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THIS AGREEMENT, made and entered into this

..... day of *January*, 19*39*.....

by and between the RETAIL CLERKS' INTERNATIONAL PROTECTIVE ASSOCIATION, affiliated with the AMERICAN FEDERATION OF LABOR, through its authorized

agents, *L. L. Lehman*.....

as President of Local No. 1126, and

Orilla Stringfield, as Secretary of Local No. 1126, of the District of Crescent City, Califor-

nia, as First Party, and

of the City of.....
as Second Party.

WITNESSETH:

That the said First Party, in consideration of the agreements, hereinafter mentioned and mutually agreed upon by all of the parties to be kept, done and performed, does hereby lease, let and grant to Second Party, until January 1, 1940, Union Store Card No....., the property of and issued by the First Party.

Second Party does grant permission to party of the first part to enter premises for purpose removing said card.

It is agreed that Second Party shall retain in its employ only members or those (if eligible) who will become members within thirty (30) days from date of their employment, of Local No. 1126, Retail Clerks' International Protective Association. It is further understood and agreed that all employees secure a working permit from the Secretary of the First Party at the time of their employment.

Second Party agrees to pay to employees the following scale of wages:

SERVICE STATION OR GARAGE SALESMEN: Having at least one year's selling experience, not less than 35c per hour.

SERVICE STATION OR GARAGE APPRENTICE SALESMEN: First six months, not less than twenty-five (25c) cents per hour; second six months, not less than thirty (30c) cents per hour. On a commission basis the employer agrees that the employee shall be guaranteed a commission equal to the minimum salary established above.

It is understood that no employee receiving a higher rate or scale of pay at the time of the signing of this agreement shall suffer any reduction in wages due to the fact that this agreement has been entered into between the parties.

FOR SERVICE STATIONS OR GARAGES: It is understood and agreed that ten (10) hours shall constitute a day's work and sixty (60) hours shall constitute a week's

work for male employees. It is agreed that all employees shall be allowed only one (1) hour for each meal. The employer agrees that the employees shall have one day off per week and that at least one of these days per month shall be a Sunday, otherwise the employer shall be compelled to pay time and one-half for every Sunday of that month.

THE SERVICE STATION OR GARAGE EMPLOYER agrees that New Year's Day, Decoration Day, Fourth of July, Labor Day, Armistice Day, Thanksgiving Day and Christmas Day shall be classed as holidays and employees working on these days shall receive time and one-half.

Any week containing any holiday shall be considered a full week and shortening of week hours due to the holiday shall not cause any reduction in wages.

It is understood that the Second Party may, during periods when it is necessary to compute an inventory, cause its employees to work more than the hours agreed upon heretofore as constituting a day's work; however, within the next six (6) days, after the taking of such inventory, the employees shall be entitled to their time off in consecutive hours, or, in lieu thereof, Second Party may pay the employee time and one-half for such extra time worked.

If no clerks are employed by Second Party, said Second Party shall comply with Section Four (4) of the Retail Clerks' International Protective Association's Constitution, and become non-active members of Local No. 1126 of the District of Crescent City, State of California.

First Party agrees to advise all local organizations of the Crescent City District of the action of Second Party in signing this agreement and recognizing union labor.

It is agreed between the parties hereto that at the expiration of this contract, upon demand of First Party, the said card shall be surrendered, or Second Party may voluntarily surrender the same; otherwise this contract is to be considered to remain in effect until such time as either first or second parties notify the opposite party of intention of cancelling the same, whereupon it shall immediately be considered cancelled and the contract terminated.

It is further agreed by all parties hereto that the interests of each shall be mutually advanced, and that any variations of the foregoing stipulations and agreements shall be sufficient cause for the surrender of the Union Store Card issued by the First Party.

IN WITNESS WHEREOF, the parties hereto have hereunto and to another instrument of like date and tenor, set their hands the day and year first above written.

RETAIL CLERKS' INTERNATIONAL PROTECTIVE ASSOCIATION, LOCAL NO. 1126

By, President

By *Orilla Stringfield*, Secretary

FIRST PARTY *R. C. I. P. A. Local 1126*

SECOND PARTY

JAN 30 1939
RECEIVED
LOCAL NO. 1126



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It is agreed that Second Party shall retain in its employ only members or those (if eligible) who will become members within thirty (30) days from date of their employment, of Local No. 1126, Retail Clerks' International Protective Association. It is further understood and agreed that all employees secure a working permit from the Secretary of the First Party at the time of their employment.

Second Party agrees to pay to employees the following scale of wages:

SALESMEN: Having at least one year's selling experience, not less than \$22.50 per week.

APPRENTICE SALESMEN: First six months, not less than \$15.00 per week; second six months, not less than \$18.50 per week.

SALESWOMEN: Having at least one year's selling experience, not less than \$18.50 per week.

APPRENTICE SALESWOMEN: First six months, not less than \$14.00 per week; second six months, not less than \$16.00 per week.

It is understood that no employee receiving a higher rate or scale of pay at the time of the signing of this agreement shall suffer any reduction in wages due to the fact that this agreement has been entered into between the parties.

In the event the Second Party employs apprentice clerks, it is agreed that they shall be limited to the following ratio: One to the first two (2) clerks employed, and no more than one (1) to each four (4) clerks thereafter.

