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**CONTRACT  
BETWEEN**

(Employer)

and the

**AMALGAMATED MEAT CUTTERS  
AND BUTCHER WORKMEN  
OF NORTH AMERICA  
LOCAL UNION No. 408**

**ARTICLE I**

**Recognition and Jurisdiction**

A. The Employer recognizes Meat Cutters Local No. 408 as the exclusive and collective bargaining agent for all employees in the meat department in all of Employer's retail stores located in the following county or counties:

The parties agree that this Contract shall cover and the Union which is a party hereto shall have jurisdiction over all meat department employees in retail stores that are, or will be, owned, leased, or operated by the Employer in such counties.

B. For the purpose of this Contract, the meat department includes all employees who are engaged in the receiving, cutting, grinding, slicing, displaying, preparing, processing, sealing, wrapping, bagging, pricing, fabricating, cubing, tenderizing and serving of all meat products, sausage, poultry, rabbits, fish and seafood products, canned hams, bacon, pork loins, picnics and cheese, whether such products are fresh, frozen, chilled, cooked, cured or smoked and who perform their duties in retail stores where such products are prepared and offered for retail sale in service or self-service cases located in retail markets that are owned, leased, or operated by the Employer by employees covered by this Contract, except where this work is under the jurisdiction of an existing collective bargaining contract with the Employer, or where this work is presently being performed by retail store employees of the Employer who are not presently included under any collective bargaining contract. This provision is not intended and will not be interpreted to prevent Employer from permitting representatives of wholesale suppliers to perform services presently being performed by them. It is not intended by the foregoing to prevent the Employer from cutting, packaging or otherwise handling meat at any central point.

C. The Employer agrees that any work of cutting, packaging or otherwise handling meat at any central point owned, leased, or operated by the Employer in the following county or counties:

\_\_\_\_\_ which was previously performed at the Employer's retail markets will be performed by members of this bargaining unit under the wages, hours and working conditions of this Contract, except where this work is under the jurisdiction of an existing collective bargaining contract with the Employer. New Classifications may be established for such work in any central location if a new classification does not primarily embrace work being performed by employees in any established classification. Prior to establishing such new classification the Employer and the Union shall confer to establish the wage rate for such classification. In the event the parties cannot agree after such conference the Employer may establish such new classification and rate.

**ARTICLE II**

**Non-Discrimination - Check-Off**

A. There shall be no discrimination against any employee, whether by the Employer or by the Union, because of their membership or non-membership in the Union.

B. The Employer shall, during the term of this Contract, deduct initiation fees and regular monthly Union dues from the first pay of each month of employees who are members of the Union and who individually and voluntarily certify in writing authorization for such deductions. The Employer shall remit all sums deducted in this manner to Local Union No. 408.

C. It is agreed that the Company will not attempt in any manner to prevent or discourage any employee from joining the Union or engaging in any activity on behalf of the Union. The Company agrees to tell new employees that they are operating under a Union contract.

**ARTICLE III**

**No Strike - No Lockout**

A. The Union agrees not to cause, ratify or sanction any strike, slowdown, or stoppage of work and the Employer agrees that there shall be no lockout of any employees during the term of this Contract.

B. The Employer agrees that nothing in this Contract shall require any employee to report for work or to perform any work when to do so may endanger his health or safety.

**ARTICLE IV**

**Meat Department Employees**

A. Each shop shall have a Head Meat Cutter and he shall be a journeyman meat cutter and he may perform all the duties of, and shall direct the work, movements and operations of the meat department employees.

B. A journeyman is one who has qualified as a skilled meat cutter. His duties shall include the receiving, cutting, grinding, slicing, preparing, processing, sealing, wrapping, bagging, pricing, fabricating and serving of all items in the meat department and the performance of all work incidental thereto.

C. An Apprentice must be eighteen (18) years of age or older, learning all details and developing skills for performing the duties of a journeyman meat cutter. The Employer agrees to assign each apprentice to various jobs in order to give him the opportunity to qualify as a journeyman. The apprenticeship training period shall be a three (3) year period until May 1, 1969 and after that date apprenticeship training shall be for a two (2) year period.

In cases where the apprentice has not qualified as a journeyman at the end of the apprenticeship training period in the judgment of the Employer, such apprenticeship period may be extended an addi-

tional six (6) months and the apprentice shall be paid at the top apprentice rate during this period.

Nothing in this Section C will prevent the Employer from advancing an apprentice to a journeyman before the end of the apprenticeship training period if, in the judgment of the Employer the apprentice is qualified.

The provisions of this Section C shall apply to apprentices beginning their apprentice training on or after the date of execution of this Agreement.

