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# CONTRACT

Effective February 23, 1962 through February 22, 1965

Between

**RETAIL FOOD AND GROCERY CLERKS' UNION, LOCAL NO. 789**

**In Greater St. Paul Area of the Retail Clerks International Association and  
St. Paul Food Retailers' Association of Greater St. Paul and The Retail Chain  
Food Stores**

## ARTICLES OF AGREEMENT

THIS AGREEMENT entered into by and between the RETAIL FOOD AND GROCERY CLERKS' UNION, LOCAL NO. 789, of St. Paul, Minnesota, and vicinity affiliated with the AFL-CIO, hereinafter referred to as the Union and

hereinafter referred to as the Employer.

### ARTICLE I UNIT

It is recognized that the unit represented by the Union herein shall include regular full time and part time employees in the grocery and produce departments of the Employer, excluding supervisory employees as defined in Section 2(II) of the Labor Management Relations Act of 1947 as amended and meat department employees of the Employer.

### ARTICLE II UNION SHOP

A. It shall be a condition of employment that all employees of the employer covered by this agreement who are members of the union in good standing on the effective date of this agreement shall remain members in good standing and those who are not members on the effective date of this agreement shall, on the thirtieth day following the effective date of this agreement, become and remain members in good standing in the union. It shall also be a condition of employment that all employees covered by this agreement and hired on or after its effective date shall, on the thirtieth day following the beginning of such employment become and remain members in good standing in the union.

B. The Union shall have the right to appoint a steward, whose duties shall be to check Union cards and report any irregularities to the Union office. In no instance shall the steward be discriminated against for discharging such duties, provided such duties do not interfere with the regular performance of his work for the Employer or in any way interfere with the operation of the business.

### ARTICLE III HOURS

A. Work performed in excess of forty (40) hours per week and/or eight (8) hours per day shall be paid at the rate of one and one-half (1½) times the employee's rate of pay (except as otherwise provided in this agreement).

B. Regular full time employees who work on the sixth (6th) day of the work week or on the employee's day off, or on the fifth (5th) day of a holiday week, shall be paid not less than a \$2.00 bonus in addition to the regular rate for eight (8) hours of work.

Effective September 1, 1963, time and one-half shall be paid to full time employees for all work performed on the sixth (6th) day of a regular work week, or on the fifth (5th) day of a holiday week.

C. No employee shall be required to work on the sixth (6th) day.

D. There shall be no duplicating or pyramiding of overtime.

E. It is agreed the Employer will set up a schedule of work for the employees which will be regular each week. This schedule shall include the employees' lunch hours and days off. Any permanent change in the foregoing schedule shall require one week's notice to the employee. The noon lunch hour for regular full time employees shall be scheduled at approximately the middle of the employee's work day.

F. No employee shall be asked or permitted to wait on trade before the hour of 8 A.M. or on any customer who enters the shop after the scheduled closing time. It is agreed, however, that those customers who are in the shop at the scheduled closing time shall be waited upon. In cases of emergency when any employee is required to work on Sundays or holidays he or she shall be paid one and one-half (1½) times his or her regular rate of pay for time worked.

All other work before 8:00 A.M. or after 6:00 P.M., and on Sundays and holidays, will be paid for at the rate of one and one-half (1½) times his or her regular rate of pay for time worked unless specifically stated otherwise elsewhere in this agreement.

G. A regular full time employee shall be entitled to a ten (10) minute rest period for each four (4) hours worked, not to exceed two (2) per day. No rest period shall be scheduled or required to be taken until an employee has worked one (1) hour. Rest periods shall be taken on straight time hours only.

Any part time employee shall receive a rest period of ten (10) minutes for any shift of not less than four (4) hours, unless broken by a meal period.

H. Any employee who has worked a regular full day shift and is required to work overtime during a regular scheduled night operation shall be entitled to a twenty (20) minute supper period paid for by the Employer. No employee who is entitled to a paid supper period shall be required to take such supper period earlier than three and one-half (3½) hours after conclusion of the employee's noon hour.

Any part time employee who is employed at least six hours in a work day shall be entitled to up to thirty (30) minutes for a lunch period without pay.

I. At least one regular full time employee shall be on duty during all hours of retail store operation.

Regular full time employees shall have first preference in accordance with their seniority for night work. Such hours shall, however, be equitably distributed. This language shall not be interpreted to mean that the employee may choose the particular night he wishes to work, nor shall it mean that any employee is entitled to work more than one night during a calendar week.

