9-2-1974

Shoe Retailers League, Incorporated and Retail Shoe Employees Union, Local 1268, 287, AFL-CIO Memorandum (1974)

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**Location**
New York, NY; Nassau, NY; Suffolk, NY

**Effective Date**
9-2-1974

**Expiration Date**
August 1977

**Number of Workers**
800

**Employer**
Shoe Retailers League

**Union**
Retail Shoe Employees Union

**Union Local**
1268, 287

**NAICS**
44

**Sector**
P

**Item ID**
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**Comments**
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LEAGUE MEMBERS RATIFY SETTLEMENT WITH UnIONS

On Thursday evening, February 27, the members of the League ratified the final terms of the settlement worked out with the Unions, as outlined by Theodore Wiley, Co-counsel for the League. Mr. Wiley reviewed many of the problems involved in our negotiations with the Unions and the difficulties encountered in resolving the dispute.

The terms of settlement with the Unions are as follows:

TERM OF CONTRACT -- The agreement is for a 3-year period commencing September 2, 1974 and expiring August 31, 1977.

WEEKLY WAGE INCREASES FOR MANAGERS, ASSISTANT MANAGERS AND SALESMEN:

1) Effective September 2, 1974 -- $11.00;
2) Effective September 1, 1975 -- 10.00;
3) Effective September 6, 1976 -- 12.00.

WEEKLY WAGE INCREASES FOR INDUSTRIAL HELP:

1) Effective September 2, 1974 -- $ 9.00;
2) Effective September 1, 1975 -- 8.00;
3) Effective September 6, 1976 -- 10.00.

WAGE INCREASES FOR DAY AND NIGHT EXTRAS:

SALESMEN

1) Effective February 24, 1975, $.60 for 8-hr. day; $.30 for 4-hr. night;
2) Effective September 1, 1975, $.60 for 8-hr. day; $.30 for 4-hr. night;
3) Effective September 6, 1976, $.80 for 8-hr. day; $.40 for 4-hr. night.

INDUSTRIAL

1) Effective February 24, 1975, $.40 for 8-hr. day; $.20 for 4-hr. night;
2) Effective September 1, 1975, $.40 for 8-hr. day; $.20 for 4-hr. night;
3) Effective September 6, 1976, $.50 for 8-hr. day; $.25 for 4-hr. night.

HEALTH PLAN AND PENSION PLAN: Effective January 1, 1975, employers shall contribute $27.00 per month to the Retirement Fund of Retail Shoe Employees and to the Retail Shoe Health Commission for each worker instead of the present rate of $20.00 per month.

VACATIONS: 5 years' service up to 12/31/75 = 3 weeks in 1976
19 years' service up to 12/31/74 = 4 weeks in 1975
18 years' service up to 12/31/75 = 4 weeks in 1976
17 years' service up to 12/31/76 = 4 weeks in 1977
SEVERANCE PAY: Workers employed in stores which close permanently shall receive severance pay as follows: 5 weeks' pay for 5 years' continuous employment, plus 1 additional day for each additional year over 5 years of continuous employment, not to exceed 7 weeks' total severance pay.

HOLIDAY WORK SCHEDULE: Workers shall be given a minimum schedule of no less than 8 hours when they work on a holiday, unless the store is scheduled to be open less than 8 hours. In such case, the worker will be scheduled for no less than the hours the store is open.

TRAINEE PROGRAM: Effective February 24, 1975, the employer shall have the right to hire trainees at $32.00 less per week than the base weekly wage with automatic increases of $8.00 for each three months of employment until the trainee reaches the base weekly wage for the store. Trainees hired prior to February 24, 1975 shall continue on the old progression rates, plus the current increase, until the base wage is reached.

RETROACTIVITY: All terms and conditions agreed upon shall be retroactive to September 2, 1974, including pay for overtime work. Full time extra workers (5-day 40-hour week) are entitled to receive retroactive pay provided they have worked 6 weeks or more consecutively, 5 days 40 hours, during the period from September 2, 1974 to February 24, 1975. Retroactive wage increases as set forth above must be paid within thirty (30) days from the date of this bulletin.