

GENERAL AGREEMENT

RETAIL CLERKS' INTERNATIONAL PROTECTIVE ASSOCIATION. LOCAL No. 1235.

DEER LODGE, MONTANA

THIS AGREEMENT made and entered into this 1st day of June, 1936, by and between the Retail Clerks' International Protective Association, thru their authorized agent, Local No. 1235, of the City of Deer Lodge, State of Montana, as the party of the first part, and of the City of Deer Lodge, State of Montana, party of the second part.

AGREEMENT

No. 1. Clerks' and Apprentices' Wage Scale.

Scale for competent salesman in Grocery stores, and deliveryman to be not less than \$24.00 per week. Scale for male apprentices to be not less than \$50.00 per month for the first six months and \$65.00 per month for the second six months and \$75.00 per month for the second year. Scale for male bookkeepers to be not less than \$24.00 per week, women bookkeepers \$20.00 per week, male assistant bookkeepers \$22.50 per week, women assistant bookkeepers, \$18.00 per week. All employees working one year shall have a vacation of one week with pay.

Scale for competent meatcutters, slaughterhousemen, meat trimmers and sausage makers shall not be less than \$114.00 per month. Scale for apprentices shall be \$50.00 per month for the first year, \$67.00 per month for the second and third years, and \$75.00 per month for the fourth year. Thereafter said apprentice shall qualify as a journeyman and receive a journeyman's salary. Scale for male bookkeepers shall not be less than \$24.00 per week, female bookkeepers, not less than \$80.00 per month. All employees shall have a vacation of one week with pay per year.

Scale for experienced competent male help in Dry Goods Stores and Variety Stores to be not less than \$25.00 per week. A week to consist of 48 hours. Competent female help to be not less than \$18.00 per week. Special help at Christmas time and other rush seasons to be paid 27½c per hour. Scale for male apprentices to be \$50.00 per month for the first six months and \$65.00 per month for the second six months and \$75.00 per month for the second year. Scale for female apprentices to be not less than \$39.00 per month for the first six months and \$45.00 per month for the second six months, and \$60.00 per month for the second year. Scale for male bookkeepers to be not less than \$25.00 per week, women bookkeepers \$20.00 per week, male assistant bookkeepers \$22.50 per week, and women assistant bookkeeper \$18.00 per week. All employees working one year shall have a vacation of one week with pay.

Scale for competent salesmen in Hardware Stores to be not less than \$25.00 per week, scale for competent salesladies to be not less than \$18.00 per week. All employees shall have one week's vacation with pay per year.

Scale for experienced service station employees to be not less than \$25.00 per week. Scale for inexperienced employees to be \$20.00 per week for period of one year, thereafter to qualify as experienced employees and shall receive \$25.00 per week.

Scale for competent salesladies in drug stores and bake shops, to be not less than \$20.00 per week. Scale for girl apprentices to be not less than \$39.00 per month for the first six months and \$45.00 per month for the next six months and \$60.00 per month for the second year.

Scale for buttermakers to be not less than \$120.00 per month. Scale for assistant buttermakers to be not less than \$20.00 per week. Scale for apprentices shall be \$50.00 per month for the first year, \$67.00 per month for the second and third years, and \$75.00 per month for the fourth year. Thereafter said apprentice shall qualify as a journeyman and receive a journeyman's salary.

Scale for bookkeepers other than those employed in grocery stores or butcher shops shall be: Male bookkeepers to be not less than \$27.50 per week, women bookkeepers \$20.00 per week; male assistant bookkeepers \$22.50 per week; women assistant bookkeepers \$18.00 per week. A rate of 55c per hour shall be paid to all bookkeepers or assistants working less than 40 hours per week. Bookkeepers shall not be allowed overtime for preparation of monthly statements to debtors. Bookkeepers shall have a vacation of one week with pay for all employees in the service six months or over.

No. 2. Every store is entitled to one apprentice, regardless of whether they have any clerks or not; and that every store is entitled to one apprentice for every five clerks, or fraction thereof.

No. 3. That 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.

No. 4. 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.

No. 5. Every clerk, stockman, window dresser and store employee to procure a working card from the Union within thirty days after securing employment, if not already a member of this Union, and they are not to be allowed to work unless they do.

No. 6. The working card or permit shall be carried on the person entitled to same, and shall be displayed to anyone calling therefore.

No. 7. No store 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 women already employed shall retain their jobs so far as this Union is concerned.

No. 8. Any person commencing to work in any store must secure a permit which entitles the 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 in this Union, secure the regular working card.

No. 9. All stores to be closed all day on Sundays, New Years Day, Washington's Birthday, Decoration Day, Fourth of July, Labor Day, Armistice Day, Thanksgiving Day and Christmas Day.

No. 10. Any place of business or store failing to conform to the rules will be declared an unfair place and shall not be recognized again as a Union establishment until these rules are complied with.

No. 11. The Union shall collect its own dues and the stores refuse to attend to the collections of Union dues of employees except by a written assignment signed by the bookkeeper or clerk.

No. 12. All Dry Goods and Variety stores may remain open Christmas week until 9 p. m. on the fifth, fourth, third, second, and the night before Christmas.

No. 13. All food stores may remain open until 9 p. m. on the third and second nights before Christmas, but shall close on the night before Christmas at 6 p. m.

No. 14. Butchers shall clean up after closing time.

No. 15. For accommodation, the owner of a butcher shop, can upon request serve a customer after closing hours or on Sunday or holidays.

No. 16. Employees to be paid only for days or hours actually working except vacations and holidays.

No. 17. That an apprentice may be over the age of 21 years; this to be mutually agreed upon.

No. 18. 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 comply to all regulations of Clerks' Union.

No. 19. Union business with clerks, or other employees shall not be transacted between the Union and said employees during business hours except by permission of the employers.

No. 20. This agreement entered into shall be effective for a period of one year from date of signatures, unless notice of a change is given by either party within thirty days after the expiration of one year. Then this agreement will automatically remain in effect for another year.

IN WITNESS WHEREOF, We have this day of, 193..., set our Hands and Seals.

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Parties of the First Part.

Retail Merchants
.....
Party of the Second Part.

36-12-52

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

April 21, 1937

Mr. W. C. Coughlin, Sec'y
Retail Clerks' Int'l
Protective Ass'n #1235
511 Fifth Street
Deer Lodge, Montana

My dear Mr. Coughlin:

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 should 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 shall 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 be of service to you at any time, please write me.

Very truly yours,

Isador Lubin
Commissioner of Labor Statistics

Enc.

Name of company or employers' association signing the agreement _____

Retail Stores Listed on Back

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

Number of companies covered by agreement 19

Number of union members working under terms of agreement 53

Number of non-members working under terms of agreement none

Branch of trade covered clerks in Retail Stores

Date signed June 1, 1936 Date of expiration June 1, 1937

W. C. Coughlin 511-5th Deer Lodge Mont.
(Name of person furnishing information) (Address)

M.W. Trask Hdw. Co.
Dural Wallace Hdw. Co.

Hays Bakery
Sunny maid Bakery

Helen's Shoppe (clothing)

Woodward Co. ✓

J.C. Penny. Co. ✓

The Toggery. ✓

Smith Bay Less Grocery.

Burks Grocery

Red. & White (Milwaukee mkt)

New Gem Grocery

Paperway ✓

Western Stocks Co. (meats)

Gallagher Drug Co

Deer Lodge Drug Co.

Deer Lodge Creamery

Danielsons 5¢ to 5⁰⁰

Barb Electric Co

