

Probably proposed agreement
Retail Clerks # 205

37-12-105

National Tea Co etc.
Dramers, Minn.

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Hours of Labor.

1. Male Employees.

Fifty-four (54) hours shall constitute a basic week for all male employees. No male employee shall work more than fifty-four (54) hours in any one week without overtime compensation. Nine (9) hours out of every nine and one-half (9½) hours shall constitute a basic day, with the exception of Saturday or any week day before a holiday when ten (10) hours out of any ten and one-half (10½) hours shall be considered a basic day. These hours shall be worked in one continuous period of time with one (1) hour off for lunch. Time and one-third shall be paid for overtime from seven (7) to eight (8) on Saturdays or days before legal holidays.

2. Female Employees.

Forty-six (46) hours shall constitute a basic week for all female employees. No female employee shall work more than forty-six (46) hours in any one week without overtime compensation. One day of four (4) hours, allowing the employee the full afternoon off on said day. These hours shall be worked in one continuous period of time, with one (1) hour off for lunch.

3. Quitting Time.

It is understood and agreed that all employees after closing hours shall work for a period not longer than twenty (20) minutes before overtime compensation applies. It is expressly understood and agreed that employees requested to report to work prior to work or work after the specified time stated above, shall be paid overtime for all such time worked. It is further agreed that each employer shall keep a record of time showing the hours per day and days per week worked, and wages paid to each employee. This record for an individual employee shall be available to that employee or his or her representative of Local Union No. 205.

4. Minimum Scale of Wages

1. the following shall constitute the minimum scale of wages for the employees covered hereby, and no employee shall receive less than the minimum hereby provided, nor less than his or her wage immediately prior to the commencement of the period hereby covered, which if the same is greater, is hereby declared to be the minimum wage for said employee hereunder. Said wages to be paid weekly.

- a. Full time Female Apprentice Employee.....\$14.00 per wk.
- b. Full time Male Apprentice Employee.....\$16.00 per wk.
- c. Full time Female Regular Clerk or Cashier.....\$16.00 per wk.
- d. Full time Male Regular Clerk or Cashier.....\$18.00 per wk.
- e. Experienced Female Clerk or Cashier.....\$18.00 per wk.
- f. Experienced Male Clerk or Cashier.....\$22.00 per wk.
- g. Manager, Male or Female.....\$35.00 per wk.
- h. Beginning Oct. 1, 1937, the company shall effect a general 10%

increase to all above minimum rates of pay up to and including \$100.00 per month, providing, however, said employee has not received an increase within the last ninety (90) days.

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1. Extra or regular part-time employees shall be paid on an hourly basis, no less than the pro-rata of the regular rate in their classification.

2. All overtime shall be paid at the rate of time and one-third.

3. Employees are not required to work on Sundays or legal holidays. In the event that employees are requested to work on these days, they shall have the option of so doing, and the rate of pay on these days shall be time and one-third according to their classification.

4. Overtime worked in any one day shall not be compensated for by lay-offs, nor shall any employees be required to take time off to make up for overtime work.

5. Full time employees shall receive full pay for weeks that have holidays.

6. Any employees who have been requested to report and have reported and are not given work shall be paid for at least four (4) hours employment; unless notified the previous work day or earlier, that he or she should not report for work.

7. Any uniforms worn at work must be furnished and laundered by the employer.

EXR 11/38

VACATIONS

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6 All regular full time employees with two, (2) years or more of continuous service with the same employer shall receive two (2) weeks vacation with pay. All regular full time employees with one (1) year of continuous service with the same employer shall receive one (1) weeks' vacation with pay. Those with less than one (1) years' service shall receive one-half ($\frac{1}{2}$) days' vacation with pay for each month of continuous service. All vacations shall be allowed to be taken in one continuous period of time. Vacations shall be issued by the employer during the months of April to November inclusive, unless a different time is arranged by the mutual agreement between the employer and employees.

MISCELLANEOUS

7. a. Once each six (6) months the employer shall review the record of each employee to insure that any employee who is entitled to promotion or wage increase shall be given full and fair consideration.

b. A regular employee whose employment is permanently terminated by the employer for any reason other than drunkenness or dishonesty, and who is laid off for two (2) weeks or longer, shall be given one (1) weeks' notice or one (1) weeks' pay in lieu thereof. Managers may be discharged without notice or extra pay for excessive inventory shortage. The employer shall be entitled to the same respect in this matter.

c. No employer shall extend the lunch hour over one (1) hour, and must allow at least one (1) hour for same on each and every working day.

d. Employees covered by the jurisdiction of Local No. 205 shall be hired, retained, promoted, demoted, laid off, discharged, or rehired according to their seniority rights in the employment of said employer. All seniority rights shall be on the basis of the classification herein.

e. When employing men or women, members of Local No. 205 shall be given preference. If Local No. 205 cannot furnish desirable men or women, then non-union employees may be hired, and must become members within thirty (30) days of Local No. 205, after employment.

f. In the employment of new employees, the employer shall be given thirty (30) days to determine whether or not said employee is capable of the performance of his or her duties.

g. The Union Shop Card is the property of Local Union No. 205 at all times and is loaned to the employer while this contract is in effect.