

Mountain States Employers Council Inc.

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AGREEMENT

Between

Denver Retail Grocers  
(Caddy Boys)  
and

RETAIL CLERKS INTERNATIONAL ASSOCIATION LOCAL NO. 7,  
AFL-CIO

Term: July 12, 1964 to October 31, 1967

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and

RETAIL CLERKS INTERNATIONAL ASSOCIATION LOCAL NO. 7,  
AFL-CIO

Term: July 12, 1964 to October 31, 1967

AGREEMENT

THIS AGREEMENT is between \_\_\_\_\_

\_\_\_\_\_, subsequently referred to as the "Employer,"  
and RETAIL CLERKS INTERNATIONAL ASSOCIATION LOCAL NO. 7, AFL-CIO,  
subsequently referred to as the "Union."

WHEREAS, the Employer and the Union desire to cooperate in establishing  
and maintaining conditions which will promote and improve industrial and economic  
relations between the Employer and the employees covered by this Agreement, and  
to provide methods for a fair and peaceable adjustment of all disputes which may  
arise between them, so as to secure full employment, uninterrupted operation, and  
general stabilization of employment and industry;

NOW, THEREFORE, the Union and the Employer mutually agree as follows:

ARTICLE 1

RECOGNITION. The Employer recognizes the Union as the collective bar-  
gaining agency for all caddy boys and/or courtesy clerks employed in the Denver,  
Colorado metropolitan area by the Employer--a member of Denver Retail Grocers.

ARTICLE 2

EXCLUSIONS. Excluded from this bargaining unit are all other employees,  
guards and supervisors, as defined in the Act.

### ARTICLE 3

UNION SHOP. All present employees of the Employer who fall within the bargaining unit, as described in Article 1 hereof, shall, as a condition of continued employment, be or become members of Local No. 7, Retail Clerks International Association, thirty-one (31) days after the signing of this Agreement, and shall remain members of the Union in good standing during the life of this Agreement.

All employees of the Employer hired after the date of the signing of this Agreement, and who fall within the bargaining unit, as described in Article 1 hereof, shall, as a condition of continued employment, become members of the Union within thirty-one (31) days following the date of their employment, and shall remain members of the Union in good standing during the life of this Agreement.

"Good standing" is interpreted to mean the payment or tendering of initiation fees (or uniform reinstatement fees, where applicable) and periodic Union dues to an authorized agent of the Union.

Whenever the Union requires the Employer to discharge any employee for failure to join or to maintain his membership in the Union in good standing in accord with the terms of this Article, the Union agrees to furnish the Employer an itemized copy of the delinquent's account with the Union together with a written request for discharge. The Employer will discharge any employee who falls within the bargaining unit, as described in Article 1 hereof, within ten (10) days after the receipt of said written request for discharge, unless within said ten- (10) day period the delinquent employee pays or tenders his delinquent initiation fee (or uniform reinstatement fee, where applicable) and/or delinquent union dues to an authorized agent of the Union.

### ARTICLE 4

WAGES. The minimum hourly rate of pay for caddy boys and/or courtesy clerks shall be as follows:

	<u>RATE PER HOUR</u>		
	<u>Effective</u> <u>7/12/64</u>	<u>Effective</u> <u>7/11/65</u>	<u>Effective</u> <u>7/10/66</u>
First five hundred twenty (520) hours	\$1.19	\$1.25	\$1.28
Second five hundred twenty (520) hours		1.275	1.35
Thereafter	1.25	1.325	1.40

Any present employee who is now designated as a "Head Caddy Boy" by his Employer shall receive a Twenty-five Cents (25¢) per hour increase on July 12, 1964, even though it may result in his being paid a higher hourly rate than that set forth above for a caddy boy with his hours of experience, but in no event shall such higher rate exceed One Dollar and Fifty Cents (\$1.50). Each such higher rate shall be considered an individual rate, and the Employer shall have no obligation to designate any Head Caddy Boys in the future.

#### ARTICLE 5

REPORTING PAY. Any employee able to render required services shall, if called for work, be guaranteed two (2) hours' pay, provided the employee is able and available to work the two (2) hours.

#### ARTICLE 6

PROBATIONARY PERIOD. Management shall have up to thirty (30) days to determine whether or not new employees qualify for permanent employment.

