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# AGREEMENT

By and Between

## DISTRICT UNION 427, AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA — AFL-CIO

And

## CLEVELAND FOOD INDUSTRY COMMITTEE

SEPTEMBER 2, 1963 — SEPTEMBER 4, 1965

### — AGREEMENT —

1. AGREEMENT made this 5th day of November, 1963 at Cleveland, County of Cuyahoga, and State of Ohio, by and between the members of the CLEVELAND FOOD INDUSTRY COMMITTEE, individually and collectively, for its members, hereinafter referred to as the EMPLOYER, and DISTRICT UNION 427, AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA, AFL-CIO, hereinafter referred to as the UNION.

#### RECOGNITION

2. The Employer recognizes the Union as the sole bargaining agent for all employees in the meat departments of the Employer located in the Counties of Cuyahoga, Lake, Geauga, Ashtabula, Lorain and Medina, except for the Kroger Company who recognizes the Union as the sole bargaining agent for all employees in its meat departments in the counties of Cuyahoga, Lake, Ashtabula and Lorain, and the cities of Northfield, Vermillion and Brunswick, Ohio, and Erie County, Pennsylvania.

#### UNION SHOP

3. It shall be a condition of employment that all employees of the Employer covered by this Agreement who are members of the Union in good standing on the date on which this Agreement is signed shall remain members in good standing and those who are not members on the date on which this Agreement is signed, shall, on the thirty-first (31st) day following the date on which this Agreement is signed, become and remain members in good standing in the Union. It shall also be a condition of employment that all employees covered by this Agreement and hired on or after the date on which this Agreement is signed, shall, on the thirty-first (31st) day following the beginning of such employment become and remain members in good standing in the Union. The Employer agrees to notify the Union of any new help within two (2) weeks after the date of employment.

#### CHECK-OFF OF UNION DUES

4. The Employer shall, for the term of this Agreement, deduct initiation fees, assessments, and Union dues from the first pay of each month of employees who are members of the Union and who individually and voluntarily certify in writing authorization for such deductions. The Employer shall remit all sums deducted in this manner to the Union before the fifteenth (15th) day of the month for which the initiation fees and dues were collected.

#### UNION OFFICIAL ACCESS TO STORE

5. The appropriate store official shall grant to any accredited Union official access to the store and to the working areas where members of the Union are working for the purpose of satisfying himself and the Company representatives that the terms of this Agreement are being complied with, provided the Union official shall first advise the appropriate store official of the purpose of his visit.

#### REGULAR WORK WEEK

6. Forty (40) hours, in any five (5) days of any one (1) week, Monday to Saturday, inclusive, shall constitute the work week for all full-time employees.

#### REGULAR WORK DAYS

7. (a) The regular work days for the forty (40) hour week in Cuyahoga County shall be as follows:

Monday, Tuesday, Wednesday and Thursday — 9:00 A.M. to 6:00 P.M.  
Friday and Saturday — 8:00 A.M. to 6:00 P.M.

(b) The regular work days for the forty (40) hour work week outside Cuyahoga County shall remain as presently constituted, provided, however, that any employer who feels he must change hours to meet major competition will give the Union two (2) weeks' written notice of his intentions before changing.

(c) The scheduled hours of work for the week or any change in said schedule must be posted no later than Saturday preceding the work week for which the schedule is posted. Once posted, full time employees will not be required to take time off in lieu of overtime if called in to work hours other than scheduled hours.

8. All employees when ordered to report for work shall be scheduled for not less than five (5) hours' work in any one work day provided they are available for the hours scheduled.

#### AVAILABLE HOURS

9. (a) Part time employees shall receive available hours up to full time work in accordance with seniority and classification.

(b) Part time employees shall be scheduled for not less than twelve (12) hours per week except that part time called into work on Saturday only or the day preceding a holiday only shall be scheduled for not less than five (5) hours' work. Part time not available for twelve (12) hours' work are exempt from this provision.

(c) The Union and the Employer recognize the need for part time employees and the desirability to provide full time jobs within the provisions of this Agreement and the needs of the business. It is agreed that two part time employees within the same job classification will not be used where one full time employee can be used and is available.

