AGREEMENT BETWEEN ANACONDA CLERKS' UNION, LOCAL NO. 1041, R. C. I. P. A., AND MERCHANTS OF ANACONDA, MONTANA

That for and in consideration of the mutual agreements herein contained and of the benefits to be derived herefrom to the various parties, it is hereby agreed by the various parties who have hereunto affixed their signatures as follows, to-wit:

CLASSIFICATION

1. All persons employed by the merchants of Anaconda in the following works: Department managers, salespeople, window trimmers, mail order departments, floor walkers, milliners, cashiers, bundle wrappers, street salesmen, collectors, advertising writers, warehouse men, receiving and shipping clerks, order counter employees and retail deliverymen employed 51% of their time inside the store, and all other store employees not under the jurisdiction of other unions, excepting bookkeepers and stenographers who do such work exclusively, and the manager or proprietor, shall be members of the Anaconda Clerks' Union in good standing or shall become members of the said union within fifteen (15) days after securing employment. Salesmen spending 51% of the time in the city of Anaconda are required to be members of the Anaconda Retail Clerks' Union.

2. No person not eligible to membership in the Anaconda Retail Clerks' Union shall be employed at any time without written permission from the Union.

3. Business establishments in the city of Anaconda shall be classified as Textile Stores, Foodstuff Stores, Drug Stores, or Cigar Stores.

4. Any business establishment not classified as a Drug Store, Cigar Store or Foodstuff Store shall be considered as a Textile Store.

HOLIDAY CLOSING HOURS

1. All establishments except Cigar Stores and Drug Stores shall be closed all day as follows:

New Year's Day, Washington's Birthday, Decoration Day, Fourth of July, Commercial Day, Labor Day, Armistice Day, Thanksgiving Day and Christmas Day. Commercial Day to be on the third Monday in August. When any of the above holidays fall on Sunday, the following Monday shall be observed.

2. The closing hours before Christmas shall be as follows:

The Foodstuff Stores may remain open until nine o'clock p. m. on the second and third nights before

Christmas, but shall close the night before Christmas at six o'clock p. m.

3. The Textile Stores may remain open until 9 o'clock p. m. on the fourth, third and second nights before Christmas, but shall close the night before Christmas at six o'clock p. m.

HOURS

1. All clerks employed by Foodstuff Stores, Textile Stores, Drug Stores or Cigar Stores shall work not more than forty-eight (48) hours per week and not more than eight (8) hours per day, and shall be allowed one (1) hour each day for lunch. Pharmacists shall be exempted.

2. Permits shall be issued during peak period by the Business Agent, providing all union clerks are employed.

3. The Business Agent of the Anaconda Retail Clerks Union may grant permission to employees of Foodstuff Stores, Textile Stores, Drug Stores or Cigar stores to work overtime during inventory periods, and such work shall be paid at the rate of time and one-half in accordance with the State Law. Compensation to be paid for services rendered during inventory periods is to be collected by the Business Agent.

4. Textile establishments shall not open earlier than nine o'clock a. m. and shall close at six o'clock p. m. each week day.

5. Foodstuff Stores shall not employ clerks before nine o'clock a. m. and not after six o'clock p. m., but shall be allowed to employ one clerk to work from 9:30 a. m. until 6:30 o'clock p. m. in order that he might properly care for perishable foods.

6. Drug Stores shall open at nine o'clock a. m. and remain open until six o'clock p. m. each week day. On Sundays and holidays Drug Stores shall open at ten o'clock a. m. and remain open until twelve o'clock noon, and on such days shall open at six o'clock p. m. and remain open until 7:30 o'clock p. m. From the period beginning on the first Sunday of June and ending on the last Sunday in September, Drug Stores shall be open from ten o'clock a. m. until twelve o'clock noon on Sundays and holidays.

7. Cigar Stores shall not open earlier than 7:00 o'clock a. m. and shall not remain open later than 1:30 o'clock a. m.

WAGE SCALE

1. The scale of wages for Foodstuff Stores, Textile Stores and Cigar Stores shall be as follows:

All male clerks of Foodstuff Stores, Textile Stores and Cigar Stores shall receive a minimum wage of $128.50 per month.

All female clerks of Foodstuff Stores, Textile Stores and Cigar Stores shall receive a minimum wage of $75 per month.

2. Apprentices in Foodstuff Stores, Textile Stores and Cigar Stores shall be paid as follows:

1st 6 Months, Male	$ 50.00
1st 6 Months, Female	50.00
2nd 6 Months, Male	65.00
2nd 6 Months, Female	60.00
2nd Year, Male	92.50
3rd 6 Months, Female	68.50
3rd Year, Male	110.00
4th 6 Months, Female	75.00
4th Year, Male	128.50

Payment of wages may be made weekly, semi-monthly or monthly.

3. Pharmacists registered by the State of Montana shall receive a minimum wage of $32.50 per week after the completion of one year's service as pharmacist. An apprentice pharmacist shall receive for the first six months the minimum wage of $22.50 per week and for the second six months $25 per week. One apprentice shall be permitted for the first registered pharmacist and one apprentice for each four thereafter.