D. Employees engaged in weighing, wrapping, pricing and displaying shall be eighteen (18) years of age or over. Wrappers may be employed to wrap, scale, price, label, display, board, tray, bag poultry and other items, stock meats and slice cheese, bacon and delicatessen items with slicing machines, and to clean work tables and any equipment that they work with including removable racks on display cases, glass, and to disassemble and clean refrigerated conveyor troughs, but excluding cleaning electric saws, grinders, tenderizers and patty machines. Wrappers shall not be permitted to cut any red meat, pork, lamb, poultry, rabbits or fish.

## ARTICLE V

### Wages

A. The scale of wages and job classifications in Appendix A is attached hereto and made a part of this Contract.

B. Extra help called at the beginning of a shift, if qualified, shall receive eight (8) hours' pay. Extra journeymen, apprentice meat cutters, weighers and wrappers shall receive 10c per hour above the rate of pay for their classification. Such penalty pay shall not require that the extra employee forfeit any fringe benefits to which he or she may be entitled under the terms of this Contract.

C. Any employee now receiving weekly or hourly rates above the minimum wages specified herein shall not be reduced by the present Employer.

D. Employer agrees to continue the past practice of giving credit for previous proven comparable experience in the retail food industry to any full-time employee. Such experience in order to be considered, must be within two (2) years and immediately prior to date of hire excluding Military Service, and must be formally specified on application for employment. Proof of previous comparable experience must be furnished by the employee or determined by the Employer within thirty (30) days after hire, in order to have such experience considered. Any rate increase will be placed into effect when the experience has been verified and will become effective as of the date of verification.

E. Newly employed employees shall be classified by the Union as to their qualification for journeymen and apprentices.

F. When a journeyman meat cutter is designated by the Employer to relieve the head meat cutter for a period of five (5) consecutive scheduled working days or more said journeyman shall receive the rate as specified in this Contract for the head meat cutter for the entire period of such relief.

## ARTICLE VI

### Hours of Work

A. Forty hours of work, to be worked in five (5) days shall constitute a full work week. Employees shall be granted two (2) fifteen (15) minute rest periods each day; one rest period to be taken during the shift worked prior to lunch, and one rest period to be taken during the shift worked after the lunch period. These rest periods are to be considered as time worked. Lunch periods shall not exceed one (1) hour.

B. All hours worked in excess of forty (40) hours in any work week shall be overtime. Minimum rate of pay shall be time and one-half (1½) the employee's basic rate of pay.

C. Any time worked in excess of eight (8) hours in any one day shall be considered overtime and the minimum rate of pay shall be time and one-half (1½) the employee's basic regular rate of pay.

D. All work performed after the 5th full day worked during any work week shall be overtime and the employee's minimum rate shall be time and one-half (1½) the regular basic rate of pay.

E. All hours worked in excess of thirty-two (32) hours in a work week during a holiday week shall be considered overtime and the employee's minimum rate shall be time and one-half (1½) the regular basic rate of pay.

F. Hours of work at the above wage rate shall be between 6:30 a.m. and 6:30 p.m., Monday through Friday, and 7:30 p.m. for Saturday and days preceding holidays. Hours worked before 6:30 a.m. and after 6:30 p.m. except as above stated shall be twenty-five cents per hour above the regular rate of pay. Work performed on Sundays and holidays shall not be included in determining the work week and shall be not less than time and one-half (1½) the regular rate of pay.

G. There shall be no split shift schedules for employees.

H. In no case will overtime penalty or premium pay be pyramided.

I. (1) The hours for each employee shall be scheduled by the Employer. A work schedule for full-time employees, for the succeeding week, shall be posted in each market not later than noon on Saturday of the current work week.

(2) Such schedule will not be changed during the week, without the consent of the employees, unless such requirement is necessitated because of sickness or emergencies (emergency means strike, fire, flood, etc.). Employees' schedules will not be changed to avoid payment of overtime, except as allowed herein. An employee who works the basic work week and who is required to work on a scheduled day off will receive time and one-half (1½) for all work performed on that day. (The scheduled day off is the one posted on Saturday, or any allowed revisions thereof.)

J. Time spent by an employee traveling during the work day between two stores of the Employer, at the request of the Employer, shall be considered time worked and the Employees who are authorized to use their own transportation shall receive eight cents (8c) per mile for the distance involved.

K. No employee shall be required to work more than five (5) hours without an unpaid lunch period.

L. Any full-time employee who reports for work as scheduled, without previous notice not to report, shall be guaranteed a minimum of his scheduled hours of work on that day, or four (4) hours of work or pay, whichever is less.

M. If employees are required to attend store meetings, sales meetings or other Company sponsored meetings outside of the scheduled daily or weekly work hours, such time shall be considered as time worked.

N. Where work is performed, but not recorded, the employee involved will be subject to disciplinary action including discharge. Employees who record another employee's time shall be given one written warning and if repeated the employee shall be disciplined including discharge.

