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3-30-1958

## Great Atlantic and Pacific Tea Company, Scranton Unit and Retail Clerks International Association Locals 1687, 1393

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## Great Atlantic and Pacific Tea Company, Scranton Unit and Retail Clerks International Association Locals 1687, 1393

### Location

Scranton, PA

### Effective Date

3-30-1958

### Expiration Date

7-30-1960

### Number of Workers

2300

### Employer

Great Atlantic and Pacific Tea Company

### Union

Retail Clerks International Association

### Union Local

1687, 1392

### NAICS

44

### Sector

P

### Item ID

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### Keywords

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### Comments

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# AGREEMENT

Between

**RETAIL CLERKS INTERNATIONAL  
ASSOCIATION**

**LOCALS 1687 and 1393**

**A. F. of L. — C. I. O.**

316-317 Miners National Bank Building  
Wilkes-Barre, Pennsylvania

Phones

VA 4-4579

VA 2-8667

and

**THE GREAT ATLANTIC AND  
PACIFIC TEA COMPANY  
SCRANTON UNIT**



# A G R E E M E N T

## PARTIES TO THE AGREEMENT

1. Agreement in effect from the thirtieth day of March, 1958 until and including the thirtieth day of July, 1960 and subject to renewal and extension as herein provided, between The Great Atlantic and Pacific Tea Company, Scranton Unit, hereinafter referred to as the "Employer," and the Retail Clerks' International Association, Locals 1687 and 1393 acting as Agents for the Retail Clerks' International Association, AFL-CIO, hereinafter referred to as the "Union" This Agreement upon its execution thereof shall supersede all previous existing Agreements which have heretofore been applicable to the employees covered by this Agreement.

## WITNESSETH

### RECOGNITION AND JURISDICTION

2. The Employer recognizes the Union as the exclusive representative of all its Store employees (except Supervisors, Managers, and Assistant Managers) in all Stores served by the Scranton Warehouse, in all negotiations between Employer and employees.

### UNION SHOP

3. It shall be a continuing condition of employment that all of the employees now or hereafter coming under the jurisdiction of this Agreement become and remain members of the Union in good standing on or after the thirtieth day following their date of employment or the effective date of this Agreement, whichever is later.

- 63/2
4. The Employer agrees to discharge any employee for non-payment of dues upon notice in writing from the Union to do so.
  5. The Employer agrees that all work performed in Stores and Markets in connection with the sale and display of its merchandise will be performed only by employees of the Company.

### PERSONNEL INFORMATION

6. The Employer will furnish the Union with the following personnel information as requested:
  - (a) All new employees, where employed, and the starting date.
  - (b) Change in status of employees from full time to part time or from part time to full time and the effective date.
  - (c) Termination of employees and the effective date including employees on the thirty day trial period.
  - (d) Seniority list covering all Scranton Unit employees.

### UNION ACTIVITIES

7. There shall be no discrimination against any employee because of Union membership or activities. It is agreed that Union duties and activities will not be carried on during hours of work or on the Company plant. This shall not prevent the Union officials from entering Stores to satisfy themselves that this Agreement is being observed.
8. It is further agreed that complaints and grievances shall be discussed with Officials of the Employer at the Store level. If said complaints and grievances cannot be settled at the

Store level, same will be referred to the Business Agent and the Store Supervisor without any disruption in work.

## LAY-OFFS AND PROMOTIONS SENIORITY

9. In lay-offs and rehiring or reduction from full-time to part-time and subsequent reinstatement to full-time, the Employer shall conform to the ordinary rules of seniority.
10. In promotions, demotions, and transfers from one type of work to another, or from one location to another, the Employer shall have the right to select qualified employees, but as between qualified employees, preference shall be given according to seniority.
11. Full time employees reduced to part time shall be given all available work in the seniority area short of overtime conditions, and no new full time employees shall be hired until such full time employees reduced to part time have been reinstated to full time. ✓/T
12. Seniority shall be calculated by continuous service with the Company from the last employment date. Employees laid off and subsequently rehired by the Employer within six (6) months from the lay-off date shall retain their former seniority regardless of any change in their places of employment.
13. Employees reduced from full time to part time shall not suffer loss of seniority as long as they remain on the payroll. If laid off completely, they shall retain their seniority for a period of six months thereafter.
14. Full time employees absent on account of ill health shall retain their seniority for a period of one (1) year from the date of their

absence. Sickness leave of absence will commence the week following receipt by the employee of the final sick benefit payment as scheduled in the Paragraph entitled "Sick Leave."

