

RETAIL CLERKS' INTERNATIONAL PROTECTIVE ASSOCIATION



Affiliated With A. F. of L.

Grocery, Fruit, Vegetable and Provision Employees' Local Union No. 655

St. Louis, Mo., _____ 193__

CONTRACT

Between _____ and Local Union No. 655, R. C. I. P. A. ARTICLES OF AGREEMENT entered into between Retail Dealers' Chain Store, Combination Stores handling Groceries and Vegetables, and Department Stores of St. Louis and St. Louis County, hereinafter called Employer; and the Retail Clerk's 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 _____; 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. Store hours shall be from 8:00 A. M. to 6:00 P. M. week days, with 6:30 P. M. the limit of time worked. Saturdays and days preceding holidays store hours shall be from 7:00 A. M. to 8:00 P. M. with 8:30 P. M. the limit of time worked. One hour shall be allowed for lunch each day, and in addition one-half hour for supper on Saturdays and days preceding holidays. No employe shall be required to report for work sooner than fifteen (15) minutes before opening time, unless he be employed in special work such as produce buying, in which case he shall not be required to work more than 56½ hours each week.

SECTION 3. All managers shall receive not less than \$35.00 per week as a minimum wage. Managers of stores whose gross receipts weekly are \$600.00 or over, shall receive 2% commission on sales over \$600.00 in addition to the above weekly pay. Managers of stores whose weekly gross receipts are \$1500.00 or over may work on a flat salary of not less than \$50.00 weekly. Managers receiving in excess of the above scale at the time this Agreement is signed shall not have their pay reduced because of this Agreement.

SECTION 4. All linen 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.

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

First Six Months—Not Less Than.....	\$15.00 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.....	.35 Per Hour

Employes working more than twelve (12) hours per week shall be classed as regular employes and be paid pro rata according to the above scale.

Employes working twelve (12) hours or less per week shall be classed as extra help and be 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 fulltime jobs. Seniority shall start with the man's entrance into the Union, excepting only those clerks employed at the time this Agreement is signed.

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

No member shall be discharged unless good and sufficient cause can be shown by the employer at the time of discharge.

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

SECTION 9A. No new employe shall be allowed to work until he has a 30-day permit card duly signed and issued by the Secretary of the Union. If the employee is to be retained at the end of the 30-day period he shall attain full membership in the Union.

SECTION 9B. All men working at the time this Agreement is signed must become full members within Sixty (60) days.

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 any 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 at least half the time in the store.

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 difference 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 employer and Union.

SECTION 13. The Union and the employer agree that neither will make any rules or regulations conflicting with the terms of this Agreement.

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

37-12-59

July 3, 1937

Mr. Vernon Hausewright, Sec'y
Retail Clerks' International
Protective Ass'n #655
6651 Mitchell Avenue
St. Louis, Missouri

My dear Mr. Hausewright:

We have in our files a copy of your agreement with employers which expired April 27, 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 _____

(over)

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

Number of companies covered by agreement 35

Number of union members working under terms of agreement 1500

Number of non-members working under terms of agreement 1000

Branch of trade covered Retail Clerks

Date renewed April 27, 1937 Date of expiration April 27, 1938

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.

V. Hausewright per E.R.
(Name of person furnishing information)

1411 N. Grand Ave.
(Address)

Jois Markt

Kenis Mkt.

George H. Harlin Mkt.

Gill Bros. Gro. Co.

Gershens Mkt.

Gerber's Mkt.

Gaines Mkt.

Frank Mkt.

Fonbis Mkt.

Food Center

Folsom Mkt.

M. S. Flathie Mkt.

Cooks Mkt.

Bettendorfs Mkt.

L. Cohen Gro. Co.

Kapp's Mkt.

Kriwanets Mkt.

Lyons Mkt.

Mt. Auburn Mkt.

Mehringers Mkt.

New Charotse Mkt.

Mr. St. Louis Meat & Pro. Co.

Public Markets Inc.

Fred Rapp Mkt.

Red Star Mkt.

Jim Remley Mkts. Inc.

Sarah Pine Food Mkt.

Schenberg's Mkt.

Switzerland Store Inc.

Till Bros.

Uel's Food Mkt.

Victor Creamery

Huebschen Gro. Co.

Berig's Mkt.

Street's Mkt.

SECOND REQUEST
BUREAU OF LABOR STATISTICS
WASHINGTON

In order to keep our list of union agreements up to date, we should be grateful if you could conveniently send us a copy of your agreement, if you now have an agreement in force. We shall type a duplicate and promptly return the original if you have only one available. If you no longer have the original, we shall be glad to accept a copy available. If you no longer have the original, we shall be glad to accept a copy available. If you no longer have the original, we shall be glad to accept a copy available. If you no longer have the original, we shall be glad to accept a copy available.

Very truly yours,

[Handwritten signature]

Director, Bureau of Labor Statistics

Name of company or employer's association signing the agreement

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

Number of companies covered by agreement

Number of union members working under agreement

Number of non-members working under terms of agreement

Branch of trade covered

Date renewed (give year, month, day)

If you cannot send a copy of your agreement, please provide the following information:

Name of person furnishing information

(Address)