It is understood and agreed that 55 hours shall constitute a week's work for male employees. Nine (9) hours per day shall constitute a day's work for such employees, Monday to Friday, inclusive, from eight (8) A. M. to six (6) P. M. In the event Second Party desires its store, establishment or place of business to remain open on Saturdays from eight (8) A. M. to eight (8) P. M., First Party agrees that its members may work ten (10) hours on that day, provided they are allowed one hour off for dinner between six (6) P. M. and seven (7) P. M. All time worked over the aforesaid shall be time and one-half and will be paid for accordingly.

EIGHT (8) HOURS shall constitute a day's work, and forty-eight (48) hours shall constitute a week's work for female employees. In the event Second Party desires its store, establishment or place of business to remain open until eight (8) P. M. on Saturday, such employees shall be permitted an hour off for dinner between the hours of five (5) P. M. and seven (7) P. M. All time over forty-eight (48) hours shall be time and one-half.

Second Party agrees that the following days shall be considered Legal Holidays: NEW YEAR'S DAY, DECORATION DAY, FOURTH OF JULY, LABOR DAY, ARMISTICE DAY, THANKSGIVING DAY, and CHRISTMAS DAY. Time and one-half shall be paid for labor performed on Sundays, and double time for holidays.

It is understood that the Second Party may, during periods when it is necessary to compute an inventory, cause its employees to work more than the hours agreed upon heretofore as constituting a day's work; however, within the next six (6) days, after the taking of such inventory, the employees shall be entitled to their time off in consecutive hours, or, in lieu thereof, Second Party may pay the employee time and one-half for such extra time worked.

The wages for part time employees are to be paid for at the rate of not less than forty cents per hour for female clerks, and not less than fifty cents per hour for male clerks.

If no clerks are employed by Second Party, said Second Party shall comply with Section Four (4) of the Retail Clerks' International Protective Association's Constitution, and become non-active members of Local No. 1126 of the District of Crescent City, State of California.

First Party agrees to advise all local organizations of the Crescent City District of the action of Second Party in signing this agreement and recognizing union labor.

It is agreed between the parties hereto that at the expiration of this contract, upon demand of First Party, the said card shall be surrendered, or Second Party may voluntarily surrender the same; otherwise this contract is to be considered to remain in effect until such time as either first or second parties notify the opposite party of intention of cancelling the same, whereupon it shall immediately be considered cancelled and the contract terminated.

It is further agreed by all parties hereto that the interests of each shall be mutually advanced, and that any variations of the foregoing stipulations and agreements shall be sufficient cause for the surrender of the Union Store Card issued by the First Party.

IN WITNESS WHEREOF, the parties hereto have hereunto and to another instrument of like date and tenor, set their hands the day and year first above written.

RETAIL CLERKS' INTERNATIONAL PROTECTIVE ASSOCIATION, LOCAL NO. 1126

By, President

By *Orilla Springfield*, Secretary.

FIRST PARTY *R. C. I. P. A. Local 1126*

SECOND PARTY



Retail Clerks #1126
Crescent City, Calif
R
1-1-40

B. L. S. 1126
(Revised 6-28-39)

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

Peterson

UNION AGREEMENTS

November 3, 1938

Mr. Harry Liddicote, Sec'y
Retail Clerks' Int'l Protective Ass'n #1126
Box 104
Crescent City, 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 your reply requires no postage. If we can furnish you information at any time, please let me know.

Very truly yours,

Isador Lubin
Commissioner of Labor Statistics.

Enc.

Name of company or employers' association signing the agreement _____

~~Thirty four~~

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

Number of companies covered by agreement Thirty four

Number of union members working under terms of agreement Thirty

Number of nonmembers working under terms of agreement none

Branch of trade covered clerking in dry goods, meat markets, paint and wall paper and service stations.

Date signed January 1939 Date of expiration January 1-1940

Please check here if you wish the agreement returned no

Orilla Stringfield P. O. Box 13 - Crescent City
(Name of person furnishing information) (Address)

over *California*

List of stores signing 1939 agreements

Piggly wiggly	R. L. Hampson
Lakes LiquiorStore-----	L. Lake
City Wholesale -----	A. Manesar
Endert Drug Store -----	F. W. Endert
McNamara Market -----	N. F. McNamara
MCKenzie Variety -----	K. McKenzie
Tourist Market -----	Gladys Peterson
Del Norte Pharmacy -----	M. Parsons
Princes Market -----	J. Prince
Howe & Hamilton -----	W. Howe
Vi-Dora -----	Doris Stowers
Magruder & Robertson -	Oran Magruder
Beams Mens Store -----	Ira Beam
Pacific Ave. Store -----	Ella Miller
Crescent City Bakery -----	Joe Endert B. Peyrelasse
Bay Market -----	Allen Lehman
Adlers Grocery-----	Inez Adler
Adelaide Shop -----	Margaret Paul
Trehearnes Dry Goods -----	William Trehearne
Bay Bakery -----	Joe Endert
Dicksons Grocery -----	I. J. Dickson
Musick " -----	J. L. Musick
Crescent City Mercantile --	M. H. Gause
Nielsen Electric Shop-----	M. Nielsen
Hiller Ser. Station -----	J. O. Miller
Griffin " " -----	M. Griffin
Stevens " " -----	M. Stevens
Gilmore " " -----	C. H. Weston
Russ " " -----	Al Russ
Texaco " " -----	Geo. Elkerton
Douglas " " -----	F. W. Douglas
Manuel " " -----	Al Manuel
Byrne " " -----	Leo Byrne
Theatre Garage -----	E. Lockhart

Retail Clerks Local # 1126

Orilla Stringfield Fin. Cor. Sec'y.
P. O. Box 13,
Crescent City
California