J. (1) It is further provided that in lieu of the provisions set forth in this Article III the regular work week for new full time employees hired after May 31, 1962, need not be scheduled between the hours of 8:00 A.M. and 6:00 P.M. in the case of female employees (7:00 A.M. and 6:00 P.M. in the case of male employees). The hours worked after 6:00 P.M. on Wednesday, Thursday and Friday will be paid at the rate of time and one-half and will be counted as part of the regular work week. Hours worked after 6:00 P.M. on Monday and Tuesday shall be paid at the straight time rate of pay plus a ten cent (10¢) night premium.

(2) Present employees who volunteer to accept a work week scheduled on the same basis as new employees may be so scheduled and the hours worked after 6:00 P.M. will be counted as part of the regular work week. The employee's request should be in writing to the company and the union. After an employee has agreed to accept such a work schedule (as provided in subsection (1) of J. Article III, he may not later insist on the daytime work week as set up in this Article III).

(3) But in any event regular full time employees shall not be required to work in excess of two nights per week.

(4) Present employees entitled to one night of work under I above shall retain that preference.

(5) Any part time help who are not used to wait upon the public, but rather in such tasks as carrying out packages, stocking shelves, or other such work, shall receive overtime rates when such employees work in excess of eight (8) hours per day or forty (40) hours per week. Such employees shall be paid the straight time rate of pay for their classification plus a night premium of ten cents (10¢) per hour for all hours worked after 6:00 P.M.

All part time employees hired after May 31, 1962, shall be paid under the terms of this Section J (5) of Article II, for work performed on Monday and Tuesday evening after 6:00 P.M. irrespective of the fact that they do wait upon the public.

K. Part time employees shall be scheduled for not less than ten (10) hours per week except those scheduled for the last working day of the week who shall be scheduled for not less than five (5) hours.

### ARTICLE IV HOLIDAYS

A. It is agreed there shall be no retail store operations on Sundays, holidays or on Christmas Eve after 2:00 P.M., except when Christmas Eve falls on Monday when the closing hour will be 4:00 P.M.

B. No employees shall be permitted or required to work on Sunday or the following holidays: New Year's Day; Memorial Day; Fourth of July; Labor Day; Thanksgiving Day; after 2:00 P.M. (except as provided in paragraph A of this Article) on Christmas Eve; Christmas Day; and a Monday mutually agreed upon by seniority followed by a scheduled Tuesday off.

C. If any of the above holidays fall on Sunday, except Christmas Eve, the following Monday shall be observed as the holiday.

D. Regular full time employees shall be paid eight (8) hours times their straight time rate of pay for each of the above holidays except Christmas Eve which shall be paid on the basis of time lost because of short work day.

E. Regular part time employees shall be compensated at straight time for hours lost when a holiday occurs on a day when such employee is normally scheduled to work, provided such regular part time employees work the hours for which they are scheduled during the holiday week.

F. An employee must have worked in the week before the week in which a holiday occurs, the week in which the holiday occurs, or the week after the week in which the holiday occurs. In addition, the employee must work his scheduled work day before and after the holiday unless excused by the employer or unless absent due to proven illness.

G. In weeks in which an entire day is celebrated as a holiday, the basic work week shall be thirty-two (32) hours.

When Christmas Eve falls on Sunday the preceding work week shall be forty (40) hours and the following work week will be thirty-two (32) hours. When Christmas Eve falls on Monday the work week will be thirty-one (31) hours.

### ARTICLE V DEFINITIONS

A. A regular full time employee shall be an employee who normally works forty (40) or more hours per week between the hours of 8:00 A.M. and 6:00 P.M.

B. A regular part time employee shall be an employee who normally works in excess of twenty-four (24) hours per week during the hours of 8:00 A.M. and 6:00 P.M. between Monday and Friday.

C. A part time employee shall be an employee who normally works twenty-four (24) hours or less per week between the hours of 8:00 A.M. and 6:00 P.M. Monday through Friday.

D. Carry-out boys shall not be utilized to check out merchandise on the cash register, price or stock merchandise. If a carry-out boy performs any of the foregoing duties he shall be paid the starting part time rate of pay the entire day. (This classification shall be utilized only for employees hired after May 31, 1962, or employees who on that date had been in the employ of an Employer for less than 240 hours.)

