

Please return to Conciliator

Retail Clerks
Pocatello
CONFIDENTIAL
1-18-43

GENERAL AGREEMENT

Between

RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION, AFFILIATED with the American Federation of Labor, THROUGH THEIR AUTHORIZED AGENT LOCAL No. 560 of Pocatello, Idaho, as the party of the first part, and the Safeway Stores Inc. of Pocatello, Idaho, as party of the second part, and designated as a Food Store.

This agreement, mutually entered into this 18th day of December - 1943 by and between the RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION, affiliated with the American Federation of Labor, through their authorized agent Local No. 560 of Pocatello, Idaho, hereinafter referred to as party of the first part and Safeway Stores Inc. of Pocatello, Idaho, hereinafter referred to as party of the second part.

WITNESSETH:

1. That the parties of the first part, in consideration of the faithful keeping and performance of the articles of this agreement by the parties of the second part, promise and agree that they will advance the interests of the parties of the second part as as employers of Union Labor.

2. The Union Store Card is and shall remain the property of the parties of the first part, and must be surrendered by the parties of the second part upon demand of the parties of the first part.

3. All persons employed in the stores of the parties of the second part, as specified in section 7A of the R.C.I.P.A. constitution, shall be members of R.C.I.P.A. Local No. 560 in good standing, or shall become members within 30 thirty days after securing employment.

4. All stores subject to this agreement may regulate it's opening and closing hours providing the clerks are not required to work over a nine (9) hour day.

5.A. Whenever an employer requires the clerks to work on Sundays, then their work week shall be so arranged to give all clerks every other Sunday off.

5.B. Whenever clerks are required to work on the following holidays: New Year's Day, Washington's Birthday, Decoration Day, July 4th., Armistice Day, Thanksgiving Day, they shall be paid at the rate of double time, and no clerks shall be required to work on Labor Day or Christmas Day.

6. In all stores classified as Foodstuff Stores, nine (9) hours of work performed in and ten (10) consecutive hours constitutes a days work. Six days, 54 fifty-four hours, constitutes a week's work, for both male and female employees.

7. WAGE SCALES:.....The minimum wage scale for experienced male clerks shall be \$40.00 per week. The minimum wage scale for experienced female clerks shall be \$35.00 per week.

Apprentices--Men

Apprentices--Women

1st 6 Months.....\$22.50 per wk.....	1st 6 Months.....\$20.00 per wk.
2nd 6 months.....\$25.00 per wk.....	2nd 6 months.....\$22.50 per wk.
2nd Year.....\$32.50 per wk.....	2nd Year.....\$27.50 per wk.
After 24 months.....\$40.00 per wk.....	After 24 months.....\$35.00 per wk.

8. Extra help shall be paid not less than the hourly rate proportionate to the rate specified in the foregoing section.

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9. Any person having served twenty-four (24) months apprenticeship elsewhere, or having had that much experience in the same class of work, shall not be considered an apprentice.

10. No employee shall suffer a reduction in salary on account of the operation of this agreement.

11. All clerks who have been employed for at least one year or more shall receive a vacation of one week with pay each year. Employees receiving a vacation of a longer period, such vacation period shall not be reduced.

12. One apprentice may be employed in a store where one (1) to four (4) experienced clerks are employed; two (2) apprentices may be employed where five (5) to eight (8) experienced clerks are employed etc. Based on the ratio of one (1) apprentice to each four (4) experienced clerks and/or one (1) for a fraction thereof. Provided further: That for the duration of the War, when experienced clerks are not available, additional apprentices may be employed by mutual consent of both parties.

13. It is agreed that no overtime shall be allowed except in cases of emergency, and then only with the special permission of the parties of the first part. In which event, the employee shall receive one and one-half times regular pay for all such overtime.

14. The Secretary or Business Agent of the Union shall be permitted to interview any employee during working hours, provided such employee is not engaged in waiting upon a customer, and the manager is contacted first.

15. All members of the Local, called for military training or service shall be reinstated in conformity with Government regulations.

16. All misunderstandings or disagreements over the interpretation of this agreement shall be submitted to a joint committee for adjudication, and settlement. The number of representatives on such committees to be mutually agreed upon by the parties hereto, and one disinterested member mutually agreeable to both parties, shall be selected.

17. This agreement shall become effective on that date the Conciliator succeeds in bringing all parties concerned into agreement, or in case of delay in processing by the War Labor Board, any identical subsequent monthly date, and shall remain in full force and effect until September 1st, 1944. And shall be considered as renewed from year to year thereafter unless either party hereto shall give written notice to the other of their desire to have the same modified, and such notice must be given at least thirty (30) days prior to the expiration of this agreement. If such notice is not given, then this agreement is to stand as renewed for the ensuing year.

(Note) Parties reached agreement through conciliation Dec 18, 1943.

Retail Clerks International
Protective Association Local
Union No. 560, Pocatello, Idaho.

Warren Loit
President

Grace L. Hall
Secretary

Party of the First Part

Sepaway Stores & Butler
Company

Party of the Second Part.

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U. S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON

Budget Bureau No. 44-R212
Approval expires February 15, 1945

*Retail Clerks (560 app)
Pocatello Idaho
X 8-31-45*

Miss Ruth Hall
Retail Clerks Int'l Protective Ass'n
637 S. Hays
Pocatello, Idaho

December 14, 1944

*Miss M
2-20-40*

My dear Miss Hall:

We have in our files a copy of your agreement with the Safeway Stores Inc. which was to continue after September 1, 1944 unless 30 days notice was given by either party.

In order to keep our files of union agreements up to date, we should be grateful if you could conveniently send us a copy of your agreement which is now in effect, together with any supplemental wage rates that have been negotiated. We shall be glad to make a duplicate and promptly return the original if you have only one copy available. If you specify that the wage rates or any other clauses in your agreement should be kept confidential, they will not be identified in our reports to persons outside Federal agencies. If your agreement and wage rates have been continued without change, a notation to that effect at the bottom of this page will be sufficient. *Sept 1st - 1945*

We should also appreciate current information regarding the items specified below. The enclosed envelope for your reply requires no postage. If we can furnish you information at any time, please let us know.

Very truly yours,

A. F. Hinrichs
A. F. Hinrichs

Enc. Acting Commissioner of Labor Statistics

Name and location of company (If an Employers' Association, please give name and list member companies)	Number of employees covered	Effective date	Expiration date

Products or type of work: _____

Do you wish the agreements returned? Yes _____ No _____

(Signature) (Address)

Please specify, on the reverse side, clauses you wish kept confidential or add other remarks if you care to do so.
Our agreement with Safeway Inc. has continued since Sept. 1, 1944.
Retail Clerks Int'l Protective Ass'n Local 560
Martha Thomas, Cor. Fin. Sec.