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AGREEMENT

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

THIS AGREEMENT, Mutually entered into this 1st day of Nov., 1936, by and between Retail Clerks International Protective Association, through its authorized agents Thomas Bauer, President of Local No. 102, and Mark Antonovich, 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 Twenty-seven Dollars (\$27.00) a week. Male apprentice-clerks shall be paid during their first six month's employment not less than Seventeen Dollars (\$17.00) a week. Male clerks having more than six month's experience but less than one year's experience shall be paid not less than Twenty-two Dollars (\$22.00) 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 Seventeen Dollars (\$17.00) a week. Female apprentice-clerks shall be paid during their first six month's service not less than Twelve Dollars (\$12.00) a week. Female clerks having more than six month's experience but less than one year's experience shall be paid not less than Fourteen Dollars (\$14.00) a week.
- (4) Party of the second part agrees that all employees in service one year shall be given one week's vacation with full pay; those in service two years, or more, two week's 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, Thanksgiving Day and Christmas. (Holidays falling on Sunday shall be observed the Monday following).

(6) Except as above stated, stores shall open on week days at 8 o'clock A.M. and close at 6 P.M. except on Saturdays and preceding. All holidays the stores shall remain open until 8 o'clock P.M. The stores shall remain open Tuesday Dec. 22nd, Wednesday Dec. 23rd, and Thursday Dec. 24th until 8 o'clock P.M.

(7) Men working in stores shall not work more than 55 hours per week unless there is an emergency existing; men required to work more than the above stated shall be paid time and one-half. The word "emergency" will be for inventory twice a year.

It is hereby agreed that each and every section of this Agreement becomes effective immediately on signing by the respective parties hereto.

PARTIES TO THIS AGREEMENT and signers hereto:

RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSN.

Louis Baus President of Local No. 102

Mark Antonovich Secretary of Local No. 102
Party of the first part.

Party of the second part.

(SEAL)

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

Old File
36-12-46
March 19, 1937

Mr. T. F. Speckbacher, Sec'y
Retail Clerks' International
Protective Ass'n #102
Box 119
Casper, Wyoming

My dear Mr. Speckbacher:

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 36 Stores
Consisting of Hove. Grocery - Dry Goods - Furniture
Mens wear stores
 (If more than one employer, please list on reverse side)

Number of companies covered by agreement 36 Stores

Number of union members working under terms of agreement 1 Union

Number of non-members working under terms of agreement None

Branch of trade covered Mercantile Business

Date signed Nov. 1st Date of expiration Sept 30th 1937

J. F. Speckbacher Box 119 Casper Wyo.
 (Name of person furnishing information) (Address)
J. F. Speckbacher