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NOTE

This document amends the 1964-1966 Food Agreement and must be read in conjunction therewith.

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**1967 AMENDMENTS TO THE FOOD AGREEMENT
Retail Store Employees Union, Local 428, AFL-CIO**

THIS AGREEMENT, entered into this day of, 19....., by and

between, a.....

(here insert whether a corporation, partnership or individual), First Party, hereinafter called the Employer, and RETAIL STORE EMPLOYEES UNION, LOCAL 428, chartered by the Retail Clerks International Association, AFL-CIO, referred to hereinafter as "Union."

It is the intent and purpose of the Employer and the Union to promote and improve labor-management relations between them and to set forth therein the basic terms of agreement covering wages, hours, and conditions of employment to be observed.

WITNESSETH:

In consideration of mutual promises and agreements between the parties hereto, and in consideration of their mutual desires in promoting the efficient conduct in business and in providing for the orderly settlement of disputes between them, the parties to this agreement agree as follows:

That Collective Bargaining Agreement entitled "1964-1966 Food Agreement" now in effect between the parties, is hereby amended in the following particulars and shall read as follows:

UNLESS OTHERWISE PROVIDED HEREIN, THE CHANGES IN THE AFOREMENTIONED FOOD AGREEMENT ARE EFFECTIVE APRIL 1, 1967. THE AGREEMENT AS AMENDED IS EFFECTIVE THROUGH MARCH 31, 1968.

All Other Provisions in Said Food Agreement Not Mentioned Herein Shall Remain Unchanged.

Section 1. RECOGNITION AND CONTRACT COVERAGE

Sub-Section (b)-(4): Shall be open for review, clarification and revision.

Sub-Section (c)-(1) through (4): Shall be open for review, clarification and revision.

Sub-Section (h) shall be amended to read as follows:
The last sentence shall be deleted.

Sub-Section (d) shall be amended to read as follows:
The last sentence shall be deleted.

Sub-Section (d) shall be amended by the addition of the following paragraphs:

1. APPRENTICES: In hiring Apprentice Clerks, preference shall be given first, to Apprentices registered with the Union, second to graduates of a training school sponsored or approved by the Union; provided that if no such persons are available then the Employer shall be free to hire Apprentice Clerks from other sources.

2. EMPLOYMENT: If the Employer obtains a new employee through a private employment agency, he shall pay the employment agency fee.

Section 2. UNION MEMBERSHIP

Sub-Section (a) shall be amended to read as follows:

(a) UNION SHOP: Union membership shall be a condition of employment as in this section provided. On and after thirty (30) days from date of employment, or the date of execution of this Agreement, whichever shall be later, each employee covered by this Agreement shall become and remain a member of the Union.

Sub-Section (i) shall be amended by the addition of the following sentence:

The Employer agrees to discharge said employee within seven (7) days after receiving written notice, if the employee has not become a member of the Union as required by law.

Section 3. DISCHARGES AND SENIORITY

Sub-Section (b) shall be amended to read as follows:
The last two (2) paragraphs shall be deleted and replaced by the following:

PROBATION: There shall be a probationary period of thirty (30) days during which an employee may be discharged without right of appeal if the Employer determines the employee is not qualified to perform the work required.

Sub-Section (c) shall be amended by the addition of the following paragraph:

RECORD: Any employee who is terminated prior to completion of his apprentice period shall, upon request, be given a statement setting forth the date of hiring and the number of hours worked prior to his termination.

Sub-Section (d) SENIORITY shall be amended to read as follows:

(1) **APPLICATION:** In promotions, senior employees shall be given consideration where merit and ability are approximately equal, but no trial period shall be required. Where an employee who has been promoted is unable to perform the duties of the higher classification, he shall have the right to be demoted to his former or equivalent position without loss of seniority, and his right to such employment shall not be jeopardized by reason of such demotion.

(2) **CLASSIFICATION:** Seniority shall be by classification.

(3) **SENIORITY:** Seniority shall be based upon continuous service with the Employer but no employee shall suffer loss of seniority by reason of approved leave.

(4) **TEMPORARY LAYOFFS:** In the reduction of the number of employees due to lack of work, the last employee hired in the classification shall be the first to be laid off and, in rehiring, the last employee laid off in the classification shall be the first rehired until the list of employees previously laid off has been exhausted.