15. Part time employees will be placed in full time jobs in accordance with seniority in the seniority area, however, qualifications of said employees to fill the job shall be equally considered.
16. Any part time employee temporarily working forty (40) hours per week will be paid the full time rate according to Schedule "A".

#### DEFINITION OF FULL TIME EMPLOYEE

17. For the purpose of this Agreement, any employee who works forty (40) or more hours per week for six (6) or more consecutive weeks will be considered a full time employee.
18. Full time employees reduced to part time shall be paid on a pro rata basis of their full time weekly rate, or the part time rate according to their experience on an acumulative basis, whichever is the greater, and they shall acquire service for their full time rate on the basis of the actual hours worked except that in the resort area the Employer shall have the privilege of working any employee forty (40) hours per week during the period May 30th to September 30th as full time and then reducing them to part time with a part time part time rate according to seniority.
19. Seniority areas within the Scranton Unit effective during the term of this Agreement are set forth in the Schedule annexed hereto, made a part hereof, and marked Schedule "B".

## LEAVE OF ABSENCE

20. Any member of the Union who is elected or appointed to a full time position with the Union, or who is elected or appointed as a Delegate or Representative of the Union in any activity, necessitating temporary absence from his employment, shall be granted such leave of absence without loss of any seniority, and at the end of such service in the business of the Union, he shall be re-employed at his former wage rate, plus any increase or less any reduction that may have become effective during his absence. Two (2) weeks notice must be given to the Employer in the above instances.
21. The maximum period of absence permitted will be one (1) year subject to renewal and extension for additional period of only one (1) year during each renewal. These additional one (1) year renewal periods may be extended only through the joint and mutual consent of both the Union and the Employer.

## GRIEVANCES AND ARBITRATION

22. In the case of any complaint on the part of either the Employer or the Union or any individual employees, the matter shall be taken up in the first instance between the Employer and the Union's Grievance Committee, or any other authorized official of the Local, without delay.

Should these parties be unable to adjust the said grievances, the matter shall be referred to a Board of Arbitration, consisting of one member selected by the Employer, one member selected by the Union, and the third, who shall act as Chairman, selected by the two as chosen.



The Union and the Employer shall name their parties and notify the other party within two (2) days of the failure of the conference referred to above to adjust the difficulty.

It is agreed that the parties shall make every effort to choose the Impartial Arbitrator themselves. Only in the event they are unable to agree upon the Impartial Arbitrator within five (5) days, the American Arbitration Association shall be requested to appoint the third Arbitrator.

The majority of the Board of Arbitration must render a decision not later than thirty (30) days after the grievance has been submitted to them. This period may be extended beyond the thirty (30) days only through the joint and mutual consent of both the Union and the Employer.

The expense of the third and impartial arbitrator shall be shared equally by the parties to this Agreement, and the decision of the Board shall be final and binding upon both parties.

23. All grievances must be brought to the attention of the parties hereto within two (2) weeks after the occurrence, except appeals from discharge which shall be brought to the attention of the parties hereto within one (1) week after the date of discharge.

### TRIAL PERIOD AND APPROVAL

24. The first thirty (30) days employment service of an employee shall be considered a trial period. The Employer may dismiss or discharge any new employee for any reason whatsoever within the first thirty (30) days of his employment, and there shall be no right to appeal.

25. In case of discharge of an employee who has been in the service of the Company for more than thirty (30) days, such employee shall have the right to appeal to the Union within one (1) week after the date of discharge. Upon such appeal, the Employer and the Union shall jointly investigate the reasons for discharge and the justification thereof. If the Union and the Employer cannot agree as to the justification of such discharge, then the matter shall be arbitrated in accordance with the provisions of Paragraph 22.

### ENFORCEMENT OF STANDARDS

26. The Union agrees to do everything within its power to enforce its rules and regulations and through advice, instruction, and example, to maintain the highest standard of work.