O. Employees shall be paid weekly.

#### **ARTICLE VII Owner - Member**

When no journeymen are employed, the proprietor or one of the partnership may become a member of the Union and as such shall be entitled to display the "Union Market Card," provided that such proprietor signs this Contract when and if employees are hired.

#### **ARTICLE VIII Vacations**

A. All full-time employees covered by this Contract who have been employed full-time for the anniversary year shall receive:

- (1) after one (1) year one (1) week's vacation with pay.
- (2) after three (3) years two (2) weeks' vacation with pay.
- (3) after ten (10) years three (3) weeks' vacation with pay.
- (4) after eighteen (18) years four (4) weeks' vacation with pay.

Each week's vacation shall run in not less than six (6) consecutive working days.

B. Vacation time to be computed from date of employment or anniversary date thereof. It is understood and agreed that vacations will be taken at a time convenient to both the employee and the Employer. It is agreed that the employee's vacation will be paid at his/her current weekly rate of pay. It is agreed that the Employer will consult with, and give due regard to the recommendations of, the Head Meat Cutter in the shop and a Union Representative to determine whether or not a replacement or replacements are necessary when vacations are being taken; provided, however, that after the Employer has fully considered the recommendations of the Head Meat Cutter and the Union Representative, and if there is a disagreement between the Employer and the Head Meat Cutter and a Union Representative regarding the matter, the Employer's decision on whether or not a replacement or replacements are needed shall be conclusive.

C. After one year's service, if a full-time employee is terminated for any reason whatsoever, with exception of dishonesty, or is reduced to part-time status in lieu of lay-off, there shall be paid to said employee salary covering the period of pro-rated vacation to which he/she is entitled, upon termination or reduction to part-time status.

D. When a holiday included in this Contract occurs during the calendar week of an employee's vacation, the employee at his option will be entitled to an extra day of vacation, or an extra day of pay in lieu thereof; however, the Employee at the time he requests his vacation pay must inform Employer of his decision.

E. Should ownership change during the term of this Contract, the present employer agrees to pay employees for that portion of vacation earned up to date change is made.

F. Choice of vacation dates will be granted on the basis of seniority in the market.

G. Employees shall be paid their vacation pay prior to their vacation period.

H. Employees entitled to vacations will not be given pay in lieu thereof unless mutually agreed to by the Employer, the employee and the Union.

I. After one year of employment any leave of absence totaling 90 days or less in any calendar year shall not affect vacation earned in that year; leaves totaling more than 90 days but not over 180 days shall reduce vacation and vacation pay by one-fourth ( $\frac{1}{4}$ ); leaves totaling more than 180 days, but not over 270 days shall reduce vacation and vacation pay by one-half ( $\frac{1}{2}$ ); leaves totaling more than 270 days shall disqualify the employee for vacation for that year only.

#### **ARTICLE IX Holidays**

A. A full holiday shall be given to all full-time employees covered by this Contract on the following days without reduction in pay: New Year's Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day. Until a sixth legal holiday is observed by the retail grocery industry, one (1) additional day shall be granted to employees eligible for at least one (1) week's vacation in lieu of such sixth holiday subject to the conditions regarding holidays set forth in this Article. The sixth paid holiday shall be the employee's birthday. Holidays falling on Sunday shall be celebrated the following Monday. When an employee's birthday falls during a holiday week or during his vacation, another day off with pay will be given during the next succeeding non-holiday week.

B. An employee will not receive holiday or birthday pay if he is absent without excuse his last scheduled shift prior to the holiday or birthday or his first scheduled shift prior to the holiday or birthday or on his holiday or birthday if so scheduled. An employee will not lose his holiday or birthday pay if absence is caused by proven illness, or if his absence has been mutually agreed to, provided he has worked any part of the holiday or birthday week. To qualify for holiday or birthday pay the employee shall have been scheduled to work during the holiday or birthday week. The Union agrees that any employee in order to be eligible for birthday pay shall give written notice to the Head Meat Cutter during the second week prior to the date of his birthday.

#### **ARTICLE X Leaves of Absence**

A. In case of death of a member of the immediate family of any regular full-time employee, such employee shall be entitled to an excused absence for such time as the Employer deems reasonably necessary in connection therewith. Any of the first three (3) days excused absence from his regularly scheduled work shall be paid at the employee's regular basic rate, but such hours and pay shall not be considered as hours worked for overtime purposes. No extra pay allowance shall be paid for multiple or simultaneous deaths occurring within any three (3) day period. No pay allowance shall be granted

in any case where, because of distance, or other cause, the employee does not attend the funeral of the deceased.

By immediate family is meant to include spouse, son, daughter, mother, father, sister, brother, mother-in-law, father-in-law, grandmother, grandfather and grandchildren.

