



Agreement between the Princeton Local No. 416 of the Retail Clerks' International Protective Association and the Retail Merchants of the City of Princeton, Indiana and Vicinity.

This agreement mutually entered into, by and between the Retail Clerks' International Protective Association affiliated with the American Federation of Labor, through their authorized agent, Local No. 416, of the City of Princeton, State of Indiana, hereinafter referred to as the Local, as the party of the first part, and

The Retail Merchants of the City of Princeton and vicinity, State of Indiana, hereinafter referred to as the Merchant, as the party of the second part.

Witnesseth:—That the Local in consideration of the promise of the Merchant being faithfully kept and performed, promises and agrees:—

1. That it will loan, without cost, to the Merchant, Store Card No. \_\_\_\_\_ and that the Merchant be responsible to the amount of not more than One Dollar (\$1.00) for said card. This card is, and shall remain the property of the Local, and must be surrendered by the Merchant upon violation of any of the provisions of this agreement, or on demand of the Local through the Secretary.
2. In case no clerks are employed, a proprietor will be given the use of the store card, provided he or she becomes a Non-Active member of the Local and signs this agreement. In stores where there is a family affair of help, there shall be but one employed as Manager of all departments who shall not be eligible to membership. All other parties involved in such stores shall become members of Local No. 416.
3. The merchant agrees to retain in his employ only members or those if eligible, who will become members within sixty days of their employment, of the Local No. 416, of the Retail Clerks' International Protective Association and shall remain in good standing with the Local while so employed.
4. The Merchant agrees not to retain in his or her employ, after being notified by the Secretary of Local No. 416, any clerk who is not in good standing with the Local.
5. The Merchant agrees not to employ any clerk under the age of sixteen years.
6. All clerks shall work not over eight consecutive hours a day except as provided in Rule Eight of this agreement, except Male clerks in Grocery and Food Establishments, Hardware, Furniture, and Auto Accessory Stores who shall work not over eight and one-half consecutive hours a day except as provided in Rule Eight of this agreement, and all time worked in any one day except Saturday when all clerks will work not over Ten hours, and all time worked over the regular hours except as provided shall be paid at the rate of time and one-half time.
7. Not over Forty-eight hours shall constitute a weeks work for all clerks, except Male clerks in Grocery and Food Establishments, Hardware, Furniture and Auto Accessory stores who shall work not over Fifty-one hours per week, and all time worked over the time as stated above in any one week shall be paid at the rate of time and one-half time.
8. All clerks must have one hour for each meal, and the meal period shall be by mutual agreement.
9. The Merchant agrees to grant all clerks the following Holidays: New Year's Day, Decoration Day, July Fourth, Labor Day, Thanksgiving Day and Christmas Day, and when one of these Holidays fall on Sunday the following day (Monday) will be observed, and all Sundays, with full pay and the clerks shall not be required to make up time.
10. When it becomes necessary to reduce expenses the last clerk employed shall be the first one layed off, and all clerks shall have their seniority rights with their Merchant. When it becomes necessary to increase the clerks the senior one layed off shall be the first one put back to work, and all clerks that were in the employ of the Merchant on September 1st, 1937 shall be retained in his or her employ.
11. The wages for all Male clerks shall not be less than Fourteen Dollars (\$14.00) per week, except Male clerks in Grocery and Food Establishments, Hardware and Auto Accessory stores and their wages shall not be less than Fifteen Dollars (\$15.00) per week.
12. The wages for all Female clerks in Ladies-to-wear, Men's Furnishings, Dry Goods, and Shoe stores shall not be less than Thirteen Dollars (\$13.00) per week. Where Female clerks are employed in Grocery and Food Establishments, Hardware, Furniture, and Auto Accessory stores the wages shall not be less than Fourteen Dollars (\$14.00) per week.
13. The wages for all other Female Clerks that are not otherwise provided for in this agreement shall not be less than Twelve Dollars (\$12.00) per week.
14. No clerks shall suffer a reduction in wages because of, nor during the life of this agreement.
15. All extra Male clerks shall receive Thirty-five Cents (.35) per hour, and all extra Female clerks shall receive Thirty Cents (\$.30) per hour, and no clerks shall receive less than three hours pay when called, and all extra clerks will be governed by Rules Six and Seven of this agreement as to hours worked, and when an extra clerk works a full day they will be paid according to this agreement as to wages.
16. All clerks that are required to work on Sundays and Holidays as specified in this agreement shall receive time and one-half time, except clerks that work in Drug and Confectionery stores.
17. All Managers and Assistant Managers must be non-active members of the Local. The wages for Managers shall not be less than Thirty-five Dollars (\$35.00) per week. The wages for the first Assistant Manager shall not be less than Twenty-five Dollars (\$25.00) per week, and all other Assistant Managers wages shall not be less than Twenty Dollars (\$20.00) per week, Managers and Assistant Managers will not be effected to hours worked by this agreement. All stores employing ten clerks shall be entitled to one Assistant Manager, 20 clerks two Assistant Managers, and 30 or more clerks three Assistant Managers.

18. All special costumes to be used by clerks must be furnished gratis by the Merchant, inclusive of laundry and maintenance.
19. No clerks shall be discharged or discriminated against because of his or her Union activities.
20. Any clerks who has been in the employ of the Merchant for thirty days or more shall not be discharged for incompetency neither shall any clerk be discharged for any cause without first given an investigation, by the Merchant and the Grievance Committee of the Local, and after the investigation the case if not satisfactory to all parties concerned the case may be appealed to the Gibson County Central Labor Union for further investigation, and after the above said investigation the case is not satisfactory the Local will appoint two members, and the Merchants will appoint two Merchants, and these four will select a Mutual Party to hear the case and their decision will be final.
21. The Merchant agrees to employ only members of Local No. 416 of the Retail Clerks' International Protective Association, if available and with sufficient experience for the position open.
22. The Merchant agrees to give each clerk who has been in his or her employ for a period of one year or more a week vacation with pay.
23. In case any clerk is unavoidably kept from work, he or she shall not be discriminated against. Any clerk detained from work on account of sickness or any other cause shall notify his or her Merchant as soon as possible.
24. All clerks shall receive their pay before quitting time on Saturday night, in lawful money of the United States or by Check.
25. The above agreement to be in force and effect from the date signed by the merchant and the president and secretary of the Local, and shall remain in force and effect from date of signing until April 1st, 1939 and thereafter until thirty days written notice shall be given by the majority of either party to the other of a desire to change; provided, however, that the said thirty day notice herein referred to shall be given by the majority of either party on or before March 1st. During negotiation there shall be no cessation of work.

Signed for the Local

Signed by the Merchant, or their Authorized Agent.

Marius W. Robinson  
President

\_\_\_\_\_  
Merchant

James R. Monroe  
Secretary

\_\_\_\_\_  
Authorized Agent

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

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UNION AGREEMENTS

May 14, 1938

Mr. James R. Monroe, Secy.  
Retail Clerks' Int'l Protective Ass'n #416  
901 South Prince Street  
Princeton, Indiana

Dear Sir: 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 shall 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 will 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 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 Retail Merchants  
of the City of Princeton, Indiana.  
(If more than one employer, please list on reverse side)

Number of companies covered by agreement Eighty-four

Number of union members working under terms of agreement One hundred and thirty-five

Number of nonmembers working under terms of agreement None

Branch of trade covered Wholesale, retail and mail order

Date signed January, 1st, 1938 Date of expiration April, 1st, 1939.

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

Marus W. Robinson, Pres. R. R. 3, Princeton, Indiana  
(Name of person furnishing information) (Address)