

ARTICLES OF AGREEMENT

RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION, LOCAL NO. 174, SEATTLE, WASHINGTON
(Affiliated with American Federation of Labbr)

THIS AGREEMENT, mutually entered into this _____ day of _____ 1935
by and between _____ of Seattle,
Washington, hereinafter designated as the Party of the First Part and the RETAIL
CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION, LOCAL NO. 174 of Seattle, Washington,
hereinafter designated as the Union, entered into for the purpose of regulating the
schedule of business and working hours, scales of wages and other conditions of em-
ployment affecting the employes, members of the Union, which shall be in effect and
exist from the First Day of January, 1936 until September First 1936, or until a new
agreement is entered into, unless revised, altered or cancelled at the request of ei-
ther party, upon thirty days written notice, prior to date of expiration, and the terms
of this agreement shall be as follows, to wit:

We, the party of the First Part agree:

1. (a) That all employees engaged in handling selling and/or displaying merchandise
in the store of the party of the First Part shall be members of the Retail Clerks Union.

(b) A temporary working card, good for thirty days only, shall be secured by
all new or extra salespeople, not members of the Union at the time of employment.

11. It is expressly understood and agreed that the party of the First Part shall
not open their store for business before 8:30 o'clock A.M. and close not later than
6:00 o'clock P.M. every day in the week. No employes shall be required to report for
duty before 8:45 o'clock A.M. nor remain on duty later than 6:00 o'clock P.M. unless
waiting on a customer who entered the store prior to closing time. No employee shall be
required to work more or less than eight (8) hours per day or more than five days per
week. All work performed in excess of the above specified time shall be considered
over time and shall be paid for at the rate of time and one half of the specified rate.
No employee shall be required to work more than four (4) hours overtime in any one week
and such overtime shall not extend later than 11:00 o'clock P.M. All employees shall
be granted one hour for lunch.

111. (a) Every male employee, except apprentices, shall receive the following
scale: Clothing Men not less than \$32.00 per week; Shoe and Hat salesmen not less than
\$30.00 per week; Furnishings men not less than \$28.00 per week. Window displaymen not
less than \$40.00 per week; Order counter employes not less than \$25.00 per week; Sales-
women and female order counter employes not less than \$16.00 per week. Combination
employes, including Window Displaymen or those working in more than one department
shall receive one half of the difference between the two scales applying over and above
the lower scale.

(b). The scale for male apprentices shall be not less than \$15.00 per week
for the first eight months; \$20.00 per week for the second eight months experience;
\$25.00 per week for the third eight months and the minimum thereafter according to
classification. For Female apprentices, not less than \$14.00 per week for the first
four months; \$15.00 per week for the second four months; \$16.00 per week for the third
four months and the minimum thereafter of not less than \$16.00 per week. An apprentice
shall be known as a person over the age of 16 years who has had less than one year's ex-
perience for females and less than two years' experience for males. Not over one ap-
prentice shall be employed for every four salespeople or fraction thereof. Five days
will be a week.

(c) Employes worked by the day or less than 5 days shall be paid as follows:
Clothing Salesmen not less than \$6.60 per day; Hat and Shoe men not less than \$6.00
per day; Furnishings men not less than \$5.60 per day; Window trimmers not less than
\$8.00 per day; Saleswomen not less than \$3.50 per day.

(d) It is agreed that the above scales of wages establish a guaranteed min-
imum rate of pay regardless of whether the employee is compensated on the basis of a
time rate or on a piece work performance.

(e) No employee shall suffer any reduction of pay because of the adoption
or through the operation of this agreement.

IV. The store to remain closed and no employee required to work or suffer any
reduction of pay, on the following holidays: New Years' Day; Washington's Birthday;
Memorial Day; Independence Day; Labor Day; Thanksgiving Day; and Christmas Day. When
any of the above named holidays fall on Sunday the following Monday shall be observed.

V. It is further agreed that upon the signing of this agreement and with full com-
pliance thereof, the Union will furnish the Union Store Card of the Retail Clerks Union
for the term of this agreement. The Union agrees to advise all Union organizations of
the City of Seattle & Vicinity of the action of the party of the First Part in sign-
ing this agreement. It is further agreed that the parties of the First Part will sur-
render the Union Card to the Union upon the expiration of this agreement or upon demand
for any violation of this agreement, likewise the salespeople will surrender their
union membership cards and buttons.

VI. It is expressly understood and agreed that the Business representative of the
Union shall have the privilege of entering upon the premises of the party of the first
part for the purpose of interviewing the employes provided they are not engaged in
waiting on trade.

IN WITNESS WHEREOF said parties to this agreement have set their hand and seal
this _____ day of _____ 1935

PARTIES OF THE FIRST PART

RETAIL CLERKS UNION, LOCAL NO. 174

This part from Jan. 1,