B. The Employer agrees to grant the necessary time off without discrimination or loss of seniority rights and without pay to not more than two (2) employees out of any one store, and no more than five (5) employees from any Employer, designated by the Union to attend to Union business provided the Employer is given at least two (2) weeks' notice in writing from the Union, specifying the length of time off, but in no case shall the length of time exceed one (1) month.

C. Service for the purpose of determining wage increases under the wage progression scales set forth in Appendix A shall be retained for the period prior to the time such leave of absence begins, but shall not accrue during such leave of absence which is in excess of thirty (30) days. However, on the employee's return to work from such leave of absence, service for the purpose of determining wage increases under the wage progression scale set forth in Appendix A shall begin to accrue.

D. A pregnancy leave of absence will be granted to an employee who has had at least one (1) year of continuous service. The leave must be taken not later than the end of the fifth month of pregnancy, however, the employee shall notify the Employer of the need of a pregnancy leave not later than the end of the third month of pregnancy. Such leave shall expire three (3) months after the birth or miscarriage, unless the Employer receives a written request from the employee's doctor for an extension, which shall not be for more than an additional three (3) months.

Seniority service for vacation purposes and progression rate shall be protected and guaranteed to the date of the beginning of the pregnancy leave, but shall not accrue during the period of such pregnancy leave. However, upon date of employee returning to work, her seniority and service rights for vacation and progression rate purposes, as herein stated, shall again begin to accrue.

No employee shall be allowed more than two (2) pregnancy leaves of absence.

To qualify for the second pregnancy leave, the employee must have completed at least twelve (12) continuous months' service on the job since returning to work from her first pregnancy leave.

E. Any employee desiring a leave of absence must secure written permission from the Employer, except as otherwise provided within this Contract. The length of absence shall be agreed upon by the Employer and the employee. Failure to report back to work at the end of such leave shall result in the employee being considered a voluntary quit. Any employee accepting employment elsewhere while on leave of absence shall be considered a voluntary quit, except in a case where such employee works for the Union. Service for the purpose of determining wage increases under the wage progression scales set forth in Appendix A shall be retained for the period prior to the time such leave of absence begins, but shall not accrue during such leave of absence which is in excess of thirty (30) days. However, on the employee's return to work from such leave of absence, service for the purpose of determining wage increases under the wage progression scale set forth in Appendix A shall begin to accrue.

E. Any employee in Military Service under the provisions of the Federal and/or State Law, shall be returned to his job in accordance with those Laws and retain his seniority in accordance with those Laws.

F. When an employee is required to serve on the Jury, he shall receive the difference between his regular straight time rate and the amount received for Jury Duty; provided that the employee notified the Employer within twenty-four (24) hours of receipt of the Jury summons. When an employee is excused from Jury service, permanently on any scheduled work day, the employee shall promptly report to complete any remaining hours of his scheduled work day.

G. Leaves of absence because of sickness or injury not to exceed ninety (90) days will be granted to full-time employees who have been employed at least thirty-one (31) days upon written request to the Employer supported by medical evidence. Extensions will be given up to ninety (90) days at a time for a cumulative total of one (1) year, if requested and granted in writing supported by proper medical evidence, prior to each expiration.

In exceptional cases additional leaves may be considered by the employer based on the nature of the disability, length of the employee's service, and probability of being able to again perform the job. Service for the purpose of determining wage increases under the wage progression scale set forth in Appendix A shall be retained for the period prior to the time such leave of absence begins, but shall not accrue during such leave of absence. However, on the date the employee returns to work from such leave of absence, service for the purpose of determining wage increases under the wage progression scale set forth in Appendix A again begin to accrue.

## ARTICLE XI Seniority

A. Seniority for full-time employees shall be followed by the Employer, in each seniority area separately, such seniority areas to be mutually agreed upon between the Employer and the Union, for the following classifications:

- (1) Head Meat Cutters
- (2) Journeymen Meat Cutters
- (3) Apprentice Meat Cutters
- (4) Weighers and Wrappers

in cases of lay-offs and recalls after lay-offs, if skill is comparable and the senior employee has the ability to perform the work. This Contract will have a side letter attached describing each seniority area.

B. In the event of a reduction in force of full-time employees in a market, the least senior employee in the job classification in the market affected by such lay-off may replace the least senior employee in that classification in the seniority area.

C. In the event of a recall of full-time employees after lay-off, such full-time employees on lay-off status shall be called back to work in the order of their seniority in the job classification in the seniority area.

D. Seniority for part-time employees shall be followed by the Employer in each store separately only in cases of lay-offs and recalls,



for the following classifications:

- (1) Journeymen Meat Cutters
- (2) Apprentice Meat Cutters
- (3) Weighers and Wrappers

E. The Employer shall post semi-annually separate seniority lists by job classification for all full-time employees in each seniority area in each store and for all part-time employees who have been employed at least ninety (90) working days.

