

TEX

ARTICLES OF AGREEMENT

RETAIL CLERKS INTERNATIONAL PROTECTIVE ASS'N.
Local No. 331

THIS AGREEMENT, mutually entered into this _____ day of _____ 1936 by

and between _____ of the city of Bremerton, Washington, as the party of the First Part and the RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION of the City of Bremerton, Washington as the party of the Second Part and the terms of this agreement shall be as follows, to wit:

SECTION I. That the Party of the Second Part in consideration of the covenants and agreements hereinafter mentioned to be done, kept and performed, agrees to lease to the party of the First Part _____ UNION STORE card No. _____ the property of and

issued by the RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION, to and until October 1st 1937.

SECTION II. PARTIES OF THE FIRST PART in signing this agreement agree to employ only those salespeople, members of the Union or who will become members if eligible and acceptable to the Union. Parties of the Second Part agree to furnish a Union membership card and button to such salespeople when regular and regular extra salespeople in the employ of the Party of the First Part have complied with the rules and regulations of the Union.

SECTION III. No salesperson shall be required to work more than 48 hours per week, or more than 8 hours per day or more than six days per week. Hours of employment to be between the hour of 9:00 o'clock a.m. and six o'clock p.m. PROVIDED, that during the taking of inventories and other peak periods or emergencies employes may be required to work more than 48 hours per week, PROVIDED further, no employee may be required to work more than 4 hours overtime in any one week or that such overtime shall extend later than 11:00 o'clock p.m. Overtime shall be paid at the rate of time and one half of the regular rate. Every employee shall be entitled to and receive one full hour for lunch. All extra salespeople shall be subject to the rules and regulations governing regular salespeople, members of the Union.

SECTION IV. Parties of the First Part agree to pay all male salespeople with two years' experience or more not less than \$30.00 per week. Female salespeople with one years' experience or more shall receive not less than \$18.00 per week. Male apprentices with less than two years experience, shall receive not less than \$15.00 per week for the first eight months; \$20.00 per week for the second eight months; \$25.00 per week for the third eight months and not less than the minimum thereafter. Female apprentices, with less than one years' experience, shall receive not less than \$14.00 per week for the first four months; \$15.00 per week for the second four months; \$16.50 per week for the third four months and not less than the minimum thereafter. Not over one apprentice shall be employed for every five salespeople or fraction thereof.

SECTION V. No employee shall suffer any reduction in pay because of the adoption through the operation of this agreement. This shall apply to all employes who receive more than the minimum or who receive other remuneration than salary and regular wage.

SECTION VI. Parties of the First Part agree to remain closed all day Sunday and the following holidays and that no employee shall be required to work or suffer any reduction of pay on the following holidays: New Years Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Armistice Day, Thanksgiving Day and Christmas Day. When any of the above named holidays fall on Sunday the following Monday shall be observed

SECTION VII. It is further agreed that the Party of the First Part shall surrender the UNION-STORE card and the employes their Union membership cards and buttons, upon demand to the party of the Second Part, for any violation of this agreement or upon its expiration.

SECTION VIII. The UNION will furnish the Union Store Card to dealers who do not employ any clerks but who will become Non-active members provided in the regulations of the International Association and who sign the agreement accompanying the Store Card.

SECTION IX. It is expressly understood and agreed that the Executive Officer of the Union shall have the privilege of entering upon the premises of the party of the First Part for the purpose of interviewing the employes, Provided, they are not engaged in waiting on trade.

SECTION X. In consideration of the signing of this agreement and with full compliance with the provisions thereof, the party of the Second Part agrees to advise all Union organizations of the City of Bremerton and Vicinity of the action of the party of the First Part in signing this agreement and the interest of the party of the First Part is to be mutually advanced through advertising and other means that will result in the patronage of the store and to continue such efforts for the period of the agreement.

SECTION XI. THIS AGREEMENT shall remain in full force and effect until the First day of October 1937 or until a new agreement is signed, unless cancelled, revised or altered, by written request, of either party, thirty days prior to expiration.

IN WITNESS WHEREOF, said parties to this agreement have set their hand and seal this _____ day of _____ 1936

PARTIES OF THE SECOND PART:

PARTIES OF THE FIRST PART

President

Name of Firm

By

Business Name

36-12-137

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

December 3, 1936

Mr. William R. Watson, Sec'y #381
Retail Clerks' Int'l Protective Ass'n
c/o Jim Bateman
Route 1, Box 486
Bremerton, Washington

My dear Mr. Watson:

We have in our files a copy of your agreement with employers which expired October 1, 1936.

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. Please write me if we can be of service to you at any time.

Very truly yours,

Isador Lubin

Isador Lubin
Commissioner of Labor Statistics

Enc.

Is an agreement now in force? Yes

Name of company or employers' association signing the agreement

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

Union members working under terms of agreement 175

Nonunion members working under terms of agreement

Date renewed Oct 1 36 Date of expiration Oct 1 37

Please enclose a copy of your new agreement. If you cannot send a copy, will you please note (on the reverse side of this letter) any changes in your present agreement from your previous one.

J.R. Jones
(Name of person furnishing information)

1170 - 6th
(Address)

Francis Dress Shop

Christensen Shoe Store

The Book Shop

Benjamin Franklin Geo Store

Bremers Dept Store

Woolworths 5 T 10

Todd Adewer

Buster Brown Shoe Store

Marian's Dress Shop

Western Auto

Orchard's Jewelry & Geo

Travis & Jewell

Sam Sate Store

The Toggery

J C Penney Co

Diamond 5 T 10

Kaufman Leonard Jewel Co

Barr's Ladies Store

Mary's Produce

Reliable Adewer Co

Novelty 5 To 100 Store

Money Savers Spec

Suggs Grocery

Hogts

Madams

Crawford's Radio Shop

E T J Bakery Store

U S Furniture Co

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

Mr. William R. Watson, Sec'y W381
Retail Clerks' Int'l Protective Ass'n
c/o Jim Bateman
Route 1, Box 436
Presston, Washington

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We shall be very grateful for your assistance. The enclosed envelope for your reply requires no postage. Please write to the address of service to you at any time.

Is an agreement now in force?

Name of company or employer, association, signing the agreement

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

Union members working under terms of agreement

Nonunion members working under terms of agreement

Date renewed

Please enclose a copy of your new agreement. If you cannot send a copy, please note (on the reverse side of this letter) any changes in your present agreement from your previous one.

110-2-011

(Address)

(Name of person furnishing information)

