

Retail Clerks #308
Grand Junction Colo.
- Agreement -

This agreement, made this _____ day of _____ by and between _____, herein after called the employer, and the Retail Clerks' International Protective Association by its agent, Local No. 308 of Grand Junction, hereinafter called the Union.

WITNESSETH That for and in consideration of the mutual promises and conditions hereinafter set forth, and in order to assure and secure the benefits intended to be derived by the employees and the employers under these Articles of Agreement, it is hereby expressly understood and agreed as follows:

SECTION I. Party of the first part agrees to retain in their employ only members, or those if eligible, who will become members within seven days from the date of their employment, of Local No. 308 Retail Clerks International Protective Association. All extra help must have working permits.

SECTION II. The following days will be considered holidays: New Year's Day, Fourth of July, Decoration Day, Labor Day, Armistice Day, Thanksgiving Day, and Christmas Day.

SECTION 3. Employees engaged in all retail food stores shall not be paid less than the following scale of wages:

Male under six months experience - - - - -	\$18.00 week
Male six months to eighteen months experience - - - - -	21.00 week
Male eighteen months experience - - - - -	23.00 week
Experienced help (Extra) - - - - -	.30 hour
Apprentice Help (Extra) - - - - -	.30 hour

This is the minimum wage to be paid.

Female help under six months experience - - - - -	\$14.00 week
Female help over six months experience - - - - -	15.00 week
Female help over eighteen months experience - - - - -	16.50 week

SECTION 4. No member of the union, or person eligible to the union shall be required to or shall work more than (55) fifty-five hours per week; it is understood that the said (55) fifty-five hours per week shall constitute a work week and that all wages fixed heretofore by the Agreement are so fixed upon the basis of a fifty-five (55) hour week. A days work shall consist of (9) nine hours to be worked within (10) ten consecutive hours, with one hour off for lunch and that said (55) fifty-five hour work week shall in any event be worked in (6) six days. Five (5) days a week shall be worked in (9) hours. Saturday shall be worked in (10) ten hours. Said (10) ten hours shall be worked in (11) consecutive hours, therefore making a (55) fifty-five hour week.

Time and one half shall be paid for all work performed after specified (55) fifty-five hour week.

INVENTORIES ARE CLASSED AS OVERTIME WORK.

SECTION 5. Seniority shall be recognized and employees shall be employed, promoted, and laid off during slack periods, and restored to service, in accordance therewith provided they meet qualifications.

No regular, married, full time employee shall be laid off in slack periods unless all extra men shall have first been laid off and the employer shall give such regular married employee the first opportunity of doing extra man's work, during such time, such married man shall be classified as an extra man.

SECTION 6. Any employee that does not own an interest in the establishment, or the concern, is eligible to become a member of the Retail Clerk's International Protective Association, Local Union No. 308.

SECTION 7. No employee shall have his wages reduced who may now receive more than the maximum wage called for in this agreement, nor shall his hours be lengthened, and employees shall not be reclassified to defeat the purpose of this agreement.

SECTION 8. The party of the first part agrees to grant (1) one weeks vacation with full pay to all employees who have been employed for a period of (1) one year or more.

SECTION 9. In the event that any disputes or controversies arise during the life of the agreement, the Union members will continue to work pending an adjustment of the trouble as follows:

The matter in dispute to be submitted to a committee of four, two of whom shall represent the employer and two of whom shall represent the Union. The Decision of the majority of the committee shall be final and binding. In the event of failure to reach a satisfactory decision, the committee of four shall proceed to select a fifth person to mutually agree upon and the decision of the majority of the committee shall be final and binding to the parties of this agreement, but such award shall not effect, change, alter or modify any of the terms and conditions set forth in this agreement.

SECTION 10. It is further agreed by all parties that the interest of each shall be mutually taken care of and advanced, and that any violations of the foregoing stipulations shall be sufficient cause for the surrender of the Union Store Card.

SECTION 11. No employee shall be asked to make any written or verbal agreement that will conflict with this agreement.

SECTION 12. The Union Store Card is the property of the Union and is loaned to the employer for display. Said card may be removed from any store by the Union for any violations of this contract.

SECTION 13. This agreement shall be in full force and effect from the date of signing until _____, and thereafter until a new agreement (the terms of which shall be retroactive from above given date) has been consummated and signed; or this agreement has upon notice, been cancelled or terminated by the employer; or by the RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION, LOCAL NO. 308.

IN WITNESS WHEREOF, The parties above named have signed their names and affixed the signatures of their authorized representatives.

RETAIL CLERKS INTERNATIONAL
PROTECTIVE ASSOCIATION
Local No. 308
Grand Junction, Colorado
(Party Second Part)

By _____ Business Representative

(Party of the First Part)

BY _____

(Address)

(Address)

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

*Clerks #308
Grand Junction, Colo.
9-1-40.*

UNION AGREEMENTS December 4, 1939

Mr. R. H. Adams, President
Retail Clerks International Protective Association #308
859 Pitkin Avenue
Grand Junction, Colorado

Dear Sir:

For a number of years the Bureau of Labor Statistics has attempted to maintain a file of all union agreements in force throughout the United States. On checking through our files we find we do not have copies of any agreements entered into by your union. We are exceedingly anxious to have your agreements among our records and shall appreciate your cooperation in sending us copies of them, together with the information requested below.

If you have only one copy available and so designate, we shall be glad to type a duplicate and promptly return the original. If you so indicate, we will keep the identity of the agreement confidential, using the materials only for general analysis which will not reveal the name of your union.

The enclosed envelope for your reply requires no postage. If we can furnish you information at any time, please let me know.

Very truly yours,

Isador Lubin
Commissioner of Labor Statistics.

Enc.

Name of company or employers' association signing the agreement _____

Retail Clerks Union, R. C. I. P. A.
(If more than one employer, please list on reverse side)

Number of companies covered by agreement *Nine*

Number of union members working under terms of agreement *48*

Number of nonmembers working under terms of agreement *Indetermined*

Branch of trade covered *Retail Clerks Associations*

Date signed *Sept 1939* Date of expiration *Sept 1940*

Please check here if you wish the agreement returned _____

H. F. Sherman, Jr
(Name of person furnishing information)

*135 - Chippewa Ave
Grand Jct., Colo*
(Address)