

# AGREEMENT

This agreement made by and between the Retail Clerks International Protective Association, by its agent, Local No. 371, O'Fallon, Illinois, party of the first part, and

merchant, doing business in O'Fallon and within the jurisdiction of Local Union No. 371, R. C. I. P. A., party of the second part

WITNESSETH: That the party of the first part, in consideration of the mutual promises of the parties to this contract, promises and agrees:

(1) That it will loan, without cost to the merchant, Store Card No. . . . . This card is and shall remain the property of the Local, and must be surrendered by the party of the second part upon violation of any of the provisions of this agreement, upon the demand of the party of the first part through its Secretary or business agent.

(2) In case no clerks are employed, the merchant will be given the use of a Store Card of the R.C.I.P.A. provided he recognizes, signs the agreement, and lives up to the same rules as stores employing Union Clerks.

(3) That it will exercise its influence to advance the interests of the party of the second part as employers of Union Labor.

(4) Party of the second part agrees to retain in their employ only those who are members of Local No. 371, or those who have permit cards from said Local No. 371.

(5) Eight hours shall constitute a day's work for all female employees, with the exception of Saturday or the day before a Holiday, when nine hours shall be required. Nine hours shall constitute a day's work for all male employees with the exception of Saturdays and the days before a Holiday when nine and one half hours shall be required. Not less than one hour shall be allowed for each clerk for the noon meal and one hour for supper on Saturday or days before a Holiday. Stores closing at 6 P. M., on Saturday shall not be required to give time off for supper.

(6) All clerks shall begin work at 8:30 A. M. excepting Grocery, Hardware, Furniture and Meat establishments, these clerks may begin at 7:30 A. M. All female clerks shall not begin work before 8:30 A. M. excepting in Grocery Stores and meat establishments, female help may begin work at 8:00 A. M. All clerks shall cease work at 5:30 P. M. daily, except Saturday and days before a holiday, on which days Grocery and Meat employees shall cease work at 6 P. M. and all other employees at 8 P. M. During July and August all clerks shall cease work at 6 P. M.

(7) No store shall open before 7:30 A. M., with the exception of a two month period from June 15th to August 15th during which time stores may open at 6 A. M. and any clerk starting to work at such hour must be given time and one half for these added hours or allowed an equal amount of time at the end of the day.

(8) All stores shall close at 5:30 P. M. daily. On Saturday and days before a Holiday all Grocery Food and Meat establishments shall close at 6 P. M. All other stores shall close promptly at 8 P. M. During July and August all stores shall close promptly at 6 P. M.

(9) In case any merchant shall allow, or require an employee to work longer than the hours specified in this agreement it shall be deemed a violation of this contract unless time and one half is paid to said employee, the minimum sum paid being based on one (1) hour.

(10) The merchant agrees to grant the Local members the following Holidays with full pay. All day Sunday, New Years, Decoration Day, July Fourth, Labor Day, Armistice Day, Thanksgiving Day, Christmas Day, one half (1/2) day O'Fallon Home Coming Day, and any other day proclaimed and observed as a Holiday by the city of O'Fallon.

(11) In case any holiday falls on Sunday, the same shall be observed the following day, Monday.

(12) Wages: The minimum wages for all female employees of less than six (6) months experience shall be Eleven Dollars (\$11.00) per week. All female employees of six months experience and over shall receive Thirteen Dollars and Twenty Cents (\$13.20) per week.

(13) The minimum wage of all male employees of less than six months experience shall be Sixteen Dollars and Fifty Cents (\$16.50) per week. No male employee of six months experience or more shall receive less than Nineteen Dollars and Twenty Five Cents (\$19.25) per week.

(14) All extra female help shall be paid Two Dollars and Twenty Cents (\$2.20) per day and all extra male help shall be paid Three Dollars and Thirty Cents (\$3.30) per day.

(15) Meat Cutters: The hours for meat cutters, apprentices and helpers shall be the same as other employees.

(16) Wages for Meat Cutters: For Meat Cutters in charge of shop or meat department managers the wages shall be no less than Thirty Dollars and Twenty five cents (\$30.25) per week plus one per cent on all meat sales. For head meat cutters or the first in line the wage shall be no less than Twenty Seven Dollars and Fifty Cents (\$27.50) per week. All other experienced meat cutters shall receive no less than Twenty Two Dollars (\$22.00) per week. For extra work all experienced meat cutters shall receive Five Dollars and Ten Cents (\$5.10) per day.

