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Collective Bargaining Agreements

4-9-1937

Goldenson Furniture Company and Furniture Handlers' Union, Federal Labor Union, Local 20407, AFL (1937)

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Goldenson Furniture Company and Furniture Handlers' Union, Federal Labor Union, Local 20407, AFL (1937)

Location

Pittsburgh, PA

Effective Date

4-9-1937

Expiration Date

4-9-1938

Employer

Goldenson Furniture Company

Union

Furniture Handlers' Union, Federal Labor Union

Union Local

20407

NAICS

44

Sector

Private

Item ID

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Comments

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X
Goldenson Furniture Company is a company and is engaged in retailing of furniture and general household equipment. Seven peoples employed in this firm and are covered by this contract and all are members of the Union. Classifications are self explanatory in the agreement. This agreement has expired but up to the present time a new agreement has not been completed with the Company, however, as soon as such is done we will furnish your office with a copy of this agreement. They are located at 1214 Carson Street, Pittsburgh, Penna.

* 20407
Pgh. Pa

X 4-9-38

FEDERAL LABOR UNION, No. 20407
of Pittsburgh

AN AFFILIATE OF AMERICAN FEDERATION OF LABOR

615 West Diamond Street
N. S., Pittsburgh, Pa.



AGREEMENT

This agreement, by and between Goldenson Furniture Company and Furniture Handlers' Union, #20407, affiliated with the American Federation of Labor,

Witnesseth

WHEREAS: Goldenson Furniture Company is a Company and is herein called the Employer, and

WHEREAS: The Local Union is a voluntary organization composed of men employed as Furniture Handlers, the Local and its members are hereinafter called the Union, and

WHEREAS: The parties desire to stabilize employment and do away with strikes, boycotts, lockouts, and stoppage of work.

Now, therefore, the Employer and the Union acting by their duly authorized agents, agree as contained herein.

ARTICLE 1

(a) Representatives of the Union shall have admission to the office of the Employer at any time during working hours for the purpose of ascertaining whether or not this agreement is being observed by the parties thereto, or for the purpose of assisting in the adjustment of grievances.

(b) There shall be no discrimination of any kind against any employee.

(c) Any employees laid off on account of reduction of force, who seek employment elsewhere will be furnished with justifiable recommendation, or shall be re-employed ahead of strange help.

ARTICLE 11

Seniority preference based on the length of service from the date of last continuous employment ~~and~~ of an employee shall prevail at all times.

ARTICLE 111

(a) The Union agrees to further and promote the best interests of the Employer at all times.

ARTICLE 111 (Cont'd)

(b) The Union agrees to make every effort to see that members who are in the Employer's employ obey all reasonable rules and regulations laid down by the Employer.

(c) It shall not be deemed a breach of contract to refuse to work on or from any premises where a strike exists. However, the Union agrees that it will not refrain from handling any merchandise made in a factory where an effort is being made to organize employees, unless such employees are on strike.

ARTICLE IV

(a) Six (6) days of eight (8) hours each shall constitute a week's work.

(b) All time over and above said eight (8) hours per day will be paid for at the rate of time and one-half ($1\frac{1}{2}$).

(c) All work on Sundays and Holidays will be paid for at double time. The following shall be recognized as legal Holidays: (New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving, and Christmas). When any of these Holidays fall on Sunday, the day following, Monday, shall be recognized as the Holiday.

ARTICLE V

For the purpose of maintaining a wage scale satisfactory to the Union, as well as, to benefit employees by advancement, the following minimum schedule of pay has been agreed upon.

Shipper	\$40.00 per week
Uncraters and Packers	15.00 per week
Service Men	32.50 per week
Finishers and Cabinet Makers	32.50 per week

ARTICLE VI

All employees who have been employed by the Company continuously for two (2) years or more as of July 1st, 1937, shall be entitled to one week's vacation with pay.

ARTICLE VII

The Employer reserves the right to discharge any employee for the violation of any reasonable rules or regulations made by said Employer, or for inefficiency or incompetency in the work in which an employee is classified. It is understood that the Employer will give his reasons for such discharge to the committee of the Union.

Should it be found, upon investigation, that an employee has been unjustly treated or laid off, such employee or employees, shall be immediately reinstated to their former positions, without loss of rank, and shall be compensated for all time lost at the regular rate of wages received.

ARTICLE VIII

The Employer reserves the right to select and hire new employees as furniture handlers at all times. All such employees who are furniture handlers shall become members of the Union within thirty (30) days after starting work with the Company.

ARTICLE IX

Should an employee, (or former employee within ten days of his lay-off or discharge) feel that he has been unjustly treated, he or his representative or representatives may present his grievance to the proper representatives of the Company who will give it prompt and thorough consideration.

He or they will take the matter up with his immediate superior and failing a satisfactory explanation or settlement he or they may appeal in turn to the next highest ranking representative of the Company.

ARTICLE X

(a) It is agreed that any grievance or dispute which fails to be adjusted by the representatives of the Company and the representatives of the Union, within a reasonable period of time, shall be referred to arbitration. This arbitration shall be arranged by two representatives of the Company and two representatives of the Union, who shall select an Umpire or Chairman.

(b) Should the representatives of the Company and Union fail to agree upon such Umpire or Chairman within ten (10) days after starting upon arbitration of the dispute, then the selection of such Chairman shall be made by the Honorable Secretary of Labor, United States Department of Labor, upon submission of joint request by both the Company and the Union. The decision in any case of such arbitration board, shall be final and binding upon both the Company and the Union.

ARTICLE XI

Sufficient methods having been established to settle any grievance or dispute that may arise, in an amicable manner, therefore, there shall be no strikes by the members of the Union, nor any lock-out of the employees by the Company, during the period covered by this agreement.

ARTICLE XII

Nothing in this agreement shall be ~~mis~~ construed as the waiving of any rights or protection granted to either the Company or any employees under any applicable Federal or State Law.

ARTICLE XIII

This agreement shall be in full force and effect for a period of one (1) year from the date and thereafter unless modified or altered, after thirty (30) days' notice in writing by the party desiring such change.

(Signed) Myer Goldenson
GOLDENSON FURNITURE COMPANY

(Signed) Albert H. Traub
PRESIDENT

(Signed) P. E. A. Cole
SECRETARY

April 9, 1937