AGREEMENT

1959 - 1961

— Between —

THE GREAT ATLANTIC & PACIFIC TEA COMPANY

PITTSBURGH UNIT

— and —

THE AMALGAMATED FOOD EMPLOYEES, UNION, LOCAL No. 590

Affiliated with the

Amalgamated Meat Cutters and Butcher Workmen of North America

Affiliated with the AFL-CIO

UNITED PRINTING TRADES UNION COUNCIL PITTSBURGH, PA. 43

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Agreement

This agreement by and between The Great Atlantic & Pacific Tea Company, Pittsburgh, Pennsylvania, hereinafter known as the "Employer" and The Amalgamated Food Employees Union, Local #590 of the Amalgamated Meat Cutters and Butcher Workmen of North America, affiliated with the AFL-CIO hereinafter known as the "Union", is entered into this 24th day of November, 1959.

ARTICLE I

Recognition Clause

(1.) The Employer recognizes Local Union No. 590 as the exclusive bargaining agency, for all store employees (except store managers and co-managers) which are serviced by the Pittsburgh Warehouse in the State of Pennsylvania and also meat employees in our stores in the cities of Steubenville, Cadiz, Toronto, Bellaire, Bridgeport, Barnesville, and Martins Ferry, Ohio and Wheeling, Elm Grove, Moundsville and Wellsburg, West Virginia.

(2.) The Local shall be the sole representative of those classifications of employees as covered by this agreement in collective bargaining with the Employer. The Employer agrees that any and all employees covered by this agreement, and within the classification of work as herein provided, shall become and remain members of the Local in good standing as a condition of continued

employment on or after the thirty (30) days following the beginning of their employment or the effective date of this agreement, whichever is later.

ARTICLE II

Management Clause

The management of the business in all its phases and details shall remain vested in the Employer. The rights of the Employer and the employees shall be respected and the provisions of this contract for the orderly settlement of all questions regarding such rights shall be observed.

ARTICLE III

Hours Clause

The work week for full time male and female employees shall be forty (40) hours per week, to be performed within the store and shall be worked in five (5) days. Work in excess of forty (40) hours in any one (1) week or eight (8) hours in any one (1) day to be on an overtime basis, at the rate of time and one half the regular straight time hourly rate of pay. Overtime pay shall be computed on either a daily or weekly basis, whichever is the greater, but overtime shall not be computed on overtime.

If any employee is required to work outside of his regular schedule, he shall not be required to take time off from his schedule that week in order to avoid overtime.

ARTICLE IV

Wage Clause

The minimum scale of wages for employees covered by this agreement shall be as described below. Employees now receiving in excess of the wages herein agreed upon will not be reduced, except permanent transfers to lower paid jobs.

Full Time - Female - Cashiers, Grocery Clerks, Counter Clerks, Wrappers & Weighers

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	Effective Sept. 6, 1959				Effective Sept. 4, 1960			
	Self Service Stores		Reg. & Comb. Stores		Self Service Stores		Reg. & Comb. Stores	
	Per Week	Per Hour	Per Week	Per Hour	Per Week	Per Hour	Per Week	Per Hour
1st year	$73.80	$1.845	$71.80	$1.795	$77.80	$1.945	$75.80	$1.895
2nd year	78.30	1.9575	76.30	1.9075	82.30	2.0575	80.30	2.0075
3rd year	80.30	2.0075	78.30	1.9575	84.30	2.1075	82.30	2.0575
Thereafter	84.30	2.1075	82.30	2.0575	88.30	2.2075	86.30	2.1575

Full Time - Male - Cashiers & Grocery Clerks

	Effective Sept. 6, 1959				Effective Sept. 4, 1960			
	Self Service Stores		Reg. & Comb. Stores		Self Service Stores		Reg. & Comb. Stores	
	Per Week	Per Hour	Per Week	Per Hour	Per Week	Per Hour	Per Week	Per Hour
1st 6 mos.	$82.10	$2.0525	$80.10	$2.0025	$86.10	$2.1525	$84.10	$2.1025
2nd 6 mos.	84.10	2.1025	82.10	2.0525	88.10	2.2025	86.10	2.1525
2nd year	86.10	2.1525	84.10	2.1025	90.10	2.2525	88.10	2.2025
3rd year	88.10	2.2025	86.10	2.1525	92.10	2.3025	90.10	2.2525
Thereafter	91.60	2.29	89.60	2.24	95.60	2.39	93.60	2.34