REHIRING: Employees who are laid off due to lack of work shall have seniority rights in rehiring for jobs subsequently available with the Employer prior to the hiring of new employees. Such employee shall be notified by telegram or certified mail, a copy of which shall be sent to the Union.

(5) **SELECTION:** The selection of vacations and shifts shall be on a store basis except:

1. The vacation of an employee shall not be changed if it was scheduled prior to his transfer from one store to another;
2. If an employee does not have a scheduled vacation at the time of such transfer, the scheduling of his vacation shall be based solely upon his seniority status in the store to which he is transferred.

(6) **LAYOFFS, REHIRES, PROMOTIONS:** With respect to layoffs, rehires and promotions, seniority shall be based upon the length of service with the Employer in the area covered by this Agreement; provided, where an employee is transferred by the Employer to such area from another area, the transferred employee shall retain all seniority rights with the Employer but shall not be entitled to exercise such rights with respect to layoff, rehire or promotion until the expiration of six (6) months after the date of transfer, at which time his seniority shall be based upon the first day of employment by the Employer, regardless of area. However, during such period of six (6) months the transferred employee shall accrue seniority rights in the new area from the date of transfer and shall retain all seniority rights with respect to layoff, rehire and promotion in the area from which he was transferred.

(7) **RECALL NOTICE:** When an employee is recalled after layoff, he shall have three (3) days to report after receipt of notice of such recall.

(8) **RELIEF WORK:** Employees assigned to regular relief work may, after six (6) months on such work, request the Employer in writing to be assigned to work in one store. The rescheduling of such relief work shall be done within thirty (30) days and be based upon inverse seniority. This provision shall not apply to temporary relief work required as a result of illness, injury, vacation or other like temporary relief work.

(9) **PERFORMANCE:** Before any employee having seniority shall be laid off or terminated on the ground that his ability or performance is not equal to that of junior employees, such senior employee shall be so advised and given a reasonable opportunity to improve his work.

(10) **LISTS:** Upon request by the Union, the Employer agrees to provide a seniority list of his employees during 1967.

(11) **TEMPORARY ASSIGNMENTS:** The Union will cooperate with the Employer in the scheduling of employees for temporary part time or relief work outside the geographical jurisdiction of this Agreement. However, no employee shall be discriminated against for refusal to accept such assignment.

(12) **TRANSFERS:** Any employee may refuse a transfer from the jurisdiction of this Local Union to another.

Section 4. GENERAL PROVISIONS

Sub-Section (m) shall be amended to read as follows:

JURY DUTY or COURT APPEARANCES: Employees required to perform jury duty or to appear in Court or the Police Department on behalf of their Employer, shall receive their regular straight time pay during such jury duty or such appearances, less jury pay or witness fees received. Notwithstanding the scheduling provisions provided for in this Agreement, the Employer may reschedule an employee performing jury duty or making such appearances as referred to above, during store operation hours, so as to avoid or minimize payment of wages for such periods of jury duty or appearances, provided that such re-scheduled hours when combined with time spent for such services does not exceed a total of eight (8) hours when in reasonable control of the Employer. Otherwise, the overtime rate of time and one-half (1½) shall apply for all time in excess of the combined total of eight (8) hours. The employee shall supply the Employer with verification of time spent and fees paid for jury duty services.

If an employee appears in Court or the Police Department on behalf of the Employer on his days off, he shall receive his basic straight time rate of pay for the time spent in making such appearance; but such time shall not be considered as part of the work week under the terms of this Agreement.

Sub-Section (o) shall be amended to read as follows:

LEAVES OF ABSENCE: Leaves of absence shall be granted as follows:

- (1) **Sickness and non-industrial injuries:** Up to six (6) months after one year's employment.
- (2) **Industrial injuries:** Up to one year, subject to review by the parties after one year, for any employee incurring an industrial injury after his first 30 days of employment.
- (3) **Personal leaves:** Leaves up to thirty (30) days after one (1) year of employment for compelling personal reasons to be agreed upon by the parties, such leaves to be granted in writing.
- (4) **Pregnancy:** After one year of employment provided that the Employer shall have the right to notify the employee as to when she should take her pregnancy leave, and the employee shall have sixty (60) days following release by her physician in which to return to work. The employee must give the Employer two weeks advance notice of her desire to return to work.

