

A G R E E M E N T

This Agreement made by and between The Kroger Grocery & Baking Company of Springfield, Missouri, hereinafter referred to as the Party of the First Part, and the Retail Clerks International Protective Association, affiliated with the American Federation of Labor, by its agent Local #485, of Springfield, Missouri, hereinafter referred to as the Union, or, Party of the Second Part, covering wages, hours and other conditions of employment for all employees whose work comes under the jurisdiction of Local #485 to wit:

Article I

The Party of the First Part agrees to employ as clerks, only members or those who will become members of Local #485, within thirty days after employment, and that all clerks shall at the time of employment, secure a working permit card from the Local Secretary, said card to be good only for the period stated thereon; and all clerks shall be in good standing with the Local Union at all times. Should any member become suspended from the Union, the employer agrees to take such clerk out of service upon reasonable notice from the Union.

Article II

There shall be no work on the following holiday or days celebrated in lieu thereof; New Years, Memorial Day, Independence Day, Labor Day, Thanksgiving Day or Christmas Day, and there shall be no reduction in weekly pay for such days. It is agreed that the party of the first part may keep any or all stores open on Sunday, and the clerks will be given 1 day off during the week in the event said clerk works on Sunday.

Article III

All regular clerks with one year's continuous service with the company shall be granted one week (seven consecutive days) vacation with full pay.

Article IV

Whenever any dispute or differences arise between the Parties to this Agreement that cannot be amicably adjusted by their representative, the matter shall be referred immediately to an Arbitration Board, which shall be set up as follows: Each Party shall designate one representative to act for them on the board. The two thus chosen shall endeavor to adjust the matter. However, if they are unable to do so, they shall select a 3rd member of the board who shall not be connected with either party in any way. The decision of the Board thus set up shall be final and binding upon both parties. There shall be no lockout or cessation of work pending the decision of the Arbitration Board. The decision on matters referred to the Board shall be made within fifteen days.

Article V

Ten consecutive hours work each day allowing not more than one hour off for meals, shall be considered a work day on 5 days of each week. Twelve consecutive hours shall be considered a working day on Saturday and on days preceding a holiday. One hour shall be allowed for lunch and an extra half hour for supper.

All clerks shall be given time off each week with pay so that all male clerks are not required to work more than fifty-eight and one-half hours in any one week and female clerks fifty-four hours. Not more than 15 minutes on week days and 30 minutes on Saturday and days preceding holidays shall be allowed in addition to the above named weekly hours, for putting store in order after closing.

Female clerks shall not be required to work more than nine hours during any work day. Clerks may be retained after the regular work day or week, not to exceed one day during a period of three calendar months, for the purpose of taking inventory at their regular hourly rate of pay.

Article VI

A.--Regular male and female clerks shall be compensated for their services at not less than the following weekly salaries.:

Regular Male Clerks 6 Months service with Kroger Groc. & Baking Co. not less than
 " " " 1 year's " " " " " " " " " "
 " " " 18 months " " " " " " " " " "

* than \$18.00 pr. week.
 " 20.00 " "
 " 22.50 " "

Regular Female Clerks 6 months service with Kroger Groc. & Baking Co. not less
 " " " 1 year's " " " " " " " " "
 " " " 18 months " " " " " " " " "

than \$12.00 pr. week.
 " 13.50 " "
 " 15.00 " "

B.--Apprentice clerks are recognized as men and women that have less than six months service in grocery sales work and they are to receive (both male and female) not less than 25¢ per hour for all hours that they are on duty, and shall be guaranteed not less than 8 hours on Saturday.

Extra male clerks with more than six months service shall receive not less than 35¢ per hour and extra female clerks with more than six month's service not less than 30¢ per hour, and shall be guaranteed not less than four hours work when called for duty excepting Saturday which shall be not less than eight hours.

C.--All clerks must not be less than 16 years of age.

D.--All clerks receiving salaries in excess of the above schedule at the time of this agreement shall not have their pay reduced on account of this agreement.

E.--No clerks shall be required to work more than six days in any one week.

Article VIII

The Union agrees to use its influence to advance the welfare of the Party of the First Part as Employers of Union Labor by informing other Labor Organizations of the signing of this agreement and advising them to patronize said party.

Article VIII

The Union agrees to loan the Party of the First Part one Union Store Card per store to display said card to be surrendered upon violation of agreement.

Article IX

All aprons or uniforms shall be furnished and laundered free by the Party of the First Part.

This Agreement shall remain in full force and effect from the 1st day of May 1941, to the 30th day of April, 1942, and from year to year thereafter unless thirty days notice prior to termination date thereof either party notified the other party in writing that they wish the agreement amended.

RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION, LOCAL #485

Gen'l Org.

* Other contracts with Ramsey's, Safeway have the following in the wage scale for male clerks

Regular male clerks with 30 months service, not less than \$25.00 per week.

Kroger has owned 15 of the 16 stores here less than 6 months. So higher wage was overruled this year
 S. P. Khan

✓ R14 42-150

Retail Clerks # 485

Springfield, Mo.

X - 4-30-42

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

Confidential

June 20, 1941

Mr. George Ryan, Sec'y
Retail Clerks Int'l Protective Ass'n #485
624 E. Page Street
Springfield, Missouri

Confidential

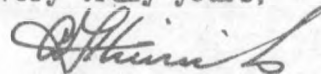
Dear Sir:

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, as well as any supplemental wage rates that have been negotiated. Your cooperation in sending us copies of them, together with the information requested below will be greatly appreciated.

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

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,



A. F. Hinrichs

Acting Commissioner of Labor Statistics

Enc.

Name of company or employers' association signing the agreement

See other side

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

Number of companies covered by agreement 4

Number of union members working under terms of agreement 75

Number of nonmembers working under terms of agreement none

Branch of trade covered clerks in retail stores

Date signed Apr 1, 1941 Date of Expiration Apr 1, 1942

Do you wish the agreement returned? Yes ___ No Kept confidential? Yes No ___

Geo P Ryan
(Name of person furnishing information)

624 E Page St
(Address)

1941, Aug 5

Kroger Grocery & Baking Co.
A + P. Tea and Coffee Co.
Ramey's Cash Markets
Safeway's.