### STRIKES AND LOCKOUTS

27. It is mutually agreed by the parties to this Agreement that there shall be no strike or stoppage of work by the employees or by the Union, nor shall there be any lockout by the Employer during the life of this Agreement, and that any differences or misunderstandings which may arise between the contracting parties shall be amicably adjusted by and between the parties themselves, and if the parties themselves cannot amicably adjust the differences, then the matter shall be referred to a Board of Arbitration, as provided in Paragraph 22.
28. Nothing herein contained, however, shall compel any employee to walk through a picket line set up as a part of a duly authorized and legally called strike against the Employer.

### WORK WEEK

29. The work week shall consist of five (5) days to be worked within forty (40) hours. All work

in excess of five (5) days per week or forty (40) hours per week shall be on an overtime basis at the rate of time and one-half. Work performed by full time employees before seven (7:00) A.M. or after six (6:00) P.M. with the exception of ten (10:00) P.M. on any one night each week shall be at time and one-half. Work performed by part time employees between seven (7:00) A. M. and Store closing hours shall be at the straight time hourly rate.

### RELIEF PAY

30. In a department where the Meat Department Head, Produce Department Head, Head Cashier, Coffee-Dairy Head, Second-Man-in-Charge of an OSS Store, Boxman, or Head of the Night Crew is off three (3) or more days including his normal day off in any one week, the relief man shall be paid not less than the corresponding contract rate for the classification, for the time spent in relief.

### NIGHT SHIFT

31. Any employee working more than two (2) nights per week at hours outside the regularly scheduled Store hours shall be entitled to a night shift premium of five (\$5.00) dollars per week. To be considered a night shift employee, an employee's shift must begin after Store hours.

In the case of an emergency causing the absence from work of a night shift employee, another full time employee may be worked two (2) nights or more on the night shift at the five dollar (\$5.00) night premium rate. For any employee worked on the night shift for less than two (2) nights, overtime rates shall apply.

In addition to the five (\$5.00) dollar per week premium, the man in charge of a night crew shall receive three (\$3.00) dollars per week over and above his scale.

The above rates are to be considered regular wage rates for such employees for purposes of compensation for vacations, holidays and sick pay.

32. No split shifts will be permitted.

### HOLIDAY WORK WEEK

33. During a Holiday week, the work week for all full time employees shall consist of four (4) days to be worked within thirty-two (32) hours. All work in excess of the above limitations during a holiday week shall be paid for at the rate of time and one-half. No employee will be required to work after six (6:00) P.M. on Christmas Eve.

### OVERTIME & WORKING CONDITIONS

34. Overtime shall be worked when necessary and shall be paid for in cash at the appropriate overtime rates.
35. Any employee called in to work on his regularly scheduled day off, will be guaranteed four (4) hours at overtime rates, and his work schedule for the remainder of the week shall remain unchanged.
36. All meal periods shall be specified by the Employer but shall not be less than one (1) hour.
37. The Employer agrees to grant a ten (10) minute rest period in the forenoon (A.M.) and a ten (10) minute rest period in the afternoon (P.M.) to all full time and part time employees.

38. For regular weekly employees time and one-half and double-time as used in this Agreement shall mean overtime exclusive of the regular weekly wages. In no case will overtime be paid on overtime.
39. Part time employees called in and reporting for work shall be guaranteed eight (8) hours on Friday or the long day preceding a Holiday, six (6) hours on Saturday and four (4) hours on all other days. This provision, however, shall not apply to anyone unable to work the guaranteed time.
40. When any employee is required to work outside of his regular schedule, he shall not be required to take time off from his schedule in order to avoid overtime.

### COST OF TRANSPORTATION

41. The Employer agrees to pay the difference in the cost of public transportation to full time employees temporarily transferred from one location to another when such transfer increases their normal cost of transportation.

### HOLIDAYS

42. All work performed on Sundays and the following Holidays shall be compensated at the rate of double time, that is, straight time plus straight time: New Year's Day, Easter Monday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day. In a week in which any of the above designated holidays fall on a Sunday, such holiday shall be observed on Monday, but if worked on Monday, the double time provisions shall apply.
43. If any work is performed on any of these holidays, it is to be paid for at double time,

over and above the full time pay already provided.

