

AN AGREEMENT OF WORKING RULES
GROCERY CLERKS' UNION, LOCAL No. 648
RETAIL CLERKS' INTERNATIONAL PROTECTIVE ASSOCIATION

The following shall be the Rules for working conditions of the Grocery Clerks' Union, Local No. 648, R. C. I. P. A., and shall prevail in all Butter, Egg & Cheese, Ham & Bacon and Bakery Stores, Creameries, Dairy Products, and any other Food Product Store or Stand, and shall be effective on and after October 1st, 1920.

ARTICLE I.

Section 1. Eligible: Any person, regardless of sex, who is 16 years of age or over, shall become a member.

Section 2. Class of Work Eligible: Any person employed about the store, except a bakery employee, if working in the bake-shop fifty per cent or more of their time.

Section 3. Managers actively employed waiting on the trade, an employee having a partial interest in the firm.

ARTICLE II.

Section 1. If Grocery Clerks' Union, Local No. 648, is unable to furnish any help to the above-named stores, said help otherwise engaged shall become a member of this Union within fifteen (15) days.

ARTICLE III.

Section 1. Nine (9) hours within Ten (10) hours shall constitute a day's work for men.

Section 2. Eight (8) hours within Nine (9) hours shall constitute a day's work for women.

Section 3. Said hours shall be between Eight (8) a. m. and Nine (9) p. m. on Monday, Tuesday, Wednesday, Thursday and Friday.

Section 4. On Saturday or any day preceding a legal holiday, said hours shall be between Eight (8) a. m. and Ten-thirty (10:30) p. m.

Section 5. No member shall work on the following legal holidays, to-wit: New Year's Day, Washington's Birthday, Decoration Day, Fourth of July, Labor Day, Admission Day, Thanksgiving Day and Christmas Day.

Section 6. Six days shall constitute a week's work. No deduction shall be made for any legal holiday.

ARTICLE IV.

Section 1. The minimum wage for male members shall be not less than \$30.00 per week; after six months' experience they shall receive not less than \$36.00 per week.

Section 2. The minimum wage for female members shall be not less than \$18.00 per week; after six months' experience they shall receive not less than \$21.00 per week; after twelve months' experience they shall receive not less than \$24.00 per week.

Section 3. No less than \$6.00 shall be paid to any male member for any single day. No less than 75 cents an hour shall be paid for any fraction of a day.

Section 4. No less than \$4.50 shall be paid to any female member for any single day. No less than 60 cents an hour shall be paid for any fraction of a day.

Section 5. No deduction shall be made for any meals.

Section 6. Any member or prospective member shall not be reduced if receiving more than the minimum wage.

ARTICLE V.

Section 1. All previous Working Rules are declared null and void on and after October 1st, 1920.

Section 2. These Working Rules shall be in force until such time as they are withdrawn, and can only be withdrawn or altered after Thirty (30) days' notice.

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Proprietor.....

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For Grocery Clerks' Union, No. 648.

Date.....

Grocery Clerks Union
 LOCAL No 643
 2940 SIXTEENTH ST.
 SAN FRANCISCO.

in effect May 15, 1929
 " " " 15, 1930
 " " " 15, 1931
 " " " 15, 1932

Section I. If Grocery Clerks Union Local No. 643 is unable to furnish any help on the above named part, and help otherwise engaged shall not be a member of the Union for the purpose of this agreement.

ARTICLE III

Section I. Eligible and bona fide regulars of not less than 10 years of age or over shall become members of the Union.

ARTICLE I

The following shall be the Rules for working conditions of the Grocery Clerks Union for the year 1932-1933: and shall prevail in all District, City & County, Ham & Bacon and Bakery stores.

RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION
 GROCERY CLERKS UNION LOCAL
 AN AGREEMENT OF WORKING RULES



ARTICLE V

Section I. All previous Working Rules are hereby null and void and shall be null and void from and after October 1st 1929.

ARTICLE IV

Section I. No deduction shall be made for any month when the member is not working for the Union for the purpose of this agreement.