Sub-Section (p) shall be amended to read as follows:

FUNERAL LEAVES: When a regular full-time employee on the active payroll is absent from work for the purpose of arranging for or attending the funeral of a member of his immediate family as defined below, the Employer shall pay him for eight (8) hours at his regular rate of pay for each day of such absence up to a maximum of three (3) days, provided:

(1) The employee notified the Employer of the purpose of his absence on the first day of such absence;

(2) The day of absence is one of the three days commencing with the day of such death or the day immediately following the day of such death;

(3) The absence occurs on the day during which the employee would have worked but for the absence;

(4) The day of absence is not later than the day of such funeral except where substantial travel time is required;

(5) The employee, when requested, furnishes proof satisfactory to the Employer of the death, his relationship to the deceased, the date of the funeral, and the Employee's actual attendance at such funeral.

For the purpose of this subsection, a member of the immediate family means the Employee's spouse, child, mother, father, sister, brother, mother-in-law and father-in-law.

Sub-Section (r) shall be amended to read as follows:

UNION EMBLEM: The Union agrees to issue Union Store Cards or window decals to the Employer under the rules governing Union Store Cards set forth by the R.C.I.A. Such Union Store Cards and decals are, and shall remain, the property of said R.C.I.A. and the Employer agrees to surrender said Union Store Cards or decals to an authorized representative of the Union on demand in the event of failure by the Employer to observe the terms of this Agreement or the conditions under which said Union Store Cards or decals are issued.

The Employer shall display such Union Store Cards or decals in conspicuous areas accessible to the public, in each establishment covered by this Agreement.

Section 5. HOURS, OVERTIME AND SUNDAY PREMIUM PAY

Sub-Section (c) shall be amended to read as follows:

(c) **SUNDAY RATE OF PAY:** For work performed on Sunday except as provided in paragraphs (g) and (h) of this Section all employees shall be paid time and two-thirds (1⅔) the employees' regular straight time rate of pay.

Sub-Section (i) shall be amended to read as follows:

The present language shall be deleted and replaced by the following:

Work shall not be performed without pay prior to the beginning of the scheduled working day. Work may be performed at the end of the working day in completing service to a customer which commenced prior to the end of the working day. It is understood that the checking of produce or shelf prices shall be considered as time worked.

Section 6. WORK SCHEDULE AND PREMIUM RATES

Sub-Section (a) shall be amended by the addition of the following paragraph:

The schedule shall contain the employee's full name.

Sub-Section (e) shall be amended by the addition of the following paragraph:

NIGHT SHIFT: Any employee scheduled to work a shift in which his normal meal period will fall after midnight and prior to 6 a.m., shall be scheduled to work eight (8) hours within eight (8) hours and shall be allowed to eat his meal while on the job.

Sub-Section (f) shall be amended to read as follows:

BREAK: No employee shall be denied the right to necessary or required relief. All employees shall be allowed an unscheduled ten (10) minute break in the first half of their shift prior to the meal period, and an unscheduled ten (10) minute break in the last half of their scheduled shift prior to quitting time.

Section 7. WAGES

Sub-Section (b) shall be amended to read as follows:

EFFECTIVE SUNDAY, APRIL 2, 1967

CLASSIFICATION:	Minimum Rates		Time and One-Half
	Weekly	Hourly	
Managing Clerks	\$167.40	\$4.185	\$6.2775
Head Produce Clerk and Assistant Manager	150.90	3.7725	5.6587
Head Clerks	147.40	3.685	5.5275
Regular Clerks:			
12 Mos. Exp. (2080 hrs.)	137.40	3.435	5.1525
Apprentice Clerks:			
4th 3 mos. Exp. (1560 hrs.)	123.66	3.0915	4.6372
3rd 3 Mos. Exp. (1040 hrs.)	109.92	2.748	4.122
2nd 3 Mos. Exp. (520 hrs.)	96.18	2.4045	3.6067
1st 3 Mos. Exp. (Up to 520 hrs.)	82.44	2.061	3.0915
Student Clerks:			
First 13 Weeks		2.01	
Thereafter Apprentice and experienced Clerks' rates according to experience.			

UTILITY CLERKS: The present utility clerks shall be phased into the student clerks classification. However, they will not be charged against the student clerks ratio.

Section 8. CLASSIFICATION OF EMPLOYEES

Sub-Section (a)-(2) shall be amended to read as follows:

HEAD PRODUCE AND ASSISTANT MANAGER: These are non-supervisory employees who in addition to their duties of Clerk in the course and scope of their employment, perform one or more of the following duties:

HEAD PRODUCE CLERK: This classification shall apply to an employee who goes to the wholesale produce market to buy produce or who is assigned responsibility by the Employer for the profitable operation of the produce section or department.

