

-: A G R E E M E N T :-

This agreement by and between the _____ of the City of Youngstown, Ohio; the party of the first part hereinafter known as the Employer, and Meat Cutter Social Union #200, of the Amalgamated Meat Cutters and Butcher Workmen of North American, A.F. of L., the party of the second part, hereinafter known as the Union; for the purpose of collective bargaining on wages, hours and other conditions of Labor.

ARTICLE I

Section A.

Employer agrees to employ only members in good standing of the Union, or men willing to become such with 15 days after employment as steady help.

Section B.

Anyone working three days or over per week shall be considered as steady help.

Section C.

Anyone working less than three days per week shall be considered as extra help. All extra help must have a work permit card from the Union Business Agent.

ARTICLE II

Section A.

Hours of Labor shall be as follows: 54 hours shall constitute a week's work, and not over 10 hours in any one day.

Section B.

Union members to have one hour for lunch each day.

Section C.

Any time worked in excess of Section A, Article II, shall be considered over time and be paid for at the rate of time and one-half of the regular rate.

ARTICLE III

Section A.

There shall be no work on Sundays or the following holidays: New Years, Memorial Day, July 4th, Labor Day, Thanksgiving Day, or Christmas Day.

Section B.

Union members (steady help) to receive pay for these holidays.

ARTICLE IV.

Employer to furnish all tools and linens required on the job.

ARTICLE V.

Union members to keep tools and premises of Employer clean as possible, and refrain from the use of alcohol during working hours. Violations of this clause to be cause for dismissal.

ARTICLE VI.

Union members agree to give one week's notice of quitting and Employer agrees to give one week's notice or one week's pay in case of dismissal. This clause void in case of dishonesty.

ARTICLE VII

Union members to be paid wages in full once a week.

ARTICLE VIII

Employer agrees to give Union members who have been employed as steady help one year or over one week's vacation (with pay) each year.

ARTICLE IX.

Classification of Employees for the determining of various rates of wages shall be as follows: Meat Cutters (men cutting fresh meat ready to sell). Counter men (men waiting on trade only). Apprentices and Extra Help, and Managers of Department.

ARTICLE X.

Section A.

Union member working as Meat Cutter shall receive not less than \$30.00 per week.

Section B.

Union member working as counterman shall receive not less than \$25.00 per week.

Section C.

Union member employed as apprentice shall receive not less than \$16.00 for the first six months and not less than \$18.00 for the second six months, and not less than \$20.00 for the third six months. After two years full wages, if serving as counterman, and \$25.00 for the second year and full pay after three years, if serving as a Meat Cutter.

Section D.

Extra help shall be paid at the following rate: Countermen, 50¢ per hour. Meat Cutters, 60¢ per hour.

Section E.

Department Managers to receive not less than \$35.00 per week.

ARTICLE XI

In the event of any reductions of persons by the Employer, the rule of seniority in employment shall be observed, unless otherwise mutually agreed by Employer and Union. The same rule shall be observed in rehiring.

ARTICLE XII

When any matter pertaining to this agreement, or any grievance shall arise between the Employer and the Union, the Union Representative shall refer the same to the Employer or his manager, for adjustment, and in the event of failure to reach a satisfactory settlement within three days, said grievance shall be submitted to an Arbitration Board of three members. One to be chosen by the Union and one by the employer, these two to choose a third, but in the event they fail to agree on the third within 48 hours, the Labor Board shall be requested to appoint a third party, their decision to be final.

ARTICLE XIII

In consideration of the granting of the above conditions by the Employer, all Union members agree to work to the best interest of the Employer. In very just and lawful way to give honest and diligent service to the patrons of the Employer's market, and to do everything in their power for the uplifting of the meat industry and further agree to expel (upon sufficient proof) from the Union any member guilty of dishonesty.

This agreement shall be and remain in force from _____
to and including _____

Witness _____

Employer _____

Union _____

(3121)

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

Youngstown, Ohio

COLLECTION OF UNION AGREEMENTS
May 15, 1936

Local Union Meat Cutters and Butcher Workmen #200

Address Mike Nief, 3406 Hillman Street

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

2. Number of employers with whom union has effective agreements. 30
(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. 65

4. Number of non-members covered. None

5. Names of companies or employers' associations :
signing the attached agreement. (If signed by : Beginning : Date of
an association, please give name of associa- : Date : Termination
tion and number of companies.) : : :

<u>G.M. McKelvey Co.</u>	<u>May 1, 1936</u>	<u>May 1, 1937</u>
<u>Geo. L. Oles</u>	<u>July 1, 1936</u>	<u>July 1, 1937</u>
<u>Lloyd Market</u>	<u>" 7, 1936</u>	<u>June 1, 1937</u>
<u>Rulli Bros.</u>	<u>" 7, "</u>	<u>" "</u>
<u>Central Square Market</u>	<u>" "</u>	<u>" "</u>
<u>Toth's De Luxe Market</u>	<u>July 1, 1936</u>	<u>July 1, 1937</u>
<u>Goldberg + Bierman</u>	<u>" 15, 1936</u>	<u>" 1, 1937</u>
<u>East End Cut Rate</u> (on effect)	<u>May 1, 1935</u>	<u>May 1, 1936</u>

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

O'Donoghue
(Name of Agent)

J. E. Kubus
(Signature of person furnishing information)

Bus agt.
(Office or Position)

July 22, 1936
(Date)

1014 Overland ave
(Address) Youngstown

Benita Market.	June 1, 1935 - 6-1-36
Lazar (3) markets	" "
Moskovitz	" "
Stop & Shop	" "
East Federal Out Rate	" "
Kroeger Grocery & Baking (about one-half are union men)	Nov. 19, 1935 - Nov. 19, 1936