#### ARTICLE 7

EVENING PAY. All regular full-time employees shall receive Ten Cents (10¢) per hour in addition to the hourly rate for all work performed between the hours of 6:00 PM and 6:00 AM. This premium shall not apply where the employee is working at time and one-half (1½), or on Sunday.

#### ARTICLE 8

REST PERIODS. All employees shall receive a ten- (10) minute break in each four- (4) hour shift.



## ARTICLE 9

SUNDAY PREMIUM PAY. All employees working twenty-four (24) hours or more in the calendar week shall receive time and one-half ( $1\frac{1}{2}$ ) for all work performed on Sunday. The Sunday premium shall in no instance be offset against any weekly overtime which may be due because of the fact that the employee worked over forty (40) hours in the particular workweek. The Sunday premium shall not be averaged into the employee's straight-time rate for the purpose of determining the rate upon which daily or weekly overtime is based in any workweek. No employee who, because of his religion, has a conscientious objection to working on Sunday will be required to work on Sunday as a condition of employment.

## ARTICLE 10

HOURS OF WORK AND OVERTIME. Overtime compensation at the rate of time and one-half ( $1\frac{1}{2}$ ) the employee's base hourly rate of pay shall be paid under the following conditions:

- (a) For all hours worked by employees in excess of eight (8) hours in any one (1) day, provided the working of such excess hours has been requested or authorized by the Employer.
- (b) Employees shall receive time and one-half ( $1\frac{1}{2}$ ) for all hours worked in excess of forty (40) in one (1) workweek.
- (c) There shall be no duplication of daily and weekly overtime payments.

## ARTICLE 11

### BASIC WORKWEEK AND WORKDAY.

- (a) The workweek for regular full-time employees shall be a five- (5) day workweek to be worked in five (5) eight- (8) hour days, but this shall not be construed as a guarantee.
- (b) Forty (40) hours shall constitute the basic workweek for all regular full-time employees, but shall not be construed as a guarantee.
- (c) There shall be no split shifts.

ARTICLE 12

LUNCH PERIODS. Each employee shall receive one (1) hour for lunch on his own time at approximately the middle of his workday where he is scheduled to work in excess of five (5) hours.

ARTICLE 13

HOLIDAY PAY. The following days shall be considered as holidays for all employees in a pay status and who have worked for the Employer for six (6) months or more:

New Year's Day  
Memorial Day  
Fourth of July

Labor Day  
Thanksgiving Day  
Christmas Day

All regular full-time employees shall receive pay at the employee's straight-time hourly rate, not to exceed eight (8) hours for each of the above six (6) holidays. Employees absent on a scheduled workday prior to the holiday or the scheduled workday after a holiday shall not be paid for the holiday unless he has been previously excused from such work by the Employer, or unless he was prevented from working due to a bona fide illness.

Holiday pay for part-time employees who work twenty-four (24) hours or more in the workweek will be based on the average number of hours worked per day in the two (2) workweeks immediately prior to the week in which the holiday occurs.

An unworked holiday, even though paid for under the terms of this Article, shall not be counted as a day worked for the purpose of computing overtime pay in a holiday workweek.

All work performed on the holiday shall be compensated for at one and one-half (1½) times the straight-time hourly rate.

When a holiday falls on Sunday, the following day shall be recognized. Holiday pay shall be paid accordingly.

## ARTICLE 14

VACATIONS. All regular full-time employees and all part-time employees who normally work twenty-four (24) or more hours in the workweek covered by this Agreement shall receive one (1) week's paid vacation after one (1) year's service, and two (2) weeks' paid vacation after three (3) years' service, and three (3) weeks' paid vacation after twelve (12) years' service, and four (4) weeks' paid vacation after twenty (20) years of continuous service, such vacations to be paid at straight-time rates; the number of hours for which such employees shall be paid for a vacation week shall be the average number of scheduled weekly hours during twelve (12) months immediately preceding the two (2) weeks immediately preceding the beginning of the vacation period. If any one of the holidays enumerated in Article 13 hereof falls during an employee's vacation, the employee shall receive an extra day's vacation pay because of it. In the event a regular full-time employee covered by this Agreement, who has been employed two (2) years or longer, voluntarily quits, or is discharged for reasons other than dishonesty or drunkenness, such employee shall be paid pro rata vacation pay earned up to the time the employment relationship is severed.

Continuity of employment for the purpose of this Article shall be considered as unbroken where a lapse of service due to layoff, granted leave of absence, illness or injury shall be less than a total of sixty (60) calendar days during the anniversary year. The employee's anniversary date shall be advanced by all time so lost in excess of sixty (60) calendar days in his anniversary year.