ASSISTANT MANAGER: This classification shall apply only to the Head Clerk who acts as the Assistant Store Manager, and is commonly known as the "second man" in the store.

Sub-Section (a)-(3) shall be amended to read as follows:

HEAD CLERKS: A Head Clerk is a non-supervisory employee who in addition to his duties of Clerk in the course and scope of his employment, performs one or more of the following:

- (1) Acts as produce buyer at the store, or assists management in the operation of a Produce Section or Department.
- (2) Is engaged the major part of his time in the receiving department of the Employer's establishment, and is in charge of and responsible for the receiving of merchandise.
- (3) Conducts the operation of the store in the temporary absence of the Store Manager, the Assistant Manager, or the owner, or is responsible for the opening or closing of a store; provided that if the owner or Store Manager is absent from the store for one full shift or more, the Assistant Manager or a Head Clerk as the case may be, shall be paid at the Relief Manager's rate for all such hours worked in the absence of the owner or Store Manager.

In every store having three or more fulltime employees, where one or more of the employees perform the duties of Head Clerk, as a regular part of their employment, the Employer shall designate at least one of said employees to act as a Head Clerk; provided, however, that the Employer may combine and rearrange the duties performed by his employees in order to minimize the number of Head Clerks required.

NIGHT STOCKING: In night stocking crews where a clerk has the responsibility of a Head Clerk, he shall be classified and paid as a Head Clerk. For purposes of this paragraph a clerk shall be deemed to have such responsibility if he is put in charge of the crew by the Employer, directs the work of other members of the crew and is held responsible for the results of their work.

ADDITIONAL DUTIES: In the event that the Employer desires to assign additional non-supervisory duties and responsibilities to one of his employees over and above the normal duties and responsibilities of Head Clerk, then in such event the additional compensation to be paid such an employee shall be agreed upon between the Employer and the Union.

Sub-Section (a)-(5) shall be amended by the addition of the following paragraph:

Where any store has exceeded the permissible ratio of apprentices, as herein provided, and experienced clerks are not available, full-time apprentices employed in the store will be promptly (within seven (7) days) promoted to the clerk's classification in sufficient number to re-establish said ratio. Such promotions shall be according to seniority where merit and ability are equal.

Sub-Section (a)-(6)-(c): The paragraph pertaining to the parking stall ratio shall be clarified as follows:

The additional Student Clerks allowed under the parking lot ratio shall be assigned primarily to duties connected with the parking lot.

It is understood that Student Clerks may work up to fifteen minutes beyond the closing time of the store, provided they are paid for such time.

Sub-Section (f): shall be open for review, clarification and revision.

Section 8 shall be amended by the addition of the following sub-sections:

(h) **TRANSFER OR REMOVAL OF WORK:** No work now being performed by employees in the unit covered by the collective bargaining agreement shall be transferred or removed from the unit without consultation and negotiation with the Union and unless the transfer or removal of such work is required for the purpose of promoting improved operating techniques, technological changes, automation, or other factors connected with more efficient operations, as distinguished from reasons connected with securing the performance of such work at lower rates of pay or under less favorable employment conditions.

1. Where as a result of such consultation and negotiations it is determined that the transfer or removal of any work is justified upon the considerations set forth in Sub-Section (h) hereof, the parties shall seek to determine the extent of the work transferred or removed and the number of jobs or hours of work to be lost by the Union members affected. Based upon such findings the following remedies shall be applied:

(A) Any employee losing hours of employment by reason of such transfer or removal of work shall either be compensated at his regular rate of pay for such hours, or he shall be given other comparable employment by the Employer in the area covered by this Agreement at compensation equal to that received by him prior to the work transfer. If the comparable employment is within the bargaining unit then he shall retain his seniority and other benefits under the contract.

(B) The Employer shall attempt to provide any employee losing his job as a result of any such transfer or removal of work with other comparable employment in the area covered by this Agreement without loss of pay, status, seniority, or other benefits. Any employee not receiving such other employment shall receive one (1) week's severance pay for each year of service with the Employer, provided that if an employee receives such comparable employment outside the bargaining unit and does not remain in such employment for at least thirty (30) days he shall receive the full severance pay provided for herein.

