

A G R E E M E N T

ARTICLES OF AGREEMENT entered into between all Retail Meat Dealers, Chain Store Meat Markets, all combination Grocery and Meat Markets, all Meat Markets in Department Stores in Milwaukee and Milwaukee County, and the Amalgamated Meat Cutters and Butcher Workmen of North America, Local #73, A. F. of L.

ARTICLE I

Section A. Hours of labor shall not exceed fifty-four (54) hours in any one week. Not more than nine (9) hours in any one day for the first five (5) days of the week, and not more than twelve (12) hours on Saturday and days preceding holidays. These hours of labor shall be so arranged that only fifty-four (54) hours shall be worked in any one week. Above hours to run consecutively.

No employe shall start to work before 8:00 A.M. nor work after 6:00 P.M. the first five (5) days of the week, and not after 9:00 P.M. on Saturday or days preceding holidays.

Permission to work an employe one (1) hour earlier than the above mentioned hours may be granted by the secretary of Local #73, provided however, that the said employe is permitted to leave one (1) hour earlier in the evening.

Any abuse of this clause shall be construed as a violation of this contract, and subject to Article VI of this contract.

Section B. All markets shall be managed by a journeyman meat cutter who shall be a member in good standing of Local #73, and shall receive a minimum salary of forty-three dollars (\$43.00) per week.

All other journeymen shall be members in good standing of Local #73, and shall receive a minimum scale of thirty-five dollars (\$35.00) per week, and work the hours specified in Section A of this Article.

All employes receiving more than the above mentioned scale shall not have their salary reduced.

Section C. All extra journeymen employed shall receive seventy cents (70¢) per hour on the first five (5) days of the week, and eighty cents (80¢) per hour on Saturday and days preceding holidays.

ARTICLE II

Apprentice Clause

Section A. Apprentices shall be at least eighteen (18) years of age, and shall become members of Local #73.

Section B. In markets where one (1) journeyman is employed, one (1) apprentice will be permitted, and one (1) additional apprentice for every three (3) additional journeymen. Scale of apprentices wages to be as follows:

First year help.....	\$19.00	per week.
Second year help.....	24.00	" "
Third year help.....	29.00	" "

Section C. Extra apprentices employed shall receive sixty cents (60¢) per hour on the first five (5) days, and seventy cents (70¢) per hour on Saturday and days preceding holidays.

Section D. It is agreed between the Union and the Employer that relief be given in the matter of wages in markets requiring the services of only one (1) meat cutter and doing a gross sales volume of two hundred dollars (\$200) per week or less, and the minimum wage scale for so-called low volume markets (\$200 per week or less) shall be thirty dollars (\$30.00) per week. After a so-called low volume market reaches a weekly volume of two hundred fifty dollars (\$250) per week or more, the meat cutter employed therein shall receive the regular scale of thirty-five dollars (\$35.00) per week and work the hours specified in Article I, Section A. Said employe to be approved by office of Local #73.

ARTICLE III

Holiday Regulation Clause

Section A. There shall be no work on Sunday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day and New Year's Day. Wages for said mentioned holidays NOT to be deducted from employe's weekly wage.

ARTICLE IV

Regulation Clause

Section A. It is further agreed that the so-called "check-off system" shall prevail, wherein the Employer shall deduct the Union dues, two dollars and fifty cents (\$2.50) per month, and turn over the proceeds, thereof, to the representatives of the Amalgamated Meat Cutters and Butcher Workmen of North America, Local #73, A.F. of L., on the first week of each and every month.

Section B. It is further agreed that the Employer will deduct from all extra employes, one dollar (\$1.00) for each day said employe works, unless such extra employe can show that he is a paid up member in good standing with Local #73.

Section C. When in need of help the Union shall be contacted, and in matters of general employment, preference shall be given to members in good standing of Local #73, (including lay-offs).

ARTICLE V

In case of change of employment, either by the employe quitting or the Employer dismissing employe, a notice of five (5) days shall be given both by the employe and by the Employer in the following manner, to-wit: Employe who for any cause whatsoever desires to change his place of employment, shall notify his Employer and the secretary of Local #73 at least five (5) days prior to such change, and the Employer in dismissing employe shall give five (5) days' notice, excepting in the event the Employer shall find it necessary to discharge employe for dishonesty, drunkenness or incompetency, and in such event the Employer has the right to dismiss said employe without the customary five (5) days' notice.

No discrimination shall be made against him because of his connection with the Union.

ARTICLE VI

The market card can be displayed in all places where members of Local #73 are employed and agreements signed with Local #73.

Upon violation of this agreement, where market (Union) cards are displayed and agreements signed with shop owners without help as well as those who do hire help, the card will be removed immediately by the secretary of this Local (#73).

ARTICLE VII

Laundry, tools and sharpening of tools to be furnished free of charge by the Employer.

ARTICLE VIII

During the months of November, December, January, February and March, on days when the temperature is below freezing, store doors will remain closed and all possible protection given to employe's health.

ARTICLE IX

As this Union has for its cardinal principles the protection of the Employer against inferior workmanship, this Union shall at all times endeavor to furnish strictly competent Union help.

ARTICLE X

The business representatives of this Union shall be admitted to work rooms at all reasonable times.

ARTICLE XI

Arbitration Clause

All grievances which cannot be adjusted by Local #73 and the Employers shall be referred to an arbitration board, consisting of two (2) members to be named by employes, two (2) members to be named by the Employers, and one (1) to be agreed upon by the four already selected. No strike to be called when arbitration has been requested by either party. All grievances must be settled within five (5) days.

ARTICLE XII

This agreement shall remain in full force and effect from October 1, 1937, and for a period of one (1) year from that date, and thereafter until a new agreement has been reached and signed, provided however, that if by National or State law, modification of working hours are established, it shall be sufficient reason to re-open this agreement.

FOR THE EMPLOYER:

FOR THE UNION:

H. B. Sutherland
President

_____ Financial Secretary

CONFIDENTIAL
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Milwaukee, Wis.
10-1-41

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

November 27, 1940

James Agnew

Mr. Harry B. Sutherland, Sec'y
Amalgamated Meat Cutters and Butcher Workmen, #73
1303 North Cass Street
Milwaukee, Wisconsin

Dear Sir:

We have in our files a copy of your agreement with Retail Meat Dealers Ass'n, which recently expired.

In order to keep our files of union agreements up to date, we should be grateful if you could conveniently send us a copy of your agreement which is now in effect, together with any supplemental wage rates that have been negotiated. We shall be glad to make 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 analysis in such a way as not to reveal the name of either party to the agreement.

We shall greatly appreciate your cooperation. The enclosed envelope for your reply requires no postage. If we can furnish you information at any time, please let us 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

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

Number of companies covered by agreement _____

Number of union members working under terms of agreement 1000

Number of non-members working under terms of agreement None

Branches of trade covered Meat Cutters and Helpers

Date of expiration _____

Please check here if you wish the agreement --

Returned _____ Kept confidential

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.

This is a labor organization
of retail meat cutters and
apprentices who work in
retail meat markets.

We have about 400
retail meat markets under
closed shop contract. a
copy of which you will find
enclosed.

Harry Luchford
Sicily