F. The Employer shall furnish to the Union a duplicate copy of each seniority list for all full-time and all part-time employees.

G. The original posted seniority lists shall establish the seniority of each employee who does not in writing protest his seniority within thirty (30) days after such employee has had the opportunity to observe such seniority list.

H. Seniority for full-time employees shall be based upon the length of continuous service with the Employer in the particular job classification in the seniority area, except as otherwise provided herein. Seniority for part-time employees shall be based upon the days of work with the Employer.

I. Seniority for full-time employee begins to accrue after an employee completes thirty (30) days of employment in the job classification with the Employer provided, however, that seniority in the area in which the employee is employed on the thirtieth day shall date from the date of such employment in the job classification with the Employer if the employee is retained in the service of the Employer beyond such probationary period.

When a full-time apprentice is promoted to the full-time journeyman classification, his seniority as a full-time journeyman shall date from the beginning of his full-time employment with the Employer.

J. The Employer shall have the right to release any employee for any cause whatsoever without recourse, provided such employee is released within thirty (30) days from the date of employee's employment.

K. An employee's seniority shall terminate upon the occurrence of any of the following events:

- (1) Employee quits.
- (2) Employee is discharged for just cause.
- (3) Employee fails to return to work within seventy-two (72) hours after being recalled by the Employer by Registered Mail at his last known address.

(4) Employee has not been on the active payroll of the Employer for a period of six (6) consecutive months.

L. Employer agrees to advise the Union promptly of all lay-offs, discharges, recalls and permanent transfers of full-time employees.

M. Any regular full-time employee who would be laid off for lack of work will first be offered the maximum number of part-time hours available in his classification in the seniority area. If he accepts the offer to work part-time in lieu of lay-off, he will be placed at the top of the part-time seniority list.

N. A full-time employee who is reduced to part-time because of a reduction in work hours by the Employer shall retain his seniority for one (1) year after being reduced to part-time.

O. A full-time employee who is reduced to part-time with the approval of the Employer at the employee's written request shall lose his seniority. However, he shall have preference over a new employee for a full-time job in his classification in his store only.

P. When a journeyman is promoted to head meat cutter, he shall retain seniority in the journeyman classification.

Q. In case of store closing, the head meat cutter in each store shall retain seniority in the journeyman classification. Service in the head meat cutter classification immediately prior to his most recent appointment as a head meat cutter shall be credited to his journeyman classification seniority. In case the Employer sees fit to place the head meat cutter of a closed store in another store as head meat cutter, the displaced head meat cutter shall retain seniority as a journeyman, including his service in his most recent appointment as a head meat cutter.

R. When two (2) or more employees are hired into the same job classification on the same date in the same seniority area, the Employer shall at such time as it becomes material advise the Union of their seniority status.

S. Transfers of full-time employees are permitted between the markets of the Employer in the seniority area provided seniority is followed. Seniority for transfers shall be based on seniority in the market by classification.

T. When a full-time employee is transferred into another seniority area at his request, such employee shall be placed at the bottom of the seniority list of the job classification in the seniority area to which such employee has been transferred. When a full-time employee is transferred into another seniority area at the Employer's request, such employee's seniority in the seniority area into which such employee has been transferred shall include his seniority prior to such transfer.

U. A head meat cutter who has no prior seniority in the journeyman classification and who is demoted to journeyman for any reason whatsoever, shall have his continuous service credits transferred to the journeyman seniority group.

V. Part-time employees shall be given the first opportunity for permanent full-time jobs in their classification based on seniority in their respective stores before new, inexperienced employees are hired for such full-time jobs.

W. The Employer will schedule all work for part-time employees based on seniority within their classification within their store not to exceed eight (8) hours in any one (1) days or forty (40) hours in any one week provided the employee is qualified and available for at least four (4) consecutive hours when the work is available and that this scheduling does not conflict with or prohibit the simultaneous scheduling of another part-time employee. However, this scheduling is not intended to mean that the Employer must schedule so as to incur additional premiums or penalties or violate any provision of this Contract. The part-time employee with seniority must advise the Store Manager that he is available for a posted schedule within twenty-four (24) hours after the store schedule is posted or he has no claim on such schedule of hours.

Part-time employees by classification with the most seniority within a store will be given the part-time schedule with the most hours, provided they are qualified to perform the work required and are immediately available.

## ARTICLE XII Working Conditions

A. Union Shop Cards may be displayed in markets which employ members of the Union, except where provisions of Article VII of this Contract are being complied with. The Local Union Secretary-Treasurer or his authorized agent has the full power to remove said card upon violation of any part of this Contract. Cards will be displayed in a conspicuous place.

B. The Business Agent of this Union shall be admitted at all reasonable times to the working room or rooms and interview the employees, covered by this Contract, while on duty.

