

*Retail  
meat markets  
Blanket  
contract*

A G R E E M E N T

This Agreement made and entered into this \_\_\_\_\_ Day of \_\_\_\_\_, 1941, by and between

hereinafter referred to as "COMPANY", and

The Amalgamated Meat Cutters and Butcher Workmen  
of North America, Local Union #424

of Pittsburgh, Pennsylvania, affiliated with the American Federation of Labor, acting for and in behalf of the members of said Union, and collectively designated to represent the members of said Union, hereinafter referred to as "UNION".

The Company recognizes the Union as the sole bargaining agency for all employees engaged in the handling, selling and preparing of Meats, Fish, Poultry, and other products and commodities in the Retail Food Stores, as covered by the Amalgamated Meat Cutters and Butcher Workmen of North America.

The parties to this Agreement wish to establish and maintain a mutual understanding between the Employer and Employees, and to abide by this contract for the settlement of any and whatever disputes that may arise between them.

ARTICLE I

1 - The Company shall recognize the Local representatives of the Union in all matters of Employer-Employee relationships with particular regard to wages, hours of labor, working conditions, and any other matters that may affect the employees.

ARTICLE II

1 - All employees subject to and covered by this Agreement must be members in good standing of the UNION.

2 - It is agreed that upon one (1) week's notification from the offices of the Union, to the Company, of the suspension of any member of said Union, in accordance with the by-laws of said Union, the Company hereby agrees to abide by said decision, and agrees to replace said employee with a member in good standing of the Union.

ARTICLE III

1 - The Company agrees to employ none but members of the Union in good standing. In cases where the Union cannot supply a satisfactory employee, the Company may employ any competent person, providing said employee makes application for membership in the Local Union within two (2) weeks after his employment.

ARTICLE IV

1 - The Company agrees to furnish all necessary tools and linens as may be required for efficient and sanitary service, at no cost whatever to the employees.

2 - The Company shall display a Union Shop Card, which Card is furnished to the Company by the Union. It is understood that this Shop Card shall remain the property of the Union, and can be taken out by the Union Representative at any time, if there is a proven violation of the Agreement.

3 - The Company hereby agrees not to tamper with or in any wage negotiate with any member of the Union, either directly, or indirectly, without permission of the duly authorized Business Representatives.

4 - There shall be no discrimination against Union members for their activities within the Union.

5 - Union members shall be privileged to refuse to handle or sell any product that is listed as "unfair" by the American Federation of Labor.

ARTICLE V

1 - Fifty-four (54) hours shall constitute the regular work week.

2 - Any work in excess of fifty-four (54) hours, in any one (1) week, shall be classified as over-time, and shall be paid for at the rate of time and one-half.

3 - The hours on a day preceding a holiday shall be the same as those worked on Saturdays.

4 - One-half (1/2) day off, each week, from 1:00 P.M. to 6:00 P.M. shall be granted to all employees and managers, except in holiday weeks.

5 - No work shall be performed on Sundays, or the following legal holidays:

New Year's Day  
Decoration Day  
Independence Day  
Labor Day  
Thanksgiving Day  
Christmas Day

It is further agreed that employees covered by this Agreement shall not be penalized for the above holidays by reductions in wages; nor shall they be required to make up the hours of labor so lost.

6 - The maximum number of hours worked in any one (1) day shall not be more than nine (9) hours; with the exception of Saturdays and days preceding a legal holiday, when the maximum hours shall be fourteen (14).

7 - No split shifts will be permitted at any time.

8 - No employee shall be called to report to work, and then sent home, with less than five (5) hours of work, or its equivalent in salary.

ARTICLE VI

The Company hereby agrees to give a general increase of \$3.00 per week, to all employees covered by this Agreement.



Article VI - continued

Managers..... \$ 40<sup>00</sup> per week, *minimum*  
Meat Cutters..... \$ 35<sup>00</sup> per week "  
Counter men..... \$ 32<sup>50</sup> per week "

APPRENTICES:

1st 6 months --- \$18.00 per week  
2nd 6 months --- \$20.00 per week  
3rd 6 months --- \$22.00 per week  
4th 6 months --- \$24.00 per week  
5th 6 months --- \$26.00 per week  
6th 6 months --- \$28.00 per week  
7th 6 months --- \$30.00 per week

After serving their seventh sixth month period, or three and one-half years, they shall be classified as Journeymen Meat Cutters and receive the regular rate of pay.

