

This agreement entered into by and between Local Union No. 70 of the Amalgamated Meat Cutters and Butcher Workmen of North America, American Federation of Labor and of Jefferson City, Missouri.

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ARTICLE I.

Section 1: It is a condition of employment that all employees must be members in good standing of Local Union No. 70, Amalgamated Meat Cutters and Butcher Workmen of North America.

Section 2: No employee shall be employed unless they have a permit card, duly signed by the Secretary of Local Union No. 70. After thirty (30) days employment they shall become members of Local Union No. 70.

ARTICLE II.

Section 1: Employees shall work not more than fifty-nine (59) hours per week. Nine and one-half ($9\frac{1}{2}$) hours shall constitute a work day the first five days of the week, namely, Monday, Tuesday, Wednesday, Thursday, and Friday. Eleven and one-half ($11\frac{1}{2}$) hours shall constitute a day's work on Saturdays and days preceeding holidays.

Section 2: In case of emergencies, when markets are closed, all employees required to work shall receive time and one-half for all hours worked.

Section 3: Employees shall have one hour for lunch each day and one-half hour for supper on Saturdays and days preceeding holidays.

Section 4: Meat Departments must be cleaned after store hours for which one and one-half ($1\frac{1}{2}$) hours will be allowed once each week.

Section 5: No work is to be performed on Suddays or legal holidays which are New Year's Day, Memorial Day, Independence Day, Labor Day, Armistice Day, Thanksgiving Day, and Christams Day, or on any days that may be set aside in the future as legal holidays. All union employees shall be paid for all holidays not worked at the regular rate of pay.

Section 6: Employees must assist in taking inventory on New Year's Day and in the evening after store hours, if necessary, at the regular rate of pay. No time and one-half is to be allowed for this extra work.

ARTICLE III.

Section 1: The minimum wage for Journeymen Meat Cutters shall be \$26.00 per week.

Section 2: Vacation or sick relief employees shall be paid according to the terms of this agreement.

Section 3: Every meat market where one or more journeymen are employed may employ one apprentice meat cutter, who shall receive the following wage: \$14.00 per week for the first six months; \$16.00 per week for the second six months; \$18.00 per week after the first year; \$22.50 after the second year, and after the third year he shall be classed as anjourneyman meat cutter and shall be advanced as openings occur. All apprentice meat cutters must be at least sixteen (16) years of age.

Section 4: Food clerks, male and female, shall receive \$20.00 per week as a minimum wage. Where one or more clerks are employed one assistant clerk may be employed, who shall receive the following wage: first six months, \$14.00 per week, second six months, \$16.00 per week; after the first year \$18.00 per week; after the second year \$20.00 per week.

Cashiers shall be Paid \$16.00 Per week

It is understood that any person required to do delivering shall receive \$18.00 per week. Drivers required to wait on trade shall be considered as a clerk and shall be paid as provided in the first paragraph of this section..

Section 5: Any Journeyman meat cutter used as extra help shall be paid not less than forty-five (45¢) an hour. Any apprentice meat cutter used as extra help shall be paid not less than thirty cents (30¢) an hour. Any pers on used as an extra clerk shall be paid not less than thirty cents (30¢) an hour.

Section 6: Those employees who are receiving more than the wage specified in this agreement shall not be reduced under the terms of this agreement.

ARTICLE IV.

Section 1: In decreasing or increasing help the principle of seniority shall prevail as to all union employees, fitness and ability to be the judge.

Section 2: No employee shall be discharged unless good and sufficient cause can be shown.

Section 3: Any member who is proven guilty of dishonesty in handling the employer's money or giving away or taking merchandise shall be expelled from the Union.

Section 4: The employer agrees to furnish all tools; also all linens and to keep same laundered.

Section 5: Any employee covered by this agreement, drafted under the Conscription Law for Military Training by the United States Government shall upon making application for re-employment be returned to his former position and restored all rights previously acquired thereto.

ARTICLE V.

Section 1: VACATIONS: All employees who have worked continuously for one employer for one year shall be granted a vacation of one week with pay. Vacation period shall be from May 1 to September 1st. Company policy over and above this schedule shall prevail. Vacation pay shall be figured on the total earnings of the four weeks previous to vacation.

ARTICLE VI.

Section 1: Where agreements are signed, the Local Union will lend, without cost, one International Union Market Card, but no Market Card shall be displayed unless all employees who are eligible for membership are members of the Union. The privilege of displaying the Union Market Card will be granted those retail market owners, or partnerships, not employing help, who become members of Local Union No. 70. Markets not displaying the Union Market Card will be termed "Non-Union Markets" and the public so notified. This Union Market Card will remain the property of Local Union No. 70 and will be promptly surrendered by the employer upon violation of any part of this agreement.

Section 2: Places where new agreements are signed, applications and money of all employees covered by this agreement shall be in the hands of the authorized representative of Local Union No. 70.

ARTICLE VII.

Section 1: This agreement shall be in full force and effect for one year from date of signing. If either party to this agreement desires to open same they shall give at least thirty (30) days' written notice, prior to the expiration of said contract. If no notice is given by either party to this agreement it shall continue in effect for an additional year.

Signed for the Employer:
By: Kenneth Sowers

Signed for Local Union 70:
By: Anton H. Diemler

Date: Aug 6-1941