

Retail Employees # 156
Jeanette, Pa.
6-1-40 (?)

AGREEMENT

CONTRACT BETWEEN RETAIL FOOD STORE OWNERS AND UNITED RETAIL EMPLOYEES OF AMERICA, LOCAL NO. 156, AFFILIATED WITH C. I. O.

ARTICLE 1. This contract shall be in force and shall remain in force until changed by mutual agreement, between Retail Food Store Owners of the city of, Pennsylvania, the party of the first part (Hereinafter known as the employer) and the United Retail Employees of America, Local No. 156, C. I. O., the party of the second part (Hereinafter known as the Union.)

ARTICLE 2. The employers agree to employ none but members of the Union in good standing, providing that in case where the Union can not supply a satisfactory employee, the employer may employ anyone, providing said employee makes application for membership in the United Retail Employees of America Local, No. 156, within two weeks of his or her employment. Seniority shall prevail at all times.

ARTICLE 3. Partnerships who do not own one-third of the stores shall become members of Local No. 156 and proof of such ownership shall be given upon request of Local No. 156.

ARTICLE 4. Employers not hiring help, may rent from Local No. 156 one union store card for display, payable semi-annually in advance at \$6.00 per year. Employers hiring help, \$1.00 per year.

ARTICLE 5. All employees working in meat and other food departments shall be furnished tools and linens free of charge to said employees.

HOURS OF LABOR

ARTICLE 6 (a). Forty-four (44) hours will constitute a week's work and no employees shall work longer than 44 hours in any one week. Managers will be permitted to work 50 hours in any one week. All employees working over the above hours must be paid at the rate of time and a half for all over time, pro ratio of their weekly seate.

(b). A working schedule shall be placed in a conspicuous place. A copy of working schedule must also be given to the union.

EXTRA HELP

(c). Employees working Saturdays and days preceeding holidays shall not work over ten hours in any one day.

ARTICLE 7. No employees shall be required to work on the following Holidays:—New Years, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas. Working on Sundays will be permitted in emergency only, when employees shall receive time and a half, pro ratio of their weekly wages.

RATES OF WAGES—GROCERY AND PRODUCE DEPARTMENTS

ARTICLE 8. (a) All employes now working full time shall get a \$2.50 increase in wages per week. The minimum for Grocery and Produce clerk apprentices with less than six months experience shall receive not less than \$10.00 per week.

(b). All extra help working Saturdays or days preceeding a Holiday shall receive not less than 32c per hour.

(c). (Meat Dept.) Minimum scale shall be as follows: Apprentice, \$15.00 per week; Counter men, \$22.50 per week; Journeymen Meat Cutters, \$27.50 per week; Meat Managers, \$32.50 per week. All extra help shall receive not less than 60c per hour, except apprentices, which are extra help, which in turn shall be not less than 32c per hour.

(d). (Delivery Dept.) Drivers on light delivery shall be paid at the rate of no less than \$18.50 per week.

ARTICLE 9. It is understood however, that no employee working at the time this agreement is signed, shall suffer any reduction in his or her present wages because of this agreement.

ARTICLE 10. One week's vacation with pay shall be granted to regular employees of one year or more employment.

ARTICLE 11. Where any change of employment is necessary, one week's notice is required by either employer or employee.

ARTICLE 12. Should it become necessary to remove a Union Store Card from the store for violation of this agreement by the employer, the Union will not return for the employer's use the union store card until the employer has righted grievances that may have arisen.

ARTICLE 13. Either party to this agreement may bring up any desired change upon a written notice 30 days prior to desired change.

ARTICLE 14. In consideration of the granting of the above, by the employer, the union agrees to furnish men who will work to the best interests of the employer in every way, just and lawful, to give honest and diligent service to the patrons of the employer's establishment, to do anything within their power looking to the uplifting of the Retail Food Store industry and further agree to expel (upon sufficient proof) from the union any member guilty of a dishonest act.

Agreed to.....193..

**UNITED RETAIL EMPLOYEES OF AMERICA,
LOCAL UNION NO. 156,**

Employer.

Employee Witness.

President.

Secretary.

Bus. Representative.