C O N T R A C T

BETWEEN RETAIL MEAT DEALERS

AND

LOCAL NO. 544

THE AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA

Affiliated with the American Federation of Labor

Little Rock, Arkansas

SECTION 1. One hour is to be allowed for dinner and one half hour for supper on Saturdays and days preceding holidays. No work to be performed on Sundays except in case of breakdown of equipment. In such case manager agrees to be present and render such help as is possible. The employer agrees to cooperate with its employees and the members of Local No. 544 at all times during the life of this contract to bring about a shorter work day, as well as a reduction of hours on Saturday.

SECTION 2. The following days are generally known and celebrated as Legal Holidays; Christmas Day, Independence Day, Thanksgiving Day and Labor Day, or days legally celebrated in lieu thereof, and we respectfully ask the management's cooperation in granting to its employees, two other Holidays not usually celebrated, viz., Memorial Day and New Year's Day. No work to be performed on the first four named holidays. All regular employees shall be paid their regular wages for these days.

SECTION 3. Journeymen Meat Cutters shall receive not less than $22.00 per week of not more than 48 hours (This weekly hour provision shall not be effective unless it is proven to the satisfaction of the employer that all of the other principal markets in Little Rock are following such a schedule). Any Journeyman or second man now receiving in excess of this amount, his wages shall not be lowered. Journeymen doing extra work such as Fridays and Saturdays shall receive an hourly rate of 40¢ per hour. Employees exercising managerial functions and which necessitate longer hours then prescribed in the Retail Code shall receive not less than $27.50 per week. If his present salary is according to the Company's sales and bonus plan, a satisfactory rate of pay will be given employees affected when this contract goes into effect. It is understood that Employees shall attend one staff meeting of their Employer each month and may attend such other so called educational meetings at their own option.

SECTION 4. Apprentices: (Definition of) - An apprentice is any man or woman who has not at any previous time worked at the craft and are desirous of learning the trade and are over 16 years of age. The weekly wages of an apprentice shall be $13.00 per week for the first year of steady employment; $15.00 per week for the second 12 months period and not less than $18.00 per week for the third twelve months period and after the third year, he shall receive journeymen's wages. No apprentice or journeyman shall be made market manager and placed in charge of a market unless he shall receive at least $27.50 per week with the exception of the time when on relief duty as market manager, then the wages to the relief manager shall not be less than $25.00 per week for a period not to exceed two weeks in any one market.

SECTION 5. The Employer is at liberty to contact the Secretary of business agent of Local No. 544 in the matter of employment, and further agrees that no member of this Local will be discriminated against in the matter of employment on account of trade-union activities. Any applicants recommended by the Union will be given due consideration. All promotions to be made according to qualifications and ability. However, it shall be very definitely and distinctly understood between the parties hereto that said Employer, Safeway Stores, shall retain the unlimited right to employ, discharge, and promote its employees in any manner that it may desire, irrespective of union membership. Both parties agree not to discuss the work and activities of the local union with employees during business hours, except Local No. 544 reserves the right for business representative to collect the dues of its members during business hours.

SECTION 6. The Union Market Card is the property of the A.M.C. & B.W. of N.A. and may be placed in all markets that employ none other than its members; so long as this agreement is in force and effect. The Card may be removed by the Secretary of the Local upon proof of willful violation of this contract.

SECTION 7. Extra help may be employed at the following rates: Journeymen Meat Cutters shall receive not less than 40¢ per hour. Apprentices and counter help may be employed at not less than 27¢ per hour. Only one apprentice will be allowed to each Journeyman.

SECTION 8. Employees shall not be required to take inventories outside of the specified regular working hours, that is to say that if it is advantageous to the Employer than inventories be taken, they shall be taken on the Company's time between the regular opening and closing time. (This provision in regard to taking inventories shall not be effective until all the other principal markets in the city follow such procedure). All necessary laundry to be furnished by the Employer.

SECTION 9. The Employer agrees to meet with the grievance committee of Local No. 544 to settle any and all grievances that may arise from time to time relating to the terms of this contract, and should there be any grievance that the parties themselves hereunto cannot settle amicably, they shall be submitted to a Board of Arbitration consisting of an equal number of representatives from the Employer and an equal number of representatives from the Local, these representatives to select an umpire who is an entirely disinterested person, the decision of this Board of Arbitration be final and religiously respected by both the Employer and the Employee or Employees.

SECTION 10. This agreement is in effect for one year from date of acceptance by contracting parties who agree to abide by Section 7A of the National Industrial Recovery Act. Unless one of contracting parties give notice in writing thirty days prior to the expiration of this agreement as to their desire to change some conditions stipulated therein, this contract will then automatically continue from year to year.

