here if you wish the agreement returned No

W. O. Bailey Glouster Ohio
(Name of person furnishing information) (Address)