### ARTICLE VI WAGES

#### A. Regular full time and regular part time help (male).

	Effective 2/23/62	Effective 2/24/63	Effective 2/23/64
First 6 months.....	\$2.09	\$2.19	\$2.29
Second 6 months.....	2.19	2.29	2.39
After 1 year.....	2.325	2.425	2.525
After 2 years.....	2.475	2.60	2.725
After 3 years.....	2.59	2.71	2.84

#### B. Regular full time and regular part time help (female).

	Effective 2/23/62	Effective 2/24/63	Effective 2/23/64
First 6 months.....	\$1.80	\$1.875	\$1.95
Second 6 months.....	1.875	1.95	2.025
After 1 year.....	1.975	2.05	2.125
After 2 years.....	2.06	2.16	2.26
After 3 years.....	2.15	2.25	2.35

#### C. Part time help (male and female).

	Effective 2/23/62	Effective 2/24/63	Effective 2/23/64
0 - 240 hours.....	\$1.31	\$1.39	\$1.47
240 - 2080 hours.....	1.39	1.47	1.55
2080 - 3120 hours.....	1.61	1.69	1.77
3120 - 4160 hours.....	1.66	1.74	1.82
Thereafter .....	1.73	1.81	1.89

#### D. Carry-Out.

\$1.25; After 1040 hours: \$1.33.

E. Employees may be assigned to a night stocking crew between the hours of 7:00 P.M. and 7:00 A.M., provided, however, no regular full time employee now employed may be required to accept such an assignment. Compensation for night stocking shall be on the basis of the employee's contract rate of pay contained herein, plus a ten cent (10¢) per hour premium.

#### F. Head Cashier or Head Produce Clerk.

In stores in which a head cashier or head produce clerk are designated by the Employer, the following additional compensation shall be paid to those employees in addition to the contract rates specified herein. Stores averaging over \$5,000 weekly sales shall pay the head cashier or head produce clerk an additional \$1.00 per week; stores averaging over \$10,000 weekly sales shall pay those two classifications \$2.00 per week, and stores averaging over \$15,000 weekly sales shall pay those two classifications an additional \$3.00 per week.

There shall be no employee designated as head produce clerk or head cashier where additional responsibilities are not required by the Employer. For the purpose of this clause, the head produce clerk shall be an employee having charge of buying, pricing, and display to the public, and the head cashier shall be an employee who assumes bookkeeping and record functions in addition to the handling of monies.

#### G. Head Stock Clerk.

A head stock clerk shall be a clerk designated by the company as in charge of the work of at least two regular full time or regular part time employees in the grocery stocking department. His duty shall include responsibility for all ordering, checking orders received, pricing and complete supervision of all stocking. A head stock clerk shall be paid \$2.00 in addition to his regular rate of pay.

H. All new full time and part time employees who have had previous grocery experience and who have been members of the Retail Clerks' International Association will be given credit irrespective of whom they worked for and their starting pay shall be based in accordance with experience they have had according to the schedule for full time and part time male and female employees contained in Article VI hereof.

Credit for experience shall be given only in the event:

1. That the application for employment furnished by the employee to the employer indicates the previous employment which shall constitute the basis for determination.

43/7 2. That the employee has not been out of the industry in excess of two (2) years immediately preceding the application for employment.

3. And that the experience claimed can be substantiated either by the Employer or the employee through correspondence with the former Employers.

I. (1) When a part time employee is permanently promoted to a regular full time position he will receive credit for all part time hours worked pursuant to the provisions of Article VI, H, except that 1040 hours of part time employment will be subtracted from the total number of part time hours worked by said employee. Such an employee will be paid in accordance with the progression scale set forth in Article VI A and B on the basis that 1040 hours of credited part time employment shall be considered as equivalent to six (6) months of regular full time or regular part time employment.

(2) A part time employee, as defined in Article V, who works in any one week in excess of twenty-four (24) hours between 8:00 A.M. and 6:00 P.M. Monday through Friday shall be paid the beginning regular full time rate of pay during that week only. When he works less than twenty-four (24) hours between 8:00 A.M. and 6:00 P.M. Monday through Friday the employee shall be paid his part time rate of pay.

