

WORKING AGREEMENT

IT IS MUTUALLY AGREED by and between the RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION Local No. 166, of Raymond, Washington and South Bend, Washington First Party and the undersigned Merchants of Raymond and South Bend, Washington and outlying towns, Parties of the Second Part, To-wit: UNION STORE CARD NO. \_\_\_\_\_

Article 1. The Retail Merchants of the Raymond and South Bend area recognize the Union as the collective bargaining agency for members of Local No. 166 and the members of Local No. 166 recognize the above mentioned merchants as the bargaining agency for the members.

Article 2. That in case of controversy, a Grievance Committee of the First Party shall meet with the Grievance Committee of the Raymond or South Bend merchants for the purpose of reaching a settlement, and no strikes or lockouts shall be sanctioned until every peaceable means of reaching a settlement shall be exhausted.

Article 3. (A) The Second Party agrees to employ regular or part time sales people who are members of the R.C.I.P.A. Local No. 166.  
 (B) A permit shall be granted to extra salespeople the first of each month who are not members of the Union.

Article 4. That the maximum hour per day of work shall be eight (8) hours between the hours of 8 A.M. and 6 P.M. except on Saturdays and Days preceding a holiday which shall be eight and one-half hours (8½) and not extending beyond the time of 6:30 P.M. except for three (3) days prior to December 25th. at which time all regular and extra salespeople may work until 8 P.M. (eight) providing they are not employed for a total period exceeding eight (8) hours in any one day, at the regular wage scale.  
 (B) Any salesperson working after 6 P.M. at inventory time shall be paid time and one-half.  
 (C) Extra salespeople working full time or part time shall be governed by the same conditions as regular salespeople.

Article 5. Minimum wage shall be as follows:

MALE:		
3 years experience or more		\$27.50 per week
2 " " " "		25.00 " "
1 " " " "		20.00 " "
First year or apprentice		16.00 " "
FEMALE:		
3 years experience or more		\$22.50 per week
2 " " " "		20.00 " "
1 " " " "		16.50 " "
First year or apprentice		14.50 " "

Not over one (1) apprentice shall be employed for every five (5) salespeople. No salespeople receiving more than the above scale shall suffer reduction in wages.

Article 6. No member of this Union shall be required to handle or sell unfair merchandise or merchandise that is on the Unfair List.

Article 7. The following holidays shall be observed: Sundays, New Years Day, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Thanksgiving, Armistice Day and Christmas Day. No employees shall suffer any reduction in wages or be required to work because of or on any of these days. When any of the above named Holidays fall on Sunday the following Monday shall be observed.

Article 8. All members of the Union with one (1) years service with their present merchant employer shall receive one (1) week's vacation with full pay.

Article 9. THIS AGREEMENT SHALL REMAIN IN FULL FORCE AND EFFECT until the 1st day of December 1938. Thirty (30) days prior thereto, either party may tender notice in writing, their desire to terminate or alter this agreement.

Dated this \_\_\_\_\_ day of \_\_\_\_\_ 1937.

PARTIES OF THE FIRST PART: \_\_\_\_\_ PARTIES OF THE SECOND PART: \_\_\_\_\_

Thos. H. Haley \_\_\_\_\_  
 President President  
 \_\_\_\_\_  
 Business Agent Merchant

No code No.

SECOND REQUEST  
U.S. DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS

WASHINGTON

May 9, 1938

Mrs. Linda McAninch, Secy.  
Retail Clerks' Int'l Union #166  
Box 773  
South Bend, Washington

My dear Mrs. McAninch:

We have in our files a copy of your agreement with employers which expired December 1, 1937.

In order to keep our files of union agreements up to date, I should be grateful if you could conveniently send us a copy of your new agreement, if you now have an agreement in force. We shall be glad to type 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 information, in such a way as not to reveal the name of the union.

We shall be very grateful for your assistance. 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*

Isador Lubin  
Commissioner of Labor Statistics

Enc.

Name of company or employers' association signing the agreement

*all Retail Stores of Raymond + South Bend*  
(If more than one employer, please list on reverse side)

Number of companies covered by agreement \_\_\_\_\_

Number of union members working under terms of agreement 97

Number of non-members working under terms of agreement \_\_\_\_\_

Branch of trade covered *Retail Clerks'*

Date renewed *Dec. 1-1937* Date of expiration *Dec. 1-1938*

Please check here if you wish the agreement returned \_\_\_\_\_

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.