10. A meat cutter (or a member of the Union without regard to classification if only one meat cutter is employed in the market) must be on duty during all hours the store is open.

#### OVERTIME

11. (a) Time and one-half (1½) shall be paid in excess of forty (40) hours in any work week.

(b) Any work performed by a female employee, or a male employee where stores are open after 6:00 P.M., outside Cuyahoga County, in excess of eight (8) hours in one (1) day shall be paid at time and one-half (1½) the regular rate of pay.

(c) Where employees are regularly scheduled premium hours, the Union may discuss the matter with the Employer and where mutually agreeable, the hours will be scheduled to equate no more than forty (40) hours' straight time pay.

12. In Cuyahoga County time and one-half (1½) shall be paid for any work performed after 6:00 P.M. on any work day.

13. If an individual employer outside Cuyahoga County is open after 6:00 P.M. on more than one day, time and one-half (1½) shall be paid for work on those nights in excess of one (1) day during any one (1) week and time and one-half (1½) will be paid after 10:00 P.M. for hours worked on "Open" night when store is open for business after 6:00 P.M. This does not apply to hours scheduled prior to store opening to get prepared for business.

14. No employee shall be permitted to accept time off in lieu of overtime pay. Necessary book work shall be done on the Employer's premises.

#### SUNDAYS AND HOLIDAYS

15. There shall be no work performed on Sundays and the following legal holidays, except in cases of extreme emergency to protect the property of the Employer. All work performed on Sundays or the following legal holidays shall be paid for at the rate of double time, that is straight time plus straight time.

16. (a) New Year's Day, Decoration Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day or days legally celebrated in lieu thereof, and the individual's birthday on the Monday following or, if a holiday week, the succeeding Monday.

(b) If requested, employees will be given necessary time off without pay on Election days to vote in accordance with State statutes covering the matter.

(c) Effective January 1, 1964 in addition to the holidays named in 16(a), a personal holiday shall be granted to employees between January 1 and April 30, at the Employer's discretion, and subject to the same conditions as set forth above for holidays.

#### HOLIDAY WORK WEEK

17. Thirty-two (32) hours shall constitute the work week for all employees in a week in which any of the preceding specified holidays shall fall. All work performed in excess of thirty-two (32) hours in any such holiday week shall be compensated for at the rate of time and one-half (1½). All regular full time employees shall be paid eight (8) hours' pay for holidays not worked. Such employees will receive holiday pay if he has worked part of the week and then is off due to accident or verifiable illness.

18. Part time employees who work thirty-two (32) hours in a holiday week shall receive eight (8) hours' holiday pay. Part time employees shall receive holiday pay on the following pro-rata basis:

12 through 19 hours	— 2 hours' holiday pay
20 through 27 hours	— 4 hours' holiday pay
28 through 31 hours	— 6 hours' holiday pay
32 hours or over	— 8 hours' holiday pay

#### MINIMUM RATES

19. The minimum rates of pay for full time employees for the basic work week, as set out in Paragraph 6, shall be as follows:

	Rates Effective September 2, 1963 Weekly Hourly		Rates Effective September 6, 1964 Weekly Hourly		Rates Effective March 7, 1965 Weekly Hourly	
20. MEAT DEPT. HEAD	\$140.00	\$3.50	\$142.00	\$3.55	\$144.00	\$3.60
21. MEAT CUTTER	127.00	3.175	129.00	3.225	131.00	3.275
22. MEAT CUTTER-COUNTER	124.00	3.10	126.00	3.15	128.00	3.20
	(Meat Cutter who works 50% or more of his time on Service Counter.)					
23. FIRST CUTTER	132.00	3.30	134.00	3.35	136.00	3.40
	(In stores having four or more meat cutters including meat department head and meat cutter-counter classifications.)					

24. All employees in the classification covered by Paragraph 20 will receive the above rate on the effective date indicated, or a minimum increase of \$5.00 per week, effective September 2, 1963. All employees in the classifications covered by Paragraphs 21, 22 and 23 will receive the above rates on the effective dates indicated or a minimum increase of \$4.00 per week effective September 2, 1963. All employees in the classifications covered by Paragraphs 20, 21, 22 and 23 will receive the above rates on the effective dates indicated or a minimum increase of \$2.00 per week, effective September 6, 1964; and a minimum increase of \$2.00 per week March 7, 1965.