## ARTICLE VII SENIORITY

A. Seniority within each signatory company shall prevail throughout the operation within the bargaining unit.

B. Seniority on a store-wide basis shall prevail, in the instance of layoff and rehire, for all regular full time employees who have been employed more than thirty (30) days.

C. Seniority on a company-wide basis shall prevail, in the instance of layoff and rehire, for all regular full time employees who have been employed by the company in excess of six (6) months.

D. Regular part time employees shall be entitled to preference within the particular store in case of layoff provided they have been so classified during the previous six (6) months.

E. If an employee is transferred by the company, he shall retain his accumulated experience for the purpose of acquiring and retaining seniority.

F. If a part time employee is employed in more than one store his hours worked in all stores shall be accumulated to determine whether he is entitled to store seniority under Section D of this Article. When such an employee acquires seniority he will be placed on the seniority list of the first store to which he was assigned.

G. Seniority shall be separate for male and female employees.

H. Employees whose primary duties consist of carrying out packages and bagging shall not acquire seniority.

I. Seniority shall not be interrupted by absence of not more than ninety (90) days due to proven illness or injury, provided, however, that in event of injury on the job, seniority shall not be interrupted so long as the employee is off the job, unless the employee is determined permanently disabled under the Minnesota Workmen's Compensation law. The employee must be able to pass a physical examination upon return to work if requested. Layoff in excess of one (1) year shall terminate seniority.

## ARTICLE VIII DISCHARGE

The properly accredited officers or representatives of both parties to this agreement shall be authorized to settle any dispute arising out of a discharge. Complaints regarding unjust discharge must be filed in writing with the union within five (5) days of such discharge or layoff or the member nullifies any further claims regarding same.

## ARTICLE IX VACATIONS

A. Employees covered by this agreement who have had one (1) year's service with said Employer or in said store shall receive two (2) weeks' vacation with pay each year as of June 1. Employees covered by this agreement who have had ten (10) years' continuous service shall receive three (3) weeks' vacation with pay each year as of June 1. Employees covered by this agreement who have had twenty (20) years continuous service shall receive four (4) weeks' vacation with pay.

Employees hired after May 31, 1962, shall be entitled to one (1) week's vacation after one year of service, two (2) weeks after two (2) years' of service, three (3) weeks after ten (10) years' of service, and four (4) weeks after twenty (20) years' of service.

B. Vacations for full time employees will be computed on the basis of average hours worked within five (5) days during the work week to be paid at the straight time rate of pay for each employee.

Full time employees who have worked 1600 hours or more on his anniversary year of employment shall be entitled to a full vacation period. If a full time employee works less than 1600 hours in his anniversary year he shall receive one-tenth (1/10th) of a full vacation for each 160 hours worked.

C. Unless discharged for just cause, full time employees who are permanently terminated shall receive vacation pay on a pro-rated basis provided they have been employed six (6) months or more from their anniversary date of employment.

D. Any part time employee who works 1040 hours during a twelve (12) month period from his anniversary date shall be entitled to a pro-rated vacation based upon his straight time rate of pay at the time of taking vacation.

E. Vacations shall consist of consecutive working days.

F. Vacations shall be taken during the summer months unless otherwise agreed between the Employer, employee and the Union.

G. All employees shall receive their vacation pay at the time they take their vacation.

## ARTICLE X LEAVE OF ABSENCE

A. An application for leave of absence must be in writing and directed to the attention of the personnel department. All leaves of absence shall be granted in writing to the employee. No leave of absence under this section shall exceed ninety (90) days in any one year of employment. The employee will be reinstated without loss of seniority.

B. In the instance of pregnancy, a married employee shall be required to take a leave of absence no later than the fifth (5th) month of pregnancy, and shall return to work when physically able. However, in no event shall this exceed six (6) months following the birth. The employee shall not accumulate seniority when on pregnancy leave.

C. Each employee after thirty (30) days of employment shall be entitled to up to a maximum of three (3) days of leave with pay in the event of a death occurring within his immediate family. Immediate family is defined as including only the employee's spouse, parents, children, brothers or sisters.

D. An employee shall immediately notify his employer upon receiving a call for jury duty. When a regular full time employee is required to serve on a petit jury the employer agrees to pay the difference between jury pay and the employee's earnings for a forty (40) hour week at his straight time rate of pay. Such an employee must report for work whenever his presence is not required on jury duty.

E. Any employee entering into the military service of the United States shall be entitled to reinstatement as an employee if required by law.

