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1-1-1935

Retail Clerks' International Protective Association, Local 381 (1935)

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Retail Clerks' International Protective Association, Local 381 (1935)

Location

Bremerton, WA

Effective Date

1-1-1935

Expiration Date

10-1-1936

Union

Retail Clerks' International Protective Association

Union Local

381

NAICS

44

Sector

Private

Item ID

6178-009b130f004_08

Keywords

collective labor agreements, collective bargaining agreements, labor contracts, labor unions, United States Department of Labor, Bureau of Labor Statistics

Comments

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ARTICLES OF AGREEMENT

RETAIL CLERKS INTERNATIONAL PROTECTIVE ASS'N

Local No. 381

THIS AGREEMENT, mutually entered into this _____ day of _____ 193 ,

by and between _____ of the city of Bremerton, Washington, as the party of the First Part and the RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION, Local No. 381, of Bremerton, Washington, as the party of the Second Part, to wit:

SECTION I. That the party of the First Part in consideration of the covenants and agreements hereinafter mentioned, to be done, kept and performed agrees to lease to the parties of the First Part UNION STORE Card No. _____, the property of and

issued by the RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION to and until the First Day of October 1936.

SECTION II. Parties of the First Part, in signing this agreement, agree to employ only those members or those who will become members, if eligible and acceptable to the Union. Parties of the Second Part agree to furnish a Union membership card and button to such salespeople when all regular and regular extra salespeople, in the employ of the party of the First Part, have complied with the rules and regulations of the Union and are members therein.

SECTION III. No salesperson shall be required to work more than forty-eight hours per week nor more than eight hours per day, nor more than six days per week. Hours of employment to be between the hours of 8:00 o'clock A. M. and 6:00 o'clock P. M. with the exception of Saturdays and days preceding a holiday employees may be required to work until 8:30 o'clock P. M. In emergencies and peak periods employees may be required to work overtime. PROVIDED such overtime shall not exceed four hours per employe in any one week, and PROVIDED further such overtime does not extend later than 11:00 o'clock P. M. Overtime shall be paid for at the rate of time and one half of the specified rate. All salespeople shall be entitled to and receive one hour for lunch. All extra salespeople shall be subject to the rules and regulations governing regular salespeople. All wages to be paid by the week.

SECTION IV. Parties of the First Part agree to pay all male salespeople of two years experience or more not less than \$25.00 per week. Female salespeople with one years' experience or more shall receive not less than \$18.00 per week. Female apprentices with less than one years experience shall receive not less than \$14.00 per week for the first 4 months; \$15.00 per week for the second four months; \$16.50 per week for the third four months and the minimum thereafter. Male apprentices with less than two years experience shall receive not less than \$15.00 per week for the first eight months; \$18.00 per week for the second eight months; \$21.00 per week for the third eight months and not less than the minimum thereafter. Not over one apprentice shall be employed for every five salespeople or fraction thereof.

SECTION V. No salesperson shall suffer any reduction of pay on account of the adoption or through the operation of this agreement. This shall apply to all persons who receive more than the stipulated minimum or who receive other remuneration than salary and wages.

SECTION VI. Parties of the First Part agree to remain closed all day Sunday and the following holidays: New Years Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. When any of the above named holidays fall on Sunday the following Monday shall be observed.

SECTION VII. It is further agreed that the parties of the First Part will surrender the Union Store Card and the employes their membership cards and buttons, upon demand, to the party of the Second Part, for any violation of this agreement or upon its expiration.

SECTION VIII. The Union will furnish the Union Store Card to dealers who do not employ any salespeople but who become Non-active members as provided in the regulations of the International Association and who sign and observe the agreement required with other merchants.

SECTION IX. In consideration of the signing of this agreement and with full compliance with the provisions thereof, the party of the Second Part agrees to advise all Union organizations of the City of Bremerton and Vicinity of the action of the party of the First Part in signing this agreement and the interest of the party of the First Part is to be mutually advanced through advertising and other means that will result in the patronage of the establishment and to continue such efforts during the period of this agreement.

SECTION X. It is further understood and agreed that the Business Representative of the Union is to have the privilege of entering upon the premises, of the party of the First Part, for the purpose of interviewing the employes PROVIDED they are not engaged in waiting on trade.

SECTION XI. THIS AGREEMENT shall remain in full force and effect until the First Day of October 1936 or until a new agreement is entered into unless revised, altered or cancelled upon written request of either party, thirty days prior to date of expiration.

IN WITNESS WHEREOF, said parties to this agreement have set their hand and seal this day of _____ 193 .

PARTIES OF THE SECOND PART:

PARTIES OF THE FIRST PART:

President

(Name of Firm)

Business Agent

By _____