

Clerks 1105  
Seattle Wash 10

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ARTICLES OF AGREEMENT

between

Retail Food and Drug Clerks Local Union No. 1105  
of Seattle and Vicinity

Affiliated with the American Federation of Labor

and

The Seattle Bakers' Bureau, Inc. of Seattle, Wn.

This Agreement mutually entered into this 1st day of November, 1937, by and between Retail Food and Drug Clerks Local Union Number 1105, R. C. I. P. A., of Seattle and Vicinity, hereinafter called the Union, and the Seattle Bakers' Bureau, Inc. of Seattle, Washington, hereinafter called the Employer.

WITNESSETH: That for the mutual benefit of the parties hereto it is hereby expressly understood that the following shall be the scale of wages, the limitation of hours, and the rules and working conditions to be observed by both parties to this agreement.

1. All Salespersons must be members of the Union, but the Employer shall be permitted the right to hire non-members of the Union provided said non-members shall be eligible for membership in the Union and shall make application within one week and become members within thirty (30) days.

(a) It is understood that when possible members of the Union in good standing shall be given preference in hiring new salespersons.

(b) It is further understood that all Salespersons employed at the time of the signing of this agreement shall be accepted as members of the Union.

2. Forty-eight (48) hours per week, not to exceed eight (8) hours in any one day nor six (6) days in any one week shall constitute the work week for all Salespersons.

(a) The following days shall be considered holidays: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. Salespersons performing work on these days shall be given compensating time off during the same work week.

(b) There shall be a definite starting time from day to day for each Salesperson, and a regular weekly pay day.

(c) All work in excess of hours herein specified, and all emergency work, shall be paid for at the rate of time and one-half.

3. The following minimum scale of wages shall prevail:

	Male	Female	
Head Salesperson . . . . .	\$ 27.50	\$ 22.50	per week
Clerk (incl. Shipping Clerk & Order Clerk) . . . . .	25.00	20.00	per week
Senior Apprentice Clerk . . . . .	22.50	17.50	per week
Junior Apprentice Clerk . . . . .	17.50	15.00	per week
Clerk, Extra . . . . .	.60	.60	per hour
Junior Apprentice Clerk, Extra . . . . .	.40	.40	per hour

(a) There shall be one (1) Head Salesperson in each store or department in which three (3) or more regular full-time Salespersons are employed.

(b) Each Employer may employ not more than one (1) Apprentice Clerk

for each three (3) regular full-time Salespersons or fraction thereof in his employ. This clause, however, shall not prevent a store from employing one (1) Apprentice Clerk only.

(c) A Junior Apprentice Clerk shall be a Salesperson who has had less than one (1) year's experience in the industry.

(d) A Senior Apprentice Clerk shall be a Salesperson who has had one (1) year, but less than two years experience in the industry; provided, however, that any newly employed Salesperson may be paid the Senior Apprentice Clerks' scale for the first four (4) weeks of his employment.

(e) It is further expressly understood that no Salesperson receiving more than the minimum compensation, or enjoying more favorable working conditions, than provided for in this agreement, shall suffer by reason of its signing or adoption.

4. Aprons, uniforms or any special wearing apparel required by the Employer shall be furnished and laundered by the Employer.

5. It is also agreed that should any controversies arise between the parties to this Agreement as to its true interpretation, or as to any matters not provided for in this Agreement, the same shall be referred to a committee of two representatives to be immediately named by the Employer and two to be named by the Union. Should these four be unable to agree within a period of seven (7) days, they shall immediately select a fifth disinterested party to serve with them as a Board of Arbitration, said Board to, within seven (7) days, render a decision that shall be final and binding.

6. The Union agrees, in consideration of the signing of this Agreement by the Employer, and for the period of the good and faithful performance of its provisions and covenants by the Employer, to lease to each store represented or operated by the Employer, a Union Store Card, the property of and issued by the Retail Clerks International Protective Association.

7. The Union further also agrees that upon compliance with all other provisions of this Agreement in a store where no Salespersons are employed to accept the bona-fide owner or owners of said store into membership as non-active members of the Union and to lease to said store a Union Store Card as herein provided.

8. This Agreement shall be in full force and effect from and after November 1, 1937, until April 1, 1938, at which time it shall be automatically renewed for a period of one year from said date, and thereafter for each year upon each anniversary of said date, without further notice; provided, however, that either party may open this Agreement for the purpose of discussing a revision on April 1, 1938, and on each anniversary of said date upon written notice being served upon either party by the other, at least thirty (30) days prior to said date.

RETAIL FOOD AND DRUG CLERKS LOCAL UNION  
NO. 1105.  
Retail Clerks International Protective  
Association.

SEATTLE BAKERS' BUREAU, Inc.  
of Seattle, Wn.