Full Time-Male or Female-First Clerk Coffee and/or Dairy-Self Service Store

Effective Sept. 6, 1959
Minimum $97.60 to $107.60 per week

Effective Sept. 4, 1960
Minimum $101.60 to $111.60 per week

Head Stocker - Self Service Store Only

Effective Sept. 6, 1959
Minimum $101.60 per week

Effective Sept. 4, 1960
Minimum $105.60 per week

Full Time - Male or Female - Produce Department Head - Self Service Store

Effective Sept. 6, 1959
Minimum $121.60 per week

Effective Sept. 4, 1960
Minimum $125.60 per week

Full Time - Male or Female - Head Cashier - Self Service Store

Effective Sept. 6, 1959	Effective Sept. 4, 1960
Minimum $91.30 to $101.30 per week	Minimum $95.30 to $105.30 per week

Box Car Men - Night Crew - Self Service Store

To receive $8.00 in excess of regular salary.

Third Man Carrying Store Key

To receive $5.00 in excess of regular salary.

Vacation and Relief - Self Service Stores

	Effective Sept. 6, 1959	Effective Sept. 4, 1960
Produce Dept. Head	$121.60 per week	$125.60 per week
Head Cashier	$91.30 to $101.30 per week	$95.30 to $105.30 per week
First Clerk Coffee and/or Dairy	$97.60 to $107.60 per week	$101.60 to $111.60 per week

MEAT DEPARTMENT

	Effective Sept. 6, 1959			Effective Sept. 4, 1960		
	Super Markets	O.S.S. Stores	Reg. & Comb. Stores	Super Markets	O.S.S. Stores	Reg. & Comb. Stores
Full Time Male Meat Dept. Head	$129.60	$126.60	$111.60	$133.60	$130.60	$115.60
Full Time Journeyman	$110.60	$110.60	$110.60	$114.60	$114.60	$114.60
Full Time Back Room Cutters	$110.60	$110.60		$114.60	$114.60	

Full Time Male Apprentices - Minimum

	Effective Sept. 6, 1959		Effective Sept. 4, 1960	
	S. S. Stores	Reg. & Comb. Stores	S. S. Stores	Reg. & Comb. Stores
1st 6 months	$82.10	$82.10	$86.10	$86.10
2nd 6 months	85.10	85.10	89.10	89.10
3rd 6 months	90.10	90.10	94.10	94.10
4th 6 months	95.10	95.10	99.10	99.10
Thereafter	110.60	110.60	114.60	114.60

Full Time First Back Room Cutter

To receive $5.00 per week in excess of regular salary in self service stores only, and where established previously in other stores.

Part Time Journeyman

Effective Sept. 6, 1959	Effective Sept. 4, 1960
$2.595 per hour minimum	$2.695 per hour minimum

Vacation and Relief Male Meat Department Head

	Effective Sept. 6, 1959	Effective Sept. 4, 1960
Super Markets	$129.60 per week	$133.60 per week
Other Self Service Stores	126.60 per week	130.60 per week
Reg. & Comb. Stores	111.60 per week	115.60 per week

Journeyman Working as Back Room Cutter 50% or More of His Time to Receive Back Room Cutters' Rate.

Part Time - Female - Cashiers, Grocery Clerks, Counter Clerks, Wrappers & Weighers

	Effective Sept. 6, 1959		Effective Sept. 4, 1960	
	S. S. Stores	Reg. & Comb. Stores	S. S. Stores	Reg. & Comb. Stores
1st 6 months	$1.82	$1.77	$1.92	$1.87
2nd 6 months	1.87	1.82	1.97	1.92
3rd 6 months	1.92	1.87	2.02	1.97
Thereafter	1.97	1.92	2.07	2.02

Part Time - Male - Cashiers & Grocery Clerks

	Effective Sept. 6, 1959		Effective Sept. 4, 1960	
	S. S. Stores	Reg. & Comb. Stores	S. S. Stores	Reg. & Comb. Stores
1st 6 months	$1.895	$1.845	$1.995	$1.945
2nd 6 months	1.945	1.895	2.045	1.995
3rd 6 months	1.995	1.945	2.095	2.045
Thereafter	2.045	1.995	2.145	2.095

All Employees on the Company's Payroll as of September 6, 1959, Are to Receive Increases as Follows:

Full Time Male Employees	$5.00 per week
Full Time Female Employees	$5.00 per week
Regular Part Time Male Employees	12½ per hour
Regular Part Time Female Employees	12½ per hour
All Other Part Time Employees	12½ per hour

All Full Time, Regular Part Time and Part Time Employees on the Company's Payroll as of September 4, 1960, Are to Receive an Increase of 10c Per Hour.