All time served by apprentices, in all stores, shall be credited to his apprenticeship term, providing proof can be obtained of same.

2 - Apprentices shall not be hired in any store that does not employ two (2) regular workers. After two (2) regular men -- 1 apprentice; After five (5) regular men -- two (2) apprentices.

3 - This rule shall apply in all cases, unless special permission is granted by the representatives of the Union.

4 - Any employee covered by this Agreement, now receiving more than the specified minimum wages, shall not under any circumstances receive a reduction in wages.

5 - Extra employees shall receive not less than \$ 6<sup>50</sup> per day, for work performed on regular work days; and not less than \$ 7<sup>50</sup> per day, for work performed on Saturdays and days preceding a holiday.

6 - When an employee replaces another employee, or fills a vacancy that pays a higher rate of pay than paid to them on their original position, for a period of more than one (1) working day, the employee shall then receive the higher rate of pay, excepting vacations.

ARTICLE VII

1 - In cases of voluntary resignation, employees are required to give one (1) week's advance notice to the Management.

2 - In case of lay-off, or discharge, the Management shall be required to serve one (1) week's notice, in advance to the employee, or employees so affected. Included in this one (1) week's advance notice shall be a written statement, explaining the cause of said lay-off, or discharge.

## ARTICLE VIII

1 - Seniority rights shall prevail at all times.

2 - Seniority shall be the determining factor in all promotions, and the oldest man on the job, if qualified, shall have the promotion, with a trial period of thirty (30) days in which to prove his competency for said promotion.

3 - The last employee employed by the Company shall be the first person laid off.

4 - All employees laid off must be re-hired before any new employees are hired.

5 - All employees granted a temporary leave of absence, in the performance of duties connected with the Union, shall at the end of such leave of absence be returned to their original positions, without loss of seniority, or interruption of same.

6 - If any employee, or employees, voluntarily enlist in the armed forces of the United States, in any capacity what-so-ever, or, if any member shall be conscripted into the service of the United States, either military, or non-military, his full rights of seniority shall be preserved; upon his separation from the service of the United States, he shall be reinstated to his former position; if, because of any physical impairment, he is unable to carry out the duties of his former position, he shall be given employment in a position as closely approximating the duties of his former position as possible, with no reduction in wages; in the case of a general increase in wages, or of an increase in the particular position, he shall be entitled to the full benefits of of any increase; it is clearly understood that seniority rights shall in no way be considered broken by such leave.

7 - It is the purpose of this Act to assure employees that in so-far-as is possible, they will suffer no economic hardships after their return from service of the United States resulting from such service.

8 - It is further agreed that any member drafted into the service of the United States shall be given full wages to compensate for full vacation period they are entitled to under this Agreement, said wages to be paid to members before leaving for service.

## ARTICLE IX

1 - Grievances arising between the Management and members of the Union, shall be referred to the Company in writing.

2 - Two (2) copies of such grievances shall be given to the Local Union.

3 - If there is no adjustment on the grievance within three (3) days after it is filed, it shall be turned over to the Union's business representative for adjustment with the Company.

4 - Union members, or their representatives, shall at all times, within reason, have the privilege to call upon the Management to settle grievances.



ARTICLE IX - continued

5 - It is assumed that the Company, or its official representatives, and the Union, and its representatives, will exhaust every avenue for the adjustment of complaints, before they engage in any walk-outs, lock-outs, or strikes; and it is therefore agreed that there shall be no walk-outs, lock-outs, or strikes, until the Company has been granted not less than forty-eight (48) hours notice.

ARTICLE X

1 - The following provisions shall govern employees vacation periods:

- a - After one (1) year's continuous service, one (1) week's vacation, with full pay, shall be granted.
- b - To set a date of the calendar year from which vacations are to begin, it is agreed to use the date of May 1st, and the date of October 31st, shall be used for the ending of vacations.
- c - Vacation time shall be granted beginning with Monday and continuing through Saturday.
- d - Vacations are to be paid on a fifty-four (54) hour basis.
- e - Sickness, injury, or lay-off, due to lack of work, shall not cause a loss of seniority.

ARTICLE XI

Should either party desire to re-open any part of this Agreement, thirty (30) days' notice, in writing, shall be considered reasonable time for such request.