C. As the meat cutters and butcher workmen engaged under this Contract may be members of the A.M.C. & B.W. of N.A., nothing in this Contract shall be construed as to interfere with any obligation which they may owe the A.M.C. & B.W. of N.A., as members thereof.

D. The Union agrees to cooperate in correcting inefficiency of employees which might otherwise necessitate discharge.

E. The Employer agrees not to enter into any agreement or understanding with any employee covered by this Contract, individually or collectively, which in any way conflicts with the terms of this Contract.

F. The Employer shall furnish all necessary tools of the trade, laundry and/or uniforms when required, provided, however, the Employer may furnish to the female employees dacron uniforms or similar type uniforms. The employees who are furnished such uniforms shall be responsible in the event of loss of these uniforms and such uniforms shall be laundered by the employee.

G. The Employer will provide a bulletin board or other suitable place in a location selected by the Employer. The Union may post notices necessary for conducting Union business on such boards, or other suitable space.

H. Contributions to charitable causes shall not be compulsory.

I. The Employer agrees to furnish and maintain a first aid kit in a designated place and to check said kit monthly to replenish any needed supplies.

J. Employers agree to provide guards on grinders and cube machines. No employee shall use a grinder without the guard on the mill or use the cube machine with the lid or guard up. Any employee using the above equipment without the safety guards shall be subject to discipline, including discharge, without recourse to arbitration.

## ARTICLE XIII Grievance and Arbitration

A. The Employer recognizes the right of the Union to designate one (1) Shop Steward in each market. Such Steward shall be designated in writing to the Employer by the Union.

B. Should any differences, disputes, or complaints arise over the interpretation or application of the contents of this contract, there shall be an earnest effort on the part of both parties to settle such promptly through the following steps:

Step 1. By conference between the aggrieved employee, the Shop Steward, or Business Agent, and the Manager of the Store.

Step 2. By a conference between the Shop Steward or the Business Agent of the Union and the Zone Manager, District Manager or District Supervisor of the Employer, if such exists, within five (5) working days after the completion of Step 1.

Step 3. By a conference between an official of the Union and a designated official of the Employer, within five (5) working days after the completion of Step 2.

Step 4. In the event the grievance is not settled through the above mentioned steps, it shall be referred to arbitration.

C. Grievances must be reduced to writing by the aggrieved employee after the completion of Step 2 in order to be considered under Step 3 and in order to be subject to arbitration.

D. Grievances presented later than seven (7) calendar days after the occurrence of the event complained of will not be considered.

E. The parties agree that issues may arise of a general nature affecting or tending to affect more than one (1) employee covered by this Contract and that such issues need not be subjected to the entire grievance procedure, but may be initiated at any of the above mentioned Steps deemed appropriate by the Union or the Employer bringing the grievance.

F. It is understood that the Union Executive Board shall make the final decision as to arriving at a settlement of any grievance instituted by an employee covered by this Contract. No grievance shall be submitted to arbitration by the Union without the approval of the Union Executive Board.

G. It is understood and agreed that all employees covered by this Contract must exercise all their rights, privileges, and necessary procedures under this Contract in the settlement of any complaint or grievance.

H. One (1) person shall be appointed by the Employer and one (1) person shall be appointed by the Union. If said two persons are unable to settle the complaint, either the Employer or the Union may within two (2) days from the disagreement request the Director of the Federal Mediation and Conciliation Service to furnish a panel of seven (7) arbitrators from which the Arbitrator shall be binding on all parties. The Union shall strike a name from the panel, then the Employer shall strike a name, in this order, until one person's name remains who shall be designated as the Arbitrator. The expenses of the Arbitrator shall be paid for equally by the Employer and the Union.

I. The Employer may, at any time, discharge any worker for just cause. The Union, if it wishes to contest the discharge, may file a written complaint with the Employer within five (5) working days. Such complaint must be taken up promptly, and if the Employer and the Union fail to agree within forty-eight (48) hours it shall be referred, within twenty-four (24) hours, to arbitration.

J. No arbitrator shall have the authority to alter, amend or change any term or provision of this Contract.

## ARTICLE XIV Separation Pay

A full-time employee with more than six (6) months' full time service who is permanently separated due to discontinuance of the job, store closing or reduction in the working forces, shall be given one (1) week's notice or one (1) week's pay in lieu of notice. An employee separated during a week for any of these reasons is entitled

to pay through the day he was told of his dismissal, plus pay for one additional week, which, at the option of the Employer may either be worked or paid in lieu of notice.