25. (a) FULL TIME MALE APPRENTICES:

1st 6 months	86.00	2.15	88.00	2.20	90.00	2.25
2nd 6 months	91.00	2.275	93.00	2.325	95.00	2.375
3rd 6 months	98.00	2.45	100.00	2.50	102.00	2.55
4th 6 months	106.00	2.65	108.00	2.70	110.00	2.75

(b) After the second year, the meat cutter or meat cutter-counter rate will apply. It shall be the responsibility of the Employer to provide the opportunity for proper training of Apprentices so that they may attain the necessary skill and experience for meat cutting during apprenticeship.

(c) All employees falling in the classification covered by Paragraph 25 will receive the above rates on the effective dates indicated or a minimum increase of \$4.00 per week effective September 2, 1963; a minimum increase of \$2.00 per week effective September 6, 1964; and a minimum increase of \$2.00 per week March 7, 1965.

26. (a) FULL TIME FEMALE HELP:

1st 3 months	79.50	1.9875	81.50	2.0375	83.50	2.0875
3 to 9 months	82.50	2.0625	84.50	2.1125	86.50	2.1625
9 to 18 months	88.50	2.2125	90.50	2.2625	92.50	2.3125
18 to 24 months	92.50	2.3125	94.50	2.3625	96.50	2.4125
Over 24 months	97.50	2.4375	99.50	2.4875	101.50	2.5375

(b) All employees falling in the classification covered by Paragraph 26, will receive the above rates on the effective dates indicated or a minimum increase of \$3.00 per week effective September 2, 1963; a minimum increase of \$2.00 per week effective September 6, 1964; and a minimum increase of \$2.00 per week March 7, 1965.

27. Meat Cutters, relieving head meat cutters one week or more, shall receive the minimum rate for the head meat cutter. However, in no event shall he suffer a decrease in wages.

#### PART TIME RATES

28. The minimum rates of pay for part time employees shall be pro-rated on an hourly basis.

29. Part time employees shall be given credit for actual hours of work in arriving at their regular hourly rate.

#### SERVICE CREDIT

30. Employees shall receive credit for all time served under different Employers in arriving at the proper wage rate.

#### EQUAL PAY FOR EQUAL WORK <sup>59 60</sup>

31. Female employees replacing male employees shall be paid the rate for male employees providing such female employees are able to perform in full the duties of the male employees.

#### NO REDUCTION IN PAY

32. No employee shall suffer a reduction of pay as a result of the signing of this Agreement.

#### REST PERIODS

33. There shall be no split shifts or enforced rest periods, and all time in one (1) day shall run continuously from starting to quitting time except that all employees shall receive a paid rest period of fifteen (15) minutes in the morning and fifteen (15) minutes in the afternoon and a single lunch period, without pay, of one (1) hour in any one (1) day. Lunch periods shall be provided within five (5) hours after the employee begins work.

#### NOTICE FOR DISCHARGE, LAYOFFS, AND EMPLOYEE VIOLATION

34. (a) In the matter of layoffs and reduction of hours, full time employees will be given one (1) week's notice of such layoff or reduction of hours or pay in lieu thereof.

(b) The Employer may discharge an employee for just cause. Three (3) days' notice or pay in lieu thereof will be given to the employee, except that no notice need be given in the case of discharge for dishonesty, drunkenness on the job, or insubordination. The Union may file a written complaint within seven (7) days to the Employer asserting the discharge was not for cause. The Employer will notify the Union in cases of discharge.

35. All employees shall give three (3) days' notice to the Employer. Upon failure to do so, the Union shall discipline employees.

36. No employee shall be employed at wages below the wage scale fixed herein, and the Union shall have full authority to request the disciplining of any employee working below conditions set forth in this contract including working off the clock.

#### VACATIONS

37. All full time employees with one (1) year's continuous service with an individual employer shall receive one (1) week's vacation with pay.

38. All full time employees with three (3) years' or more continuous service with an individual employer shall receive two (2) weeks' vacation with pay.

