

Birmingham Retail Grocery Clerks' International Protective Association

OFFICE AND AUDITORIUM, 521 1/2 NORTH 16th STREET
XX

Birmingham, Alabama

and

1. This agreement entered into this, the _____ day of _____ 1936 between the Grocery Clerks Local Union #757.R.C.I.P.A. hereinafter called the Union, and _____ hereinafter called the Employer, set out the conditions under which members of the Union shall work for the Employer, in the District.
2. That it will loan without cost to the Employer STORE CARD no _____ and the Employer shall be responsible to the amount of not more than one dollar (\$1.00) for said card in case it is damaged or lost. This card is and shall remain the Property of the Union and must be surrendered by the Employer upon violation of any provisions of this agreement, upon demand of the Union through its President, Secretary, Or Business agent.
3. The parties hereto recognize the right of collective bargaining and the settlement of grievances through arbitration of equal number of representatives of the Union and the Employer.
4. Only persons Sixteen (16) Years of age or over shall be employed.
5. The Union shall have jurisdiction over; all Clerks, Order Men, Cashiers, Wrappers, and Stock Men. *and deliverymen.*
6. Managers actively employed in waiting on the trade, and employee having a partial interest (so-called working interest) in the firm, shall become members of the Union.
7. If the Union is unable to furnish workers, the Employer shall be permitted to work non members for Fifteen (15) days, after which such ~~new~~ employed persons shall become members of the Union.
8. Working hours shall be from Seven (7) A.M. and Six (6) P.M. with one (1) hour for lunch; these shall be the maximum hours except Saturdays when hours shall be Seven (7) A.M. until Eight-thirty (8.30) P.M. *with one hour for lunch and half day off during week.*
9. All employees, excepting those receiving \$27.50 per week or over shall be paid at the rate of time and one-~~third~~ ^{half} for over time work performed after Six (6) P.M. on all days except Saturdays on which days time and one-~~third~~ ^{half} time for over time work shall be paid ~~after Eight-thirty (8.30) P.M.~~ ^{for work}
10. Managers shall receive not less than \$27.50 per week.
11. All other members of the Union shall receive not less than Seventeen-fifty (\$17.00) for Six days per week or Fifteen (\$15.00) for five days per week.
- 12.

See attached page

12. Extra help or employees on hourly basis shall be paid not less than thirty cents (.30¢) per hour, on all days except Saturdays on which days rate shall be thirty-five cents (.35¢) per hour, members of Union now receiving more than the minimum rates set out herein shall not suffer reduction in salary or hourly rates.

13. All extra help will have to have a permit to work from President, Secretary or Business agent of Union.

14. Permits will cost Twenty-five Cents (.25¢) per week ending each Saturday, this fee will be deducted from initiation fee in joining Union.

This agreement shall remain in force until _____ 1936 unless it has been altered or withdrawn after thirty (30) days notice given by either party.

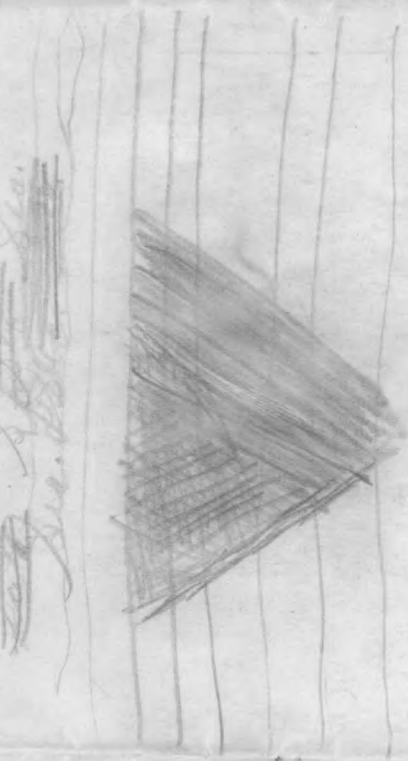
SIGNED

FOR THE UNION

FOR THE EMPLOYER

*See attached page
Revisions*

Birmingham, Ala
* 757 Retail Clerk
In effect May 15, 1936



Article 10. Managers engaged in buying and general overseeing shall receive not less than \$27.50 per week and Ass't Managers not less than \$25.00 per week.