ARTICLE V

Working Conditions

(1.) Every Meat Department may employ at least one apprentice and in addition another apprentice may be employed for three additional journeymen employed in the department.

(2.) All journeymen will be classified as back room cutters and receive the cutters' rate when employed in complete self service stores.

(3.) After serving two (2) years of apprenticeship, in training, an apprentice shall be classified as a Journeyman Meat Cutter and shall receive credit for all time served under each employer.

(4.) Full time first back room cutter shall be deemed and construed to mean any journeyman meat cutter who acts as a Meat Department Head in the absence of the regular meat department head for a period of less than one week.

(5.) **Female Wrappers, Weighers and Counter Clerks**—shall take meat or fish cut or dressed by a journeyman, weigh it, insert price tag, place in trays or locker boards, and enclose all in a cellophane wrapper, which will be sealed by her. She shall place this meat or fish in the self-service case, and rotate same in the case. She shall use a slicing machine for luncheon meats, or a knife to cut liverwurst or any other luncheon meat which cannot be run through a slicer. She may do all other work in the

meat department not normally performed by journeyman, meat cutters or apprentices, including cleaning of cases, work tables or any other house cleaning chores required in the meat department.

(6.) Temperatures in cutting rooms and wrapping rooms are to be no less than 55 degrees Fahrenheit.

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(7.) All work performed on Sundays and the following legal holidays shall be compensated at the rate of double time, i.e., straight time plus straight time: New Year's Day, Memorial Day, 4th of July, Labor Day, Veteran's Day, Thanksgiving Day and Christmas. Veteran's Day to be celebrated on the Monday of the week in which the 11th of November occurs.

(8.) In a week in which one of the holidays mentioned in (7.) occurs, all full time employees who work a full work week will receive eight (8) hours' straight time pay in addition to their pay for a full work week of 40 hours. Overtime at time and one half the regular straight time hourly rate of pay will be paid after 40 hours of actual work. Any full time employee who works a part of a week, and then is absent due to proven illness, will also receive the holiday pay.

(9.) In area where major competitors force the Company to keep its store open for a ½ day on Memorial Day, 4th of July and Labor Day, an extra ½ day's wages at straight time shall be paid to all employees so required to work. Major competitors include large stores, either chain or individu-

ally owned or such combination of stores as forces the Company to meet competition on these days.

(10.) (a.) Each full time employee is to be entitled to one (1) week's vacation with pay after one year of continuous full time service with the Company and two (2) weeks' vacation with pay after three (3) years of continuous full time service with the Company, but the total amount of unused paid vacation time accumulated by any employee shall not exceed two weeks in a calendar year, except as shown in paragraphs (b.) and (c.) of this section.

(b.) Each full time employee is to be entitled to three (3) weeks' vacation with pay after ten (10) years of continuous full time service with the Company.

(c.) Each full time employee is to be entitled to four (4) weeks' vacation with pay after twenty (20) years of continuous full time service with the Company.

(d.) The Company in its discretion has the right, based on seniority and position of the employee to specify the time of year at which each full time employee shall take a single paid vacation of number of weeks entitled through continuous service or separate paid vacations of one (1) week each during any particular calendar year, except to the extent that vacations are to be scheduled by March 1st of each year and that no employee be compelled to take a vacation before April 1st.

(e.) Vacation pay shall be computed on

the basis of the employee's regular straight time weekly salary.

(f.) Vacations are not accumulative other than specified above.

(11.) If a holiday occurs during an employee's vacation, he or she shall be paid eight (8) hours at straight time for the holiday.

(12.) When a full time employee is scheduled to work outside of his or her normal regular schedule between the hours of 10:00 P. M. and 7:00 A. M., he or she shall be permitted to work such hours in addition to his or her normal schedule.