All employees entitled to a vacation shall receive their vacation pay allowance in advance immediately preceding the employee's vacation.

A vacation may not be waived by an eligible employee and extra pay received for work during that period unless agreed by the Union and the Employer.

When a regular full-time employee is laid off, or discharged, or leaves his place of employment, and at said time he is entitled to a vacation, he shall

receive his vacation wages at the time of the layoff or discharge, or at the time he leaves his place of employment. Provided, however, that if such employee be discharged for dishonesty or drunkenness, he shall not be entitled to any vacation or vacation pay, whether the same has accumulated or not.

#### ARTICLE 15

DECREASE IN HOURLY RATES. It is mutually agreed that the signing of this contract shall not lower any hourly rate in effect that may be higher than the scale specified herein.

#### ARTICLE 16

PAID WEEKLY. Employees shall be paid each week.

#### ARTICLE 17

STORE VISITATION. The Secretary of the Union, or the Business Representative thereof shall have the right of entering the premises of the Employer for the purpose of interviewing employees in such a way as to not interfere with the service of the Employer. The said representatives shall make their presence known to the manager or owner, when possible, upon entering the premises. The Employer shall, upon the request of an authorized Union representative, furnish satisfactory evidence to ascertain whether employees are being paid in accordance with the terms of this Agreement.

#### ARTICLE 18

FIDELITY BONDS. The Employer has the right to require fidelity bonds on all employees, the premium of which shall be paid by the Employer.

#### ARTICLE 19

RIGHTS OF MANAGEMENT. The Employer retains the right to manage the store, to direct the working forces, including, but not limited to, the right to hire;



to determine the number of hours to be worked by any or all employees; to transfer, discipline, promote, demote or discharge employees (for good cause); and to make reasonable rules and regulations necessary for the conduct of the business, providing that the said rules and regulations are not in conflict with the terms of this Agreement.

#### ARTICLE 20

SENIORITY. The Employer and the Union accept the principle of seniority and agree that, when ability and fitness are relatively equal, the length of continuous service shall govern in layoffs and rehiring within a particular store.

The Employer agrees to give consideration to caddy boys and/or courtesy clerks based on seniority when an inexperienced clerk is needed before hiring on the outside. When a caddy boy and/or courtesy clerk is promoted to a beginner clerk's job, he shall be on probation for a period of thirty (30) days.

#### ARTICLE 21

SAVING CLAUSE. If during the term of this Agreement, or during any renewal or extension of the same, any federal or state law is enacted, or any rule or regulation is issued under any federal or state law which would make compliance by the Union, the Employer, employees, or any of them, with any terms, provisions, or conditions of this Agreement in violation of any of said laws, rules or regulations, then such terms, provisions or conditions shall become inoperative and of no effect from the effective date of any such law, rule or regulation. The remainder of this Agreement not in conflict with any of said laws, rules or regulations shall continue in full force and effect. In the event any such terms, provisions or conditions become inoperative and of no effect, either party to this Agreement may open the same for bargaining only as to substitute provisions, if any, for those provisions made inoperative upon a thirty- (30) day written notice to the other party.

## ARTICLE 22

NO DISCRIMINATION. The Employer hereby agrees not to discriminate against any employee or discharge him because of membership in the Union and/or for upholding legal Union principles; and further, no employee who falls within the bargaining unit, and who has completed his probationary period shall be discharged without good and sufficient cause.

## ARTICLE 23

LAUNDRY. The Employer agrees to pay for the laundry of all required caps, uniforms, smocks, aprons, towels and rags.

## ARTICLE 24

HEALTH AND WELFARE PLAN, SICK LEAVE. Section 1. A. Effective thirty (30) days following the signing of this Agreement, the Employer agrees to make available Comprehensive Blue Cross, Preferred Blue Shield and Blue Shield's Medical Benefit Rider (\$50 Deductible). The Employer shall pay the cost of the eligible single employee, and one-half of the dependent coverage where desired and the eligible employee will pay the other one-half of the dependent coverage.