## ARTICLE XI LINENS AND UNIFORMS

A. In the event the Employer requires his employees to wear a uniform or insignia, the Employer shall furnish and maintain same.

B. In the event the Employer shall furnish to employees drip-dry uniforms and the employees voluntarily accept the same, the employees shall launder the uniforms.

## ARTICLE XII WAGE GRIEVANCES

A. If a wage discrepancy is alleged to exist, the Union shall first try to settle it with the Employer's appointed representative.

B. Failing settlement on this level, the Union shall notify the Employer in writing of the claimed discrepancy and the names of the employees involved and the length of time such difference is claimed to cover. The Employer agrees, upon receipt of such notice, to furnish the Union wage data on the claimed wage discrepancy.

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### ARTICLE XIII DISCRIMINATION

No employee shall be discriminated against on account of his or her age, providing such employee qualifies and properly performs his or her duties.

### ARTICLE XIV DEFINITION OF EMPLOYER

A. In all stores where no help is employed, the proprietor may become a member of the Union or of the St. Paul Food Retailers' Association.

B. An Employer shall mean an individual, partnership or corporation conducting a retail food market.

C. (1) No individual Employer shall be required to belong to the Union.

(2) No more than two partners or proprietors or bona fide officers of a corporation shall be permitted to work in a grocery department. All others are to be members of the Union.

### ARTICLE XV STORE CARD

The Union Store Card is the property of the Retail Clerks' International Association, and is loaned to Employers for display, who sign and abide by the terms of this agreement.

### ARTICLE XVI CONFLICTING AGREEMENTS

No employee shall be asked or permitted to make any written or verbal agreement that will conflict with this agreement. No employee shall have his or her wage reduced who may be paid over the minimum wage called for in this agreement, nor shall employees be reclassified to defeat the purpose of this agreement.

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### ARTICLE XVII PICKETING

It shall not be considered a violation of this agreement for an employee to refuse to cross a picket line of a legally striking union when such picketing has the approval of the Retail Clerks' International Association and the Policy Committee of the St. Paul Trades and Labor Assembly.

### ARTICLE XVIII ADJUSTMENT AND ARBITRATION

A. The Union agrees that during the term of this agreement there shall be no strike by the Union or its employees. The Employer agrees that there shall be no lockout during the term of this agreement.

B. When a grievance arises in a store, the employee shall attempt first to settle the matter with his immediate supervisor. In the event that this is unsuccessful, the representative of the Union shall be called so that the matter may be settled without loss of time to either party.

C. If the grievance cannot be resolved on a local level, a representative of the Employer and a representative of the Union shall, within a calendar week, attempt to reach a settlement of the controversy, dispute, or disagreement.

D. Any claimed grievance of any kind to be acted upon or accepted as valid for any reason must be filed in writing with the Employer and the Union within ten (10) days of each alleged act of violation. Any controversy arising over the interpretation of or the adherence to the terms and provisions of this agreement, including all claims for wages, which cannot be settled by negotiation shall be submitted to arbitration by either party notifying the other involved in writing of its desire to do so.

E. **Board of Arbitration.** The Board of Arbitration shall be composed of one representative of the Union, one representative of the Employer, and a third neutral party selected by agreement of the first two. The parties must select their representatives within five (5) days of receiving written notice of desire to arbitrate. If these two cannot agree upon the selection of the third neutral party within seven (7) days from the date of their selection, either party may call on the State Labor Conciliator of the State of Minnesota to appoint said neutral party. The Board of Arbitration shall meet promptly and shall hear all the evidence in the case or cases referred to it and render its majority decision thereon within seven (7) days of the date of the final submission of the case to it. Each party shall bear the expense of preparing and presenting its own case and the expense, including

any if such there be in connection with the neutral member, to be borne equally by the parties. There shall be no recourse to any other method of settlement, unless a party fails to accept and comply with the award in which case the award may be enforced by further action of the party in whose favor such award has been given. The majority decision of this Board of Arbitration shall be final and binding upon all parties involved.

F. **Status Quo.** During the period of adjustment or arbitration as provided in this article, the conditions in effect at the time of the notification of the claimed grievance, shall continue in effect pending final decision.

G. **Limitations on Arbitrator.** The arbitrator shall not have the authority to decide questions involving the jurisdiction of any local, or of the International, or which may in any way affect or change the union security clause, nor shall the arbitrator have the authority to effect a change in, modify, or amend any of the provisions of this agreement.