### DEATH IN FAMILY

44. In the case of a death in the immediate family of a full time employee (i.e. the death of a parent, spouse, child, brother, sister, mother-in-law, father-in-law) requiring the absence of the employee, the Employer shall grant a leave of three (3) continuous days to the said employee with regular pay for said days.

### JURY DUTY

45. Full time employees actually serving on juries will receive the difference between their straight time weekly basic pay and the amount received while on jury duty. They will be expected to work on days when the jury is not in session.

### VACATIONS

46. Full time employees will receive one (1) week uninterrupted vacation annually after one (1) year of continuous service with the Employer; two (2) weeks uninterrupted vacation annually after three (3) years continuous service with the Employer and three (3) weeks vacation annually after ten (10) years of continuous service with Employer, two (2) weeks of which will be uninterrupted and the third week of which will be mutually agreed to by the Employer and the employee.
47. Full time employees reduced to part time and subsequently reinstated to full time, shall be considered to have no break in full time employment for vacation purposes.
48. Any full time employee whose service is dispensed with, except as outlined in Paragraph 50, or reduced to part time service after six (6) months continuous service, will be entitled to vacation on a pro rata basis.

49. Vacations may be selected by full time employees on the basis of length of service with the Company, subject to the requirements of the business.
50. In the event the services of any full time employee are terminated for any reason whatsoever, voluntarily or involuntarily, except for discharge due to dishonesty, before the vacation earned has been taken, there shall be paid to such employee salary covering the period of vacation to which he is entitled upon the termination of such services.
51. If one of the Holidays specified in Paragraph 42 falls within an employee's vacation, the employee shall be granted one (1) additional day's paid vacation or an equivalent day's pay based on one-fifth of his regular weekly salary at the option of the Employer. This provision applies even though the Holiday falls on the day of the week which would ordinarily be the day off of the employee.

### **WAGES**

52. The wage scale to be effective during the term of this Agreement is set forth in the Schedule annexed hereto, made in part hereof, and marked Schedule "A".

### **PRIVILEGE CLAUSE**

53. No members of the Union shall suffer a reduction in wages or a reduction in vacation time by any provision of this Agreement and all privileges not covered hereby shall continue as heretofore and shall not be eliminated or abridged by virtue of the signing of this Agreement.

### **INDUSTRY EXPERIENCE**

54. All new employees shall be given credit for prior retail chain or comparable store grocery

or meat experience using information given at the time application is made. When a part time employee is placed on a full time status he will be given credit for his part time experience on the basis of actual hours worked in determining his proper wage scale. Such information is subject to verification and will be verified by the Personnel Department.

### LAUNDRY

55. All coats and aprons required by the Employer to be worn in the Store, shall be furnished and laundered by the Employer. )<sup>66</sup>/<sub>3</sub>

### UNION STORE CARD

56. The Union agrees to furnish to the employer at least one (1) Union Store Card for each of the Employer's Stores covered by this Agreement, to be displayed on the premises. Such cards shall remain the property of and shall be surrendered to the Union upon demand.

### VALIDITY OF CONTRACT

57. The parties hereto agree that should any part or Paragraph of this Agreement be declared by a Federal or State Court of competent and final jurisdiction in the premises to be unlawful, invalid, ineffective, or unenforceable, said part or Paragraph shall not affect the the validity, and enforceability of any other part or Paragraph hereof, and the remainder of this Agreement shall continue in full force and effect. The parties also agree to renegotiate any Article, part or Paragraph of this Agreement that has been declared unlawful, invalid, or unenforceable as as specified above.



## STEWARDS

58. It is understood that the Stewards of the Union, at all times, shall be full time employees and shall be the last to be laid off in any case, and the Union shall furnish the Company with a complete list of Stewards which shall be supplemented from time to time as may be necessary.
59. The Store Manager will inform Store Stewards regarding any change in personnel in their Stores or any change in the status of employees.
60. It is understood that the Union will use its best efforts to secure as Stewards a high calibre of employees who shall be required to conform to the Standards and qualifications required by the Union.