39. All full time employees with eight (8) years' or more continuous service with an individual employer shall receive three (3) weeks' vacation with pay.

40. All full time employees with twenty (20) years' (effective January 1, 1965, eighteen (18) years) or more continuous service with an individual employer shall receive four (4) weeks' vacation with pay.

41. Part time employees shall be granted vacations on the same basis as full time employees, except that their vacation pay shall be based on the hours worked during the year preceding the anniversary date of employment divided by fifty-two (52).

42. (a) Those receiving more shall not be reduced. Employees shall qualify for vacations on the anniversary date of employment. Vacation schedule may be changed if employee and employer are agreed. Employees with mixed full time and part time service shall receive their vacation based on their last year of service divided by 52 and shall be measured by the employee's last hiring date. An employee shall not lose his vacation pay if he leaves the service of the Employer after qualifying for a vacation he has not received.

(b) Once an employee goes through the first anniversary of employment, they shall be entitled to vacations, as earned, following the first of each and every subsequent year, which will be granted in line with seniority.

43. Vacations earned are not accumulated beyond four (4) weeks in any year. Vacation money must be paid in advance.

44. If a holiday (specified in Paragraph 16) falls within an employee's scheduled vacation period, the employee will receive an extra day's pay.

45. Employees who are members of the Military Reserve shall not be required to take their vacation during the period of their two-week Reserve duty, nor to take their day off during a week to coincide with a day's Reserve duty.

#### FUNERAL LEAVE

46. In case of death in the immediate family of a full time employee, such employee shall be allowed a maximum of three (3) days' leave with pay, provided, however, that no employee will be paid more than a full week's pay. The term immediate family shall mean husband, wife, son, daughter, mother, father, sister, brother, mother-in-law, father-in-law, grandparents, or any relative residing with the employee.

#### LEAVES OF ABSENCE <sup>50</sup>

47. (a) A female employee desiring a pregnancy leave will notify the Employer in writing by the end of the third month of pregnancy, supported by a doctor's statement, that such leave is necessary. Such leave will begin not later than the end of the fifth (5th) month of pregnancy and shall continue for one (1) month after the date of birth or miscarriage. An employee may work the sixth month of pregnancy with medical approval. An extension of two (2) months will be granted where necessary if the employee so requests in writing and it is supported by a doctor's statement. The employee will notify the Employer at least two (2) weeks prior to the date of her desire to return to work.

(b) The Employer will grant the necessary leave of absence without pay for employees who are appointed or elected to Union office or a delegate to a Union activity. Such leave in no case will exceed one (1) year. Requests for such leave will be made in writing to the Employer at least two (2) weeks prior to the beginning date of the desired leave. If a Head Meat Cutter is given a leave of over one (1) month's duration, he may be returned as a journeyman.

(c) An employee may be granted a personal leave not to exceed thirty (30) days in one (1) calendar year upon written request to the Employer with a copy to the Union stating the reason for the requested leave and the dates involved. The employee agrees this leave will not be used in trying out for another job.

(d) The Employer will notify the Union when a leave of absence is granted.

(e) Employees violating the terms of a leave of absence will be considered a voluntary quit.

48. Any full time employee called for jury duty will be compensated by the employer for the difference between regular pay and the jury pay for absence necessarily caused by such jury duty. The employee shall not suffer loss in pay by reason of being on jury duty on his regular day off.

### JOB APPLICANTS

49. (a) When the Employer requires any workers, either for regular employment or for part time work, he shall apply to the office of the Union. The Union agrees to send any available workers of proven qualification who shall identify themselves by presenting Union referral cards and who shall be directed to report to the Employer's place of business.

(b) In the event that any worker so referred is not suitable to the Employer, the Employer has the right to refuse him employment.

(c) In the event that the Union cannot supply workers applied for in time to satisfy the Employer's requirements the Employer may secure new employees from any source; upon hiring such new employees, the Employer agrees to immediately notify the Union; and upon further condition that such new workers shall be subject to the other provisions of this section.

(d) It is understood, however, that new employees are on a trial basis for the first thirty (30) days of employment and may be discharged at the discretion of the Employer without the employee having recourse to the grievance procedure.

