

# AGREEMENT

1. This agreement made and entered into this 15th day of December, 1938, by and between the Retail Clerks' Union No. 388 and \_\_\_\_\_

Name of Store

2. All stores shall not open before 9:00 a. m. and all store doors shall be closed and locked at 5:30 p. m. on Monday, Tuesday, Wednesday and Friday, and at 12:00 o'clock, noon, on Thursday, and at 9:00 o'clock p. m. Saturday of each week.

2a. No customers shall be permitted to enter the store after closing hours and only those customers on the inside of the store at closing time shall be served.

3. Employees shall not be required to work on Sundays, Labor Day, Fourth of July, Decoration Day, Thanksgiving Day, Christmas Day or New Years.

3a. There shall be no deduction in pay for any of these days.

3b. When a holiday falls on Sunday, the following Monday shall be observed instead.

3c. Employees shall be granted the privilege of working New Years Day for the purpose of writing or taking yearly physical inventory only.

4. All stores shall close at 12:00 o'clock, noon, Thursday throughout the duration of this contract, except the four (4) Thursdays directly preceding Christmas.

4a. The first three Thursdays preceding Christmas all stores shall close at 5:30 p. m. The last Thursday preceding Christmas, or on December 23rd, 1938, all shall remain open until 9:00 p. m.

4b. All stores shall remain open for business until 9:00 p. m. on Wednesday, December 21st, Thursday 22nd, Friday 23rd, Saturday 24th. All stores shall close on Monday 19th and Tuesday 20th, at 5:30.

4c. All retail clerks shall be granted one-half day off with pay the first week of December, and also one-half day off with pay the second week in December.

5. No retail clerk shall be permitted to do stock work or trim windows after closing hours except when an emergency exists in their store and unless the clerk volunteers to do so.

6. The minimum wage for experienced female help shall not be less than \$15.00 per week.

6a. The minimum wage for experienced male help shall not be less than \$18.00 per week.

6b. Experienced help to be anyone who has been employed by one store for a period of six months or more.

6c. Any employee receiving more than the minimum wage cannot be reduced during the duration of this contract.

6d. Any bonus system in effect at this time must be continued and considered extra from the minimum wage.

7. No extra help shall be employed while full time employees are laid off or working part time.

8. The employer agrees to hire only members of Local No. 388 who are in good standing.

8a. Any employee may work two weeks before being required to become a member of the Union.

8b. Any employer may dismiss experienced help providing he has proved to Local No. 388 of this employee's unworthiness to his store.

9. The employer agrees to meet with the Business Agent of Local No. 388 at any time for the purpose of settling any grievances that may arise out of this contract.

10. The Union Local No. 388 agrees that it will, to the best of its ability, promote the business of the employer in this community, and will be considerate of the interests of the employer in every way, so long as this contract is being observed.

11. All employees shall be given at least one week's vacation with pay, provided they have been employed by employer at least one year.

12. This agreement is to extend for a period from December 15, 1938, to January 1, 1940.

Signed—The Committee:

RUSSELL P. CLARK

J. A. PARR

JUSTINE McKENZIE

BESS SHARPLESS

JEAN LEACH

BERT KNODE, Chairman

President, CHAS. BURCH

First Vice-President, GILBERT SCHUMAKER

Recording Secretary, ERMA MYERS

Financial Secretary, C. E. CLARK

Store Manager

Clerks #388  
Coshocton, Ohio  
1-1-40.

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

August 25, 1939.

Mr. C. E. Clark, Secretary,  
Retail Clerks' Int'l Protective Ass'n #388,  
R. R. No. 2,  
Coshocton, Ohio.

Dear Mr. Clark:

We have in our files a copy of your agreement with employers which has 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  
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 \_\_\_\_\_

Number of union members working under terms of agreement 90

Number of non-members working under terms of agreement ~~\_\_\_\_\_~~

Branches of trade covered Retail Trade

Date renewed \_\_\_\_\_ Date of expiration \_\_\_\_\_

Please check here if you wish the agreement returned \_\_\_\_\_

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.