

AGREEMENT

ARTICLES OF AGREEMENT
RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION
and RETAIL MERCHANTS OF CASPER, WYOMING.

THIS AGREEMENT, Mutually entered into this 4th day of Jan., 1937, by and between Retail Clerks International Protective Association, through its authorized agents _____ _____, President of Local No. 102, and Mark Amborough, Secretary of Local No. 102, of Casper, Wyoming, party of the first part, and _____ of Casper, Wyoming, party of the second part:

WITNESSETH, That party of the first part, in consideration of the covenants and agreements hereinafter mentioned and agreed upon by all parties to be kept, done and performed, shall permit party of the second part to display for the period ending Sept. 30th, 1937, one RETAIL CLERKS UNION STORE CARD, property of and issued by the Retail Clerks International Protective Association.

(1) Party of the second part agrees to employ only members of Local No. 102 Retail Clerks International Protective Association, or persons who, if eligible, shall become members of the said Local within thirty (30) days from date beginning of their employment.

(2) Party of the second part agrees that wages paid to male clerks of one year's experience or more shall be not less than Thirty (\$30.00) Dollars a week. Male apprentice-clerks shall be paid during their first six months' employment not less than Eighteen & NO/100ths (\$18.00) Dollars a week. Male Clerks having more than six months' experience but less than one year's experience shall be paid not less than Twenty-four (\$24.00) Dollars a week.

(3) Party of the second part agrees that wages paid to female clerks of one year's experience or more shall be not less than Eighteen & 50/100ths (\$18.50) Dollars a week. Female apprentice-clerks shall be paid during their first six months' service not less than Twelve & 50/100ths (\$12.50) Dollars a week. Female clerks having more than six months' experience but less than one year's experience shall be paid not less than Fifteen (\$15.00) Dollars a week.

(4) Party of the second part agrees that all employees in serving one year shall be given one week's vacation with full pay; those in service two years, or more, two weeks' vacation with full pay.

(5) IT IS FURTHER AGREED BY PARTIES HERETO, that all stores shall remain closed on Sundays and on each of the following legal holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Armistice Day, Thanks giving Day and Christmas. (Holidays falling on Sunday shall be observed the Monday following.)

(6) Party of the second part agrees that stores shall open at 8 o'clock A. M. and close at 6:00 P. M. each day of the week except Saturday. Closing hours on Saturday shall be 8 o'clock P. M. The three days preceeding Christmas the stores shall open at 8 o'clock A. M. and close at 8 o'clock P. M.

(7) Men working in stores shall not work more than 55 hours per week unless there is an emergency. The word emergency means inventory, not to exceed four (4) times a year. Men required to work more than 55 hours a week shall be paid time and one-half.

(8) Noon lunch time shall be one hour long.

(9) Any violation in this contract will cause forfeiture of card at once.

(10) Party of the second part shall request their employees to attend all Union meetings. Each store having five (5) members or less employed shall have one member represented at meetings; each store having over five (5) members and less than ten (10) shall have two members represented at meetings; and each store having over ten (10) members shall have three members represented at meetings.

(11) Dues and assessments to be placed in Contract: Amount for men, \$1.65, and amount for ladies is \$1.15.

(12) Dues are to be deducted from pay roll and authorization for same to be secured from members.

PARTIES TO THIS AGREEMENT and signers hereto:

RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSN.

Louis Bauer, President of Local #102.

Mark Antonovich, Secretary of Local #102.
Party of the First Part

Party of the Second Part.

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

Clerks 102
Casper, Wyo
9-30-39

Mr. T.F. Speckbacher
Retail Clerks' International
Protective Association #102
Box 119
Casper, Wyoming

June 21, 1939

Dear Sir:

We have in our files a copy of your agreement with employers which recently expired.

In order to keep our files of union agreements up to date, I should be grateful if you could conveniently send us a copy of your new agreement, if you now have an agreement in force. We shall be glad to type a duplicate and promptly return the original if you have only one copy available. If you so indicate, we shall keep the identity of the agreement confidential, using the material only for general information, in such a way as not to reveal the name of the union.

We shall be very grateful for your assistance. 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

Isador Lubin
Commissioner of Labor Statistics

Enc.

Name of company or employers' association signing the agreement

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

Number of companies covered by agreement 35 Stores

Number of union members working under terms of agreement 117

Number of non-members working under terms of agreement None

Branches of trade covered Dry Goods, Hardware, Groceries

Date renewed Oct. 1st - 1938 Date of expiration Sept. 30 - 1939

Please check here if you wish the agreement returned No

If you cannot send a copy of your new agreement, please note (on the reverse side of this letter) any changes from your previous agreement.