

Great Falls Mont

Working Agreement

Employers and Butchers Local No. 479

THIS AGREEMENT, made and entered into duplicate, by and between the Meat Dealers and Packing Houses of Great Falls, Montana, hereinafter called the parties of the first part, and the Amalgamated Meat Cutters and Butcher Workmen of North America, Local 479, of Great Falls, Montana, hereinafter called the party of the second part:

Section I. The parties of the first part agree to employ only members of Local Union 479 in meat markets, packing houses and packing plants. This does not apply to men riding, handling cattle and feeding cattle.

Section II. Parties of the first part hereby agree to open their places of business not before the hour of eight (8) o'clock A. M. throughout the year and they further agree to close and keep closed their places of business after six (6) o'clock P. M., throughout the year.

Section III. Forty-eight (48) hours to consist of a week's work in meat markets, and packing houses; packing house employees shall start work at 7:30 A. M., working eight (8) consecutive hours with thirty (30) minutes for lunch and six (6) days shall constitute a week's work. Wholesale and retail departments to work eight (8) consecutive hours per day with one hour for lunch and six (6) days shall constitute a week's work.

Section IV. Men working in wholesale departments under shipping clerk shall be classed as general laborers. Men engaged in driving peddling wagons where meat is sold shall receive the same as Journeymen Butchers. Extra block men, engaged during the week shall receive not less than eight dollars (\$8.00) per day. Extra block men, who shall be discharged during the day will receive pay for that portion of the day worked at the rate of one dollar (\$1.00) per hour. All regular employees who may be discharged during the day shall receive pay for only the time they have worked including the day on which they were discharged.

Section V. One apprentice shall be allowed where one or more men are employed in each department and one apprentice for every three additional journeymen Butchers. Apprentices must be not less than sixteen years of age.

Section VI. The following days shall be recognized as holidays: New Year's Day, Christmas Day, Decoration Day, Fourth of July, Commercial Day, Labor Day, and Thanksgiving Day. Commercial Day shall be the first Monday in August.

Section VII. It is agreed by and between the parties hereinbefore mentioned that retail and wholesale dealers will give all the support they possibly can and co-operate with the local Butchers' Union in assisting to keep all small stores in and about the city handling meat, to close their departments at six (6) o'clock and keep closed all Sundays and Holidays.

Section VIII. In markets where partnerships or corporations exist only one head will be recognized and other partners who work shall become active members of the Local Union 479, and they shall pay such regular dues as active members, and shall have no voice and vote pertaining to hours and wages or in the selection of officers or business agents. Women will not be allowed to work in meat markets except as cashiers or executives (with the concession) when a man and a wife own and operate a meat market and not hiring help. His wife will be allowed to work, but not more than two (2) hours per day dispensing meat.

Section IX. It is further agreed that the Union card must be displayed in each and every place of business as hereinafter signed. Union cards to be furnished by and to be the property of Local Union 479.

Section X. Seniority rights shall be adhered to at all times. Men carrying union cards shall be given preference as long as one can be procured and is competent.

Section XI. It is agreed that all grievances shall be referred to a grievance committee consisting of three members of the Local Union 479 and three members of the Great Falls Retail Meat Dealers Association. These six (6) shall appoint a disinterested party to act with said committee and the decision of five shall be final. It is further agreed that Business Agent of Local 479 shall be admitted during working hours to any place of business, but he shall not cause men on duty to neglect their work.

SECTION XII. WAGE SCALE

<i>Meat Cutters, Journeymen Butchers, Sausage Makers,</i>	<i>week</i>	<i>\$40.50</i>
<i>Shipping Clerks, Smoke House Men, and Pickle Men,</i>	<i>week</i>	<i>40.50</i>
<i>Retail Drivers who work part time on block,</i>	<i>week</i>	<i>35.00</i>
<i>Wholesale Drivers</i>	<i>week</i>	<i>33.00</i>
<i>Semi-Skilled Laborers</i>	<i>week</i>	<i>32.50</i>
<i>Casing Men and Tank House Men</i>	<i>week</i>	<i>31.95</i>
<i>Retail Drivers</i>	<i>week</i>	<i>29.05</i>
<i>Laborers and Helpers</i>	<i>week</i>	<i>29.05</i>
<i>Apprentices (\$3.00 Raise every six months) to start</i>	<i>week</i>	<i>18.00</i>

Section XIII. No overtime will be tolerated except in case of emergencies and not then except by permission of the Secretary or Business Agent. Double time to be allowed for all work done on Sundays or Holidays. Time and one-half for any other overtime.

Section XV. It is further agreed that the life of this agreement is to extend from date of signature until December 31st, 1934, but if a change is desired that negotiations must be entered into sixty (60) days prior to December 31st, 1934, and must be consummated before December 15th, 1934, but in case a new contract is not consummated by December 15th, 1934, this contract will be in full force until such time as a new contract shall be decided upon.

Section XVI. The parties signing this agreement are signified by their signature and agree to all the contents herein.

It is understood that all Meat Dealers must belong to the Retail Meat Dealers to be fair to Local 479; and also, that any Meat Dealer must be fair to Local 479 before he can belong to the Retail Meat Dealers' Association.



Name of company or employers' association with which you have agreement

Retail Meat Dealers Association of Great Falls
(If more than one employer, please list on reverse side) Mont.

Number of union members working under terms of the agreement 90

Number of nonmembers working under terms of the agreement

Date signed 1933 Date of expiration In effect until a new agreement is signed.

Branch of the trade covered by your local Wholesale & Retail Meats & Sacking Houses.

H. V. Libecap
(Name of person furnishing information)

321 7th St. So
(Address) Great Falls Mont.