(13.) Where the Employer has appointed an employee to assume the duties and responsibilities of one of the following jobs,—

Produce Department Head
Head Cashier
Coffee Dairy Head

that employee when absent on vacation, or sickness for more than two (2) days shall be replaced, and the replacement shall be paid for the time over two (2) days at the minimum wage as shown in Article IV.

(14.) Any full time employee who works more than two (2) nights in any one (1) week past six fifteen o'clock (6:15) P. M. shall be paid overtime at the rate of one and one half times his straight time hourly rate for all hours worked past six fifteen o'clock (6:15) P. M. on nights other than the first two (2) nights so worked.

(15.) In case of emergency, if an employee is required to work three (3) hours beyond his regular eight (8) hour day, he shall be given a twenty (20) minute paid lunch period.

(16.) All employees are entitled to an adequate rest period both in morning and afternoon.

(17.) The Employer agrees to furnish without charge suitable clothing, such as coats, aprons, arctic coats, all weather gear for carry out and equipment necessary during hours of employment.

(18.) An employee may be granted time off with pay, not to exceed three (3) days, in event of death in immediate family. The term "immediate family" shall mean parent, child, brother, sister, grandfather, grandmother, mother-in-law, father-in-law or any relative living with the employee.

(19.) Employees serving on Jury Duty shall be paid the difference in salary.

(20.) In the event of temporary transfers, the Company shall reimburse the employee on the basis of commercial travel conveyances.

(21.) Any member of the Union being elected to a permanent office in the Union, or as a delegate to any Union Activity necessitating temporary leave of absence, shall be granted such leave of absence, without pay, and shall, at the end of the term in the first instance or at the end of his mission in the second instance, be guaranteed re-employment at his former wage rate plus any

increase or less any reduction that may become effective during his absence.

(22.) Union members will receive Holiday pay, based on regular basic straight time wage, when temporarily holding a non-union position.

(23.) A full time employee may, upon written application to the Unit Personnel Department, be granted a leave of absence, without pay, not to exceed ninety (90) days. Full time female employees may, upon written application to the Unit Personnel Department, be granted a maternity leave of absence, without pay, not to exceed nine (9) months. Such leaves will not be permitted for the purpose of trying out for another job.

(24.) The Employer shall have the right to discharge any employee for good and sufficient cause. The Union agrees to cooperate to correct inefficiencies of members which might otherwise necessitate disciplinary action or dismissal from the service. Nothing herein shall deny to the Union its rights under the arbitration clause.

(25.) Regular employees permanently laid off or discharged will receive a week's notice or a week's pay in lieu of notice except those employees discharged for reasons of dishonesty, intoxication or gross insubordination.

(26.) Full time employees reduced to part time will retain their hourly rate and accumulate part time service toward full time rate.

(27.) (a.) There shall be no split shift schedules for any employees.

(b.) There shall be a lapse of three (3) hours between the quitting time of any part time employee and the starting time of his or her replacement.

(c.) During weeks when a recognized holiday occurs, all full time employees shall work their full time within 5 days. The holiday shall be recognized as the day off during that week.

(28.) The Employer agrees to post work schedule by Saturday noon of previous week for all employees, full time and part time, copy of same to be furnished to store stewards. Management will, insofar as possible, post all hours which are to be worked in a given week by part time and regular part time employees.

(29.) (a.) **Part Time Employee**—A grocery clerk, cashier, journeyman, female counter clerk, wrapper or weigher is considered a part time employee if his or her work week is 18 hours or less, to be worked within five days. Part time employees are to be scheduled to work not less than 12 hours in self service stores nor less than 8 hours in all other stores.

(b.) **Regular Part Time Employee**—A grocery clerk, cashier, journeyman, female counter clerk, wrapper or weigher is considered a regular part time employee if his or her work week is over 18 hours and up to 32 hours, to be worked in five days. An employee will be considered a regular part

time employee when he or she has worked 18 to 32 hours inclusive for seven (7) weeks, not necessarily consecutively, in any given Quarter.

(c.) **Full Time Employee**—Any employee is considered a full time employee who has worked 40 hours per week for four (4) consecutive weeks.

(d.) Based on their original starting date, Regular Part Time Employees shall receive, on a pro-rata basis, the same Company benefits as full time employees are presently receiving, except for life insurance and pensions.

(e.) Regular Part Time Employees shall receive the same hourly rates of pay as full time employees, based on length of service.

