

ARTICLES OF AGREEMENT

Between

RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION.

and

THIS AGREEMENT, mutually entered into this _____ day of _____ 19____ by and between THE RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION, through their authorized agents, _____ as President of Local No. 942 and _____ as Secretary of Local No. 942, of the City of Vancouver, State of Washington, as parties of the first part, and _____ of the City of Vancouver, State of Washington, as part _____ of the second part.

WITNESSETH: That the said parties of the first part, in consideration of the covenants and agreements hereinafter mentioned and mutually agreed upon by all parties, to be kept, done and performed, do hereby lease until the first day of May, 1935, to the said part _____ of the second part Union Store Card No. _____ the property of and issued by THE RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION.

Part _____ of the second part agree to retain in _____ employ only members or those if eligible who will become members within thirty (30) days from date of their employment, of Local No. 942, RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION. It is further agreed and understood that all employees shall secure a working permit from the Secretary of Local No. 942, RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION at the time of their employment.

Part _____ of the second part agree that _____ store located at No. _____ Street, in the City of Vancouver, State of Washington shall not work any employee on the following holidays: Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, and New Years Day. No employee shall suffer any reduction in wages on account of the observance of the above mentioned holidays.

Part _____ of the second part agree to pay to employees the following scale of wages.

Salesmen: -having at least one (1) year selling experience, not less than \$18.00 per week.

Part-time Salesmen: - having one (1) year selling experience, not less than 40¢ an hour.

Apprentice Salesmen: - first six months, \$14.00 per week; next six months \$15.00 per week. Not more than one (1) apprentice to every three salesmen in any one store.

Stock Room Boys: - over 16 years of age, \$10.00 per week for the first six months with a \$1.00 a week increase after every six months of service, until a wage of \$18.00 is paid. Must work at least 60% of time in the stock room.

Saleswomen: - having at least one (1) year selling experience, not less than \$15.00 per week.

Part-time Saleswomen: - having one (1) year selling experience, not less than 35¢ an hour.

Apprentice Saleswomen: - first six months, \$13.20 per week; next six months, \$14.00 per week.

Eight hours shall constitute a day's work and forty-eight hours shall constitute a week's work. All employees shall be allowed one hour for lunch. No employee receiving a higher rate or scale of pay at the time of the signing of this agreement shall suffer any reduction in wages on account of the signing of this agreement. In the event that the N R A shall prescribe lesser hours as a day's or week's work in Retail Stores for employees than those set forth in this agreement, then the N R A hours shall prevail and no employee shall suffer any reduction in wages on account of the reduction of hours of work by the N R A.

All overtime work shall be in accordance with and worked at such times and under conditions prescribed by the N R A.

It is further agreed that all building repairs and maintenance work done for the part _____ of the second part, the same of which he has control insofar as payment is concerned, shall be done by members of Unions affiliated or recommended by the Clark County Central Labor Council.

Closing hours for Retail Stores shall be 6:00 o'clock on week days and 8:00 o'clock on Saturdays.

Where no clerks are employed by the part _____ of the second part, a charge of \$1.00 per month shall be paid to the party of the first part for the use of the Union Store Card, said payment to cease when any members of Local No. 942 is employed by the party of the second part.

Party of the first part agrees to advise all Local Union Organizations of the City of Vancouver, State of Washington, of the action of the second part _____ signing this agreement, and

IT IS FURTHER AGREED by all the parties that the interests of each shall be mutually taken care of and advanced, and that any violation of the foregoing stipulations and agreements shall be sufficient cause for the surrender of the Union Store Card.

RETAIL CLERKS INTERNATIONAL
PROTECTIVE ASSOCIATION,
Party of the First Part.

By _____
President Local No. 942

Witnesseth by:

By _____
Secretary Local No. 942

Part _____ of the Second Part

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

October 25, 1935.

Mr. L. O. Palmer, Secretary #942
Retail Clerks International Assn.
712 West 26th Street
Vancouver, Washington

Dear Sir:

Information has come to us that you have recently concluded an agreement with the Columbia Market.

As the Bureau of Labor Statistics endeavors to keep a record of all union agreements and all renewals of existing contracts, I am writing to ask if you will kindly furnish a copy of the new agreement. If you have only one copy available and so indicate, we shall be glad to type a duplicate and promptly return the original.

In the space below, will you also please state the number of companies, work places, and workers covered by the agreement and give any comments regarding the territory covered under its terms and any other information which you think might be useful to us. The enclosed envelop for reply requires no postage.

If at any time we can be of service to you, such as supplying you with provisions in agreements of other unions, please write us.

Very truly yours,

Isador Lubin

Isador Lubin
Commissioner of Labor Statistics

Number of companies signing agreement Forty

Number of establishments (working places) covered by agreement Forty

Number of union members affected Fifty

Number of non-members affected Thirty non-active members

Comments regarding territory covered, etc. City limits of Vancouver, B.C.

L. O. Palmer Sec. Treas.
(Name of person furnishing information) (Office or Position)