(17) Apprentice meat cutters for the first six months shall receive Eleven Dollars (\$11.00) per week; after six months Thirteen Dollars and Seventy Five Cents per week; after one year Sixteen Dollars and Fifty Cents (\$16.50) per week; after eighteen months Nineteen Dollars and Twenty Five Cents (\$19.25) per week; after two years Twenty Two Dollars (\$22.00) per week.

(18) There shall be no more than one apprentice to every three experienced meat cutters in any one shop

(19) No clerk, receiving more than the minimum wage at the time of this contract, shall suffer any reduction of wage during the term of this contract.

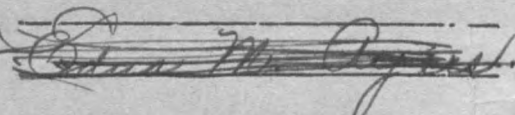
(20) No employee shall be discharged owing to the wage question, or another put in his or her stead, at lower wages.

(21) It is mutually agreed that sales by special appointment shall not be considered a breach of contract but such appointments must be deemed advisable and the same filed with a clerk of that store or an officer of Local No. 371.

(22) The employer agrees to forfeit Twenty-five Dollars (\$25.00) for the first violation, on his part, of any clause of this agreement and Fifty Dollars (\$50.00) for the second and any subsequent violation, the same to be paid to Local No. 371, R.C.I.P.A. to be used for local charitable purposes.

(23) This agreement shall be in full force and effect from the date of this signing to and including February 28, 1938.

LOCAL UNION NO. 371  
R. C. I. P. A., O'FALLON, ILLINOIS





Merchant  
The O'Fallon Record 

U.S. DEPARTMENT OF LABOR

37-12-2

BUREAU OF LABOR STATISTICS

WASHINGTON

March 19, 1937

Miss Edna M. Ayers, Secretary  
Retail Clerks' International  
Protective Ass'n #371  
117 North Lincoln Avenue  
O'Fallon, Illinois

*File*

My dear Miss Ayers:

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 should 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 shall 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 reply requires no postage. If we can be of service to you at any time, please write me.

Very truly yours,

*Isador Lubin*

Isador Lubin

Commissioner of Labor Statistics

Enc.

Name of company or employers' association signing the agreement \_\_\_\_\_

*See other side*

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

Number of companies covered by agreement (23) Twenty Three

Number of union members working under terms of agreement (25) Twenty five

Number of non-members working under terms of agreement 6, (six)

Branch of trade covered Retail Selling

Date signed Mar. 19, 37 Date of expiration Feb 28, 38

Edna M. Ayers, Secy Treas, Local #371 - R.C.I.P.A.  
(Name of person furnishing information) (Address)

*117 N. Lincoln Ave  
O'Fallon Ill*



- 1 Atlantic and Pacific Store - Stan. Beedle - Mgr
- 2 Nolds variety store
- 3 H. Thomas Hardware Co
- 4 Geo. Thomas Electric Shop.
- 5 L. Rubin - Meats & Groceries
- 6 B. Sauberg. Dry Goods
- 7 L. Proffit - Meats and Groceries
- 8 L. Allen - Dry Goods
- 9 H. Munnis, shoe Repairs
- 10 Schaper & Beckers, Meats & Groceries
- 11 Hm Hughes - Dry Goods
- 12 Kroeger Grocery Co. - B. Taylor - Mgr
- 13 Schwarz Bros - Furniture
- 14 John Schneider, Jewelry.
- 15 John Lawrence, Auto Supplies
- 16 Stop and Shop Market - al allen, Prop.
- 17 P. H. Schultsrecht - Sew mchc
- 18 Remow Butch, Meat Markt.
- 19 Daw Schaper, Meat Markt.
- 20 Cook and Carrey, Groceries, Annie Brock - Prop.
- 21 Bertha Schmitt - Dry goods & Notions
- 22 ~~A. B.~~ Joseph - Hardware
- 23 A. O. Klendorf - Farm implements

Miss Mrs. A. A. Ayers, Secretary  
 Retail Clerks' International  
 Protective Ass'n #371  
 117 North Lincoln Avenue  
 O'Fallon, Illinois  
 My dear Miss Ayers:

Name of company or employer, association signing the agreement  
 (If more than one employer, please list on reverse side)  
 Number of companies covered by agreement (23)  
 Number of union members working under terms of agreement  
 Number of non-union members working under terms of agreement  
 Date of expiration  
 Date of expiration  
 Date of expiration

