

AGREEMENT

THIS AGREEMENT made and entered into this _____ day of _____, 1937, by and between _____ of Port Angeles, Washington, hereinafter designated as First Party, and the RETAIL CLERKS' INTERNATIONAL PROTECTIVE ASSOCIATION, LOCAL NO. 375, of Port Angeles, Washington, hereinafter designated as Second Party, for the purpose of regulating the schedule of business and working hours, scales of wages and other matter affecting the employees of First Party, members of said Union, which shall be in affect and exist from the _____ day of _____, 1937, until opened by either party upon thirty (30) days' written notice.

IT IS AGREED AS FOLLOWS: to-wit:

- 1- That all employees hired by the First Party shall be members of the Union referred to, particularly all employees engaged in receiving, handling, selling or displaying merchandise in the store of the First Party, excepting therefrom janitors and bookkeepers who do not handle or sell merchandise. Provided, that a temporary working card issued by Second Party shall be secured by all extra help working five (5) days or less per month.
- 2- The First Party shall not open its store for business before 8:00 A. M., and shall close not later than 6:00 P. M., every day in the week. No employee shall be required to report for duty before 8:00 A.M., nor remain later than 6:00 P.M., unless waiting on a customer who has entered the place of business prior to closing time. One night per week may be worked by an employee. Straight time shall be paid for such time worked. The store shall remain closed all day Sunday, and no employee required to work. All employees shall have at least one (1) hour, and no more, for lunch.
- 3- All sales people shall be paid as follows:
 - (a) Salesmen: Not less than \$21.00 per week.
 - (b) Salesladies: Not less than \$18.00 per week.
 - (c) Male apprentices: Not less than \$16.00 per week for first six months. \$18.00 per week after six months, and \$21.00 per week after one year.
 - (d) Female apprentices: Not less than \$14.50 per week for one year, after which time they shall receive \$18.00 per week.
 - (e) All employees shall be paid straight time for all inventory work. Inventories not to exceed four (4) per year.
 - (f) Extra sales people employed by the day shall be paid as follows: Men \$4.00 per day. Apprentices, \$3.00 per day. Women, \$3.00 per day. Apprentices, \$2.50 per day. A day is to be considered eight (8) hours.
 - (g) It is agreed that the above scales establish a guaranteed minimum rate of pay, and existing salaries and yearly vacations shall not be reduced.
- 4- An apprentice shall be considered a person who has not had twelve (12) months' experience. No more than one (1) apprentice shall be employed for every five (5) sales people or fraction thereof.
- 5- All female help shall work not more than eight (8) hours in any one day, forty-eight (48) hours in any one week, and not less than eight (8) hours in any one day; week beginning 8:00 A.M. Monday and ending 6:00 P.M. Saturday.
- 6- All male sales people shall work not more than eight (8) hours in any one day with the exception of one day per week, or forty-eight (48) hours in any one week, with the exception of male clerks receiving more than \$27.50 per week, in which event the total hours per week shall not exceed fifty-four (54) hours.
- 7- The store shall remain closed and no employee required to work or to suffer any deduction in pay, on the following holidays: New Year's Day, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Armistice Day, Thanksgiving Day, and Christmas Day. When any of the above holidays fall on a Sunday, the following Monday shall be observed.

8- (a) Upon the signing of this agreement, and with full compliance thereof, the Second Party will furnish the Union store card of the Retail Clerks to the First Party for the term of this agreement. However, any violation of this agreement shall be sufficient excuse for the removal of the store card by the Second Party.

(b) Newly hired help shall, within two (2) weeks of date of employment, present themselves for acceptance into the said Union, and the Second Party must accept them into the Union provided their Union record is clear. It is further agreed that should any employee refuse to present himself for acceptance into the Union within two (2) weeks, or if for any reason he is not accepted into the Union, the management will discharge such employee. No employee shall be discharged for insisting that his employer comply with this agreement.

9- All grievances which arise under this agreement are to be considered as follows: (a) All complaints and grievances to be taken up directly with the employer and the Business Agent of Second Party, and they shall endeavor to reach a mutual understanding. (b) In the event an understanding cannot be reached by the employer and the Business Agent, the grievance may then be referred to a Joint Conciliation Board to be composed of three (3) representatives of the Merchants' Bureau and three (3) representatives chosen by Second Party. Said Conciliation Board shall have full authority to settle all grievances properly coming before it; its decision to be final and binding upon all parties concerned and to be the final court of appeal. All grievances must be taken up and acted upon as herein provided within ten (10) days from the time such grievance arises.

10- It is further agreed that the Second Party shall have the undisputed right to control the placing and removal of all Union store cards.

IN WITNESS WHEREOF, the parties herein have set their hands and seals the day and year in this instrument first above written.

(Name of firm) First Party

By _____
RETAIL CLERKS' INTERNATIONAL PROTECTIVE
ASSOCIATION, LOCAL NO. 375, Port Angeles,
Washington, Second Party

By _____
President

Secretary

Piggly Wiggly (Ebas Motrol) Chain.

Brook's Groc. Mc Carls. Upon the signing of this agreement, and with full compliance thereto, the Second Party will furnish the Union store card of the Retail Clerk to the First Party for the term of this agreement. However, any violation of this agreement shall be sufficient excuse for the removal of the store card by the Second Party.

Mc Carls. Antone Smith. Ben Franklin (Ebas). Newly hired help shall, within two (2) weeks of date of employment, present themselves for acceptance into the said Union, and the Second Party must accept them into the Union provided their Union record is clear. It is further agreed that should any employee refuse to present himself for acceptance into the Union within two (2) weeks, or if for any reason he is not accepted into the Union, the management will discharge such employee. No employee shall be discharged for insisting that his employer comply with this agreement.

Wolters Groc. Honorable Fruit. Park Shop. Grange Store. 9- All grievances which arise under this agreement are to be considered as follows: (a) All complaints and grievances to be taken up directly with the employer and the Business Agent of Second Party, and they shall endeavor to reach a mutual understanding. (b) In the event an understanding cannot be reached by the employer and the Business Agent, the grievance may then be referred to a Joint Conciliation Board to be composed of three (3) representatives of the Merchants' Bureau and three (3) representatives chosen by Second Party. Said Conciliation Board shall have full authority to settle all grievances properly brought before it; its decision to be final and binding upon all parties concerned and to be the final court of appeal. All grievances must be taken up and acted upon as herein provided within ten (10) days from the time such grievance arises.

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(Name of firm) First Party

BY
RETAIL CLERKS' INTERNATIONAL PROTECTIVE
ASSOCIATION, LOCAL NO. 375, Port Angeles,
Washington, Second Party

President

Secretary