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WORKING AGREEMENT

In order to maintain the best interests of the employees and to maintain a fair remuneration to them for their labor and to protect them against any injustice, and in order to stabilize wages and working conditions in the F. W. Woolworth Company store of Albert Lea on a fair and equitable basis, the following working agreement is promulgated to protect the best interests of all concerned.

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includes*

ARTICLE I.

The employees may be members of the Independent Union of All Workers, or its successor, and the Union shall be recognized as sole bargaining agency for its members.

ARTICLE II.

The maximum of 48 hours shall constitute a basic work week for all salesladies. All salesladies covered in this agreement will not be required to work earlier than 8 A. M. Salesladies shall not work later than 10 P. M. on Saturday.

The employer shall regulate the schedule of hours for all salesladies so that each saleslady shall know her hours of employment for the week following. This shall not apply in cases of emergencies such as sickness, death, or other unforeseen emergencies.

The standard work day shall not be more than eight hours per day, excepting Saturday and peak periods, which may be ten hours in one day. Such peak periods shall not exceed six weeks in any one year nor exceed 54 hours in one week. During such peak period all time worked in excess of 48 hours in any one week shall be considered overtime and paid for at the regular rate.

Each saleslady shall be allowed one full hour per day for lunch.

All full time salesladies will be paid for the following holidays: New years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day, providing they work on the work day before and the work day following the said holiday.

ARTICLE III.

Beginning salesladies shall receive not less than \$12.00 per week. Salesladies with one year's experience shall receive not less than \$13.00 per week. Part time salesladies shall be paid at the rate of not less than 25¢ per hour, and paid only for time employed. Part time salesladies shall not be called for less than four hours' work.

Salesladies shall give one week's notice of intention to quit.

Any custom or practice in vogue before the agreement is signed shall continue in force and effect unless contrary to this agreement.

ARTICLE IV.

Salesladies shall be hired, retained, promoted, or laid off according to their skill and efficiency, giving proper consideration to seniority. The employer before discharging a saleslady shall give her one week's notice, or in lieu of such notice one week's pay.

Nothing herein contained is intended to deter the Company from paying any scale of wages in excess of the above schedule.

ARTICLE V.

Vacation arrangements now existing will not be changed, unless the National Policy of the F. W. Woolworth Co. on vacations is changed.

ARTICLE VI.

The employer agrees they will not discriminate for or against any salesladies because of membership or non membership in any labor union.

ARTICLE VII.

This agreement shall remain in force until May 1, 1938.

Signed:

Signed:

(Signed) Ray Hemenway  
Pres. Central Union IUAW

F. W. Woolworth Co.

(Signed) Leo Koski, Business  
Agent, Local #2

(Signed) L. R. Lilja,  
Manager Albert Lea, Minn., store.

This agreement entered into this 7th day of April, 1937.

