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AGREEMENT

Between

**Clerks Local No. 435
and Merchants**



AGREEMENT

OF

Retail Clerks International Protective Association, Local No. 435.

GRANITE CITY, ILLINOIS

THIS AGREEMENT, made this day by and between the Retail Clerks International Protective Association, Local No. 435, consisting of Clerks, Salesmen and Salesladies, in the jurisdiction of Granite City, Madison, Venice, Nameoki, and

Mitchell, Illinois, by its Agent, party of the first part, and _____

_____ of _____ Ill.,

party of the second part.

WITNESSETH: That the party of the first part in consideration of the promises of the party of the second part being faithfully kept and performed, promises and agrees:

ARTICLE No. 1

That the party of the first part will assist the party of the second part in maintaining reasonable closing hours of all places of business, thereby giving some time for recreation.

SECTION 1. That it will loan without cost to the party of the second part, providing one or more Union Clerks, Salesmen and Salesladies are employed, one (1) Store Card No. _____, to be displayed by the party of the second part in a conspicuous place, so it can be seen by the public, this card to remain the property of the party of the first part, and will promptly be surrendered by the party of the second part upon violation of the provisions of this agreement. Where no Clerks, Salesmen or Salesladies are employed fifty cents (50c) per month will be charged for this card.

ARTICLE No. 2

SECTION 1. The party of the second part in consideration of the promises and agreement of the party of the first part being faithfully kept and performed, promise and agree:

SECTION 1a. Regular help to work 30 days without permit card. At end of which period clerk to join Local No. 435. Extra help allowed to work 2 Saturdays without permit card.

SECTION 2. That all Clerks, Salesmen and Salesladies shall become members of the party of the first part at end of thirty (30) days after commencing work and shall remain in good standing. That Cashiers and Bookkeepers shall not become members of this organization if 80 per cent of their time is used in the work of Cashier or Bookkeeper.

SECTION 3. All extra help not members of Local No. 435 are to receive the following: Male Clerks \$3.00 per day on Saturday and \$2.50 per day for week days. Female Clerks to receive \$2.50 per day for Saturday and \$2.00 per day for week days. This is not to apply to apprentices.

SECTION 4. When a Clerk, Salesman or Saleslady is employed preference will be given members of Local No. 435, party of the first part.

SECTION 5. Party of the second part shall not employ more than one apprentice to every three (3) eligible Clerks, Salesmen or Salesladies. All Clerks, Salesmen or Salesladies over the age of sixteen (16) years of age are eligible to membership of the party of the first part. In case party of the second part shall not employ Union Clerks, Salesmen or Salesladies he shall not employ anyone under the age of sixteen (16) years.

SECTION 6. Party of the second part shall pay a minimum wage of \$11.00 per week for the first six months, \$12.00 per week for the next six months and \$13.00 per week thereafter for Salespersons in all lines except groceries. It is understood that this is a minimum wage scale and that employers will at all times pay adequate salaries to commensurate with individual ability.

SECTION 6a. Experienced Grocery Male Clerks shall be paid \$14.00 per week for the first six months, \$15.00 per week for the second six months, and \$16.00 per week for the next six months and thereafter. Experienced Female Grocery Clerks shall receive \$12.00 per week for the first six months, \$13.00 per week for the second six months and \$14.00 per week thereafter. Apprentices both male and female shall receive \$3.00 per week less.

SECTION 7. Working days for Grocery Stores, Male Clerks, six days per week, 9½ hours per day. Female Clerks, six days per week, 9 hours per day. All Food Stores shall close their doors at 5:30 p. m. including Saturday.

Working days for Electrical Stores, Dry Goods, Hardware, Notions, Clothing, Shoes, Jewelry, Seed Store, and Furniture Clerks shall work 9 consecutive hours except Saturday, when they shall work 11 hours. One hour to be allowed for dinner and one hour for supper. All doors to be closed at 5:30 p. m. except on Saturday at 8:00 p. m.

Beginning Thursday night, December 19, the stores shall stay open until 8:00 p. m. up to and including Wednesday night December 24. (Five nights before Christmas.)

SECTION 8. The following Holidays shall be granted their employees without reduction in wages: All day Sunday, New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day. It being understood that when any of the above holidays fall on Sunday, Monday shall be observed as a holiday. All Clerks, Salesmen and Salesladies are to work 5 evenings previous to Christmas.

SECTION 9. It is understood and agreed that clerks will not be asked to work overtime taking stock on more than 2 occasions during the year.

SECTION 10. Party of the second part agrees to take no orders for delivery that will cause any employee to work longer than hours specified in this agreement.

SECTION 11. The parties of the second part shall grant a vacation of one week with pay to employees who have been in the employ of the parties of the second part one year as of June 1. It is understood that vacation periods will be arranged during the months of May, June, July or August.

SECTION 12. That all differences and disputes that may arise other than contained in this agreement that cannot be settled between the employers and employees and a committee of the organization, or a committee of the Granite City Trades Labor Council shall be submitted to a Board of Arbitration to be composed of three (3) disinterested parties: each party to select one member of said Board, and the two to select a third member. The decision of said Board to be final and that no strikes or lockouts shall occur during the pendance of such arbitration.

It is mutually understood and agreed that parties of the first part will in every way possible see that the contents of this agreement pertaining to the store hours shall be adhered to by the merchants of this community.

It is understood and agreed that all stores except Grocery Stores be allowed to remain open until 8:00 p. m. the day before the following holidays: Decoration Day, Fourth of July and Thanksgiving Day, the same as on Saturday.

SECTION 13. That this agreement shall be in full force and effect on and after September 1, 1935, and shall continue from year to year. Should either party desire to alter, amend or annul this agreement, they shall give notice to the other party thirty (30) days before September 1. Should neither party do so, it shall renew itself for another year.

IN WITNESS WHEREOF, we have hereunto set our hands and seals this _____

day of _____ A. D. 1935.

Parties of the first part:

President

Secretary

Parties of the second part:

