

Handwritten: Carder

Handwritten: New York NY Aug 8/32
1932

COPY

THIS AGREEMENT made by and between the FEDERATION OF RETAIL DRUGGISTS OF GREATER NEW YORK, hereinafter known as the party of the First Part, and DRUG CLERKS UNION NO. 581, affiliated to the Retail Clerks' International Protective Association, hereinafter known as the Party of the Second Part, Witnesseth:
First: The Party of the First Part agrees to employ none but members of the Party of the Second Part who are certified by the Party of the Second Part to be in good standing. Upon certification that an employee is not in good standing or is no longer a member, he shall be replaced by a certified good standing member of the Union.

The Party of the Second Part does agree to encourage the growth of the first party and the extension of its membership, and does hereby agree that it will not interfere with the contract rights between the Party of the First Part and its members and will not enter into any contract with any member who shall have resigned from the Party of the First Part before the expiration of its membership, without the consent of the Party of the First Part, or who shall have been expelled by the Party of the First Part for any infraction of the laws of the Party of the First Part or other misconduct, nor with any association numbering among its members such outlaw members, it being a consideration of this agreement that the Party of the Second Part shall not contract with any persons who now are or who hereafter may become members of the Party of the First Part or with any association embracing such members, as long as such persons are in contractual relations with the party of the First Part as members of the Party of the First Part, or have violated their membership contract by resignation before the expiration of the membership or have been guilty of misconduct resulting in expulsion in the uncontrolled discretion of the governing body of the Party of the First Part.

Second:

Hours of Employment

Fifty-four (54) hours shall constitute a week's work, to consist of nine (9) ~~months~~ consecutive hours for six days of the week.

Alternate shifts shall be from 8 A.M. to 6 P.M., and from 2 P.M. to 12 Midnight.

Days of rest shall be alternate Sundays and one day during alternate weeks.

Third:

Salaries;

A registered man shall receive forty dollars (\$40) per week minimum during the first years of this contract; forty-five dollars (\$45) per week minimum during the second year of this contract.

Juniors shall receive twenty-five dollars (\$25) per week minimum for the duration of this contract.

Apprentices shall receive twelve dollars (12) per week for the duration of this contract.

Relief Clerks shall receive eighty cents (\$.80) per hour minimum during the first year of this contract, and one dollar (\$1.00) per hour minimum during the second year of this contract.

Only registered men may be used for relief work.

A junior is one who has had three or more years experience in a drug store prior to December 31, 1931, or any man who is a graduate of a bona fide college of pharmacy but who is not licensed in the State of New York.

An Apprentice is one who is attending a recognized college of pharmacy.

Employment

Fourth:

An employee shall be given a two weeks trial period. After the expiration of this period such employee shall not be discharged except for the following reasons: Dishonesty; insulting a manager or a customer, or for gross negligence.

Fifth:

If an employee is discharged due to financial reasons on the part of the employer, such employee shall be reinstated, if still available, as soon as the employer requires help.

If an employee is discharged for financial reasons on the part of the employer, one week's advance notice shall be given by the employer, or in lieu thereof, the discharged employee shall be given one week's salary.

Sixth:

The Party of the First Part, as an Association and as individuals, agrees to obtain all the help required as specified in this agreement, through the office of the Party of the Second Part, the Union.

Seventh:

The Party of the First Part agrees to deposit twenty-five dollars, (\$25) for each member as security for the faithful carrying out of all the terms and conditions of this agreement. It further obligates itself to display the Union sign in the window of all drug stores of its members.

Eighth: Any grievance that may arise between the Federation of Retail Druggists of Greater New York, and Drug Clerks Union No. 581, parties to this agreement, shall be taken up for adjustment by a representative of the Association and of the Union.

In case they cannot reach an amicable adjustment, the matter shall be referred to a third party who shall act as umpire and whose decision shall be final and binding upon both parties.

Ninth: This agreement shall be in full force and effect ninety (90) days after ratification, and two years thereafter.

All points, except those relating to salaries, shall be in effect on the date of ratification of this agreement.

Each side shall notify the other ninety (90) days in advance of the expiration of this agreement, as to whether they desire any changes in the agreement.

In case any change is desired, a conference shall be held by representatives of both sides for the purpose of amicably agreeing upon such changes, if any.

Tenth: It is mutually agreed by the Federation of Retail Druggists of Greater New York and the Drug Clerks Union No. 581, that a system of unemployment wages shall be worked out through a conference committee composed of representatives of both organizations.

All available information possible of being obtained for the guidance of the committee shall be secured and furnished with the object in view of working out a sound, constructive system of unemployment benefits to take care of good standing members of the Union in periods of unemployment.

IN WITNESS WHEREOF the parties hereto have hereunto set their hands and seals this 22nd day of April, 1932.

FEDERATION OF RETAIL DRUGGISTS
OF GREATER NEW YORK.

DRUG CLERKS UNION NO. 581

BY _____ Pres.

BY _____ Pres.

BY _____ Treas.

BY _____ Vice-Pres.

BY _____
Chairman of Exec.
Board.

BY _____
Cor.-Fin. Sec'y.