#### ARTICLE XV Health and Welfare

A. This Article shall become effective December 1, 1968.

B. The term "eligible employee" shall mean an employee who has worked an average of thirty-two (32) hours per week for a period of eight (8) consecutive calendar weeks (256 hours). Such an employee becomes eligible for health and welfare benefits on the first day of the second calendar month immediately following completion of the eight (8) consecutive calendar weeks (256 hours) and such date shall hereinafter be referred to as his eligibility date. However, an employee who has worked an average of thirty-two (32) hours per week for the period of eight (8) consecutive calendar weeks (256 hours) immediately preceding December 1, 1968, shall become eligible for health and welfare benefits on such date and such date shall be his eligibility date. Employees who are off work and receiving Employer sickness and/or accident benefits shall have such time considered as time worked for eligibility purposes in computing the 256 hours worked immediately preceding December 1, 1968.

C. Effective December 1, 1968, with respect to employees eligible on that date and effective on the first day of the calendar month immediately following completion of the eight (8) consecutive calendar weeks (256 hours) with respect to employees who complete the eight (8) consecutive calendar weeks (256 hours) period after December 1, 1968, the Employer shall contribute the sum of Twenty-Nine Dollars (\$29.00) per month and after December 1, 1969 the Employer shall contribute the sum of Thirty-One Dollars (\$31.00) per month for each eligible employee to a Health and Welfare Trust Fund for the purpose of providing such health and welfare benefits. Such Health and Welfare Trust Fund shall be a jointly administered Employer and Union Trust Fund.

D. Contributions to the Trust Fund shall be discontinued as of the first of the month immediately following:

1. A lay-off or leave of absence of thirty (30) calendar days or more except as otherwise provided below;
2. The employee's ceasing to be an eligible employee due to his failure to work an average of thirty-two (32) hours or more per week for eight (8) consecutive calendar weeks (256 hours).

E. Contributions to the Trust Fund shall be continued under the following conditions:

1. In case of a non-work accident, one (1) month's contribution following the month in which the employee incurred the accident.
2. In case of pregnancy, one (1) month's contribution after the month in which the employee begins her pregnancy leave of absence.
3. In case of illness, two (2) months' contribution following the month in which the illness occurs.
4. In case of compensable injury, three (3) months' contribution following the month in which the injury occurs.
5. The Employer agrees to pay the contributions to the Trust Fund for eligible employees for one (1) month following termination of employment, except for those employees who are discharged for cause.

F. If any Employer fails to make any contribution as required it is agreed that the delinquent Employer may be required by the Trustees to pay an additional ten percent (10%) penalty.

It is further agreed that if it becomes necessary to sue any Employer to collect any contribution due hereunder, said delinquent Employer shall also be responsible for paying all of the necessary court costs and reasonable attorneys' fees incurred in connection with the collection of such contributions as well as said ten percent (10%) penalty.

#### ARTICLE XVI Pensions

A. The Employer agrees to participate in and contribute to the Amalgamated Meat Cutters and Butcher Workmen of North America, AFL-CIO, National Pension Trust Fund, which Fund must have and maintain Treasury Department approval. Employer will not be obligated to make any contributions to the Fund which are not deductible for income tax purposes.

B. Effective December 1, 1969 the Employer agrees to contribute to the jointly administered National Pension Trust Fund the sum of Twenty-Six Dollars (\$26.00) per calendar month for each eligible employee covered by this Contract.

C. The term "eligible employee" shall mean an employee who has worked an average of thirty-two (32) hours per week for a period of eight (8) consecutive calendar weeks (256 hours). Such an employee becomes eligible for participation in the pension program on the first day of the second calendar month immediately following the completion of eight (8) consecutive calendar weeks (256 hours) and such date shall hereinafter be referred to as his eligibility date.

D. Contributions to the Pension Fund shall be discontinued as of the first of the month immediately following:

- (a) A layoff or leave of absence of thirty (30) calendar days or more except as otherwise provided below.
- (b) The employee's ceasing to be an eligible employee due to his failure to work an average of thirty-two (32) hours or more per week for eight (8) consecutive calendar weeks (256 hours).

E. Contributions to the Pension Fund, discontinued as set forth in Paragraph D above, shall be resumed as of the first of the month following return from lay-off or leave of absence.

F. Contributions to the Pension Fund shall be continued under the following conditions:

1. In case of a non-work accident, one (1) month's contribution following the month in which the employee incurred the accident.
2. In case of pregnancy one (1) month's contribution after the month in which the employee begins her pregnancy leave of absence.
3. In cases of illness, two (2) months' contribution following the month in which the illness occurs.
4. In case of compensable injury, three (3) months' contribution

following the month in which the injury occurs.

5. The Employer agrees to pay the contribution to the Pension Fund for eligible employees for one (1) month following termination of employment.

