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RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION
Local Union No. 746, Jasper, Alabama

CONFIDENTIAL

Agreement

THIS AGREEMENT MADE AND ENTERED INTO by and between the RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION, LOCAL UNION NO. 746, of JASPER, ALABAMA, hereinafter referred to as the "UNION," acting by and through the authorized representatives whose names are hereto subscribed and the F.W. Woolworth Store, Jasper, Ala hereinafter termed the "EMPLOYER":

WITNESSETH, That, for and in consideration of the mutual promises of the Union and the Employer made, each to the other, the said parties agree as follows:

- The members of the Union will exercise their best efforts and influence to advance the interests of the Employer and by all legal and lawful means and solicitation prevail upon the memberships of other labor organizations in this area to patronize only those stores whose employers display the Union Store Cards.
- The Union will lend, without cost to the Employer, a store card or cards, which will remain the property of the Union and be promptly surrendered by the Employer upon being adjudged in violation of any provisions of this agreement.
- That it will fine and dismiss from the local any of its members who willfully violates or aids in the violation of any of the provisions of this agreement.
- Employees must give the Employer one week's notice before terminating their services. Failure of the Employee to comply with this clause will be deemed sufficient grounds for fine or suspension from the Local.
- It is agreed by the Union and the Employer, that there shall be no strikes, boycott or lockouts during the life of this agreement. If any such differences arise, it shall be first the subject of discussion between the parties hereto and, in the event of failure to arrive at a mutually satisfactory settlement, the matter shall be referred to an Arbitration Board as provided in said agreement ARTICLE 5, SECTION A.
 - If and in the event any disagreement shall arise between the Union and the Employer and seemingly cannot be satisfactorily adjusted, it shall be submitted to either of the following, viz:
 - The Conciliation Service of the State of Alabama.
 - An impartial tribunal of three persons selected and agreed to by the Union and the Employer, each selecting one and these two selecting and umpire. The decision arrived at by this body shall be final and binding on both parties.
 - The United States Conciliation Service.
 - The Employer agrees that any conditions now existing in stores which have better working conditions than now exist in this contract, the signing of this contract by the Employer shall not take away those existing better conditions.

WORKING PROVISIONS

- The Retail Clerks International Protective Association Local No. 746 shall be recognized as the sole bargaining Agency for all Employees who are employed in or about the establishment, who display the UNION STORE CARD.
- That all Employees of the Employer and new Employees hired by the Employer and whose positions are covered by this agreement must become members of the Union within thirty (30) days after their employment (membership in the Union being subject to such employee meeting the requirements for membership). Employees failing to comply with this rule must be discharged immediately upon demand by the Union.
- It is hereby agreed by the Employer, that he shall procure and consider the waiting list of members of Local No. 746 Retail Clerks International Protective Association for investigation pursuant to employment. This waiting list can be obtained from the Secretary of the Retail Clerks International Protective Association Local No. 746.
- The Employer agrees that no person shall be employed, who have not reached the age of sixteen (16) years.
- Employees who have been employed twelve (12) months shall receive one week vacation.
 - Employees who have been employed twenty-four (24) months or more shall receive two (2) weeks vacation.
 - All Employees entitled to a vacation shall receive their regular weekly wages and /or earnings for the time they are on vacation.
- It is agreed by the Employer that there shall be only one person employed by their company as Assistant Manager in their place of business, this means Establishments that have eight or more Employees. It is further agreed by the Employer that in case Assistant Managers are used as salespersons, the Assistant Manager will be required to become a member of the Union.
- Employers will be required to give Employee's one (1) week's notice before terminating their services, or as an alternative, one (1) week's pay.
- There shall be no discrimination in the matter of Union membership nor shall they be denied employment because of his or her activities in matters pertaining to the Retail Clerks International Protective Association. The Employer shall have the right to discharge any Employee for good and sufficient reasons, provided however, that the discharged employee shall be informed by the Management as to the reason and cause for dismissal and the Union shall have the right to request the re-employment of such employees, without prejudice, if the cause is found to be unjustified.
- Any store selling soft drinks and ice cream in connection with other lines of merchandise, will not be considered or construed a confectionery, and must observe the opening and closing hours as other stores in the same line of business.
- The Employer agrees to grant the following Holidays: New Years Day, Christmas Day, Fourth of July, Labor Day, Armistice Day, Thanksgiving Day. In case stores should close through proclamation or special request, Employees will not be required to work or suffer any reduction in wages as a result of same. Should any of the above mentioned holidays fall on a Saturday or Sunday, the following Monday shall be observed with a full day's observance.
- It is further agreed that when any construction or repair work is done on the premises or the building by the Employer, that only Union Labor will be employed to do the work.
- No Employee shall suffer a reduction in salary during the life of this contract, and in the event of the employee being locked out or forced out by the employer, it is agreed that the employees affected shall receive full pay for all time lost. It is further agreed that regardless of the date of signing of contract it shall be retroactive as of September 1, 1942.
- All female employees shall be granted twelve (12) days sick leave each year without any reduction in weekly salary.. When requested by the Employer a Medical certificate will have to be furnished by the Employee.
- It is agreed by the Employer and the Union that they will be governed by the working rules of the Union and published rules of the Company. This means that published rules of the Company must be conspicuously displayed on Company's premises, regulating opening and closing of stores, rate of pay and other working conditions suitable to the classification of the different establishments as separately set forth in this contract.
- All employees shall be given one full hour for lunch each day and one full hour for supper on Saturdays.
- All employees who are entitled to time off during the life of this agreement, time off periods shall be granted by the Employer in consecutive hours, nor shall the Employees suffer any deduction in their weekly salary.

