

# ARTICLES OF AGREEMENT

LOCAL NO. 174 - SEATTLE, WASHINGTON

Retail Clerks International Protective Association

(Affiliated with American Federation of Labor)



AGREEMENT entered into this ..... day of ..... 193....., by and between

..... of Seattle, King County, State of Washington, hereinafter designated as the party of the first part, and the RETAIL CLERKS' INTERNATIONAL PROTECTIVE ASSOCIATION, LOCAL 174, hereinafter designated as the Union, entered into for the purpose of regulating the schedule of working hours and business hours, scales of wages and other matters affecting employees, members of the Union, which shall be in effect and exist from this

..... day of ..... 193....., until the first day of September, 1932, and the terms of the agreement shall be as follows, to-wit:

We, the party of the first part, agree:

1. (a) That all employees engaged in handling, selling and displaying merchandise in the store or stores owned or controlled by the party of the first part, shall be members of Retail Clerks' Union 174.

(b) A monthly working card designated as a permit shall be issued, subject to the rules of the Union governing same, to all new sales people, not members of the Union, for a period not to exceed four weeks duration, after which time said employees must become members of the Union.

2. It is expressly understood and agreed that the party of the first part shall not open their stores for business before 9:00 A. M. and close not later than 6:00 P. M. every day in the week. Clerks shall not be required to report for duty before 8:45 A. M. and no employee shall be required to remain on duty more than fifteen minutes after 6:00 P. M., unless waiting on a customer who has entered the store prior to that time.

3. It is further agreed that all employees shall be entitled to one hour for lunch.

4. (a) Every male employee engaged in selling merchandise, except apprentices, shall receive the following, according to classification: Clothing Salesmen, not less than \$35.00 per week; Shoe Salesmen, not less than \$32.50 per week; Men's Furnishings and etc., not less than \$30.00 per week.

(b) A male apprentice with less than two years' experience shall receive not less than \$15.00 per week for the first 8 months; \$20.00 per week for the second 8 months; \$25.00 per week for the third 8 months and the minimum scale, according to classification, thereafter.

(c) Every female employee engaged in selling merchandise, except apprentices, shall receive not less than \$18.00 per week.

(d) A female apprentice with less than two years' experience shall receive not less than \$13.50 per week for the first 8 months; \$15.00 per week for the second 8 months; \$16.50 per week for the third 8 months; and the minimum scale of not less than \$18.00 per week thereafter.

(e) All apprentices must become members of the Union subject to its laws. Not over one apprentice shall be employed for every four salespeople or fraction thereof. Male salespeople engaged by the day, regardless of the number of hours employed, shall receive not less than \$6.00 per day. Female salespeople engaged by the day, regardless of the number of hours employed, shall receive not less than \$3.50 per day.

5. No employee of the party of the first part shall suffer any reduction of wages because of the adoption or through the operation of this agreement.

6. The stores of the party of the first part shall remain closed and no employee shall be required to work or suffer any deduction from pay on the following holidays: New Year's Day, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day. When any of the above named holidays fall on Sunday the following Monday shall be observed.

7. It is agreed upon the signing of this agreement by the party of the first part and with full compliance with the provisions thereof, the Union will loan the UNION STORE CARD of the Retail Clerks International Protective Association. Said store card to be displayed in a conspicuous place at all times. Parties of the second part agree to advise all union organizations of the City of Seattle, King County, State of Washington, of the action of the party of the first part in signing this agreement. It is further understood and agreed that any violation of this agreement will be sufficient cause for the business representative to remove the store card.

(b) The Union will issue the store card to dealers who do not employ clerks but who comply with the provisions of this agreement, for the sum of \$1.00 per month.

8. It is expressly understood and agreed that the business representative of the Union is to have the privilege of entering upon the premises, during business hours, of the party of the first part for the purpose of interviewing the employees; provided they are not occupied in waiting on trade.

IN WITNESS WHEREOF, said parties to this agreement have set their hand and seal this..... day of..... 193.....

Parties of the First Part:

Parties of the Second Part:

.....  
Name of Firm.

*G. F. Farlow*  
.....  
President.

By .....

.....  
Financial Secretary.

This Agreement endorsed by:

Retail Clerks International Protective Association, LaFayette, Ind.  
Central Labor Council, Seattle, Washington.

Central Labor Council, Seattle, Washington.

Retail Clerks International Protective Association, Puget Sound, Wash.

This agreement entered into:

Witness my hand:

State of Washington

Witness:

*Handwritten signature*

Witness of the first party:

Witness of the second party:

IN WITNESS WHEREOF, the parties to this agreement have set their hands and seal this \_\_\_\_\_ day of \_\_\_\_\_ 1932.

has not been changed in writing, and that

the business, trade, industry, and service of the party of the first part for the purpose of maintaining the employment thereof shall be conducted in a substantially continuous manner and that the business representative of the Union is to have the privilege of entering upon the premises of the party of the second part at any time for the purpose of inspecting the same.

(1) The Union will have the right to designate and to not employ clerks but also comply with the provisions of this agreement and shall not be considered as an employer of the employees of the party of the second part.

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day of \_\_\_\_\_

\_\_\_\_\_ and the party of the second part of \_\_\_\_\_

Retail Clerks #174  
Seattle, Wash  
In effect May 15, 1932

names, names of wages and other matters affecting employees, members of the Union, which shall be in effect and shall remain in effect until terminated designated in the Union, entered into for the purpose of regulating the conduct of workers and business conducted designated on the part of the first part, and the RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION, of Seattle, King County, State of Washington.

AGREEMENT entered into this \_\_\_\_\_ day of \_\_\_\_\_ 1932.

\_\_\_\_\_ by and between \_\_\_\_\_

Central Labor Council, Federation of Labor

Retail Clerks International Protective Association  
LOCAL 174  
SEATTLE, WASHINGTON  
*Henry*

ARTICLE OF AGREEMENT