## SICK LEAVE

61. The Employer agrees that for all full time employees on the payroll December 1, 1952, it will continue in effect its sick leave plan and compensate its authorized legitimate absences caused by illness, on the following basis:

Full time employees whose length of service with the Employer is as follows:	Shall be entitled to the following schedule of payments:
3 mons. to 1 year's service	1 week at full pay ✓ 2 weeks at half pay
1 year to 2 years' service	2 weeks at full pay 3 weeks at half pay
2 years to 5 years' service	3 weeks at full pay 5 weeks at half pay
5 years to 10 years' serv.	5 weeks at full pay 7 weeks at half pay
Over 10 years' service	7 weeks at full pay ✓ 9 weeks at half pay ✓

62. For full time employees hired subsequent to December 1, 1952, the same policy shall apply except that the first bracket shall read, "6 months to 1 year's service", and the schedule of payments shall apply after the third day of illness.

### HOSPITAL SURGICAL PLAN

63. All the provisions contained in the booklet entitled, "Blue Cross Hospital and Blue Shield Medical-Surgical Benefits for Certain Employees of The Great Atlantic & Pacific Tea Company - Scranton Unit", are made a part of this Agreement with the following stipulation:

- (a) The Employer will purchase and maintain at its sole expense, the Blue Cross Hospitalization and Blue Shield Medical Surgical Plan for all full time employees with six (6) months or more full time service with the Employer, provided they make application for this coverage. Said Blue Cross/Blue Shield plans are to cover the individual employee, said employee's spouse, and all unmarried children under nineteen (19) years of age.

### WORK SCHEDULE

64. The employer agrees to post a work schedule in ink in each Store and Market by Saturday preceding the week for which it becomes effective, however, the Employer reserves the right to make necessary changes due to emergencies which may arise.

### RETIREMENT PLAN

65. The Employer and the Union agree that upon sixty (60) days written notice at any time during the term of this Agreement the parties will negotiate relative to an Employees' Retirement Plan, and that whatever Agreement may be reached shall be attached hereto, become a part hereof, and become effective from the day of such Agreement upon the

Employee's Retirement Plan for the remaining period of this Agreement, subject to renewal or extension as herein provided.

It is further agreed that the present Employer's retirement plan will be cancelled for all employees covered by this agreement after an agreement is reached relative to an employees' retirement plan.

#### **DURATION OF AGREEMENT**

66. This Agreement shall be in full force and effect from March 30, 1958 until and including the thirtieth day of July 1960, and shall continue in effect from year to year from July 30, 1960 unless either party serves notice in writing on or before June 1 of any year thereafter, of a desire for termination of or for changes in the Agreement. In the event either party serves such notice, it is mutually agreed that the Employer and the Union shall immediately begin negotiations on the proposed changes and that pending the results of the negotiations, neither party shall change the Conditions existing under the Contract.
67. The parties hereto, their successors in title and assigns, intending to be legally bound by this Agreement, have executed this Agreement this 23rd day of June 1958 by their duly authorized representatives.

#### **FOR THE EMPLOYER:**

#### **THE GREAT ATLANTIC AND PACIFIC TEA COMPANY**

W. J. Kane  
C. A. Schimmat

#### **FOR THE UNION:**

Fred Blair, Secretary-Treasurer  
Local 1687

John T. Haletsky, President  
Local 1393

## SCHEDULE "A"

### MINIMUM WAGES

Wages in Effect from March 30, 1958 to  
May 30, 1959

#### CLERKS

	Full Time	
	Male	Female
1st six months	\$54.00	\$51.00
2nd six months	56.50	53.25
3rd six months	59.50	55.75
4th six months	63.25	58.50
5th six months	68.00	62.00
Thereafter	73.50	66.50

#### CLERKS

	Part Time	
	Male	Female
1st six months	\$1.20	\$1.15
2nd six months	1.30	1.25
3rd six months	1.35	1.30
4th six months	1.40	1.35

#### PRODUCE DEPARTMENT HEADS

Super Markets	\$90.00
Special Developments	85.00

#### MEAT DEPARTMENT HEADS

Super Markets	\$102.00
Special Developments	97.00
Other Self-Service and Service	87.00

#### MEAT APPRENTICES

1st six months	\$57.00
2nd six months	64.00
2nd year	69.00
3rd year	74.00
Thereafter	83.00

JOURNEYMAN MEATCUTTERS \$83.00

PART TIME JOURNEYMEN \$2.075 per hr.