No Drug Store shall be permitted to have more than one unregistered employee who shall act as sales clerk.

(a) All emergency calls can be made outside of working hours and cannot be considered as overtime.

4. Payment of wages based on a percentage basis or commission basis with the exception of outside salesmen will not be permitted.

5. The Business Agent of the Anaconda Retail Clerks' Union shall be permitted to inspect the payroll of any employer upon request of the Agent.

6. 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.

APPRENTICES

1. One apprentice shall be allowed for one full scale member of the Clerks' Union and one additional for each five such members of the Clerks' Union thereafter.

GENERAL RULES

1. Any store recognized as a Union Store by the laws and principles of our Union will be entitled to display a store card, providing the proprietor or person duly authorized to conduct said store shall have signed the above agreements required with the Anaconda Retail Clerks' Union No. 1041. Store cards shall remain the property of the Anaconda Retail Clerks' Union.

2. This Union may, at its own discretion, issue the store card to small dealers who do not employ clerks, but who comply with the above rules.

3. The Business Agent of the Clerks' Union shall be permitted to interview any employee during business hours, provided, such employee is not engaged in waiting upon a customer.

4. When any employee coming within the provisions of this contract is given work of less than one half day, such employee shall receive a half day's pay; and any employee working more than a half day, but less than a full day, shall receive a full day's pay.

5. Any store voluntarily closing on a day other than a day specified as a holiday shall pay the employee for a full day's services.

6. All employees shall be paid a legal day's wage for any holiday that falls upon a week day.

7. No employee shall be compelled or allowed to perform any services whatsoever in behalf of the store by which he or she is employed unless such services are performed during the time such store is open for the transaction of ordinary business and unless such employee is paid for such services at the rate heretofore provided in this agreement.

8. All misunderstandings or disagreements over the interpretation of this agreement shall be submitted to a joint committee for adjudication, the number of representatives on such committee to be mutually agreeable. Any person found guilty of violating this agreement shall be penalized by his own organization. Members of the Employers' Association shall be disciplined by the Employers' Association and members of the Clerks' Union by the Clerks' Union.

9. This agreement shall be binding until the 16th day of June, 1937, and shall be considered as renewed from year to year thereafter, unless either party hereto give written notice to the other, of their desire to have the same changed, and such notice must be given at least sixty days prior to the expiration of this contract. If such notice is not so given, then this agreement is to stand as renewed for the following year.

This agreement becomes effective the 16th day of June, A. D. 1936.

Agreement between Anaconda Clerks' Union, Local No. 1041, R. C. I. P. A., and Merchants of Anaconda, Montana.

MERCHANTS' COMMITTEE OF ANACONDA COUNCIL OF BUSINESS AND PROFESSIONAL MEN.

By.....FRED BARRETT,
President.

By.....W. C. WALLACE,
Vice President.

Attest:

ROBERT VUCASOVICH,
Secretary.

Attest:

JOHN A. STAGG,
Secretary.

RECEIVED APR 29 1937 BUREAU OF LABOR STATISTICS

36-12-51

U.S. DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

WASHINGTON

March 19, 1937

Mr. Robert Vucasovich, Sec'y
Retail Clerks' International
Protective Ass'n #1041
209 Adams
Anaconda, Montana

My dear Mr. Vucasovich:

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

Isador Lubin
Commissioner of Labor Statistics

Enc.

Name of company or employers' association signing the agreement _____

Anaconda Bussiness & Professional Men
(If more than one employer, please list on reverse side)

Number of companies covered by agreement 41

Number of union members working under terms of agreement 125

Number of non-members working under terms of agreement None

Branch of trade covered Retail Clerks

Date signed June 16, 1936 Date of expiration June 16, 1937

Fred Barnett 315 Elm St.
(Name of person furnishing information) (Address)

(over)

Our next Contract will be with the Employes Association wich will be incorporated soon

J Barrett
Secy Clerks Union

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

April 21, 1937

Mr. Robert Vucasovich, Sec'y
Retail Clerks' International
Protective Ass'n #1041
209 Adams
Anaconda, Montana

My dear Mr. Vucasovich:

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.

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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

Isador Lubin
Commissioner of Labor Statistics

Enc.

Name of company or employers' association signing the agreement Anaconda Council of Business and Professional Men. (over)
(If more than one employer, please list on reverse side)

Number of companies covered by agreement approximately 60

Number of union members working under terms of agreement 150

Number of non-members working under terms of agreement none

Branch of trade covered retailing merchandise.

Date signed June 16, 1936 Date of expiration June 16, 1937

Robert Vucasovich (Name of person furnishing information)

209 Adams (Address)

The branch of Business Men's Council with which we are concerned will now be known as the Anaconda Employer's Association.

As I am no longer secretary, I turned your first request over to the new secretary. However I am sending in the information you request.

We are negotiating for a new contract and I will send one as soon as possible.

AUG 1961 BUREAU OF LABOR REL