(f.) Part Time and Regular Part Time Employees shall receive all available hours for a full work week in accordance with seniority and ability.

(30.) Regular part time and part time employees who may be assigned to work shall be guaranteed four (4) hours' wages. The Union agrees that the part time minimum guarantee of 4 hours does not apply to part time employees in stores that close at 6 P. M. if the Business Representative of the Union is so informed in each case and if the part time employees referred to are attending school.

(31.) Part time employees shall accumulate seniority at the rate of two thousand (2000) hours equal one (1) year toward full

time rate of pay when appointed to full time work.

(32.) In the event of enactment of Municipal, State or Federal regulation reducing hours of work below those provided in this agreement, or increasing wages, and provided said regulations apply to the employees covered by this agreement, the Employer agrees to comply with same. Provided, further, that should the constitutionality of such ordinance or act be tested in the courts, there shall be no reduction in hours or increase in wages, pending final determination of such court action.

(33.) The Union agrees to furnish to the Employer at least one Union store card for each of the Employer's stores covered by this Agreement, to be displayed on the premises as the Company may elect. Such cards shall remain the property of and shall be surrendered to the Union upon demand.

(34.) The Company and the Union agree that wherever the Company has appointed a full time Produce Department Head in self service stores only, they shall receive the rate specified in the wage clause but it is not mandatory on the Company's part that they appoint this classification.

(35.) If during the life of this agreement, the Company makes a new classification, the Union has the right to negotiate for wages for the new classification.

(36.) The Coffee and/or Dairy First Clerk classified in the wage clause is only to be paid to one clerk in those stores where the

store manager or the supervision designated a person as responsible for the department in all its phases of operations and then to only one person in the store. Coffee and/or Dairy Department Head replacements shall be male employees only.

(37.) Salesmen for outside companies shall not be permitted to do work in the store that is normally done by store employees, except when opening a new or remodeled store.

(38.) The Employer agrees that all new full time employees who have had previous full time grocery or meat experience, certified in writing by their previous employer or employers, will be given credit irrespective of whom they have worked for, and their starting rates of pay shall be based in accordance with the full time experience they have had according to the schedule for full time male or female employees. Any previous experience five (5) years prior to the date of their application is not to be recognized.

(39.) The Employer agrees to pay the premium for regular full time and regular part time employees covered by this agreement and their dependents (as presently defined under these Plans) to the Hospitalization Service Association of Pittsburgh for the Blue Cross Hospitalization, known as 70-Day Program, and the medical-surgical benefits of the Blue Shield Plan in Pennsylvania.

(40.) Where machines such as meat grinders, saws, cubing machines, etc., are equipped with guards for the protection of the

employees, such guards must be used.

(41.) By signing of this agreement, benefits not covered therein shall be continued for life of this agreement.

ARTICLE VI

Seniority Clause

(1.) Seniority shall be on the basis of each store. Promotion shall be based on fitness and ability with seniority a factor only when all other things are equal.

In case of layoff and promotion, seniority of full time employees shall be considered by areas previously agreed upon between the Company and the Union. Promotion from part time to full time shall be on the area basis. An employee continuously laid off for six (6) months shall be automatically terminated at the end of that period. Nothing in the above shall be construed to take away from a returned service man any rights or benefits to which his service with the Company and in the armed forces entitles him. Employees laid off within the six (6) months period shall be placed in a pool for consideration for employment in the Unit.

(2.) Respecting the employment promotion of any member of the Union, ability and practicability shall be considered in conjunction with seniority standing. Regular part time employees will be given preference for permanent jobs, ability and practicability to be considered in conjunction with seniority.

(3.) It is understood that the stewards of this Union shall, at all times be full time employees and shall be the last to be laid off in any case, and the Union shall furnish the Employer with a complete list of stewards, which list shall be supplemented from time to time as may be necessary. In no event shall the steward be empowered to call a work stoppage.

(4.) School boys or girls working after school shall not be eligible to seniority standing.

(5.) Presently employed employees shall have first consideration to jobs paying higher rates excepting returning ex-servicemen, who shall have preference over present personnel.

(6.) Employees transferred from one store to another shall work for a period of six (6) months before regaining full seniority rights.

(7.) Part time employees holding other regular jobs shall have no seniority rights.

ARTICLE VII

Grievance and Arbitration Clause

(1.) In the event of any differences or complaints over the interpretation or application of the terms of this agreement, they may become the subject of conference as follows:

(a.) Between the store steward and the store manager.

