



# A. M. C. & B. W. of N. A.

## LOCAL No. 88

American Federation of Labor

St. Louis, Mo., ..... 19.....

### CONTRACT

BETWEEN.....AND

**LOCAL UNION No. 88, OF THE A. M. C. & B. W. OF N. A.**

ARTICLES OF AGREEMENT entered into between all Retail Meat Dealers, Chain Store Meat Markets, all combination grocery and meat markets, including fish and poultry departments, all meat markets in department stores of St. Louis and counties, and the Amalgamated Meat Cutters and Butcher Workmen of North America, Local No. 88, affiliated with the American Federation of Labor.

ARTICLE 1—Working hours shall be from 8:00 a.m. to 6:00 p.m. with the exception of Saturdays and days preceding holidays when working hours shall be from 8:00 a.m. to 7:00 p.m. One hour shall be allowed for dinner. No work on Sundays.

ARTICLE 2—It is expressly understood that no customer will be served in the meat department before 8:00 a.m. or after 6:00 p.m. on Monday, Tuesday, Wednesday, Thursday, Friday, or before 8:00 a.m. or after 7:00 p.m. on Saturdays and days preceding holidays, except that all customers in shop at the closing hour will be served, that all meats will be properly taken care of, and markets placed in a sanitary condition. No meat shall be sold including smoked meats, sausages, fish and dressed poultry before or after these hours.

ARTICLE 3—New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day, being holidays, markets will close all day. Holidays coming on Sunday will be observed the following day. Weeks in which holidays occur must be considered as full weeks and men receive a full week's pay.

ARTICLE 4—All journeymen meat cutters shall receive not less than \$40.00 per week as the minimum wage, beginning on Mondays. Journeymen acting as managers or executives not to receive less than \$45.00 per week. This applies to markets where more than one journeyman is employed. It is understood that any man now receiving above the scale shall not be reduced by present employer.

(a) The term "manager" or "executive" shall be construed to mean a journeyman meat cutter who is responsible for the efficient management of the market.

ARTICLE 5—Apprentices must be at least 16 years of age and receive not less than \$17.50 per week as the minimum wage for the first six months, \$20.00 for the second six months, second year \$25.00, third year \$35.00 per week. After three years, he shall be classified as a Journeyman Meat Cutter and receive the prevailing Union Scale. One apprentice to two journeymen will be allowed. Pay day shall be on Saturday of each week and employees are to receive their pay no later than 7:15 p.m.

ARTICLE 6—All employees of meat, fish and poultry departments, who have been in the employ of the company or firm for more than one year prior to June 1st shall receive one week's vacation with pay. Vacation period to run consecutively.

ARTICLE 7—All necessary laundry and/or uniforms shall be furnished by the employer.

ARTICLE 8—All help must be hired through the Local's office. No man shall be employed unless he has a permit card, duly signed by the Secretary. No member shall be discharged unless good and sufficient cause can be shown. In case of changing help, employer, as well as employee, agrees to notify the Secretary before making such change.

(a) The employer agrees to assist Local No. 88 in collecting any arrearages in dues from employees, but does not agree to be responsible for same.

(b) Employees shall not be obliged to take inventories outside of regular operating hours.

ARTICLE 9—The Market Card shall be displayed in all places where members of Local No. 88 are employed, and agreement signed. The Market Card will be loaned only as long as these rules are not violated and the agreement is in force. Where Market Cards are loaned to shop owners without help as well as with help, the card shall be removed immediately upon any violation of this agreement.

ARTICLE 10—When in need of extra help, only union men shall be employed. The salary of which shall be \$7.00 per day, with the exception of Saturdays and days preceding legal holidays which shall be \$8.00 for ten (10) hours' work. Any man working as extra man one week or more shall receive regular man's pay. Should by fault of employer Saturday help-out report late for work, he shall be paid the full day's wage, \$8.00; however, should such lateness rest upon the Union or the man sent out then such a man shall be paid only for the actual time employed. In case of sickness of an employee, extra help sent out to take his place shall be paid under extra-pay provision, such extra pay to be paid for by the employer. For Saturday help-outs our office must be notified not later than 12 m. Friday. No apprentices will be sent out as extra help at any time.

(a) Any member who is proven guilty of dishonesty in handling the employer's money, or giving away or taking merchandise shall be expelled from the Union.

ARTICLE 11—It shall be deemed a breach of this contract for any person other than a classified meat cutter to sell, cut or wrap up meat.

ARTICLE 12—Should differences arise between the employer and employees, such differences shall first be referred to the authorized representatives of Local No. 88 and should they be unable to arrive at an adjustment with the employer, the matter in question shall then be submitted to a Board of Arbitration, consisting of three (3) persons, one appointed by the employer, one by the Union, and one disinterested person, who would be agreeable to both parties to this agreement. There shall be no lockout or cessation of work pending the decision of the Arbitration Board. Decisions by the Board on matters referred to it shall be made within fifteen (15) days. This shall apply only in cases where there are fifty or more member employees involved.

ARTICLE 13—This agreement shall be effective for the three years from September 1, 1937, to August 31, 1940. Under this agreement either party thereto may open the question of wages and hours for further negotiation at the end of any year during the life of this agreement, upon giving thirty (30) days' advance notice in writing to the other party. If agreement on wages and hours should not be reached, the question shall be referred to a Board of Arbitration as provided in Section 12. If no agreement has been signed prior to the expiration of the above agreement, the terms of the above agreement shall continue in effect until a new agreement has been signed.

Should government authorities change the hours of work, this agreement will be made to conform.

SIGNED FOR LOCAL No. 88:

EMPLOYER'S SIGNATURE:

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

Meat 88  
St. Louis, Mo.  
8-31-40

October 14, 1937

Mr. Arthur Schmidt, Sec'y  
Amalgamated Meat Cutters and  
Butcher Workmen #88  
4409 Gravois Avenue  
St. Louis, Missouri

My dear Mr. Schmidt:

We have in our files a copy of your agreement with employers which expired August 31, 1937.

In order to keep our files of union agreements up to date, I should be grateful if you could conveniently send us a copy of your new agreement, if you now have an agreement in force. We shall be glad to type a duplicate and promptly return the original if you have only one copy available. If you so indicate, we shall keep the identity of the agreement confidential, using the material only for general information, in such a way as not to reveal the name of the union.

We shall be very grateful for your assistance. 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*

Isador Lubin

Commissioner of Labor Statistics

Enc.

Name of company or employers' association signing the agreement.....

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

Number of companies covered by agreement Between 500 & 600

Number of union members working under terms of agreement 1400

Number of non-members working under terms of agreement 75

Branch of trade covered Meat Cutting

Date renewed Sept 1 - 1937 Date of expiration Aug - 31 - 1940

If you cannot send a copy of your new agreement, please note (on the reverse side of this letter) any changes from your previous agreement.

Schuberg Markets  
John Bettendorf Markets  
Jim Remley Markets  
Food Center Markets  
Joe Bettendorf Markets  
Krawanek Markets  
39th Sts Market  
Kappa Market  
Bergs Markets  
Fisher Meat Co  
Will Hocter Meat Co  
St Louis Meat & Provision Co.

and others too numerous to list

Very truly yours

Meat Cutters Local #58

per Arthur Schmidt Prety

