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THIS AGREEMENT
BY AND BETWEEN THE J. G. McCrory Company
AND THE
UNITED RETAIL & WHOLESALE EMPLOYEES OF AMERICA

EBENSBURG, PA.

1. The company recognizes the United Retail & Wholesale Employees of America as the collective bargaining agency for its members in the store and will not interfere with the right of its employees to join that Union.
2. The company will not discriminate against any employee because of membership or non-membership in any organization of its workers.

WAGES

The Company agrees to the following wage rates in the Ebensburg Store:

Sales girls under one year's service--\$11.00 per week.
Sales girls over one year's service -- 12.00 per week.
Part time help, -(those working less than 30 hours per week)--
-- .25¢ per hour.

A 10% increase will be granted to all employees who are now receiving an amount in excess of the minimum wage.

Christmas bonus, sick relief, and insurance will be continued as heretofore.

HOURS

The company agrees to establish a maximum work week of forty-four (44) hours for all employees on the store payroll and to regulate the hours in accordance with the State and Federal Law.

HOLIDAYS

The company agrees to observe the following Holidays: Christmas, New Years, Memorial Day, July 4th, Labor Day, Armistice Day, and Thanksgiving Day, and all other holidays observed by the other business stores in town.

The Company also agrees to close one afternoon each week throughout June, July and August. There shall be no deductions for such half holidays.

VACATIONS

The company will continue to grant a vacation of 2 weeks - one week with pay and one week without pay - to employees having a service record of one year and less than two years; two weeks with pay to employees having a service record of two years or more.

No employee is compelled to take a vacation without pay unless they so desire.

GRIEVANCES

All grievances shall be referred to the manager who will try to bring about a prompt and amicable settlement.

In event the manager shall find it impossible to settle a dispute the matter will be referred to the Personnel Manager who will confer with the representative of the employees and the aggrieved aiming to adjust the grievance fairly and equitably.

SENIORITY

In all cases of promotion, or increase or decrease of forces, the company will give due regard to such factors as length of service, knowledge, sales ability, skill, efficiency, physical fitness, etc.

If other factors are equal, length of service will govern.

DISCHARGE

The company shall have the right to lay off or discharge employees for just cause or scarcity of work at any time.

Employees will not be discharged or discriminated against in any manner because of membership or non-membership in any union or organization.

The company reserves the right to direct the operation of the store in the manner that seems best designed to produce best results for both itself and its employees.

J. G. McCrory Company

PERSONNEL DEPARTMENT

BY _____

SECOND REQUEST

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

*Retail Employees #152
Ebensburg, Pa.
11-1-40*

UNION AGREEMENTS

December 26, 1939

Mr. Elmer A. Barger, Int'l V.P.
United Retail & Wholesale Employees #152
P.O.Box 756
Spangler, Pa.

Dear Sir:

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 shall 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 will 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 your reply requires no postage. If we can furnish you information at any time, please let me know.

Very truly yours,

Isador Lubin
Commissioner of Labor Statistics.

Enc.

Name of company or employers' association signing the agreement Home Baking

Home Baking Co. J.G. McCrory Co.

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

Number of companies covered by agreement Two

Number of union members working under terms of agreement 34

Number of nonmembers working under terms of agreement none

Branch of trade covered Bakery retail stores

Date signed Nov .1 1939 Date of expiration Nov .1, 1940

Please check here if you wish the agreement returned No

Elmer A. Barger Box 756 Spangler Pa.

(Name of person furnishing information)

(Address)