

## 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 and wherever meats or sausages are sold in Milwaukee and Milwaukee County, and the Amalgamated Meat Cutters and Butcher Workmen of North America, A. F. of L., Local 73.

### ARTICLE I. HOURS AND WAGES OF A JOURNEYMAN MEAT CUTTER

Section A. Hours of labor shall be from 7:30 a.m. to 6 p.m. on week days, and from 7:30 a.m. to 9 p.m. on Saturdays and days preceding holidays. One hour for dinner the first five days of the week and one-half hour for dinner and one-half hour for supper on Saturdays and days preceding holidays. No overtime work shall be permitted.

Section B. All markets shall be managed by a journeyman meat cutter and he shall be a member of Local No. 73 in good standing, and shall receive a minimum wage of not less than \$40.00 per week for the hours specified in Section A of this Article. All other journeymen meat cutters shall receive a minimum wage of \$30.00 per week and work the hours specified in Section A of this Article. Any man receiving more than the above scale shall not have his salary reduced.

### Section C. Extra Journeymen

All extra journeymen shall receive 60¢ per hour unless they work the full week, when they are to receive the regular salary of the permanent meat cutters whose places they are filling.

### ARTICLE II. APPRENTICES' WAGES AND HOURS.

Section A. Apprentices shall be at least eighteen (18) years of age and shall be members in good standing of Local 73 before being employed. No apprentice shall take charge of a market until he is recognized as a journeyman meat cutter by Local No. 73.

### Section B. Apprentice Clause

In markets where one (1) or more journeymen are employed one (1) apprentice is permitted and an additional apprentice for every three (3) meat cutters.

### SCALE OF APPRENTICES' WAGES TO BE AS FOLLOWS:

First (1st) year .....	\$17.00
Second (2nd) year .....	20.00
Third (3rd) year .....	25.00

After completing two (2) years of apprenticeship they shall be classified as improver apprentices, and after having served three (3) years of apprenticeship they shall be classified as journeymen meat cutters and shall receive the prevailing scale of wages. There shall be no overtime work permitted.

### ARTICLE III. HOLIDAYS

Section A. Markets shall not be open for business on Sundays, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, and New Year's Day. Wages for said holidays shall NOT be deducted from employe's weekly wage.

Section B. When in need of help employer must employ members in good standing of Local 73. No non-union men shall be employed. All employes shall be employed through the office of Local 73.

ARTICLE IV. In case of change of employment, either by the employe quitting work or the employer dismissing employe, a notice of five (5) days shall be given by both the employer and employe in the following manner, to-wit: Employe who for any cause whatever desires to change his 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, except in the event the employer shall find it neces-

sary 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 days notice. No discrimination shall be made against him because of his connection with the union.

ARTICLE V. The market card can be displayed in all places where members of Local No. 73 are employed and agreement signed. Where market cards are displayed and agreements signed by shop owners without help, as well as with help, the card shall be removed immediately by the secretary of this local, upon violation of this agreement.

ARTICLE VI. Laundry, tools and sharpening of tools to be furnished free of cost by employer.

ARTICLE VII. 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 employes' health.

ARTICLE VIII. It shall be termed a violation of this contract for any employe, other than a member of Local 73, to sell or cut meat in any of the markets operated by any of the employers, parties to this agreement (executives or owners excepted).

ARTICLE IX. As this Union has for one of its cardinal principles the protection of the owner against inferior workmanship, this Union shall at all times endeavor to furnish strictly competent Union men.

ARTICLE X. The business representative of this Union shall be admitted to the work room or rooms at all reasonable times.

ARTICLE XI. This agreement expires September 30, 1936. Any alteration that may be desired by either party to this agreement at the time of expiration must be made known not later than thirty (30) days prior to its expiration. In case neither party serves notice for a change in this agreement, at its expiration it shall automatically extend to September 30, 1937.

#### ARBITRATION CLAUSE

ARTICLE XII. All grievances which cannot be adjusted by Local No. 73 and employers shall be referred to an arbitration board, consisting of two (2) members to be named by employes, two (2) by the affected employer, 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 fifteen (15) days.

EMPLOYER

SIGNED FOR LOCAL NO. 73, AMAL-  
GAMATED MEAT CUTTERS AND BUTCHER  
WORKMEN OF NORTH AMERICA, A.F. of L.

\_\_\_\_\_  
PRESIDENT August J. Wagle

\_\_\_\_\_  
FIN. SEC'Y \_\_\_\_\_

(3121)

Milwaukee

U.S. Department of Labor  
BUREAU OF LABOR STATISTICS  
Washington

(We have the Kroger agreement on file. Please fill out schedule for Kroger agreement and secure copies of all other agreements.)

COLLECTION OF UNION AGREEMENTS  
May 15, 1936

*Confidential*

Local Union Meat Cutters and Butcher Workmen #73

Address Ed. Borzykowski, 1012 N. Third St.

1. What branch of the trade is covered by this local? \_\_\_\_\_

Meat Cutters

2. Number of employers with whom union has effective agreements. 70

(If a number of employers sign identical agreements, please attach copy of the agreement and list employers below. If all provisions in the various agreements are not identical, get copies of each and fill out a separate schedule for each different type.)

3. Number of union members covered by agreement attached to this schedule. 660

4. Number of non-members covered. none

5. Names of companies or employers' associations signing the attached agreement. (If signed by an association, please give name of association and number of companies.)

Names of companies or employers' associations	Beginning Date	Date of Termination
<u>Too numerous to list.</u>	<u>Sept 30 1935</u>	<u>Sept 30 1936</u>

The Kroger agreement is identical with the attached with the exception of Sect B (Article III), which would not be divulged. This agreement covers 40 members.

6. Indicate if union wishes to have us keep identity of this agreement confidential. all confidential

Edward Borzykowski  
(Signature of person furnishing information)

Fin. Sec. Local #73  
(Office or Position)

Room 216 1012 N 3 St.  
(Address)

C. Rubenstein  
(Name of Agent)

6/9/36  
(Date)