G. When the Employer commences payments into this Pension Fund, the employees covered by this Contract shall automatically cease to participate in the Employer's Retirement Plan then in effect. The Union, as the bargaining agent for each of the affected employees of the Employer, agrees on behalf of each of the said employees who are not participants in said existing Employer's Retirement Plan, unilaterally established by the Employer, that each of said employees, in consideration of the agreement by the Employer to contribute to a Trustee-administered plan enabling each of its members to participate therein, shall then withdraw from and surrender, release and relinquish whatever rights, privileges and benefits he has, if any, in the Employer's Retirement Plan effective with the date the Employer commences payment into the Fund.

**ARTICLE XVII  
Management Rights**

A. The management of the store(s) and direction of the working forces, including the right to plan, direct, expand, reduce and control operations, hire, assign, suspend or discharge for proper cause, to relieve employees from duty because of lack of work or for other proper reasons, the right to introduce any new or improved methods or facilities, and to make such rules and regulations as may be necessary or desirable for the operation of a store shall be vested exclusively in the Employer.

B. It is expressly understood and agreed that all rights which the Employer had prior to the execution of this Agreement, except where expressly limited by the terms of this Contract, are reserved to and shall continue to be vested in the Employer. In the event any rules or regulations are promulgated, the Employer agrees that it will furnish copies of such rules and regulations to the Union, and either post them on the bulletin boards or supply each employee with a copy.

**ARTICLE XVIII  
Duration**

A. This Contract shall become effective as of November 1, 1968 and shall continue in full force and effect until November 1, 1970 and shall be automatically renewed and extended from year to year thereafter unless either party serves notice in writing on the other party at least sixty (60) days prior to the expiration date, or anniversary date thereafter, of a desire to terminate or change this Contract.

B. This Contract when executed shall be deemed to define the wages, hours and dates of pay and other conditions of employment of the employees covered by this Contract for the term of the Contract, and no new or additional issues not included herein or covered hereby are required to be the subject of negotiation during the term hereof.

IN WITNESS WHEREOF, the parties hereto, hereby acting by their duly authorized representatives have executed this Contract on the \_\_\_\_\_ day of \_\_\_\_\_, 1968.

**LOCAL No. 408, AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA**

By \_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
(Employer)

\_\_\_\_\_  
(Location)

By \_\_\_\_\_  
Owner

**APPENDIX A  
Wages**

The following scale of wages shall be the minimum for employees covered by this Contract. On the first full payroll period on or after:

	November 1, 1968		November 1, 1969	
	For 40 Hours Worked	Hourly Rate	For 40 Hours Worked	Hourly Rate
Head Meat Cutters	\$149.00	\$3.725	\$157.00	\$3.925
Journeyman Meat Cutters	138.00	3.45	146.00	3.65
Extra Journeyman Meat Cutters		3.55		3.75
Apprentice Meat Cutters				
First 6 months	92.50	2.3125	99.50	2.4875
After 6 Months	97.50	2.4375	104.50	2.6125
After 1 Year	102.50	2.5625	109.50	2.7375
After 1½ Years	107.50	2.6875	114.50	2.8625
After 2 Years	112.50	2.8125		Journeyman Rate
After 2½ Years	120.00	3.00		
Weighers and Wrappers				
First 6 Months	80.00	2.00	87.00	2.175
After 6 Months	83.00	2.075	90.00	2.25
After 1 Year	86.00	2.15	93.00	2.325
After 1½ Years	90.00	2.25	97.00	2.425
After 2 Years	97.50	2.4375	104.50	2.6125

Effective on the first full payroll period on or after November 1, 1968, all employees in the following classifications shall receive the following wage increases:

- a. Head Meat Cutters and Journeyman Meat Cutters—35c per hour
- b. Apprentices — 22½c per hour
- c. Weighers and Wrappers — 25c per hour.

Effective on the first full payroll period on or after November 1, 1969, all employees in the following classifications shall receive the following wage increases:

- a. Head Meat Cutters and Journeyman Meat Cutters — 20c per hour
- b. Apprentices and Weighers and Wrappers — 17½c per hour



U.S. DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS  
WASHINGTON, D.C. 20212

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July 25, 1969

*File*

Mr. George Elwood, Deputy Administrator  
Amalgamated Meat Cutters and Butcher  
Workmen of North America  
918 Congress Street  
Houston, Texas 77002

Dear Mr. Elwood:

Thank you for sending us the current union agreement(s) identified below.

For use in preparing studies of collective bargaining practices, we should like to know the number of employees covered by each agreement. Please supply current information in column (3) below and return this form in the enclosed envelope which requires no postage.

Your cooperation is appreciated.

Very truly yours,

*Geoffrey H. Moore*  
GEOFFREY H. MOORE  
Commissioner

Establishment (1)	Name of union (2)	Number of employees normally covered by agreement (3)
Chain and Independent Grocery Stores (Retail Meat Markets) Location: Houston, Texas	Amalgamated Meat Cutters and Butcher Workmen of North America local #408	<u>1700</u>