B. Eligibility of employees and application of coverage under the plan shall be as follows:

- (1) Regular full-time employees who average one hundred and four (104) hours in a pay status per month for the particular Employer shall be eligible, and, subject to the provisions of paragraph A directly above, coverage shall be provided beginning the first of the month next immediately following the completion of ninety (90) days from the date of their employment, and coverage shall continue to be provided for each subsequent month in which he works one hundred and four (104) hours or more. Pay status encompasses hours worked, vacation pay and contract sick leave pay.
- (2) Regular short-hour employees normally working one hundred and four (104) hours or more per month for the particular Employer shall be eligible, and, subject to the provisions of paragraph A directly above, coverage

shall be applied beginning the first of the month next immediately following the completion of ninety (90) days from the date of their employment, and coverage shall continue to be provided for each subsequent month in which he works one hundred and four (104) hours or more. After the regular short-hour employee has worked for such period of time as provided in C below, coverage will be determined in accordance with such paragraph C.

- (3) Except as hereinafter provided, all other short-hour employees and extra employees shall not be eligible for coverage under the plan.

C. A regular short-hour employee who has been employed for a six- (6) month period prior to October 1, 1964 or May 1, 1965, or any October 1 or May 1 thereafter during the term of this Agreement, shall have coverage determined as follows:

The Employer will review the time record of each such employee beginning October 1, 1964, and each six (6) months thereafter. All such employees who have worked an average of one hundred and four (104) or more hours per month during the six- (6) month period reviewed, shall be eligible and entitled to coverage under the plan during each month of their active employment for the next following six- (6) month period beginning October 1 or May 1 of each year, whichever the case may be. All such employees who have not worked an average of one hundred and four (104) or more hours per month during the semiannual period reviewed shall not be eligible for paid coverage under the plan during the next following six- (6) month period of their employment, as specified herein.

D. Effective January 1, 1965 and thereafter for the life of this contract, the Employer will contract with an insurance company or companies, licensed to do business in the State of Colorado (the choice of such insurance company or companies being left to the Employer's discretion) to provide eligible employees, as defined in B above, with group term life insurance in the amount of One Thousand Dollars (\$1,000) per covered employee, which life insurance shall include a provision for accidental death and dismemberment, at no cost to the employee.

E. It is agreed between the parties that such plan shall not be a joint Union-Employer trusteeship type plan.

F. The Employer and the Union agree that caddy boys and/or courtesy clerks otherwise eligible for health and welfare coverage hereunder shall not be provided with double coverage and shall sign a waiver to that effect.

Section 2. Effective thirty (30) days following the signing of this Agreement, the Employer will put the following Sick Leave Plan into effect:

A. All employees covered by this Agreement who normally work one hundred and four (104) hours a month or more and who have been continuously employed by their Employer for a period of at least one (1) year, shall be entitled to twelve (12) half ( $\frac{1}{2}$ ) days' sick leave with pay in each succeeding anniversary year of employment.

B. Sick leave shall be cumulative and shall accrue from year to year, not to exceed a maximum of sixty (60) half ( $\frac{1}{2}$ ) days. During disability leave, no employee shall receive more than forty (40) hours' pay at their straight-time hourly rate during any calendar week.

C. A doctor's certificate or other authoritative verification of illness may be required by the Employer. Said sick leave is to commence after the second day's absence due to sickness or nonoccupational injury, and beginning September 1, 1965, shall be paid at the rate of seventy-five per cent (75%) of a day's pay for each of the employee's workday's absence thereafter until such sick benefit allowance is used up. Only one-half ( $\frac{1}{2}$ ) day's pay shall be required until September 1, 1965.

D. For the purpose of full-time employees, seventy-five per cent (75%) of a day's pay shall mean six (6) hours' pay at the employee's regular rate for those days which the employee would have worked had the disability not occurred, calculated at straight time. The waiting period herein provided, before seventy-five per cent (75%) of a day's pay commences, shall apply for each illness in case the sick benefit allowance has not been used up in previous illnesses.



E. Sick leave shall be paid to part-time employees who normally work one hundred and four (104) hours a month or more on the basis set forth above on a pro rata of total hours worked during the year preceding the anniversary date as a ratio to two thousand and eighty (2,080) hours, but can accumulate only for a maximum of five (5) years.

F. Sick leave benefits are not convertible to cash.

G. All eligible employees who have been continuously employed by their Employer for a period of at least one (1) year as of October 1, 1964, shall automatically have October 1 as their anniversary date for the purpose of this Section 2, and such employees will be credited with twelve (12) half ( $\frac{1}{2}$ ) days' sick leave at that time, which they may use during the succeeding anniversary year, subject to the conditions set forth in the preceding paragraphs of this Section 2, and provided they remain in the employ of the particular Employer.

