



Cornell University  
ILR School

Cornell University ILR School  
**DigitalCommons@ILR**

---

Retail and Education Collective Bargaining  
Agreements - U.S. Department of Labor

Collective Bargaining Agreements

---

1-1-1936

## **Loftus and Holstrum Grocery and Service, McIntosh Grocery, Fryars Grocery, and others and Retail Clerks International Protective Association, Local 375 (1936)**

Follow this and additional works at: <https://digitalcommons.ilr.cornell.edu/blscontracts2>

Thank you for downloading an article from DigitalCommons@ILR.

**Support this valuable resource today!**

---

This Article is brought to you for free and open access by the Collective Bargaining Agreements at DigitalCommons@ILR. It has been accepted for inclusion in Retail and Education Collective Bargaining Agreements - U.S. Department of Labor by an authorized administrator of DigitalCommons@ILR. For more information, please contact [catherwood-dig@cornell.edu](mailto:catherwood-dig@cornell.edu).

If you have a disability and are having trouble accessing information on this website or need materials in an alternate format, contact [web-accessibility@cornell.edu](mailto:web-accessibility@cornell.edu) for assistance.

---

**Loftus and Holstrum Grocery and Service, McIntosh Grocery, Fryars Grocery, and others and Retail Clerks International Protective Association, Local 375 (1936)**

**Location**

Port Angeles, WA

**Effective Date**

1-1-1936

**Expiration Date**

1-1-1937

**Employer**

Loftus and Holstrum Grocery and Service; McIntosh Grocery; Fryars Grocery; Ruebergs Grocery; Hensons Grocery; Young's Grocery; Baileys Grocery; Hudson Cash Grocery; Estes Red and White; Cherry Eighth

**Union**

Retail Clerks International Protective Association

**Union Local**

375

**NAICS**

44

**Sector**

Private

**Item ID**

6178-009b131f004\_01

**Keywords**

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

**Comments**

This digital collection is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial, educational use, only.

Residential  
Grocery Stores

36-12-61

AGREEMENT

THIS AGREEMENT made and entered into this \_\_\_\_ day of \_\_\_\_\_, 1936, 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 matters affecting the employees of First Party, members of said Union, which shall be in effect and exist from the \_\_\_\_ day of \_\_\_\_\_, 1936, 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.
- 2- The First Party shall not open its store for business before 7:30 A.M., and shall close not later than 8:00 P.M., every day in the week. No employee shall be required to report for duty before 7:00 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. No employee shall be required to work on Sunday, and all employees shall have at least one 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 \$12.00 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.
- 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 stores shall remain closed one-half day, 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.

Lot 102 + 207 + 10  
M. C. Intorn  
Grocery + Service

When any of the above holidays fall on a Sunday, the following Monday shall be observed.

8- All stores in Port Angeles outside the central business district shall be covered by this agreement, and each such store shall employ not more than three people, including the owner and others interested in the business. The Second Party shall be the sole judge in determining the area comprising the central business district.

9- (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.

10- 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 can not 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.

11- 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 hereto 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



Loftus + Holstrom. Grocery + Service  
M<sup>c</sup> Intosh.

Fryars. When any of the above holidays fall on a Sunday, the following Monday shall be observed.

Roebergs.

All stores in Port Angeles outside the central business district shall be covered by this agreement, and each store shall employ not more than three people, including the owner and those interested in the business. The second party shall be the sole judge in determining the area comprising the central business district.

Hensons

Youngs

Upon the signing of this agreement, and with full compliance thereof, the second party will furnish the Union with a list of the Retail Clerks to the first party for the term of this agreement. However, any violation of this agreement will constitute cause for the removal of the store card by the second party.

Daileys

Hoods Cash Groc

Newly hired help shall be accepted into the said Union, and present themselves for acceptance into the said Union, and the second party must accept them into the Union provided their record is clear. It is further agreed that any employee who is not accepted 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 inactivity that his employer comply with this agreement.

Estes Red + White

Cherry Eighth

10 - 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 can not be reached by the employer and the Business Agent, the grievance may then be referred to a Joint Conciliation Board 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.

11 - 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 hereto 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