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
P

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

I. MANAGERS, ASSISTANT MANAGERS & SALES MEN

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 SALES MEN

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 sixty cents (60¢) per day increase for an eight (8) hour day.

V. PART-TIME EXTRAS - EXPERIENCED SALES MEN

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.
V.

INDUSTRIAL EXPERIENCED PART-TIME EXTRAS - HOSIERY - CASHIERS - PORTERS - STOCK BOYS, ETC.

Experienced Industrial Part-Time Extras shall receive one dollar and thirty cents ($1.30) increase for an eight (8) hour day to be distributed as follows:

(a) Effective May 8, 1972 forty cents (40¢) per day increase for an eight (8) hour day.
(b) Effective Sept. 4, 1972 forty cents (40¢) per day increase for an eight (8) hour day.
(c) Effective Sept. 3, 1973 fifty cents (50¢) per day increase for an eight (8) hour day.

VII.

INDUSTRIAL EXPERIENCED PART-TIME EXTRAS - HOSIERY - CASHIERS - PORTERS - STOCK BOYS, ETC.

Experienced Industrial Part-time Extras shall receive sixty five cents (65¢) increase for four (4) hours of work to be distributed as follows:

(a) Effective May 8, 1972 twenty cents (20¢) increase for four (4) hours work.
(b) Effective Sept. 4, 1972 twenty cents (20¢) increase for four (4) hours work.
(c) Effective Sept. 3, 1973 twenty-five cents (25¢) increase for four (4) hours work.

VIII.

INEXPERIENCED TRAINEE SALESMEN

(a) The same prevailing rate for inexperienced salesmen shall continue.
(b) Should another formula regarding inexperienced salesmen become effective industry-wide, in that event, it shall forthwith apply to the members of the Shoe Retailers League.

IX.

REGARDING OVERTIME WORK

(a) Effective as of Sept. 4, 1972 all overtime work in excess of forty (40) hours worked will be paid at the rate of time and one half of the base rate of pay.
(b) Effective Sept. 4, 1972 workers working in excess of thirty-two (32) hours in a week of legal holidays shall be paid time and one half on the base rate (excluding religious holidays). However, this cannot be instituted until approved by the Pay Board.
(c) Your Unions and the Shoe Retailers League will likewise make joint application to the Pay Board for their approval of the preceding two (2) items.
(d) In stores that are presently covered by the Fair Labor Standards Act the workers are to continue being paid by the same formula as presently exists.
(e) Upon approval from the Pay Board for time and one half pay after forty (40) hours of work, the employer shall be permitted to continue the present formula of offering workers 4, 5, 6 or 8 hours of overtime work. Until such approval is received from the Pay Board, the present formula shall continue, i.e., straight rate stores 5, 6 or 8 hours. Stores covered by the Fair Labor Standards Act. 4, 5, 6 or 8 hours.
(f) Upon approval of the Pay Board for the time and one-half payments for overtime work employers offering 4 hours overtime work and if refused by the worker cannot offer more than four (4) hours to an Extra worker.
(g) Employers offering a minimum of 5 hours overtime work and if refused by the worker shall have the right to bring in an extra worker 5 or more hours.
(h) Overtime work, if required, shall be offered to the workers in their particular store.
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.

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.

(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.

(c) Workers employed continuously for twenty (20) years up to and including December 31, 1973 shall receive a fourth week's vacation in 1974.

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.
June 5, 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,

[signature]

GEORGE H. MOORE
Commissioner

<table>
<thead>
<tr>
<th>Establishment (1)</th>
<th>Name of union (2)</th>
<th>Number of employees normally covered by agreement (3)</th>
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<tbody>
<tr>
<td>Shoe Retailers League in New York</td>
<td>locals #1268 and 287</td>
<td>About 1200 recorded</td>
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FMR