IN WITNESS WHEREOF, the parties have hereunto executed the foregoing agreement and affixed their hands and seals, this 17th day of October, 1935.

SIGNED FOR THE AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA, LOCAL UNION NO. 544

Grady Adkins
Its President

N. O. Ellis
Its Secretary

SIGNED FOR EMPLOYER, SAFEWAY STORES INC.

Stratton Shartel
Its attorney

Its

Plate. Fed. 10¢ per mo.
5¢ per month
Trade Council 5 per month
Inter National 1.00 per month
Hall Pres. 60.00 per mo.

250.00
100.00
250.00
150.00
100.00
600
221.00
121.00
100.00

SECTION 5. The Employer is at liberty to contract and Secretary of business agent of Local No. [illegible] employment and other agrees that no member of this Local will be discriminated against in the matter of employment on account of trade union activities. Employers recommended to the Union will be given the preference, all [illegible] to be made according to qualifications and ability. However, it shall be very [illegible] distinctly understood between the parties [illegible] said Employer, Defensive Stores, shall remain the unlimited right to employ, discharge, and promote its employees in any manner that it may desire, irrespective of union membership. Both parties agree not to discuss the work and activities of the Local Union with employees during business hours, except Local No. [illegible] reserves the right for business representative to collect the dues of its members during business hours.

SECTION 6. The Union Market Card is the property of the A.M.C. & B.S. of N.A. and may at placed in all markets that employ none other than its members; so long as this agreement is in force and effect, the Card may be removed by the Secretary of the Local Union proof of willful violation of this contract.

SECTION 7. Extra help may be employed at the following rates: Journeyman Meat Cutters shall receive not less than 40¢ per hour. Apprentices and counter help may be employed at not less than 37¢ per hour. Only one Apprentice will be allowed to each Journeyman.

SECTION 8. Employees shall not be required to take inventories outside of the specified regular working hours, that is to say that if it is advantageous to the Employer than inventories be taken, they shall be taken on the Company's time between the regular opening and closing time. (This provision in regard to taking inventories shall not be effective until all the other principal markets in the city follow such procedure). All necessary [illegible] to be furnished by the Employer.

SECTION 9. The Employer agrees to meet with the Grievance Committee of Local No. 546 to settle any and all grievances that may arise from time to time relating to the terms of this contract, and should there be any grievance that the parties themselves have to submit settle amicably, they shall be submitted to a Board of Profession conciliating of [illegible] number of representatives from the Employer and an equal number of representatives from the Local, these representatives to select an empire who is an entirely disinterested person, the decision of this Board of Conciliation be final and religiously respected by both the Employer and the Employee or Employees.

SECTION 10. This agreement is in effect for one year from date of acceptance by contracting parties who agree to abide by Section 7A of the National Industrial Recovery Act. A less one of contracting parties gives notice in writing thirty days prior to the expiration of this agreement as to their desire to change some conditions stipulated therein, this contract will then automatically continue from year to year.

In witness whereof, the Section have hereunto executed the foregoing agreement and affixed their hands and seals, this 17th day of October, 1935.

SIGNED FOR THE AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA, LOCAL UNION NO. 546

SIGNED FOR EMPLOYER, DEFENSIVE STORES

Ira Hall Pres.
Its President

Ira Hall Pres.
Its Secretary

Ira Hall Pres.
Its President

Ira Hall Pres.
Its Secretary

DEC 11 1935
BUREAU OF LABOR STATISTICS

35-37-1

U.S. DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

WASHINGTON

Noted

November 25, 1935

Mr. N. O. Ellis, Secretary #544
Amalgamated Meat Cutters and
Butcher Workmen
1815 N. Harrison Street
Little Rock, Arkansas

Dear Sir:

Information has come to us that you have concluded an agreement with the Safeway Stores.

As the Bureau of Labor Statistics endeavors to keep a record of all union agreements and all renewals of existing contracts, I am writing to ask if you will kindly furnish a copy of the new agreements. If you have only one copy available and so designate, we shall be glad to type a duplicate and promptly return the original. If you so indicate, we shall keep the terms of the agreement confidential, using the material only for general analysis which will not reveal the name of the union.

We shall appreciate your cooperating with us by also stating in the space below the number of companies, work places, and workers covered by the agreement and giving any comments regarding the territory included under its terms, and any other information which you think might be useful to us. The enclosed envelop for reply requires no postage.

If at any time we can be of service to you, please write us.

Very truly yours,

Isador Lubin

Isador Lubin
Commissioner of Labor Statistics

Number of companies signing agreement Five

Number of establishments (work places) covered by agreement 48

Number of union members affected one Hundred and fifty

Number of non-members affected Fifty

Comments regarding territory covered, etc. Greater Little Rock

N O Ellis
(Name of person furnishing information)

Sec. Ex Treasurer
(Office or Position)