



# Retail Clerks International Protective Association

LOCAL NO. 769



## SAN DIEGO, CALIFORNIA

THIS AGREEMENT, mutually entered into this 15th day of February, A. D. 1937, by and between the Retail Clerks International Protective Association, through their authorized Agents, W.H. PALMER, as President of Local No. 769 and C.W. SMITH, as Secretary of Local 769 of the City of San Diego and State of California, as Parties of the First Part and KARLS SHOE STORE of the City of SAN DIEGO and State of California as parties of the Second Part.

WITNESSETH: That Parties of the First Part in consideration of the covenants and agreements hereinafter mentioned and mutually agreed upon by all parties to be kept, done and performed; do hereby loan to JAN First, 1938, to the said parties of the Second Part, TWO Union Store Card, the property of and issued by the Retail Clerks International Protective Association.

Parties of the Second Part agree to retain in their employ only members, or those if eligible, who will become members within thirty days from the date of their employment, of Local No. 769, Retail Clerks International Protective Assn.

SECT. 1. Parties of the 2nd part agree that 8 hours shall constitute a days work and total not to exceed 48 hours per week, any over time in excess of above shall be paid for as 1 1/2 time (or 50% in excess of regular wages). Closing hours of stores for the first five days of week shall be not later than 6:30 P.M. and on Saturdays not later than 9 P.M., except peak periods of two weeks in first six months of calender year and two weeks in second six months of calender year. It is also further agreed that said stores shall be closed on Sundays and the following Legal Holidays; New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Xmas Day or any other agreed holiday. There shall be no deduction in regular weekly wage for such holiday. It is further agreed that any employee having been regularly employed for a period of one year shall be given 3 days vacation with pay, and after a period of two years shall be given one week vacation with pay, and after a period of three years or more shall be given two weeks with pay.

Sec. 2. Parties of the 2nd part further agree that \$16.00 per week shall be the minimum wage paid to female members of this Association employed as experienced clerks and \$18.00 minimum per week for male members; these amounts in addition to premiums as paid at present in shoe stores. In Grocery, Hardware, Dry Goods, Men's Furnishings, and Clothing Stores: Experienced men to receive \$##### or week and experienced women to receive \$##### per week. Nothing in this section is to be construed as preventing the payment of any wage higher than above set forth. Nor are present wages to be reduced to these minimums. Learners wages, male, to be \$16.00 per week.

Parties of the First part agree to advise all Local Organizations of the City of San Diego of the action of the Second Parties signing this agreement, and It is further AGREED by all parties that the interests of each shall mutually be taken care of and advanced, and that any violation of the foregoing stipulations shall be sufficient cause for the surrender of the Union Store Card.

Karl's Shoe Store Ltd #43-5<sup>th</sup> ave  
Walter R. Stutz by C.M.S.  
Carl W. Barnes

RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSN.  
W.H. Palmer Parties of the First Part. Pres. Local #769  
C.W. Smith Sec'y Local #769

Name of company or employers' association signing the agreement 37-12-8

Kauls Shoe Store, Co.

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

Number of companies covered by agreement Two

Number of union members working under terms of agreement 8

Number of non-members working under terms of agreement none

Branch of trade covered Shoe

Date signed Feb. 15, 1937 Date of expiration Jan 1, 1938

E. W. Smith, Secy.  
(Name of person furnishing information)

4414 Bannock.  
(Address)

R. E. P. A. No. 769.

Cable