

RETAIL CLERKS' INTERNATIONAL PROTECTIVE ASSOCIATION

GROCERY, FRUIT, VEGETABLE AND PROVISION EMPLOYES' LOCAL UNION No. 655



Affiliated with A. F. of L.

CONTRACT

Between _____ and Local Union No. 655, R. C. I. P. A.

ARTICLES OF AGREEMENT entered into between Retail Dealers, Chain Stores, Combination Stores handling Groceries and Vegetables, of St. Louis and St. Louis County, hereinafter called Employer; and the Retail Clerks' International Protective Association, Local No. 655, affiliated with the American Federation of Labor, hereinafter called the Union.

SECTION 1. This Agreement to take effect _____ and expire April 27, 1939; but unless notice be given in writing by one party to the other party not less than thirty (30) days prior to the expiration hereof, this Agreement shall automatically continue from year to year.

SECTION 2. Working hours shall be from 8:00 A. M. to 6:00 P. M., with the exception of Saturdays and days preceding holidays when working hours shall be from 8:00 A. M. to 7:00 P. M. Excepting those employed in special work such as produce buying and displaying. Such employes may work any hours prescribed by the employer, providing they are not required to work more than 55 hours in any one week, or more than 10 hours in any one day. One hour shall be allowed for lunch each day.

SECTION 3. It is expressly understood that no customer will be served in the grocery or produce department before 8:00 A. M. or after 6:00 P. M. on Monday, Tuesday, Wednesday, Thursday, or Friday, or before 8:00 A. M. or after 7:00 P. M. on Saturdays and days preceding holidays, except that all customers in the store at the closing hour will be served and that perishables will be properly taken care of.

SECTION 4. All linens, such as coats, towels and aprons shall be furnished free by the employer.

SECTION 5. There shall be no work on Sundays or the following holidays: New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day, or on days legally celebrated in lieu thereof. There shall be no reduction in weekly wages of regular employes for weeks in which any of the above named holidays occur.

a SECTION 6. Clerks shall be paid according to the following schedule, and store hours shall be considered one week's work.

First Six Months—Clerks with less than six months Union Store experience.....	not less than \$15.00 per week.
First Six Months—Clerks with more than six months Union Store experience.....	not less than \$18.00 per week.
Second Six Months.....	not less than \$18.00 per week.
Second Year.....	not less than \$20.00 per week.
Third Year.....	not less than \$22.00 per week.
Over Three Years.....	not less than \$25.00 per week.
Extra Help.....	not less than \$0.35 per hour

↳ Employes working more than twenty (20) hours per week shall be classed as regular employes and be paid pro rata according to the above scale.

c Employes working twenty (20) hours or less per week shall be classed as extra help and paid accordingly.

↳ Clerks receiving in excess of the above scale at the time this Agreement is signed shall not have their pay reduced because of this Agreement.

↳ Clerks shall not be required to work split hours.

SECTION 7. Clerks with the most seniority shall be given preference to the full-time jobs. Seniority shall start with the clerk's date of employment.

SECTION 8. It is agreed that no employe shall be discriminated against or made to suffer any penalties because of his or her activity in behalf of or for the Union, provided, however, that employe shall not engage during working hours in matters for and in behalf of the Union unless by and with the consent of the employer.

In event a member of the Union shall be discharged or laid off from his employment on and after the date hereof, and he believes he has been unjustly dealt with, such discharge or lay off shall constitute a case arising under the method of adjusting differences herein provided. In the event it shall be decided under the rules of this Agreement that an injustice has been dealt the employe with regard to the discharge or lay off, the Company shall reinstate such employe and pay full compensation at the employe's regular rate for the time lost.

Employes shall be paid for meetings according to their rate of pay.

SECTION 9. In the event the employer needs new help he will contact the Union, in event the Union cannot furnish qualified help the employer may hire his own help but must notify the Union immediately. New employes must become members within thirty (30) days of employment date and remain in good standing for the duration of this Agreement.

SECTION 9-A. All men working at the time this Agreement is signed must attain full membership in the Union within ten (10) days and remain in good standing for the duration of this Agreement.

SECTION 10. The Union Store Card must be displayed in all places where members of Local No. 655 are employed and Agreement signed. The store card will be loaned to all non-active members operating their own store without help, who become non-active members. The store card shall be removed immediately upon violation of this Agreement.

SECTION 11. It shall be deemed a breach of contract for any person other than a regular grocery employe to sell or handle groceries or vegetables in the store. A regular grocery employe shall be considered as one who regularly waits on trade, serves as stock man, or is a delivery driver spending any part of this time in the store waiting on customers.

SECTION 12. There shall be no strikes or lockouts during the life of this Agreement. Should any difference arise between the employer and the Union concerning the terms of this Contract, or the applicability of said Contract, such differences shall be taken up by a representative of the employer and of the Union. In the event these two representatives cannot agree, the question shall be settled by a board of arbitration of three, one to be chosen by the employer, one by the Union, and the third by mutual agreement, both parties agreeing to expedite selection of the third member. The decision of board is to be final and binding on both the employer and Union.

SECTION 13. The employer agrees to give the Union quarterly access to the Social Security report.

SECTION 14. The Union and the employer agree that neither will make any rules or regulations conflicting with the terms of this Agreement.