Section 3. Sections 1 and 2 of this Article 24 are both subject to the following conditions:

A. All qualifying periods of employment and/or requirements as to hours of employment per month relate to employment in the employ of one particular Employer, and employment by more than one Employer, if the signatures of more than one Employer appear on this Agreement, cannot be added together to determine if an employee qualifies or meets the requirements.

B. The coverage and benefits provided by Sections 1 and 2 of this Article shall be in lieu of all present Health and Welfare and/or Sick Leave Plans which any and/or all of the Employers signatory to this Agreement may now provide for employees covered by this Agreement.

#### ARTICLE 25

FUNERAL LEAVE. Upon request, an employee covered by this Agreement shall be granted the necessary time off with pay at his regular straight-time rate of

pay for the hours normally scheduled, not to exceed eight (8) per day, in order to make arrangements for and/or attend a funeral occasioned by a death in his immediate family. Such time off with pay shall in no event exceed three (3) regularly scheduled working days, and the amount of such paid time off actually granted shall normally depend upon the distance involved. The immediate family is defined as the employee's father, mother, spouse, children, father-in-law, mother-in-law, brother or sister. Payments shall not be made hereunder where the relative's death occurs while the employee is on vacation or on a leave of absence.

#### ARTICLE 26

STRIKE OR LOCKOUT. The parties agree that there shall be no strike or lockout during the life of this Agreement, or other interruption or interferences with the Employer's business.

#### ARTICLE 27

INJURY ON THE JOB. When an employee is injured on the job, there shall be no deduction from the employee's pay for the hours scheduled on the day in which the employee was injured and reported for medical care.

#### ARTICLE 28

GRIEVANCES AND ARBITRATION. Any complaint, disagreement or difference of opinion between the Employer, the Union or the employees covered by this contract, which concerns the interpretation or application of the terms and provisions of this contract, shall be considered a grievance.

Any employee or the Union may present a grievance. Any grievance which is not presented within fifteen (15) days following the event giving rise to such grievance shall be forfeited and waived by the aggrieved party.

All grievances shall be submitted in writing and shall clearly set forth the issues and contentions of the aggrieved parties.

The Union representative and the Employer labor representative shall discuss and attempt to adjust such grievance.

If the Union and Employer labor representative cannot reach an adjustment within five (5) days, upon request of either party the grievance shall be submitted to an arbitrator. The Employer and the Union shall select the arbitrator through mutual agreement. The arbitrator shall be impartial and possess skill and knowledge of labor-management relations. No person involved directly in the controversy under consideration shall be an arbitrator.

The arbitrator shall receive and consider such material evidence and contentions as the parties may offer.

The arbitrator shall not be vested with the power to change, modify or alter any of the terms of this contract. All grievances submitted shall present an arbitrable issue under this contract, and shall not depend or involve an issue or contention by either party which is contrary to any provision of this contract, or which involves the determination of a subject matter not covered by or arising during the term of this contract.

The findings and decision of the arbitrator on all arbitrable questions shall be binding and enforceable on all parties.

It is the intention of the parties that this Article shall provide a peaceful method of adjusting grievances, so that there shall be no suspension or interruption of normal operations as a result of any grievance. The parties shall act in good faith in proceeding to adjust grievances in accordance with the provisions of this Article.

Nothing in this Article shall be construed to interfere with the rights of any employee, or groups of employees, to present grievances to the Employer at any time, as provided in Section 9(a) of the National Labor Relations Act, as amended.

Should any employee or group of employees present a grievance which cannot be adjusted through mutual agreement, such employee or group of employees shall

follow the procedure provided for in this Article, including submission of such grievance to arbitration. Such employees shall have the right to select arbitrators as provided herein, and shall, in all other respects, be subject to and bound by the arbitration provisions of this section, the same as the Union.

The expense of arbitrators shall be borne equally by the parties to the arbitration.

#### ARTICLE 29

ENTIRE AGREEMENT. This Agreement contains all of the covenants, stipulations and provisions agreed upon between the parties hereto and no representative of either party has authority to make, and none of the parties shall be bound by any statement, representation, or agreement reached prior to the signing of this Agreement, or made during these negotiations not set forth herein.

#### ARTICLE 30

WORK. Caddy boys and/or courtesy clerks shall not stock merchandise, price merchandise, operate a cash register, or unload trucks, stack merchandise on pallets, or hand truck unsold merchandise to the selling floor.

