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A G R E E M E N T

THIS AGREEMENT, made and entered into this 30th day of March, 1943, by and between SAFEWAY STORES, INC., hereinafter known as the employer, and the Retail Clerks International Protective Association, affiliated with the American Federation of Labor, through its agents, Retail Clerks Union No. 518, hereinafter known as the union, covering the employment of clerks in Safeway Stores, in Oklahoma City, Oklahoma.

SECTION 1. The employer agrees to retain in his employ only members in good standing or those eligible who actually become members of Local 518, R.C.I.P.A. within thirty days from date of employment. When additional help is required, preference will be given to members of Local 518.

SECTION 2. The following days shall be considered as holidays; Fourth of July, Labor Day, Thanksgiving and Christmas; and also Decoration Day if generally observed by the food industry. If one of the above mentioned days should fall on a Sunday, the following day will be observed as the holiday. In either case, members of the union shall have the day off with pay. Hours of work for weeks in which holidays occur shall be one-sixth less than the normal work week.

SECTION 3. All employees whose service with the company is twelve consecutive months or more prior to July 1st, will be allowed one week's vacation with full pay, each year.

SECTION 4. Fifty-eight (58) hours shall constitute a maximum straight time week's work for male employees and fifty-four (54) hours for female employees. All overtime work to be paid at the rate of time and one-half; however, thirty (30) hours without pay per year per employee is allowed for inventory work. No member of this union shall be called to work for less than a half-day's work.

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2. Retail Clerks # 518  
6. Oklahoma City, Okla.  
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SECTION 5. Employers may discharge any employee for cause, but no member of this union shall be discharged or discriminated against for upholding Union principles, and any person who works under the instruction of the Union or who serves on a committee shall not lose his position or be discriminated against for this reason.

SECTION 6. No member of this Union who prior to the date of this agreement was receiving more than the rate of wages designated in the schedule herein contained shall suffer a reduction of wages because of the adoption of this agreement.

SECTION 7. Following is the minimum scale of wages mutually agreed upon for male Clerks and Checkers:

First 6 months	22.50 per week
After 6 months	25.00 per week
After 1 year	27.50 per week
After 2 years	30.00 per week
After 3 years	32.50 per week
After 4 years	35.00 per week
Part time help	40¢ per hour

Female employees shall receive the same hourly rates as male employees for comparable work.

Package boys and Saturday boys will not come under this contract.

SECTION 8. In the event an employee is unable to work due to sickness, or accident, he shall be reemployed at such time as he is able to resume his normal duties and for vacation purposes such time will be considered as consecutive service.

SECTION 9. Any dispute that may arise as to the true interpretation of this agreement shall be submitted to a committee consisting of two members representing the employer and two members representing the Union, and if they cannot agree the four chosen representatives shall select a disinterested party, within one week, and the entire controversy shall be

submitted then to the committee of five and the findings of this board shall be binding on both parties to this agreement.

It is further understood that there will be no stoppage of work or lockouts until all means to settle the dispute have been attempted, and it is further understood that the duly authorized representatives of Local 518 shall have authority in behalf of the union to enforce the terms of the agreement.

SECTION 10. It is understood and agreed by both parties that there shall be no subterfuge to defeat the purpose of this agreement.

SECTION 11. The Retail Clerks Union Store card shall be displayed in all stores and shall remain the property of the International Union. The Secretary or Business Agent shall have authority to remove said card upon the violation of any part of this agreement.

SECTION 12. This agreement shall be in effect until Dec. 31, 1943, and shall remain in effect from year to year, but may be changed or modified annually. The Party who desires such change shall notify the other Party, in writing, on December 1st of each year hereafter, of its desire to make such changes. Conferences shall be held at once, working toward a revising of this agreement and must be concluded within thirty days. There shall be no cessation of work during such conferences and the terms of this agreement shall remain in full force and effect until mutual agreement is reached.

RETAIL CLERKS UNION, LOCAL 518

SAFEWAY STORES, INC.

Clarence J. Cox  
(President)  
L. L. Barry  
Clay Hammond  
H. H. ...

W. H. Bartlett  
A. D. King

A G R E E M E N T

The Company agrees that all people employed after this date shall become members of Local 518 within thirty (30) days after employment.

The Union agrees to furnish capable replacements for those who will not take out membership. If the Union is unable to furnish qualified replacements, employees in question will continue to work until such time as the Union can supply qualified replacements.

Signed this 30th day of March, 1943, at Oklahoma City, Oklahoma.

RETAIL CLERKS UNION,  
LOCAL 518

Clarence J. Boy  
(President)

L. L. Barry

Claud Hammond

J. Egan

SAFEWAY STORES, INC

W. Bartlett

A. J. Stanger

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