

GENERAL AGREEMENT

between
 DEER LODGE CLERKS' UNION LOCAL 1235
 and
 DEER LODGE EMPLOYERS ASSN., INC.

Not Necessary to Return

Effective from June 15th, 1937.

1. All persons employed by the above mentioned establishment in the following work: Department managers, sales people, window trimmers, mail order departments, floor walkers, milliners, bookkeepers, cashiers, bundle wrappers, street salesmen, collectors, advertising writers, warehousemen, carpet layers, receiving and shipping clerks, order counter employees, deliverymen, and all store employees not under the jurisdiction of other Unions shall be members of the Deer Lodge Clerks' Union in good standing or shall become members of said Union within thirty days after securing employment.

2. 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.

3. The working card or permit shall be carried on the person entitled to same, and shall be displayed to anyone calling therefore.

4. No store is 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 as far as this Union is concerned.

5. Grocery stores, meat markets, hardware stores, and textile establishments shall open at 9:00 o'clock a. m. and close at 6:00 p. m. Drug stores shall open at 9:00 a. m. and close at their own discretion.

6. All stores mentioned above shall be closed all day on Sundays, New Year's Day, Thanksgiving Day, Washington's Birthday, Decoration Day, Fourth of July, Labor Day, Armistice Day, and Christmas Day. And no employe shall work on those days except taking inventory. ✓

7. Members shall be paid for the above mentioned holidays. All employees, working for one year, shall have one week's vacation with pay. ✓

8. Drug store, bake shop and ice cream parlor employees eight hours must be worked within a period of 12 hours. When employed less than 8 hours per day, the hours must run consecutively with only one meal hour. All employees to have one day a week off.

9. Apprentices or other employees must be given full time employment or not less than four hours on morning or afternoon shift. Temporary experienced help shall receive regular pay and temporary inexperienced help shall be paid forty cents per hour for males and 30 cents per hour for females.

10. Butter makers and Journeyman employees, assistant butter makers and apprentices shall be allowed one day a week off; a week to consist of six eight-hour days.

11. Minimum wage scale for pharmacists shall be paid during the first six months that a pharmacist is employed as a pharmacist after graduation as such, with a raise for the next six months, and after he shall have had twelve months experience as a pharmacist in a drug store he shall be paid the minimum wage for a registered pharmacist. Employees other than registered pharmacists shall receive the regular wage scale for men and women.

Employees to be paid for days or hours actually working except vacations and holidays.

12. Wage Scale.

Male Clerks		\$115.00 per month			
Male Apprentices	1st 6 mos.	2nd 6 mos.	2nd year	3rd year	4th year
Per month	\$35.00	\$71.50	\$82.50	\$104.00	\$115.00
Butter Makers and Journeyman Butchers,		\$120.00 per month			
Apprentices	1st year	2nd and 3rd years	4th year	5th year	
	\$55.00	\$73.70	\$82.50	\$120.00 per mo.	
Female Clerks		\$80.00 per month			
Female Apprentices	1st 6 mos.	2nd 6 mos.	2nd year	3rd year	
	\$42.00	\$48.00	\$65.00	\$80.00 per mo	

Liquor Stores
Vendor and Chief \$175.00 per mo.
Assistant Vendor \$137.50 per mo.

12. The 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.

14. All negotiations or grievances between the Deer Lodge Clerks' Union Local #1235 and Merchants of the Deer Lodge Employers Ass'n., Inc., shall be arbitrated by a committee of not more than three members from each of the above organizations. If unable to agree a third party may be called in consisting of one appointed by each party and they to appoint the third member.

15. Every store is entitled to one apprentice, regardless of whether they have any clerks or not; and every store is entitled to one apprentice for every five clerks, or fraction thereof. No apprentice shall be over the age of twenty-one years, unless employed prior to his 21st birthday.

16. 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.

17. Any place of business or store failing to conform to the rules will be declared an unfair place and shall not be recognized as a Union establishment until these rules are complied with.

18. The Union shall attend to the collection of dues of members, as the stores refuse to attend to the collections of Union dues of employees except by a written assignment signed by the bookkeeper or clerk.

19. All dry goods and variety stores may remain open Christmas week until 9:00 o'clock p. m. on the fifth, fourth, third and second nights before Christmas, and must close the night before Christmas at 6:00 o'clock p. m.

20. Employees shall clean up after closing time.

21. For accomodation, the proprietor or manager of a store, can upon request serve a customer after closing hours or on Sunday or holidays.

22. 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 complies to all regulations of the Clerks' Union.

23. This agreement shall be come effective on and after June 15th, 1937 and continue in full force and effect until June 15th, 1938. If neither party heroto gives written notice to the other of their desire to have the same modified, such notice to be given in writing at least thirty days prior to the expiration of this contract, it shall then automatically continue for the ensuing twelve months.

DEER LODGE EMPLOYERS ASS'N., INC.

DEER LODGE CLERKS' UNION LOCAL #1235

Signed.

Signed.

O. M. Bryan

Joseph Cummings

President

President

Lee Kennedy

Freda Knudson

Secretary

Secretary



37-12-10

File X

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

August 16, 1937

Mr. W. C. Coughlin, Secretary
Retail Clerks' International
Protective Ass'n #1235
511 - Fifth Street
Deer Lodge, Montana

My dear Mr. Coughlin:

We have in our files a copy of your agreement with retail merchants which expired June 1, 1937.

In order to keep our files of union agreements up to date, I should be grateful if you could conveniently send us a copy of your new agreement, if you now have an agreement in force. We shall be glad to type a duplicate and promptly return the original if you have only one copy available. If you so indicate, we shall keep the identity of the agreement confidential, using the material only for general information, in such a way as not to reveal the name of the union.

We shall be very grateful for your assistance. The enclosed envelope for your reply requires no postage. If we can furnish you information at any time, please let me know.

Very truly yours,

Isador Lubin
Isador Lubin

Commissioner of Labor Statistics

Enc.

Name of company or employers' association signing the agreement.....

Deer Lodge Employer's Ass'n. Inc.

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

Number of companies covered by agreement *Twenty Three (23)*

Number of union members working under terms of agreement *50*

Number of non-members working under terms of agreement *none*

Branch of trade covered *Retail merchants*

Date renewed *June 15 1937* Date of expiration *June 15, 1938*

If you cannot send a copy of your new agreement, please note (on the reverse side of this letter) any changes from your previous agreement.