

AGREEMENT

This agreement entered into this day by and between the District No. 3, Ohio, of the Retail Clerks International Protective Association through its agency, Local 388, Coshocton County, hereinafter called the Union and _____, Coshocton, Ohio, hereinafter called the Employer.

ARTICLE 1

All stores shall not open before 8:45 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 Noon on Thursdays and at 9:00 P. M. on Saturdays of each week.

(a) 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.

ARTICLE 2

Employees shall not be required to work on Labor Day, Fourth of July, Decoration Day, Thanksgiving Day, Christmas Day or New Year's Day.

(a) There shall be no deduction in pay for any of the above holidays. When a holiday falls on Sunday the following Monday shall be observed instead.

(b) Employees may be granted the privilege of working on New Year's Day for the purpose of writing or taking yearly inventory only.

ARTICLE 3

All stores shall remain open Thursday afternoons during the month of December except the Thursday after Christmas when the stores shall close at Noon.

(a) All stores shall remain open until 9:00 P. M. on Thursday, (Dec. 19), Friday (Dec. 20), Saturday (Dec. 21), Monday (Dec. 23), closing Tuesday, December 24th, at 5:30 P. M.

(b) All employees shall be granted one-half day off with pay the first week of December and one-half day off with pay the second week of December.

ARTICLE 4

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

ARTICLE 5

The minimum wage for experienced female help shall be fifteen dollars (\$15.00) per week.

The minimum wage for experienced male help shall be eighteen dollars (\$18.00) per week. (Definition of experienced help, any employee having been employed in any store for a period of six (6) months.)

(a) Any employee receiving more than the minimum wage shall suffer no reduction of wages.

(b) Any bonus system in effect at this time must be continued and considered extra and in addition to the regular wage.

ARTICLE 6

No extra help shall be employed while full time help is laid off or working part time.

ARTICLE 7

The Employer agrees to employ only members in good standing of the Union. All new employees to become members of the Union within thirty days from date of employment.

(a) The Employer may dismiss employees providing Employer has proved to the Union the employee or employee's unworthiness to the store.

ARTICLE 8

The Employer agrees to meet with an authorized representative of the Union at any time for the purpose of settling any grievances that might arise from this contract.

ARTICLE 9

The Union agrees that it will to the best of ability promote the business of the Employer and will be considerate of the interests of the Employer in every way so long as this contract is being observed.

(a) The Union agrees to furnish the Employer one Union Store Card No. _____ which is and shall remain the property of the Union and shall be surrendered any time upon demand.

(b) Retail clerks shall be granted one hour for lunch.

ARTICLE 10

All employees shall receive one week's vacation with pay provided they shall have been in the service of the Employer one year.

(a) All extra help working less than three (3) days a week shall be known as Permit Members, permit card to be given employee by Retail Clerks Local No. 388.

(b) Female extra help to receive a minimum wage of 28c per hour. Male help 35c per hour.

(c) Any person working three (3) days a week shall be required to join Union as part time members.

ARTICLE 11

This Agreement is to be effective as of the _____ day of _____ and shall continue in full force from year to year thereafter unless notice to the contrary has been given in writing by either party thirty days (30) prior to the date of expiration on the _____ day of _____.

ARTICLE 12

This agreement to remain in full force and effect after January 1st, 1940.

Signed this _____ day of _____, 1939, by the duly authorized representative of the Union and the Employer.

Witnesseth:

For the Employer

For the Union

Manager or Owner

Retail Clerks International
Protective Association

Coshocton, Ohio

Confidential

Ret. Clerks #388
Coshocton, Ohio

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

~~1-1-47~~
1-1-42

February 13, 1940.

Mr. C. E. Clark, Secty.
Retail Clerks Int'l Prot. Assn. #388,
336 S. 8th St.
Coshocton, Ohio.

My dear Mr. Clark:

We have in our files a copy of your agreement with dry goods, clothing, shoes, employers, which recently expired.

In order to keep our files of union agreements up to date, we should be grateful if you could conveniently send us a copy of your agreement which is now in effect. We shall be glad to make 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 analysis in such a way as not to reveal the name of either party to the agreement.

We shall greatly appreciate your cooperation. The enclosed envelope for your reply requires no postage. If we can furnish you information at any time, please let us 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 36

Number of union members working under terms of agreement 105

Number of non-members working under terms of agreement _____

Branches of trade covered _____

Date of expiration Jan 15 1941

Please check here if you wish the agreement --

Returned _____ Kept confidential X

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. (8227)

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We have same Contracts as last year.

C. E. Clark
Retail Clerks #388
Coshocton, O.
1-1-42

CONFIDENTIAL (?)

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

March 5, 1941

Mr. C. E. Clark, Sec'y #388
Retail Clerks Int'l Protective Ass'n
336 S-8th Street
Coshocton, Ohio

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, we should be grateful if you could conveniently send us a copy of your agreement which is now in effect, together with any supplemental wage rates that have been negotiated. We shall be glad to make 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 analysis in such a way as not to reveal the name of either party to the agreement.

We shall greatly appreciate your cooperation. The enclosed envelope for your reply requires no postage. If we can furnish you information at any time, please let us know.

Very truly yours,

A. F. Hinrichs

Acting 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 _____

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Please check here if you wish the agreement --

Returned _____ Kept confidential _____

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