#### ARTICLE 31

POSTING OF SCHEDULES. Effective January 1, 1965, before the first shift goes off on Saturday of the previous week, management will post the work schedule in each store for the following week, which work schedule shall not be changed by management for that particular workweek except where the change is predicated on circumstances beyond the control of management, such as, but not limited to, sickness, injury, leaves of absence, vacations, jury duty, wide fluctuations in volume, Acts of God and so on. This clause shall not be construed as preventing management from calling in employees for extra work outside of the posted schedule, from requiring overtime work outside of the posted schedule or from bringing in additional employees where it appears advisable in the opinion of management.



ARTICLE 32

TERM OF AGREEMENT. The parties acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and/or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

THIS AGREEMENT shall be in full force and effect beginning 12:01 AM on the 12th day of July, 1964, and shall remain in full force and effect until Midnight, 12:01 AM, the 31st day of October, 1967, and shall be automatically renewed year after year thereafter, unless either party desires change or termination at the expiration of said Agreement. In such event, the party desiring such change or termination shall notify the other party in writing sixty (60) days prior to the expiration date, specifying the changes desired. Changes in the Agreement shall be limited to those outlined in writing by either party and the negotiations shall begin within fifteen (15) days after receipt of such notice.

IN WITNESS WHEREOF, the parties above named have signed their names and/or affixed the signature of their authorized representative this 13th day of July, 1964.

RETAIL CLERKS INTERNATIONAL  
ASSOCIATION LOCAL NO. 7, AFL-CIO

EMPLOYER:

By \_\_\_\_\_

By \_\_\_\_\_

By \_\_\_\_\_

By \_\_\_\_\_

MSEC  
JGH/pjt

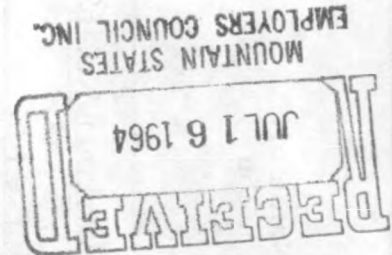
**U.S. DEPARTMENT OF LABOR**  
BUREAU OF LABOR STATISTICS  
WASHINGTON 25, D.C.

AUG 20 1964

July 10, 1964

*Post Office Box 539*

Mountain States Employers' Council, Inc.  
1790 Logan Street  
Denver, Colorado



*IX 10/67*

Gentlemen:

The Bureau of Labor Statistics maintains a file of selected union agreements for government and public use. These agreements are also regularly used in the preparation of studies of contract provisions. We will appreciate receiving a copy of your current agreement(s), identified below, together with any related supplements or wage schedules.

Copy of current union agreement with the Retail Clerks International Association Local #7 and Amalgamated Meat Cutters Local #634.

For statistical purposes, we also need the information requested below. You may return this form and your agreement in the enclosed envelope which requires no postage. If no agreement is in effect, please note and return the form.

The file is available for your use, as provided by Section 211 of the Labor Management Relations Act of 1947, except for material submitted with a restriction on public inspection. If you want to be kept informed of the studies we prepare, check the appropriate box below.

Very truly yours,

*Ewan Clague*

Ewan Clague  
Commissioner of Labor Statistics

If more than one agreement is negotiated, please provide information separately for each agreement on the back of this form.

1. NUMBER OF EMPLOYEES NORMALLY COVERED BY AGREEMENT \_\_\_\_\_
2. Number of employers party to the agreement \_\_\_\_\_
3. General location of employers (city, State, or region) \_\_\_\_\_
4. Product, service, or type of business \_\_\_\_\_

Notify me when new BLS collective bargaining agreement studies are issued

James G. Howell  
\_\_\_\_\_  
(Your name)  
Post Office Box 539  
\_\_\_\_\_  
(Street)

Vice President  
\_\_\_\_\_  
(Position)  
Denver, Colorado 80201  
\_\_\_\_\_  
(City and State)

Number of employers party to agreement	General location of employers	Product, service, or type of business	Name of union	Number of employees normally covered by agreement
5	Denver, Colorado	Retail Food	Butcher Workmen No. 634	500
5	Denver, Colorado	Retail Food	Retail Clerks No. 7	1500 - 1600
4	Denver, Colorado	Retail Food	Retail Clerks No. 7 (Caddy Boys)	1000

copy  
 #540968  
 2674-6979  
 2674