Article 11. All head clerks and clerks with one years' experience shall receive not less than \$20.00 minimum. All other clerks that are members of the Union shall not receive not less than \$17.50 for six days per week.

Article 12. Extra help or employees on hourly basis shall be paid not less than thirty (30) cents an hour on all days except Saturday on which days rates shall be thirty-five (35) cents an hour. Members of the ~~NEW~~ Union now receiving more than minimum rates setout herein shall not suffer reduction in salary or hourly rates.

Article 13. Wheel boys shall receive \$7.50 per week and be raised \$.50 every three months until he receives \$9.50.

Article 14. All stores will close all day and clerks will be given full pay on Fourth of July, Labor Day, Thanksgiving, and Christmas.

Article 15. Any Holiday following a pay day the store will be allowed to remain open on same holiday to take care of the business for a half day.

Article 16. If a member loses time in case of sickness or death where the members in the store takes care of his job said member shall not be cut in salary.

Article 17. The manager or owner shall cut the dues from the salary of the members by the first of every month to turn over to the Business Agent.

This agreement shall remain in force until 12/1/37 unless it has been altered after thirty days notice by either party.

For the Union:

For the Employer:

(3121)

U.S. Department of Labor
BUREAU OF LABOR STATISTICS
Washington

Birmingham

COLLECTION OF UNION AGREEMENTS
May 15, 1936

Local Union Retail Clerks' Protective Ass'n #757

Address Joe Forstman, 7518 Division Ave. C.A. Bailey B.R.
131 Gilmore Ave

1. What branch of the trade is covered by this locality _____

2. Number of employers with whom union has effective agreements. 11
(If a number of employers sign identical agreements, please attach copy of the agreement and list employers below. If all provisions in the various agreements are not identical, get copies of each and fill out a separate schedule for each different type.)

3. Number of union members covered by agreement attached to this schedule. 25

4. Number of non-members covered. 0

5. Names of companies or employers' associations :
signing the attached agreement. (If signed by : Beginning : Date of
an association, please give name of associa- : Date : Termination
tion and number of companies.) : : :

Name of company or association	Signature	Beginning Date	Termination Date
H. M. Jenkins	J. R. Godfrey	May 1, 1936	Dec 31, 1936
Salter Bros	W. E. Walker	"	"
Wylam Feed Co	M. L. Searcy	"	"
Fred Reid		"	"
J. J. Mappile		"	"
W. J. Sanders		"	"
Fassana Co		"	"
W. A. Caggio		"	"

6. Indicate if union wishes to have us keep identity of this agreement confidential. _____

C.A. Bailey
(Signature of person furnishing information)

W. C. Sims
(Name of Agent)

Bus. Rep
(Office or Position)

May 25, 1936
(Date)

131 Gilmore Ave
(Address)

J R Godfrey
W E Walker
M L Searcy



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

July 3, 1937

Mr. J. C. Forstman, Secretary
Retail Clerks' International
Protective Ass'n #757
7518 Division Avenue
Birmingham, Alabama

My dear Mr. Forstman:

We have in our files a copy of your agreement with employers which expired January 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 _____

Please return contract

J B Fassino + A M Jenkins

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

Number of companies covered by agreement Two

Number of union members working under terms of agreement 10

Number of non-members working under terms of agreement ✓

Branch of trade covered grocery clerks

Date renewed June 1st 37 Date of expiration Dec 1-1937

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.

Joe L. Forstman
(Name of person furnishing information)

7520 Division Ave
(Address)