**Wages in Effect from May 31, 1959 to  
July 30, 1960**

**CLERKS**

	<b>Full Time</b>	
	<b>Male</b>	<b>Female</b>
1st six months	\$58.00	\$55.00
2nd six months	60.50	57.25
3rd six months	63.50	59.75
4th six months	67.25	62.50
5th six months	72.00	66.00
Thereafter	77.50	70.50

**CLERKS**

	<b>Part Time</b>	
	<b>Male</b>	<b>Female</b>
1st six months	\$1.30	\$1.25
2nd six months	1.40	1.35
3rd six months	1.45	1.40
4th six months	1.50	1.45

**PRODUCE DEPARTMENT HEADS**

Super Markets	\$94.00
Special Developments	89.00

**MEAT DEPARTMENT HEADS**

Super Markets	\$106.00
Special Developments	101.00
Other Self-Service and Service	91.00

**MEAT APPRENTICES**

1st six months	\$61.00
2nd six months	68.00
2nd year	73.00
3rd year	78.00
Thereafter	87.00

**JOURNEYMEN MEATCUTTERS**                      align="right">\$87.00

**PART TIME JOURNEYMEN**                      align="right">\$2.175 per hr.

The Employer reserves the right to determine which Stores shall be designated as Super Markets, Special Developments, Other Self-Service and Service Stores.

### **ACROSS-THE-BOARD INCREASES**

The Employer agrees to a minimum across the board increase for all regular full time employees on the payroll on March 30, 1958 effective as of March 30, 1958 as follows:

Meat Department Heads	\$5.50 per week
Produce Department Heads	5.00 per week
Journeymen Meat Cutters	5.00 per week
Meat Apprentices	4.00 per week
All other full time employees	4.00 per week

The Employer agrees to a minimum wage increase of four (\$4.00) dollars per week across the board and on the minimums for all regular full time employees on the payroll on May 31, 1959 effective as of May 31, 1959.

The Employer agrees to a minimum wage increase of ten (10c) cents per hour across the board and on minimums for all part time employees on the payroll on March 30, 1958 effective as of March 30, 1958.

The Employer agrees to a minimum wage increase of ten (10c) cents per hour across the board and on minimums for all part time employees on the payroll on May 31, 1959 effective as of May 31, 1959.

### **BOXMAN**

The Employer agrees each store designated as "Super Market" will have one Boxman to be paid \$3.50 in excess of the Journeyman Butcher rate as specified in Schedule A.

### **HEAD CASHIER COFFEE-DAIRY HEAD**

The Employer agrees each store designated as "Super Market" will have one Head Cashier and one Coffee-Dairy Head who will each receive \$3.00 in excess of the Clerks' rates specified in Schedule A.

## SCHEDULE "B"

### SCRANTON UNIT SENIORITY AREAS

(1)

All Scranton, Pa. Stores  
 Avoca, Pa.  
 Clarks Summit, Pa.  
 Dickson City, Pa.  
 Dunmore, Pa.  
 Laceyville, Pa.  
 Moscow, Pa.  
 Nicholson, Pa.  
 Old Forge, Pa.  
 Olyphant, Pa.  
 Peckville, Pa.  
 Tunkhannock, Pa.

(3)

All Elmira, N.Y. Stores  
 Addison, N.Y.  
 Athens, Pa.  
 Canton, Pa.  
 Corning, N.Y.  
 Dushore, Pa.  
 Horseheads, N.Y.  
 Ithaca, N.Y.  
 Mansfield, Pa.  
 Towanda, Pa.  
 Waverly, N.Y.  
 Wellsboro, Pa.  
 Wyalusing, Pa.

(2)

All Binghamton, N.Y.  
 Stores  
 All Endicott, N.Y.  
 Stores  
 Deposit, N.Y.  
 Downsville, N.Y.  
 Hancock, N.Y.  
 Hillcrest, N.Y.  
 Johnson City, N.Y.  
 Margaretville, N.Y.  
 Montrose, Pa.  
 New Milford, Pa.  
 Owego, N.Y.  
 Sidney, N.Y.  
 Susquehanna, Pa.  
 Vestal, N.Y.  
 Walton, N.Y.  
 Windsor, N.Y.

