



Amalgamated Meat Cutters and BUTCHER WORKMEN OF NORTH AMERICA

LOCALS No. 320 & 571

ARTICLES OF AGREEMENT governing Meat Markets in the City of Chicago and County of Cook, entered into between the Chicago Retail Meat Dealers Association No. 1 and affiliated branches and all unaffiliated Meat Markets and Chain Store Meat Markets, all combination Grocery and Meat Markets in Chicago and County of Cook, and the Amalgamated Meat Cutters and Butcher Workmen of North America, A. F. of L. Locals No. 320 and 571 and affiliated Locals in the City of Chicago and County of Cook.

This contract approved and passed by the International Executive Board at the general office the 5th Day of September, 1936.

ARTICLE 1. Nine hours shall constitute the basic work day. Work to begin at 8:30 A. M. and stop at 6:00 P. M. excepting on Saturdays and the day preceding holidays, when work shall begin at 8:30 A. M. and stop at 7:00 P. M. allowing one hour for dinner and one hour for supper. Employes must be dressed and ready for work at 8:30 A. M.

ARTICLE 2. There shall be no work on Sundays, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day and New Year's Day.

ARTICLE 3. (a) All journeymen meat cutters shall receive not less than Forty Dollars (~~\$40.00~~ ^{42.50}) weekly as a minimum wage. Any man receiving above the minimum shall not be reduced in hours, wages or conditions and after one (1) year of faithful and diligent service they shall be entitled to one (1) week's vacation with pay.

(b) Extra men to receive not less than ~~Seven~~ ^{Eight} Dollars (\$~~7.00~~ ^{8.00}) for all days, excepting Saturday and the day preceding holidays, when they shall receive ~~Eight~~ ^{Eight} Dollars (\$~~8.00~~ ^{8.00}) unless they work the full week when they are to receive the regular salary of the permanent meat cutters whose places they are filling.

MANAGERS CLAUSE

ARTICLE 4. 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 Forty-five Dollars (~~\$45.00~~ ^{FORTY-SEVEN-50 - 47.50}) weekly.

ARTICLE 5. It is expressly understood that no customer will be served who comes into the market after 6:00 P. M. on Mondays, Tuesdays, Wednesdays, Thursdays, Fridays and 7:00 P. M. on Saturdays and the day preceding holidays, that all customers in the shop at the closing hour shall be served. That all meats will be properly taken care of and the markets placed in a sanitary condition, such work not to exceed fifteen minutes, and not to be construed as overtime. Overtime to be limited to one hour every day excepting on the second day before Thanksgiving, Christmas and New Year's, when employes will work such overtime as may be required at the rate of One Dollar and Fifty Cents (\$1.50 per hour. This work to be performed behind locked doors.

APPRENTICE CLAUSE

ARTICLE 6. (a) In markets where three (3) 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 (1) year.....	\$20.00
Second (2) year.....	25.00
Third (3) year.....	30.00

(b) 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.

(c) Apprentices shall not work part time or as extra men on Saturdays, or the day preceding holidays. Apprentices must be sixteen (16) years of age or over and shall pay initiation fees to Locals No. 320 and 571 or affiliated Locals.

ARTICLE 7. (a) When in need of help employers must give preference to members in good standing of Locals No. 320 and 571 and affiliated Locals under whose jurisdiction they are working.

(b) No employe shall be discharged without good and sufficient cause, dishonesty, incompetency, incivility or an over supply of help will be sufficient cause for dismissal, or help can be dismissed provided preference be given union help in replacing men.

ARTICLE 8. The market card must be displayed in all places where members of Locals No. 320 and 571 and affiliated Locals are employed and agreement signed.

ARTICLE 9. This agreement expires September 30th, 1937. 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 30th, 1938.

ARTICLE 10. If through any cause whatever the adoption of this agreement be delayed not later than October 31st, 1936, it shall become retroactive to September, 1936.

ARTICLE 11. This agreement to be posted in place of employment so that every employee may have equal and easy access to same.

ARTICLE 12. Laundry, tools and sharpening of tools to be furnished free of cost by employer.

ARTICLE 13. 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 employees health.

ARTICLE 14. The Retail Meat Dealers of Chicago and County of Cook agree not to negotiate with any but the duly elected officers and Locals No. 320 and 571 or other authorized members of same Local, and further agree not to make a contract with anyone not affiliated with Locals No. 320 and 571.

ARTICLE 15. Any member of Locals No. 320 and 571 who is in good standing, and is in business for himself who may desire to affiliate with the Retail Meat Dealers Associations, may apply for a withdrawal card, provided the request be accompanied by a similar request from the Secretary of the Retail Meat Dealers Association. Withdrawal card may be obtained upon application to the Executive Board of Locals No. 320 and 571.

ARBITRATION CLAUSE

ARTICLE 16. All grievances which cannot be adjusted by Locals No. 320 and 571 or affiliated Locals, and employers shall be referred to an arbitration board, consisting of two (2) members to be named by employees, two (2) by the affected 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 fifteen (15) days.

ARTICLE 17. Locals No. 320 and 571 and affiliated Locals will furnish men who will work to the best interest of the Employer in every way just and lawful, who will give honest diligent service to patrons of the employer's establishment, will do everything within their power looking for the uplifting of the meat industry.

Signed for Locals No. 320 and 571 and Affiliated Locals. Amalgamated Meat Cutters & Butcher Workmen of North America. A. F. of L.

EMPLOYERS: President.....

Sec'y.-Treas.....

Business Representative.....

U.S. DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

WASHINGTON

March 11, 1938

Mr. Alex Nielubowski, Secy.
Amalgamated Meat Cutters and Butcher
Workmen of North America #320
8951 Commercial Avenue
Chicago, Illinois

My dear Mr. Nielubowski:

We have in our files a copy of your agreement with employers which expired October 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

Master Butcher of Chicago ect

*National Tea Co
CH.P.*

(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

185

Number of non-members working under terms of agreement

none

Branch of trade covered

Retail meat

Date renewed _____

Date of expiration _____

Please check here if you wish the agreement returned

No.

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.

*Address communication to
Rec Sect*

*John F Jaskowak
1428 W 105th Chicago Ill*