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Retail Clerks' Agreement

THIS AGREEMENT, made this day by and between the Retail Clerks International Association, affiliated with the American Federation of Labor, by its agents, Local No. 639, of Washington, D. C., which for the purpose of this agreement shall hereinafter be referred to as the Association, or as the party of the first part and . . . . ., whose place of business is located at . . . . ., and who, for the purpose of the agreement shall hereinafter be referred to as the party of the second part.

WITNESSETH: That the aforesaid Association, in consideration of the promises of the party of the second part being faithfully kept and performed, promises and agrees:

FIRST: That it will exert its influence to advance the interests of the party of the second part as an employer of Union Labor in every legitimate manner, and will enhance the value of the Union store card by advertising and distributing printed matter and by visiting the various industrial, civic and labor organizations in the city, and advising them to patronize the said party of the second part.

SECOND: That it will loan without cost to the party of the second part . . . . . store cards, said cards to remain the property of the Association, and shall be promptly surrendered by the party of the second part upon the violation of any of the provisions of this agreement, as hereinafter set forth.

And, the party of the second part, in consideration of the promise and agreements of the Association being faithfully kept and performed, promises and agrees as follows:

First: (a) That a regular clerk shall be one with one year or more experience, and who has served his apprenticeship, and shall be paid the weekly salary of not less than \$22.50 per week; that there shall be one apprentice for every five regular clerks including the manager in any one store.

(b) That a first clerk shall be one who assumes the responsibility of a manager during the latter's absence, and who also assists him in his regular duties; whose salary shall not be less than \$25.00 per week. If at any time the first clerk assumes the full responsibility of the manager, he shall receive the full salary of the manager during that period.

(c) That the manager of a store shall receive a minimum salary of \$32.50 per week.

Second: That an apprentice shall be designated as one who has not served a probationary term of one year, as hereinafter provided; that for the first nine months an apprentice shall receive a minimum salary of \$15.00 per week, and for the remaining three months he shall receive a minimum salary of \$19.00 per week, and not until he has served his apprenticeship of one year shall he be classified as a regular clerk.

Third: (a) That all members of said association employed as managers or assistant managers, shall be employed on a weekly basis of six days; that sixty and one-half hours shall constitute and be the maximum number of hours of employment for either managers or assistant managers in any one week; provided, that a manager or assistant manager is permitted to work twelve hours in any one day during a week, except that he is limited to sixty and one-half hours of labor per week.

(b) That all other members of said Association, whether regular clerks or apprentices, shall be employed not more than forty-eight hours during a six-day week; except, that they are permitted to work twelve hours in any one day, provided the hours of labor do not exceed forty-eight hours in any one week.

It is understood and agreed that any employee now receiving a salary above the respective minimum herein specified shall not suffer any reduction in salary during the term of this agreement: provided further, that nothing contained in this agreement shall prevent the payment of a higher salary than the respective minimum provided.

And it is further agreed that the party of the second part desiring to terminate the services of a member of the Association, where the honesty and integrity of the employee are not at stake, shall so advise the employee one week in advance; and that a member of the Association desiring to leave the employ of the party of the second part, shall so advise the employer one week in advance.

And it is further agreed that the party of the second part shall not discharge an employee for belonging to the Retail Clerks' Association No. 639, or for any other Union activity.

And it is further agreed that each new employee hired by the party of the second part shall be required to report to said Association and obtain a Union card before entering upon his duties thereof.

And it is mutually understood and agreed by and between the parties hereto that in the event a disagreement or grievance arises under this agreement, a committee representing the employer or employers, and a committee from the Local Union No. 639 of the Association, shall meet to negotiate any disagreement or grievance.

And it is further mutually agreed by and between the parties hereto that this agreement shall remain in full force and effect for the period of one year beginning on the date set forth below, and in the event written notice is served on one party by the other party within thirty (30) days before the expiration thereof, such agreement shall continue in full force and effect for the succeeding year, and so on indefinitely.

IN TESTIMONY WHEREOF, we herewith set our hand and seal this . . . . . day of . . . . . in the year 1936.

THE RETAIL CLERKS' INTERNATIONAL PROTECTIVE ASSOCIATION

BY ITS AGENTS, LOCAL NO. 639:

(Seal)

\_\_\_\_\_ President.

\_\_\_\_\_ Secretary.

\_\_\_\_\_  
Party of the Second Part

3/19/36

DC

Retail Clubs #639, Henry C. Wanderly interviewed

Landis is treas for Groc clerks - they have no bus agent, Landis works - can only be seen at night. Wanderly will introduce us at next C L U. They are very small, some contracts, not many. Wanderly is helping him try to put over a contract with DGS - they say they are only a purchasing assn & can't sign, want to know why union does not attack A & P. Wanderly promised to use influence recommending DGS if they would sign contract. He is to see E X Comm next week.

Present contract attached.

36-12-30

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

October 27, 1936

Mr. J. M. Landis, Secretary  
Retail Clerks' International  
Protective Ass'n #639  
Cottage City, Maryland

My dear Mr. Landis:

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 should 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 shall 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 reply requires no postage. If we can be of service to you at any time, please write me.

Very truly yours,

Isador Lubin  
Commissioner of Labor Statistics

Enc.

Name of company or employers' association with which you have agreement

Superior Wine and Liquor Co.

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

Number of union members working under terms of the agreement Two

Number of nonmembers working under terms of the agreement None

Date signed April 29, 1936 Date of expiration April 29, ~~1936~~ 1937

Branch of the trade covered by your local Retail Grocery + Provisions  
Groceries and Liquors.

Francis J. Landis  
(Name of person furnishing information)

Cottage City, Maryland.  
(Address)

over

Employer: *Georgie's Liquor Store*

No. of union men. — *one.*

" " non " " — *none*

Date signed — *July 29, 1936* Date expiration — *July 29, 1937*

Employer: *Cohen's Grocery + Delicatessen.*

No. of union men. — *Four.*

" " non " " — *none.*

Date signed — *July 15, 1936* Date expiration — *July 15, 1937*



*JD*

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

November 15, 1937

*File it*

Mr. J. M. Landis, Secretary  
Retail Clerks' Int'l Protective Ass'n #639  
Cottage City, Maryland

My dear Mr. Landis:

We have in our files a copy of your agreement with employers which expired during 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 \_\_\_\_\_

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

Number of companies covered by agreement Three

Number of union members working under terms of agreement Seven

Number of non-members working under terms of agreement none

Branch of trade covered Retail Liquor

Date renewed 1937 Date of expiration 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. **SAME**

Francis Landis  
(Name of person furnishing information)

Cottage City, Md.  
(Address)

Georges' Liquor Store 1114 - 8th S.E.  
Superior Wine and Liquor 928 - 9th N.W.  
Ney Distributing Co Inc. 903 - Penna Ave N.W.