2. Any employees who lose work or employment as a result of the failure of the Employer to observe the requirement provided for herein for consultation and negotiation concerning transfer or removals shall be entitled to full pay at their regular rate of pay for all such loss of work or employment. necessary steps with the employee to correct such

Section 10. VACATIONS

This section will be amended by the addition of the following sub-section:

(e) During the term of the Agreement a joint study will be made by the parties of a plan for funding the vacations provided for in the agreement, and a determination of the costs of the establishment and maintenance of funded vacations shall be made. The parties shall establish the rules and regulations for the plan and shall have cost of the plan actuarially determined. It is agreed by the Employer that if the Union decides that it wishes such a plan of funded vacations instituted that this will be done effective with the commencement of the next collective bargaining agreement between the parties, provided that the Union agrees that the cost of the institution and maintenance of such plan as determined by the said joint study shall be a charge against any increase in labor costs which may be negotiated between the parties in the next collective bargaining agreement.

Section 12. HEALTH AND WELFARE

Sub-Section (b) shall be amended by the addition of the following paragraph:

The benefit plan in effect as of January 1, 1967 under the aforesaid Declaration of Trust, and as supplemented as hereinafter provided in subsection (c) hereof shall become a part of this Agreement, and each Employer party hereto shall be obligated to maintain said benefits for all eligible employees, their dependents and pensioners.

(c) It is agreed between the parties hereto that effective April 1, 1967 the Welfare Plan referred to in (b) hereof shall be supplemented in the following respects:

(1) Benefits of the base plan shall be changed by adding vision care, orthodontic benefits, and expanded physical examination, and an improved surgical schedule, the details of which benefits shall be worked out by a joint committee of the parties.

(2) Retirees and their spouses will receive all benefits of the plan except life insurance and maternity benefits.

(3) The plan shall be integrated with Medicare and the Fund shall make the contributions for Plan B.

(4) The plan shall be amended to provide for coordination of benefits with other plans except private plans purchased by the employee or his dependents. Coordination of benefits shall mean that the employee or dependent shall receive all benefits of all such other plans up to, but not more than, 100% of the claim.

Section 13. CONTRACT ENFORCEMENT AND STORE VISITS

Section 13 shall be amended by the addition of the following sub-section:

(b) **RECORDING TIME:** The parties agree to observe the following procedures in enforcing the terms of this Agreement with respect to authorized work and reporting of working time:

1. The Employer shall post the following notice in all stores:

The law and the Union Agreement require that all time worked shall be recorded daily including starting and stopping time. All employees shall comply strictly with these requirements, and any employee failing to so comply shall be subject to discipline on the same basis as is followed with respect to any other violation of store rules or procedure.

2. The Union shall promptly report in writing to the Employer any observed violation by an employee of this reporting time provision or the working of unauthorized time, and the Employer will take the necessary steps with the employee to correct such violation.
3. Upon notification by the Union of a second such violation by the same employee, the Employer shall pay to the Welfare Fund provided for herein an amount equal to the overtime pay due and payable the employee. In such case the employee involved shall be subject to discharge; retaining, however, his right to appeal any such discharge under the terms of this Agreement.

Section 16. SICK LEAVE

Sub-Section (c) shall be amended to read as follows:

BENEFITS: Effective April 1, 1967 all employees covered by this Agreement who have been employed for a period of six (6) months shall be entitled to nine (9) half-days' sick leave with pay. Unused Sick Leave shall accrue at the rate of nine (9) half days each six (6) months, not to exceed a maximum of ninety (90) half days.

Section 17. PENSIONS

Sub-Section (i) shall be amended by the addition of the following:

It is agreed that the Pension Plan in effect as of January 1, 1967 shall be amended in the following respects, effective July 1, 1967:

(1) The pension benefits shall be increased to \$250.00 monthly by institution of Plan V with graded vesting, as set forth in the study prepared by Western Benefit Plan Consultants, Inc., dated October, 1966, estimated in such study at an hourly cost of .1247¢.

(2) Any employee who retires after January 1, 1967 and prior to July 1, 1967, shall commence receiving the increased benefits provided for herein on and after July 1, 1967.