H. **Time Limits.** The time limits set forth above may be extended by mutual agreement between the parties.

### ARTICLE XIX SHELF STOCKING

A. The following items may be stocked by suppliers: Bakery goods, cookies, dairy products (defined as milk, cream, butter, cottage cheese and ice cream), cosmetics, baby foods, spices, household wares and magazines. The stocking of these items will be held to the minimum consistent with good operation. The above limitation shall not apply to the setting up of an initial display.

B. It is further agreed that cookie salesmen will not be permitted to stock shelves in a particular store more than once during a calendar week. In addition, in the instance of displays which exceed ten cases of merchandise, one employee within the bargaining unit will assist the displayman.

### ARTICLE XX LABOR MANAGEMENT COMMITTEE

A committee composed of three representatives of the Union and three representatives of the Employers shall be established for the purpose of studying and attempting to resolve union-industry problems as they occur, particularly having in mind shelf stocking as covered by Article XIX. The Committee shall meet for the purpose of setting up rules of procedure.

### ARTICLE XXI GENERAL PROVISIONS

A. The settlement of any one violation of this agreement shall not constitute a waiver of the particular provisions violated or of any other provisions of this agreement, and shall not constitute a waiver of any subsequent violation of any provision of this agreement.

B. Local Union No. 789 will at all times endeavor to furnish reliable, competent help, and further agrees to promote the best interest of the Employer at all times.

C. The duly authorized representative of the Union shall be permitted access to the store at reasonable times provided he conducts himself so as not to interfere with the operation of the Employer's business.

### ARTICLE XXII TERM OF AGREEMENT

This agreement shall take effect February 23, 1962, and shall continue in full force and effect until the 22nd day of February, 1965, and shall continue from year to year thereafter unless either party serves notice in writing upon the other party sixty (60) days prior to the expiration date of its desire to terminate, modify, or amend provisions of this agreement.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 1962.  
FOR THE EMPLOYER:

\_\_\_\_\_  
FOR RETAIL FOOD & GROCERY CLERKS UNION  
LOCAL NO. 789

541K

U. S. DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

WASHINGTON 25, D. C.

August 9, 1962

*Wm.*  
**AUG 21 1962**

*Deceased 1960 - Please remove from your records.*

~~Mr. Anthony P. Sandys~~, Financial Secretary  
Retail Clerks International Association, Local #789  
418 Auditorium Street  
St. Paul 2, Minnesota

Dear Mr. Sandys:

We have in our file of collective bargaining agreements a copy of your agreement(s) with the St. Paul Food Retailers Association. This agreement expired February 1962.

Would you please send us a copy of your current agreement—with any supplements 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.

In addition, please provide the information requested below. You may return this form and your agreement in the enclosed envelope which requires no postage.

I should like to remind you that our agreement file is open to your use, except for material submitted with a restriction on public inspection.

Very truly yours,

*Ewan Clague*

Ewan Clague  
Commissioner of Labor Statistics

If more than one agreement is enclosed, please provide information separately for each agreement on the back of this form.

1. NUMBER OF EMPLOYEES NORMALLY COVERED BY AGREEMENT \_\_\_\_\_
2. Number and location of establishments covered by agreement \_\_\_\_\_
3. Product, service, or type of business \_\_\_\_\_
4. If previous agreement has been extended without change, indicate new expiration date \_\_\_\_\_

*Daniel Goduto*  
\_\_\_\_\_  
(Your name)  
418 Auditorium St.  
\_\_\_\_\_  
(Street)

\_\_\_\_\_  
Sec.-Treas.  
\_\_\_\_\_  
St Paul, Minnesota  
\_\_\_\_\_  
(City and State)

## U.S. DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

WASHINGTON 25, D.C.

September 6, 1962

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Mr. David Goduto  
Secretary- Treasurer  
Retail Clerks International Association  
418 Auditorium Street  
St. Paul 2, Minnesota

Dear Mr. Goduto:

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

For use in preparing studies of collective bargaining practices, we should 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,

*Ewan Clague*

Ewan Clague

Commissioner of Labor Statistics

Establishment (1)	Name of union (2)	Number of employees normally covered by agreement (3)
St. Paul Food Retailers Association	Retail Clerks International Association, Local #789	1600