

# Grocery and Meat Markets Agreement

- ( 1 ) This agreement, mutually entered into this \_\_\_\_\_ day of \_\_\_\_\_ by and between the Retail Clerks International Protective Association, affiliated with the American Federation of Labor, through their authorized agent, Local No. \_\_\_\_\_ of \_\_\_\_\_ as parties of the first part, and \_\_\_\_\_ as party of the second part, etc.
- ( 2 ) The opening hour shall be 7:30 A. M. and all stores shall be closed at 5:30 P. M. on Monday, Tuesday, Wednesday, and Friday, at 12:30 P. M. on Thursday, and 9:00 P. M. on Saturday.
- 2a No customer shall be admitted after doors are closed.
- ( 3 ) Employees shall not be required to work on Sunday, Decoration Day, Fourth of July, Labor Day, Thanksgiving, Christmas or New Years day.
- 3a There shall be no deduction in pay for the above days.
- 3b When a holiday falls on Sunday, the following Monday shall be observed instead.
- 3c The day preceding Decoration Day and Fourth of July, stores will be open until 9:00 P. M.
- ( 4 ) All stores shall close at 12:30 P. M. Thursday throughout the duration of this contract, except the Thursday preceding Christmas, which shall be 5:30 P. M.
- 4a There shall be no reduction in wages or commission during the duration of this contract.
- 4b No extra help shall be employed while full time employee is laid off.
- 4c Seniority rights shall be observed in all stores.
- ( 5 ) The employer agrees to employ members of Local No. 388 who are in good standing.
- 5a Any employee may work 30 days before being required to become a member of the Union.
- ( 6 ) Any employer may dismiss any employee, providing he has proven to Local No. 388 of this employee's unworthiness to his store.
- ( 7 ) The employer agrees to meet with the Business Agent of Local No. 388 any time for the purpose of settling any grievance that may arise from this contract.
- ( 8 ) The Union Local No. 388 agrees that it will, to the best of its ability, promote the business of the employer in this community and will be considerate of the interest of the employer in every way so long as this contract is being observed.
- ( 9 ) On December 23rd of 1940, any store may remain open until 9:00 P. M. if the Owner or Manager desires to, but that no regular employee shall be required to work more than maximum hours.
- (10) Permit cards shall be demanded of Clerks working one or two days per week. All permit card employees shall have first choice of extra work.
- 10a All extra help clerks' salary shall be left to the employer for his approval and the clerks' approval.
- (11) Hourly rate for pay of female employees shall be 28 cents per hour.
- (12) All employees shall be given one week's vacation (with three days' pay), provided they have been employed at least one year.
- (13) This agreement is to be effective as of the \_\_\_\_\_ day of \_\_\_\_\_ and shall continue in force from year to year thereafter unless notice to the contrary has been given in writing by either party thirty (30) days prior to the date of expiration on the \_\_\_\_\_ day of \_\_\_\_\_.
- 13a This agreement to remain in full force and effect after May 1st, 1940.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 1940, by the authorized representative of the Union and the Employer.

For the Employer

Witnesseth:

\_\_\_\_\_  
Manager or Owner

For the Union

\_\_\_\_\_  
Coshocton, Ohio

\_\_\_\_\_  
Retail Clerks  
International Protective Association

R14-41-87

Clerks #388  
Coshocton, Ohio  
4-1-41

CONFIDENTIAL

U.S. DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

WASHINGTON  
June 3, 1940

Mr. C. E. Clark, Sec'y  
Retail Clerks' Int'l Prot. Ass'n. #388  
336 S. 3th St.  
Coshocton, Ohio

Dear Sir:

We have in our files a copy of your agreement with Grocery and Meat Markets which recently expired.

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. We shall be glad to make a duplicate and promptly return the original if you have only one copy available. If you so indicate, we shall keep the identity of the agreement confidential, using the material only for general analysis in such a way as not to reveal the name of either party to the agreement.

We shall greatly appreciate your cooperation. 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,

Isador Lubin  
Commissioner of Labor Statistics

Enc.

\_\_\_\_\_  
Name of company or employers' association signing the agreement

(If more than one employer, please list on reverse side)

Number of companies covered by agreement 18

Number of union members working under terms of agreement 30

Number of non-members working under terms of agreement 10

Branches of trade covered \_\_\_\_\_

Date of expiration \_\_\_\_\_

Please check here if you wish the agreement --

Returned \_\_\_\_\_ Kept confidential Keep

If you cannot send a copy of your new agreement, please note (on the reverse side of this letter) any changes from your previous agreement. (8227)