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# AGREEMENT

*Between*

Clerks Local No. 435  
and Merchants



# AGREEMENT

OF

## Retail Clerks International Protective Association, Local No. 435. GRANITE CITY, ILLINOIS

THIS AGREEMENT, made this day by and between the Retail Clerks International Protective Association, Local No. 435, consisting of Clerks, Salesmen and Salesladies, in the jurisdiction of Granite City, Madison, Venice, Nameoki and

Mitchell, Illinois, by its Agent, party of the first part, and The Model  
Clothers of Granite City, Ill.,  
party of the second part.

WITNESSETH: That the party of the first part in consideration of the promises of the party of the second part being faithfully kept and performed, promises and agrees:

### ARTICLE NO. 1.

That the party of the first part will assist the party of the second part in maintaining reasonable closing hours of all places of business, thereby giving some time for recreation.

SECTION 1. That it will loan without cost to the party of the second part, providing one or more Union Clerks, Salesmen and Salesladies are employed, one (1) Store Card No. \_\_\_\_\_, to be displayed by the party of the second part in a conspicuous place, so it can be seen by the public, this card to remain the property of the party of the first part, and will be promptly surrendered by the party of the second part upon violation of the provisions of this agreement. Where no Clerks, Salesmen or Salesladies are employed Fifty Cents (50c) per month will be charged for the card.

### ARTICLE NO. 2.

SECTION No. 1. The party of the second part in consideration of the promises and agreement of the party of the first part being faithfully kept and performed, promise and agree:

SECTION 1a. New employees eligible to membership must procure an employee's card which entitles them to work thirty days on payment of one month's dues in advance, upon expiration of said thirty days he or she must make application for membership to Local No. 435.

SECTION 2. That all Clerks, Salesmen and Salesladies that are eligible shall become members of the party of the first part within thirty days after commencing work and shall remain in good standing during the life of this agreement, and Cashiers and Bookkeepers shall not act as Clerks, Salesmen or Salesladies unless they are members of this organization.

SECTION 3. All extra help not members of Local No. 435 for Saturdays and days previous to holidays must procure a quarterly permit card before going to work, issued by the aforesaid Local No. 435, these to receive Three Dollars (\$3.00) per day for Male Clerks and Salesmen, and two dollars (\$2.00) per day for Salesladies.

SECTION 4. When a Clerk, Salesman or Saleslady is employed preference will be given members of Local No. 435, party of the first part.

SECTION 5. Party of the second part shall not employ more than one apprentice to every three (3) eligible clerks, salesmen or salesladies. All Clerks, Salesmen or Salesladies over the age of sixteen (16) years are eligible to membership of the party of the first part. In case party of the second part shall not employ Union Clerks, Salesmen or Salesladies, he shall not employ anyone under sixteen (16) years of age.

SECTION 6. Party of the second part shall pay a minimum wage of eight dollars (8.00) per week for the first six months, ten dollars (\$10.00) per week for the next six months, and not less than twelve dollars (\$12.00) per week thereafter for salesladies.

Male Clerks or Salesmen shall receive a minimum of twelve dollars (\$12.00) per week for the first six months, fourteen dollars (\$14.00) per week for the next six months and not less than sixteen dollars (\$16.00) per week thereafter.

SECTION 7. Working day for Grocery Stores' Clerks, Salesmen and Salesladies shall be ten (10) consecutive hours, Saturdays included, and one hour to be allowed for dinner. All doors to be closed at 6 p. m.

SECTION 7a. Working day for Electrical Clerks, Salesmen and Salesladies shall be nine (9) consecutive hours, except on Saturday ten (10) consecutive hours. One hour to be allowed for dinner and one hour for supper. All doors to be closed at 6 p. m. except on Saturday 8 p. m.

Working days for Dry Goods, Hardware, Notions, Clothing, Shoes, Jewelry, Seed Store and Furniture Clerks, Salesmen and Salesladies to be nine (9) consecutive hours except on Saturdays ten (10) consecutive hours. One hour to be allowed for dinner and one hour for supper. All doors closed at 6 p. m. except Saturdays at 9 p. m. Work to begin at 8:30 a. m. each day.

Working day for Auto Accessories, not connected with filling stations Clerks, Salesmen and Salesladies to be nine (9) hours except Saturday ten (10) hours. One hour to be allowed for dinner and one hour for supper. All doors to be closed at 6 p. m. except Saturday at 9 p. m.

Working day for Filling Station Clerks, Salesmen or Salesladies, shall be ten (10) consecutive hours, six days per week.

SECTION 8. The following holidays shall be granted their employees without reduction in wages: All day Sunday, New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day. It being understood that when any of the above holidays fall on Sunday, Monday shall be observed as a holiday. All Clerks, Salesmen and Salesladies to work one week previous to Christmas same as Saturdays except Grocery Clerks and Filling Station Clerks.

SECTION 9. All Clerks, Salesmen and Salesladies compelled to take stock outside of working hours to be paid double for same.

SECTION 10. Party of the second part agrees to take no orders for delivery that will cause any employee to work longer than hours specified in this agreement.

SECTION 11. That all differences and disputes that may arise other than contained in this agreement that cannot be settled between the employers and employees and a committee of the organization, or a committee of the Granite City Trades Labor Council shall be submitted to a Board of Arbitration to be composed of three (3) disinterested parties; each party to select one member of the said Board, and the two to select a third member. The decision of said Board to be final and that no strikes or lockouts shall occur during the pendance of such arbitration.

SECTION 12. That this agreement shall be in full force and effect on and after September 1, 1932, to September 1, 1933. Should either party desire to alter, amend or annul this agreement, they shall give notice to the other party thirty (30) days before the expiration of this agreement. Should neither party do so, it shall renew itself for another year.

IN WITNESS WHEREOF, we have hereunto set our hands and seals this \_\_\_\_\_

day of 12-5 A. D. 1932.

Parties of the first part:

[Signature]  
President  
[Signature]  
Secretary

Parties of the second part:

[Signature]  
[Signature]