(4)

Brodheads ville, Pa.  
 E. Stroudsburg, Pa.  
 Frackville, Pa.  
 Jim Thorpe, Pa.  
 Lansford, Pa.  
 Lehigh ton, Pa.  
 Lykens, Pa.  
 Minersville, Pa.  
 Mt. Pocono, Pa.  
 Mountain Home, Pa.  
 Palmerton, Pa.  
 Port Carbon, Pa.  
 Portland, Pa.  
 Pottsville, Pa.  
 St. Clair, Pa.  
 Schuylkill Haven, Pa.  
 Slatington, Pa.  
 Stroudsburg, Pa.  
 Tamaqua, Pa.  
 Tower City, Pa.  
 Tremont, Pa.

(5)

Callicoon, N. Y.  
Carbondale, Pa.  
Eldred, N.Y.  
Ellenville, N.Y.  
Forest City, Pa.  
Hawley, Pa.  
Honesdale, Pa.  
Jeffersonville, N.Y.  
Liberty, N.Y.  
Livingston Manor, N.Y.  
Monticello, N.Y.  
Roscoe, N.Y.  
Waymart, Pa.

(7)

All Shamokin, Pa. Stores  
Berwick, Pa.  
Bloomsburg, Pa.  
Danville, Pa.  
Freeland, Pa.  
Hazleton, Pa.  
McAdoo, Pa.  
Selinsgrove, Pa.  
Sunbury, Pa.  
Weatherly, Pa.  
West Hazlton, Pa.  
White Haven, Pa.

(6)

All Wilkes-Barre, Pa.  
Stores  
Edwardsville, Pa.  
Kingston, Pa.  
Luzerne, Pa.  
Miners Mills, Pa.  
Nanticoke, Pa.  
Pittston, Pa.  
Plymouth, Pa.  
Shickshinny, Pa.  
West Pittston, Pa.  
Wyoming, Pa.

(8)

All Williamsport, Pa.  
Stores  
Hughesville, Pa.  
Lewisburg, Pa.  
Mifflinburg, Pa.  
Milton, Pa.  
Muncy, Pa.  
Watsontown, Pa.

(9)

Ashland, Pa.  
Girardville, Pa.  
Mahanoy City, Pa.  
Mt. Carmel, Pa.  
Shenandoah, Pa.



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U. S. DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS  
WASHINGTON 25, D. C.

Budget Bureau No. 44-R003.11  
Approval Expires March 31, 1957  
Budget Bureau No. 44-R003.11  
Approval Expires March 31, 1962

October 30, 1958

Mr. Fred Blair  
Retail Clerks' International Association  
Room 315-316A Miners National Bank Building  
Wilkes-Barre, Pennsylvania

Dear Mr. Blair:

To assist us in our continuing studies of collective bargaining practices and in maintenance of a file of agreements for government and public use, would you please send us a copy of your current agreement(s), indicated below, together with any related supplements or wage schedules.

Copy of current agreement with The Great Atlantic and Pacific Tea Company.

For statistical purposes, we need the information requested below. You may return this form and your agreement in the enclosed envelope which requires no postage. If no agreement is in effect, please note and return the form.

The file is available for your use except for material submitted with a restriction on public inspection. If you want to be kept informed of the studies we prepare, check the appropriate box below.

Very truly yours,

*Ewan Clague*  
Ewan Clague  
Commissioner of Labor Statistics

If more than one agreement is enclosed, please provide information separately for each agreement on the back of this form.

1. NUMBER OF EMPLOYEES NORMALLY COVERED BY AGREEMENT 2300
2. Name of employer party to agreement A + P - SCRANTON UNIT
3. Address of establishment covered by agreement (if more than one, simply indicate city, state or region) SCRANTON, PA.
4. If more than one employer is party to agreement, indicate number \_\_\_\_\_
5. Product, service or type of business FOOD - RETAIL

Notify me when new BLS collective bargaining agreement studies are issued

FRED BLAIR SEC. - TREAS.  
(Your name) (Position)  
316-317 MINERS NAT'L BANK BLDG WILKES-BARRE, PA.  
(Street) (City and State)