VARIETY STORES

- The Employer agrees that they shall open their place of business at 8:30 A. M., and close their place of business at 5:30 P. M., except Saturday at which time they agree to open their store for business at 8:30 A. M., and close at 9:00 P. M.
- The Employer agrees that the basic work week shall not exceed Fifty (50) Hour period and that any work performed in excess of the Fifty (50) Hour period shall be paid at the rate of overtime; time and one-half of their hourly rate.
- The Employer agrees that all new Employees without experience, that are employed by the Company shall receive not less than Twelve Dollars and Fifty (\$12.50) cents per week as salary. It is further agreed that all Employees with six months experience or more shall receive not less than Fifteen Dollars and Fifty (\$15.50) cents per week as salary.
- The Employer agrees that all employees with six months experience or more, shall receive a Fifteen per cent (15) increase over their ~~current~~ salary September 1st - 1942 C. J. Bradford.
- The Employer agrees that their store or stores shall close at noon on each Wednesday of the week, during the months of May, June, July and August during the life of this agreement.
- The parties hereto agree that in the event of changed economic conditions during the term of this Agreement the subject pertinent thereto shall be considered one to open discussion on said agreement and any agreement arrived at shall not invalidate the agreement.

IN WITNESS WHEREOF, the parties hereto have and do hereunto set their hands and seals this 25th day of November, in the year A. D. 1942.

FOR LOCAL UNION NO. 746,
RETAIL CLERKS INTERNATIONAL
PROTECTIVE ASSOCIATION,
JASPER, ALABAMA.

FOR THE EMPLOYER

(SIGNED)

(SIGNED)

(SEAL OF THE UNION)

P. Sheley for F.W. Woolworth
Store, Jasper, Alabama

WAGE COMMITTEE

C. J. Bradford

THE UNION NEWS JASPER, ALA.

OK -
Just pay
issuance
store

This contract signed by the F.W. Woolworth Co.
subject to approval of the War Labor
C. J. Bradford

U. S. DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

WASHINGTON

We are pleased to send you the enclosed mimeographed release at the request of the international office of your union.

Included are representative preamble or purpose clauses, statements defining the parties to and duration of the agreement, union status provisions — closed shop, preferential shop, etc. — and some sample wage, hour, vacation, and military service provisions. There has been an attempt to arrange the various sample provisions on each subject in a more or less descending order, the clauses listed first under each title describing the terms most favorable from the workers' point of view. Similar collections for other subjects usually found in union agreements are in preparation.

It will be a pleasure for us to have you call upon us if we can serve you further.

Very truly yours,



A. F. Hinrichs
Acting Commissioner of Labor Statistics

Enc.