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CONTRACT OF EMPLOYMENT BETWEEN LOCAL NO. 547
AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF
NORTH AMERICA
&
RETAIL MEAT DEALERS ASSOCIATION OF CHICAGO, ILL.

ARTICLES OF AGREEMENT entered into by and between the Chicago, Retail Meat Dealers Association, the preferred collective bargaining agency for its members, hereinafter known as the party/s of the first part and Local No. 547, Amalgamated Meat Cutters and Butcher Workmen of North America, affiliated with American Federation of Labor, the Chicago Federation of Labor and The Illinois State Federation of Labor, the sole collective Bargaining agency for its members hereinafter known as the party/s of the second part. Witness That, for and in consideration of the mutual promises of each other, the parties hereto, and their sole and preferred collective bargaining agencies agree as follow:

ARTICLE 1. Fifty-two and one-half hours shall constitute the basic work week. Such work to be performed between the hours of 8:30 A. M. and 6 P. M. ; Monday through Friday inclusive. 8:30 A. M. to 9 P. M. on Saturdays and the day preceding Holidays. One hour for dinner period from Monday through Friday inclusive and one hour for dinner and one-half hour for supper on Saturdays and the day preceding Holidays.

(A) It is expressly understood that no customers shall be served who comes into the market after 6 P. M. on Monday through Friday inclusively and 9 P. M. on Saturdays and the day preceding Holidays. That all customers in the market at the closing hour shall be served. That all meats will be properly taken care of and the market placed in sanitary condition, such work not to exceed 15 minutes and not to be construed as overtime.

(B) No work shall be performed on SUNDAYS, DECORATION DAY, FOURTH OF JULY, LABOR DAY, THANKSGIVING DAY, CHRISTMAS DAY and NEW YEAR'S DAY.

ARTICLE 2. It is further agreed that all Journeymen Meat Cutters shall receive not less than \$35.00 per week as a minimum wage; Providing that any employee receiving above the minimum at the execution of this Contract, shall not be reduced in salary or his status affected in anywise by the signing of this Agreement.

(A) Extra men shall receive not less than \$6.00 per day and \$7.00 for Saturday and the day preceding Holidays, unless such extra worker shall have worked the full week, then such worker shall receive the regular weekly salary allowed for the regular worker whose place is being filled.

ARTICLE 3. MANAGER'S CLAUSE.

The term manager shall be construed to mean a Journeyman Meat Cutter who is responsible for the efficient management of the market and shall receive not less than \$40.00 per week for his service.

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(A) No Apprentice shall take charge of a market until they are recognized as a Journeyman Meat Cutter by Local Union No. 547. Apprentice shall not work part time or as extra man on Saturdays or the day preceding Holidays.

ARTICLE 4. APPRENTICE CLAUSE.

It is further agreed that in any market where two(2) Journey-men Meat Cutters are employed, one Apprentice is permitted and one (1) Apprentice for every two(2) Journeymen Meat Cutters employed in addition thereto.

(A) After having served three years of Apprenticeship they shall be classified as Journeymen Meat Cutters and shall receive the prevailing scale of Apprentice Wage:

(B)

First (1) year	_____	\$20.00
Second(2) "	_____	\$25.00
Third (3) "	_____	\$30.00

(C) All Apprentice to be eligible for work must be eighteen years of age or over, and it is further agreed such Apprentice shall be a member of Local Union No. 547, in good standing.

ARTICLE 5. It is further agreed, any employee who has been employed for a period of one year or more, shall be entitled to and receive one full week's vacation with pay, such vacation period to be agreed upon by Employer or employee.

ARTICLE 6. It is further agreed that the party/s of the first part shall not at any time employ any employee unless such employee is furnished by and through Local Union No. 547, Amalgamated Meat Cutters and Butcher Workmen.

ARTICLE 7. It is mutually agreed and understood that the following causes shall be the only grounds for dismissal and discharge of an employee; incompetency, dishonesty, incivility or an over supply of help, and then only after mutual agreement by and with Local Union No. 547, after having heard the facts as the bargaining agency for the employee.

ARTICLE 8. It is further agreed that the market where this Contract is in force and effect shall display a Union Card.

ARTICLE 9. The Employer agrees to assist Local Union No. 547, in every possible way in collecting any arrearage or dues in arrears. To eliminate such grievances that may arrive under Article 9, the Employer agrees to notify their employees that in accordance with the terms of this Agreement, they must meet their obligation to the Local Union on or before the 10th day of each month.

ARTICLE 10. Laundry, tools and the sharpening of tools, to be furnished free of cost by the Employer.

ARTICLE 11. During the months of November, December, January, February and March on the days when the temperature is below freezing, store doors will remain closed and all possible protection given to employees health.

ARTICLE 12. The Retail Meat Dealers Association agrees not to negotiate with any but the duly elected Officers of Local Union No. 547, or any other authorized members from the Local and further agree not to make a contract with any one not affiliated with Local Union No. 547, and Local No. 547 agrees not to negotiate with Contract, any other Association, Organization or group other than the Retail Meat Dealers of Chicago; Providing however that ~~the~~ Contract will be consummated with the Retail Meat Dealers in 30 days after the expiration of the Contract.

ARTICLE 13. It is further agreed that Local Union No. 547, party of the second part shall furnish men who will work to the best interest of the Employer in every way, just and lawful, to give honest and diligent service to patrons of the Employers establishment. To do everything within their power, working for the uplifting of the meat industry.

ARTICLE 14. Thirty Five Dollars (\$35.00) shall mean Thirty Five Dollars(\$35.00). The Meat Dealers Association will give full cooperation to Local Union No. 547 in any reasonable action that they may take against members of Meat Dealers for violation of the wage provision or other conditions of this Contract. Arbitration in this case is not necessary.

ARTICLE 15. ARBITRATION CLAUSE.

It is further agreed that all grievances which cannot be adjusted by Local Union No. 547 and employers, shall be referred to an Arbitration Board, consisting of two (2) members to be named by the employees, two (2) members by the affected Employer and one (1) to be agreed upon by the four (4) already selected. No strike to be called when Arbitration has been requested by either party. All grievances must be settled within fifteen(15) days/

ARTICLE 16. This Contract entered into this 14th day of December A. D. 1937, by and between the parties having affix their signatures and seals hereto shall become effective forth-with and remain in full force and effect for a period of one year ending on the 30th day of September, 1938 and thereafter until a new Agreement has been signed.

ARTICLE 17. If through any cause whatever the adoption of this Agreement be delayed not later than October 1, 1937, it shall become retroactive to October 1, 1937.

4.

In Witness whereof, we have affix our signatures, the day and date above designated of Chicago, Illinois.

Signed _____
Amalgamated Meat Cutters And
Butcher Workmen of North America

President _____

Secretary _____

Employee _____

Signed _____
Retail Meat Dealers Association

President _____

Secretary _____

Employer _____

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

December 22, 1937

Mr. Nathan Brown, Secretary
Amalgamated Meat Cutters and
Butcher Workmen #547
108 East 55th Street
Chicago, Illinois

My dear Mr. Brown:

We have in our files a copy of your agreement with employers which expired September 30, 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.....

RETAIL MEAT DEALERS ASSOCIATION

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

Number of companies covered by agreement ONE

Number of union members working under terms of agreement 183

Number of non-members working under terms of agreement NONE

Branch of trade covered MEAT CUTTERS

Date renewed Dec. 14, 1937 Date of expiration Sept. 30, 1938

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.