This Agreement shall continue in full force and effect, and be binding upon both parties, from \_\_\_\_\_ to \_\_\_\_\_, and shall automatically renew itself from year to year, unless thirty (30) days notice is given in writing.

By \_\_\_\_\_

AMALGAMATED MEAT CUTTERS & BUTCHER  
WORKMEN OF NORTH AMERICA - Local #424

By \_\_\_\_\_

Witnessed: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

211-42-197

424  
Meat # 624  
Pittsburgh, Pa.  
8-1-42.

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

June 13, 1941

UN. EXP. 12-28-43

Mr. Paul F. Blanor, Sec'y. Local #424  
Amalg. Meat Cutters & Butcher Workmen  
922 East Ohio Street  
N. S., Pittsburgh, Pa.

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*

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 34

Number of union members working under terms of agreement 600

Number of nonmembers working under terms of agreement all closed shop agreements

Branch of trade covered Retail Meat Cutters and Counter men

Date signed \_\_\_\_\_ Date of Expiration \_\_\_\_\_

Do you wish the agreement returned? Yes \_\_\_ No X Kept confidential? Yes \_\_\_ No \_\_\_

Anthony Tasker, business agent

713 E. Ohio Street, N. S. Pgh., Pa.

(Name of person furnishing information)

(Address)

Please give to Andy Vogel + Mrs. Griffiths to give necessary information.

#10417

U.S. DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

WASHINGTON

June 18, 1941

U.S. DEPT. OF LABOR

Schwartz Super Market	1207 E. Carson St., S. S. Pgh. Pa.
Schwartz Sanitary Super M.	1317 E. Carson St., S. S. Pgh., Pa.
Schwartz Super Market	4769 <del>xx</del> Liberty Ave. Pittsburgh, Pa.
Harris Market	2130 Carson Street, S. S. Pgh., Pa.
G. B. Market	East Pittsburgh, Pa.
Krek's Market	East Pittsburgh, Pa.
Penn Cash Markets (2stores)	4325 Butler Street, Pittsburgh, Pa.
David Krek	2209 Ardmore Blvd. East Pittsburgh, Pa.
Leon Brothers	2804 Liberty Avenue, Pittsburgh, Pa.
Joseph Knapil	2338 Arlington Avenue, Pittsburgh, Pa.
Wriangle Food Markets	17th & Pike Streets, Pittsburgh, Pa.
Heller's Market	14 - 27th Street, S. S. Pittsburgh
Zoller's SS Market	S. S. Pittsburgh, Pa.
A. Trautman's Market	2212 Carson Street, S. S. Pgh., Pa.
Adam's Meat Market	870 E. Ohio St., N. S. Pittsburgh, Pa.
Fink's Market	2335 Arlington Avenue, Pittsburgh, Pa.
Delach's Market	1417 Carson Street, S. S. Pittsburgh, Pa.
White Front Meat Market	722 E. Ohio Street, N. S. Pgh., Pa.
McCann & Company (2 stores)	Pittsburgh, Pa.
Venzer's Market	54 South 12th Street, S. S. Pgh., Pa.
Davison's Market	17 South 27th Street, S. S. Pgh., Pa.
Ruttenberg's Market	1408 Carson Street, S. S. Pgh., Pa.
Lang's Market	4202 Main Street
Zoller's Market	53 South 12th Street
Schmelz's Market	4812 Liberty Avenue
Vilsack-Ray, Inc.	614 N. Homewood Ave.
Famous Food Markets	600 E. Ohio St.,
New Diamond Markets	Diamond Street
Schwartz Sanitary Market	4305 Butler Street
✓ Streamline Markets	4801 Baum Blvd. (23 stores)
✓ O.K. Grocery Stores	1728 Smallman Streets (15 stores)
✓ P. H. Butler Company	17th & Pike Streets (20 stores)
✓ Star Markets, Inc.,	101 - 24th Street, Pittsburgh Pa. (23 S

Number of union members working under terms of agreement 600

Number of nonmembers working under terms of agreement all closed shop agreements

Retail Meat Outlets and Countermen

Trade covered

Date of expiration

No. X (Not confidential) Yes No

the agreement returned? Yes No

713 E. Ohio Street, N. S. Pgh., Pa

Anthony Taylor, business agent

(Address)

(Name of person furnishing information)