(b.) In the event of failure to adjust the complaint, the Union District Business Agent shall discuss it with the Field Supervisor.

(c.) If this discussion fails to bring about a satisfactory settlement, the complaint shall be referred to the President of the Union who will discuss such with the Operating Superintendent.

(d.) In the event that this meeting fails to settle satisfactorily the complaint, either of the parties hereto may request arbitration.

(2.) Notice of intent to arbitrate must be given in writing to the other party and the difference or complaint shall be stipulated in the letter of notification. The Arbitration Board shall consist of three persons, one selected by the Employer, and one selected by the Union within ten (10) days from the date of the notification to arbitrate. The two persons so selected shall agree upon a third person who shall act as Chairman of the Arbitration Board. If agreement between the two cannot be reached as to the third person within ten (10) days after their appointment, the Federal Mediation and Conciliation Service shall be asked to appoint the third person. A majority decision of the Arbitration Board shall be rendered without undue delay and shall be final and binding on both parties.

The expenses if any of the third party shall be shared equally by the parties hereto.

(3.) There shall be no strikes, lockouts or stoppage of work of any kind pending the handling of such differences or complaints in accordance with the arbitration procedure. The Union agrees that it will not refuse to cross a picket line until such has been duly sanctioned by the International President of the Amalgamated Meat Cutters and Butcher Workmen of North America, in Chicago, Illinois, and until the Employer has been officially notified by the Union.

ARTICLE VIII

Termination Clause

(1.) This agreement shall remain in effect from September 6, 1959, to September 9, 1961.

(2.) Either party desiring to terminate this Agreement or to negotiate changes in the Agreement shall give notice to the other party in writing at least 60 days prior to the expiration date hereof. If such notice is not given, as above, the Agreement shall be automatically renewed without changes for a period of one year. In the event either party serves such notice of a desire to negotiate changes in the Agreement, it is mutually agreed that the Employer and the Union without undue delay shall begin negotiations on the proposed changes and that pending the results of negotiations, neither party shall change the conditions existing under the contract.

(3.) This agreement cancels and supersedes all previous agreements between the parties hereto.

Signed by the duly authorized representatives of the parties hereto.

FOR THE EMPLOYER:

THE GREAT ATLANTIC & PACIFIC TEA COMPANY

By W. E. AYRES
By L. J. FITZPATRICK

FOR THE UNION:

AMALGAMATED FOOD EMPLOYEES UNION LOCAL #590 AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA AFFILIATED WITH THE AFL-CIO

By CLIFTON C. CALDWELL
By JOSEPH H. SABEL

THE GREAT ATLANTIC & PACIFIC TEA COMPANY
Central Division
Dallas Avenue and Lynn Way
Pittsburgh, Pa.

P. O. Box 4600
East Liberty Station

November 30, 1959

Amalgamated Food Employees Union Local No. 590
700 Clark Building
Liberty Avenue
Pittsburgh 22, Pa.

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Gentlemen:

The following are provisions of our agreement, effective September 6, 1959, to September 9, 1961, which do not appear in the written contract:

1.) The following shall be the time off, with pay, allowed for bonafide sickness:

Employees Length of Service With The Company	Time Off With Pay For Bonafide Sickness
3 months to 1 year	1 week and 2 half weeks
1 year to 2 years	2 weeks and 3 half weeks

2 years to 5 years	3 weeks and 5 half weeks
5 years to 10 years	5 weeks and 7 half weeks
Over 10 years	7 weeks and 9 half weeks

2.) In stores having total volume of over $50,000.00, Meat Department Heads to receive a minimum wage of $139.60 per week.

3.) Stores having a total volume of over $40,000.00 for two consecutive quarters shall appoint a Head Stocker.

4.) All operators of automatic wrapping machines to receive a premium of $10.00 per week. All operators of semi-automatic wrapping machines to receive a premium of $5.00 per week. Replacements to receive premiums of 25c and 12½c per hour respectively.

5.) A verbal understanding regarding employment of Local 590 members in Central Cutting Plant.

Accepted by:

AMALGAMATED FOOD EMPLOYEES
UNION LOCAL No. 590
CLIFTON C. CALDWELL,
President

Yours Very Truly

L. J. FITZPATRICK,
Operating Superintendent