Section 18. ADJUSTMENT AND ARBITRATION OF DISPUTES

This section shall be amended to read as follows:

Section 18. ADJUSTMENT AND ARBITRATION

(a) Upon the request of either party hereto, a Board of Adjustment shall be created, to be composed of two (2) representatives of each party to this Agreement, for the purpose of passing on all claims, disputes and grievances arising between the parties during the term of this Agreement over the construction and application of this Agreement or relating to working conditions arising out of this Agreement, when such cannot be settled directly between the Union and the particular Employer involved. Said Board shall meet for consideration of any such matter referred to it within seven (7) calendar days subsequent to a request therefor by either party. If the Board cannot agree on such question referred to it within seven (7) calendar days, it shall then choose a disinterested person to act as impartial arbitrator. The impartial arbitrator shall be chosen from a panel of arbitrators consisting of: Sam Kagel, Robert E. Burns, and Thomas Tongue. If the parties cannot agree, the arbitrator shall be chosen from the said panel by lot. If the first arbitrator chosen from the panel is not available within a reasonable time, then another name shall be drawn by lot until an available member of the panel is selected.

(b) The arbitrator shall not have the right to alter, amend, delete or add to any of the terms of this agreement.

(c) Any expense jointly incurred in the course of arbitration shall be borne one-half (1/2) by the Union and one-half (1/2) by the Employer party to said arbitration.

(d) If either party fails to observe the time limits provided in the agreement for the consideration of complaints by the Adjustment Board or the submission thereof to arbitration, the other party shall be free to proceed to arbitration with any such complaint, whether or not the other party chooses to participate and any such award therefrom shall be final and binding upon the other party.

(e) Interest at seven per cent (7%) shall be payable on all money claims awarded by the Adjustment Board or by an arbitrator, and such interest shall commence as of the date the complaint is first submitted to the Adjustment Board.

(f) **CLAIMS:** In the case of a direct wage claim or a claim for contributions to employee benefit plans which does not involve an interpretation of any of the provisions of this Agreement, either party may submit such claim for settlement to either the grievance procedure provided for herein or to any other tribunal or agency which is authorized and empowered to effect such a settlement.

Section 19. PERIOD OF THE AGREEMENT

Sub-Section (a) shall be amended to read as follows:

This Agreement shall be in full force and effect until and including the 31st day of March, 1968, subject to written notice by either of the parties to the other sixty (60) days prior to the anniversary date of a desire to re-open this Agreement. A copy of the proposed changes in the conditions shall be given to the other party not later than thirty (30) days after the date of notification to re-open the above conditions.

It is agreed that negotiations in good faith will follow the submission of proposals and that said negotiations will commence not later than twenty-five (25) days prior to the anniversary date thereof.

IN WITNESS WHEREOF, THE PARTIES have hereunto set their hands the day and year first hereinabove written.

RETAIL STORE EMPLOYEES UNION LOCAL 428, AFL-CIO
(Santa Clara County, East Palo Alto, North Palo Alto, and
Menlo Park)

By

By

By

.....
Firm Name

.....
Address

.....
City

By

By

Union Card No.

MAY 8 9 1967

U.S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON, D.C. 20212

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May 15, 1967

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Mr. James P. McLoughlin, Secretary-Treasurer
~~Retail-Clerks-International-Association~~ Retail Store Employees Union, Local 428 AFL-CIO
Room #347 - Security Building
84 South First Street
San Jose, California 95113

Gentlemen:

We have in our file of collective bargaining agreements a copy of your agreement(s) between the Retail Grocers Association and the Retail Clerks International Association local #428.

The agreement we have on file expired in March 1967.

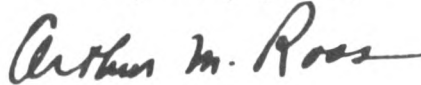
Would you please send us a copy of your current agreement—with any supplements and wage schedules—negotiated to replace or to supplement the expired agreement. If your old agreement has been continued without change or if it is to remain in force until negotiations are concluded, a notation to this effect on this letter will be appreciated.

In addition, please provide the information requested below. You may return this form and your agreement in the enclosed envelope which requires no postage.

I should like to remind you that our agreement file is open to your use, except for material submitted with a restriction on public inspection.

***note: Retail Grocers Association
no longer exists

Very truly yours,



Arthur M. Ross
Commissioner

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

1. NUMBER OF EMPLOYEES NORMALLY COVERED BY AGREEMENT 3381
2. Number and location of establishments covered by agreement 290 Santa Clara Co. and City of Menlo Park.
3. Product, service, or type of business retail food industry
4. If previous agreement has been extended without change, indicate new expiration date _____

James P. McLoughlin
(Your name)
84 South First Street
(Street)

Secretary-Treasurer
San Jose, California 95113
(City and State)