

This is last Revised Copy as it was signed.

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AGREEMENT OF RETAIL STORES
(GROCERY)

THIS AGREEMENT, entered into this _____ day of _____ 1938, between the undersigned Employers and the Retail Clerks International Protective Association by its agent, Local No. 17.

Each of the parties herein named agrees and assents of the following rules and regulations which shall govern their mutual contract in the conduct of their business relation.

This Agreement shall remain in force and effect for one year from the above date, and from year to year thereafter, unless changed by the parties hereto.

The following wages, hours and working conditions shall constitute this agreement:

SECTION 1. The Employer agrees to employ none but the members of Local 17, providing that at any time the Local cannot furnish satisfactory employees, non-union man, if eligible to affiliate with Local 17 may be employed, but said employees shall make application for membership within seven days time from first day's employment.

SECTION 2. The employer agrees to allow the business representative of the Union at any time to investigate the conditions of employment and the standing of the employees in the establishment.

SECTION 3. Article A. It is further agreed that 61 hours shall constitute a week's work for clerks classed as Department Operators or Managers, to be worked as follows: 10 hours on Monday, Tuesday, Wednesday, and Thursday ~~and~~ Friday, ~~and~~ Saturday to be worked between the hours of 7 A.M. and 8 P.M., with the exception of weeks containing a Holiday as of Section 6, when such Holidays shall be strictly observed. These hours shall only apply to one Department Operator (or Manager), in a store.

Article B. It is further agreed that 58 hours shall constitute a week's work for Clerks and Apprentice Clerks, to be worked as follows: 9 hours on Monday, Tuesday, Wednesday, Thursday, and Friday to be worked between the hours of 7 A.M. and 6 P.M. with the exception of weeks containing a holiday as of Section 6, when such holidays shall be strictly observed. Saturdays to be worked between the hours of 7:30 A.M. and 8 P.M.

Article C. It shall be understood and agreed that the week shall begin as of Monday.

Article D. All employees shall be allowed one uninterrupted hour for lunch, and no more.

Article E. No Store to open before 8:00 A.M. and shall not remain open later than 6 P.M. except Saturday which shall not remain open later than 7 P.M.

Article F. The cleaning up at the closing hour shall not exceed 30 minutes after 6 P.M. with the exception of Saturdays when the time shall not exceed 30 minutes.

Article G. Any employee having been employed for 6 months or more, prior to the signing of this agreement, automatically becomes an experienced Clerk at the time the terms of this agreement become effective.

Article H. It shall be understood and agreed that any employee having been employed for a period of 6 months, automatically becomes an experienced Clerk.

Article I. It shall be understood and agreed that each employee be given 7 calendar days vacation at regular pay, within six months of the expiration of one year employment; and 7 Calendar days vacation, at regular pay, for every year's employment thereafter.

AGREEMENT OF RETAIL STORES
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SECTION 5. Article A. All Union Stores and Members of Local 17 shall not be permitted to handle merchandise or material from an unfair firm after such firm or firms have been declared unfair by the International Office, the State Federation of Labor, or the Marysville Central Labor Council; or such firm or firms who fail to comply with this agreement of Local 17 in this jurisdiction.

This rule shall go into effect as soon as the stores are so notified.

SECTION 6. All Union Stores shall display the R.C.I.P.A. Store Card, which at all times remains the property of the Union and shall be removed from any store not complying with the agreement.

SECTION 7. Article A. It is further agreed that the following holidays shall be strictly observed: New Year's Day, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Armistice Day, Thanksgiving Day, and Christmas Day.

Article B. Holidays falling on Sunday to be observed the following Monday. The above holidays will be paid at the regular days wage; providing the five days of the week in which the holidays fall has been worked in full.

SECTION 8. It is further agreed that the minimum scale of wages shall be as follows:

Article A. Apprentice	\$20.00 per wk.
" B. Clerks	25.00 " "
" C. Department Operators, Grocery Department	30.00 " "
" D. " " , Vegetable Department	35.00 " "
" E. Union Clerks, Extra Work	5.00 per day

" F. One weeks notice must be given by employer for dismissal of clerk, and one weeks notice must be given by employee of resignation.

SECTION 9. It is further agreed that where an employee or employees are enjoying better wages and working conditions than are asked herein, shall not be affected by the signing of this agreement.

The undersigned subscribe to all of the above conditions in this contract.

Store Card No. _____

Signed _____
(Employer)

Signed _____
(Pres. Local #17)

Signed _____
(Secretary Local #17)

U. S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON

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UNION AGREEMENTS

May 14, 1938

Mr. Edward C. Ferrera, Secy.
Retail Clerks' Int'l Protective Ass'n #17
411 D Street
Marysville, California

Dear Sir: For a number of years the Bureau of Labor Statistics has attempted to maintain a file of all union agreements in force throughout the United States. On checking through our files we find we do not have copies of any agreements entered into by your union. We are exceedingly anxious to have your agreements among our records and shall appreciate your cooperation in sending us copies of them, together with the information requested below.

If you have only one copy available and so designate, we shall be glad to type a duplicate and promptly return the original. If you so indicate, we will keep the identity of the agreement confidential, using the materials only for general analysis, which will not reveal the name of your union.

The enclosed envelope for reply requires no postage. If we can furnish you information at any time, please let me know.

Very truly yours,

Isador Rubin

Commissioner of Labor Statistics.

Enc.

Name of company or employers' association signing the agreement _____

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

Number of companies covered by agreement 13

Number of union members working under terms of agreement 30

Number of nonmembers working under terms of agreement none

Branch of trade covered Grocery

Date signed May 16, 1938 Date of expiration May 16, 1939

Please check here if you wish the agreement returned _____

Edw. C. Ferrera
(Name of person furnishing information)

488 Garden Way, Yuba City
(Address)

Calif.

Retail Clerks #17
Marysville, Calif
5-30-40

U.S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON

Mr. Edward C. Ferrera, Sec'y
Retail Clerks Int'l Protective Ass'n #17
482 Garden Way
Yuba, City, California

July 15, 1939

Dear Mr. Ferrera:

We have in our files a copy of your agreement with employers which recently expired.

In order to keep our files of union agreements up to date, I should be grateful if you could conveniently send us a copy of your new agreement, if you now have an agreement in force. We shall be glad to type a duplicate and promptly return the original if you have only one copy available. If you so indicate, we shall keep the identity of the agreement confidential, using the material only for general information, in such a way as not to reveal the name of the union.

We shall be very grateful for your assistance. The enclosed envelope for your reply requires no postage. If we can furnish you information at any time, please let me know.

Very truly yours,

Isador Lubin

Isador Lubin
Commissioner of Labor Statistics

Enc.

Name of company or employers' association signing the agreement

No employees agreement here
(If more than one employer, please list on reverse side)

Number of companies covered by agreement 15

Number of union members working under terms of agreement 46

Number of non-members working under terms of agreement 0

Branches of trade covered Grocery Bakery, Fresh Vegetable

Date renewed May 30, 1939 Date of expiration May 30th 1940

Please check here if you wish the agreement returned _____

If you cannot send a copy of your new agreement, please note (on the reverse side of this letter) any changes from your previous agreement.

(over)

There has been no changes
in our agreement of last year,
as we have the identical agreement
in effect this year. We shall
be glad to forward any changes
that take place in our 1940
agreement.

Sincerely Yours,

Edw. C. Fenner
Secy & Treas.
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