9-1-1977

Shoe Retailers League, Incorporated and Retail Shoe Employees Union, Local 1268, 287, AFL-CIO (1977)
Shoe Retailers League, Incorporated and Retail Shoe Employees Union, Local 1268, 287, AFL-CIO (1977)

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

Effective Date
9-1-1977

Expiration Date
August 1980

Number of Workers
800

Employer
Shoe Retailers League

Union
Retail Shoe Employees Union

Union Local
1268, 287

NAICS
44

Sector
P

Item ID
6178-015b011f004_04

Keywords
collective labor agreements, collective bargaining agreements, labor contracts, labor unions, United States Department of Labor, Bureau of Labor Statistics

Comments
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UNION CONTRACT SETTLED -- STRIKE AVERTED

The terms of the settlement are as follows:

TERM OF CONTRACT -- The agreement is for a 3-year period commencing September 1, 1977 and expiring August 31, 1980.

WEEKLY WAGE INCREASES FOR MANAGERS, ASSISTANT MANAGERS AND SALESMEN:

1) Effective August 29, 1977 -- $11.00;
2) Effective September 4, 1978-- 10.00;
3) Effective September 3, 1979-- 12.00.

WEEKLY WAGE INCREASES FOR INDUSTRIAL HELP:

1) Effective August 29, 1977 -- $ 9.00;
2) Effective September 4, 1978-- 8.00;
3) Effective September 3, 1979-- 10.00.

WAGE INCREASES FOR DAY AND NIGHT EXTRAS:

SALESMEN

1) Effective March 27, 1978, $.60 for 8-hr. day; $.30 for 4-hr. night;
2) Effective Sept. 4, 1978, $.60 for 8-hr. day, $.30 for 4-hr. night;
3) Effective Sept. 3, 1979, $.80 for 8-hr. day; $.40 for 4-hr. night.

INDUSTRIAL

1) Effective March 27, 1978, $.40 for 8-hr. day; $.20 for 4-hr. night;
2) Effective Sept. 4, 1978, $.40 for 8-hr. day; $.20 for 4-hr. night;
3) Effective Sept. 3, 1979, $.50 for 8-hr. day; $.25 for 4-hr. night.

HEALTH PLAN AND PENSION PLAN: Effective March 1, 1978, employers shall contribute $35.00 per month to the Retirement Fund of Retail Shoe Employees and to the Retail Shoe Health Commission for each full time worker instead of the present rate of $27.00 per month.
VACATIONS: 16 years service as of 12/31/78 = 4 weeks in 1979; 15 years service as of 12/31/79 = 4 weeks in 1980.

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 8 weeks total severance pay.

PERSONAL HOLIDAY: Effective September 1, 1979, full time workers shall receive one full day off (8 hours) with pay as a personal holiday. To be eligible for such holiday, the worker must have worked a full year for a minimum of 5 days 40 hours per week in the prior contract year. Such holiday shall not be taken during peak business periods and the day chosen for such holiday shall be arrived at by mutual consent between the Employer and the worker.

TRAIINEE PROGRAM: Effective March 27, 1978, the Employer shall have the right to hire trainees at $40.00 less per week than the base weekly wage with automatic increases as follows:

1) Worked continuously for 20 weeks -- $10.00 increase;
2) Worked continuously for 40 weeks -- additional $10.00 increase;
3) Worked continuously for 60 weeks -- additional $10.00 increase;
4) Worked continuously for 78 weeks -- additional $10.00 increase.

Trainees hired prior to March 27, 1978, shall continue on the old progression rates plus the current wage increase until the base wage is reached. A Trainee may be discharged for any reason in the sole discretion of the Employer during the training period.

RETROACTIVITY: All terms and conditions agreed upon shall be retroactive to August 29, 1977, including pay for overtime work. Full time 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 August 29, 1977 to March 27, 1978. Retroactive wage increases must be paid within thirty (30) days from the date of this bulletin.
Gentlemen:

We have in our file of collective bargaining agreements a copy of your agreement(s): between your association and the Retail, Wholesale and Department Store Union, locals #1268 and #287. The agreement we have on file expired August 1977.

Would you please send us a copy of your current agreement—with any supplements (e.g., employee-benefit plans) and wage schedules—negotiated to replace or to supplement the expired agreement. If your old agreement has been continued without change or if it is to remain in force until negotiations are concluded, a notation to this effect on this letter will be appreciated.

I should like to remind you that our agreement file is open for your use, except for material submitted with a restriction on public inspection. You may return this form and your agreement in the enclosed envelope which requires no postage.

Sincerely yours,

[Signature]

JULIUS SHISKIN
Commissioner

PLEASE RETURN THIS LETTER WITH YOUR RESPONSE OR AGREEMENT(S).

If more than one agreement, use back of form for each document. (Please Print)

1. Approximate number of employees involved 800

2. Number and location of establishments covered by agreement retail stores—New York City area

3. Product, service, or type of business retail shoe stores

4. If your agreement has been extended, indicate new expiration date 8/31/1980

[Signature]

THEODORE WILK, attorney for Shoe Retailers League

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