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Collective Bargaining Agreements

9-1-1971

Shoe Retailers League, Incorporated and Retail Shoe Employees Union, Local 1268, 287, AFL-CIO Memorandum (1971)

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Shoe Retailers League, Incorporated and Retail Shoe Employees Union, Local 1268, 287, AFL-CIO Memorandum (1971)

Location

New York, NY; Nassau, NY; Suffolk, NY

Effective Date

9-1-1971

Expiration Date

August 1974

Number of Workers

1200

Employer

Shoe Retailers League

Union

Retail Shoe Employees Union

Union Local

1268, 287

NAICS

44

Sector

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Item ID

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Comments

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MEMORANDUM OF NEW SALARY SCHEDULES AND OTHER MATTERS THAT WERE MUTUALLY AGREED UPON BETWEEN THE RETAIL SHOE EMPLOYEES UNIONS, LOCALS 1268 & 287, A. F. L. - C. I. O., AND THE SHOE RETAILERS LEAGUE THAT ARE TO BE INCORPORATED IN THE NEW CONTRACT WHICH WILL BE EFFECTIVE SEPTEMBER 1, 1971 AND WILL EXPIRE AUGUST 31, 1974.

TERMS OF AGREEMENT

JUN 5 1972

Three (3) years commencing September 1, 1971 and expiring August 31, 1974.

I. MANAGERS, ASSISTANT MANAGERS & SALESMEN

Managers, Assistant Managers and Salesmen shall receive twenty-seven dollars (\$27.00) increase per week to be distributed as follows:

- (a) Effective with the week commencing November 15, 1971 - \$10.00 weekly increase
- (b) Effective with the week commencing September 4, 1972 - \$ 8.00 weekly increase
- (c) Effective with the week commencing September 3, 1973 - \$ 9.00 weekly increase
- (d) Period from September 1, 1971 to November 15, 1971 will be submitted to the Pay Board for approval of retroactivity.

II. ASSISTANT MANAGERS

Effective September 4, 1972 Assistant Managers who do not receive a \$5.00 differential above salesman's rate of pay shall receive an additional \$1.00 base pay increase.

III. INDUSTRIAL EMPLOYEES - HOSIERY - CASHIERS - PORTERS - STOCK BOYS, ETC.

Industrial employees shall receive twenty-two (\$22.00) increase to be distributed as follows:

- (a) Effective November 15, 1971 - \$8.00 weekly increase
- (b) Effective September 4, 1972 - \$6.00 weekly increase
- (c) Effective September 3, 1973 - \$8.00 weekly increase
- (d) Period from September 1, 1971 to November 15, 1971 will be submitted to the Pay Board for approval of retroactivity.

IV. PART-TIME EXTRAS - EXPERIENCED SALESMEN PART TIME SALESMEN.

Experienced Salesmen, Part-time (Extras) shall receive two dollars (\$2.00) increase for an eight (8) hour day to be distributed as follows:

- (a) Effective May 8, 1972 sixty cents (60¢) per day increase for an eight (8) hour day.
- (b) Effective Sept. 4, 1972 sixty cents (60¢) per day increase for an eight (8) hour day.
- (c) Effective Sept. 3, 1973 eighty cents (80¢) per day increase for an eight (8) hour day.

V. PART-TIME EXTRAS - EXPERIENCED SALESMEN

Experienced Salesmen, part-time for four (4) hours work, shall receive one dollar (\$1.00) increase for four (4) hours work to be distributed as follows:

- (a) Effective May 8, 1972 thirty cents (30¢) increase for four (4) hours of work.
- (b) Effective Sept. 4, 1972 thirty cents (30¢) increase for four (4) hours of work.
- (c) Effective Sept. 3, 1973 forty cents (40¢) increase for four (4) hours of work.

X. WORK WEEK

The work week shall be from Monday to Saturday inclusive, except stores on Pitkin Avenue and Delancey Street.

XI. MARTIN LUTHER KING

Workers shall have the privilege of observing the birthday of the Late Martin Luther King in lieu of one of their religious holidays.

XII. SICK LEAVE

Effective as of the calendar year commencing January 1, 1973, six days sick leave shall be paid on the basis of average pay, not base pay as heretofore. In computing the average pay, the total earnings on the W-2 form for the year 1972 shall be used. This is the same practice followed in computing vacation pay. For subsequent years, the W-2 form of the prior year shall be used.

XIII. WELFARE - PENSION

- (a) Effective May 1972 the employer shall contribute an additional seven (7) dollars per month for a total of twenty dollars (\$20.00) per month for each regular full time employee to the Retail Shoe Health Commission.
- (b) Effective May 1972 the employer shall contribute an additional six (6) dollars per month for a total of twenty (20) dollars per month for each regular full time employee to the Retirement Fund.
- (c) The employer shall contribute a total of forty (40) dollars per month for each full time employee.

XIV. VACATIONS

The Unions have been successful in reducing the eligibility requirements for the third and fourth weeks vacation.

- (a) Workers employed continuously for six years, up to and including December 31, 1972, shall receive a third week of vacation in 1973. (8)
- (b) Workers employed continuously for twenty one (21) years up to and including December 31, 1972, shall receive a fourth week s vacation in 1973. (22)
- (c) Workers employed continuously for twenty (20) years up to and including December 31, 1973 shall receive a fourth week's vacation in 1974. Form

XV. SEVERANCE PAY

Regarding closing of stores four weeks pay for five (5) years continuous employment plus one additional day for each year of continuous employment not to exceed six (6) weeks total severance pay. Workers who refuse to accept a transfer to another store in the event of such closing of a store shall be disqualified from such severance pay.

XVI. RETROACTIVE ELIGIBILITY

Any worker who has worked for six (6) weeks or more consecutively five (5) days, forty (40) hours during the period of September 1, 1971 through May 4, 1972 shall be entitled to retroactive pay.

XVII. RETROACTIVITY

- (a) All terms and conditions agreed upon except where otherwise specified shall be retroactive to September 1, 1971 including pay for overtime worked.
- (b) Your Unions and the Shoe Retailers League have agreed to request jointly for permission to the Pay Board to pay retroactive for the period Sept. 1, 1971 to November 13, 1971.

All of the above changes shall be incorporated into the prior basic agreement with the Retail Shoe League.

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U.S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON, D.C. 20212



June 5, 1972

JUN 30 1972

Mr. Joseph Binenbaum, Manager
Retail Shoe Employees Union
Local 1268
27 Union Square West
New York, New York 10003

Gentlemen:

Thank you for sending us the current union agreement(s) identified below.

For use in preparing studies of collective bargaining practices, we would like to know the number of employees covered by each agreement. Please supply current information in column (3) below and return this form in the enclosed envelope which requires no postage.

Your cooperation is appreciated.

Very truly yours,

Geoffrey H. Moore
GEOFFREY H. MOORE
Commissioner

Establishment (1)	Name of union (2)	Number of employees normally covered by agreement (3)
Shoe Retailers League in New York	locals #1268 and 287	About 1200 recorded FMR

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5-23-75 loc.