(e) The Union and the Employer agree that in hiring employees, neither will discriminate against any applicant for employment because of race, creed, color or national origin.

### PENSIONS

50. Those not having a pension plan shall establish a pension plan. Agreement reached on pensions, for those employers not now providing a Company pension program, shall be attached as a supplement.

### HEALTH AND WELFARE

51. Employer herein agrees that the Health, Welfare and Death Benefit Fund heretofore established, which is legal under the laws of the State of Ohio and under the laws of the United States, shall be continued during the life of this Agreement. It is understood and agreed by the parties hereto that no fund shall be set up on which the contributions made by Employer hereunder are construed to be wages under the Federal Wage and Hour Act. Nor is any fund to be established under which the payments of the Employer are considered by any taxing authority as wages upon which withholding tax is to be paid or upon which Social Security contributions are to be made by Employer.

52. The fund, which is to be established, shall be jointly administered under a trust agreement to be executed by the parties hereto providing administration by a Board of Trustees consisting of two representatives of the Union, two representatives of the Employer, and providing for a tie breaker. This fund shall be used to establish insurance against sickness, accident, or such other contingencies as may impair the welfare of the Union members as may be determined by the Board of Trustees.

53. Each individual Employer agrees to pay monthly into the Health and Welfare Fund the sum of \$5.40 per week for each full time employee and each part time employee averaging thirty (30) hours, (effective January 1, 1964 twenty-five (25) hours or more each week), excluding those working inflated hours due to summer working schedules and those of less than sixty (60) days' employment on each such Employer's payroll.

Effective June 1, 1964 or the month prior to the opening of THE CLEVELAND HEALTH FOUNDATION MEDICAL CENTER, but no earlier than June 1, 1964 each individual Employer agrees to pay monthly into the Health and Welfare Fund the sum of thirty (\$30.00) dollars per month for each full time employee and each part time employee averaging twenty-five (25) hours or more per week, excluding those working inflated hours due to summer working schedules and those of less than sixty (60) days' employment on each such Employer's payroll.

54. Each such Employer shall forward on the first (1st) day of each month to the Fund a record sheet of his eligible employees (see Par. 53) for the current month with payment to the Fund to cover said employees.

55. The Kroger Company having a health and accident plan in effect is exempt from the provisions of Paragraphs 51 to 54 inclusive. However, any changes made in such plan during the term of this contract will be through negotiations with the Union.

#### SENIORITY

56. As to lay-offs, rehiring and permanent full time transfer from one store to another (except where such transfer is made to staff a new store), or transfer from one type of work to another, the principle of seniority shall apply. Seniority shall be determined on the length of service of the employee with regard to his experience and ability to perform the work. All circumstances being reasonably equal, length of service shall be the controlling factor. Senior employees shall have the right to demonstrate their fitness and ability, including retraining for new jobs. An employee's seniority shall be considered broken if he quits, is discharged for cause, is laid off continuously for one year or fails to return from lay-off within three (3) days of written notice sent to the last known address.

57. (a) In the matter of promotions, the Employer shall have the right to exercise his final judgment after giving due regard to seniority.

(b) A seniority list shall be supplied the Union.

(c) In the event of a grievance arising out of lay-offs or reduction of hours, there will be no liability until one week after the grievance is filed by the Union.

#### JOB SECURITY

(d) The Employer and the Union mutually agree that it is their intent and purpose to maintain the status of those employees, having full time status as of September 1, 1963. To effectuate this policy, when it becomes necessary to change the status of a full time employee, either by lay-off or reduction to part time status, the following procedure shall be followed: The District Union officer or officers and

the Employer or his appropriate representative or representatives shall confer within forty-eight (48) hours after notification to the Union regarding the contemplated lay-off or reduction of hours of full time employees and whatever arrangements are made in laying off or reducing hours of full time employees shall be final. All circumstances being reasonably equal, length of service shall be the controlling factor.

58. For multi-store operations, seniority shall be considered by areas previously agreed upon between the Employer and the Union.

59. Employees working full time on other jobs shall be considered to have the least seniority.

60. Union stewards shall be considered to have the longest seniority on the store level within their classification.

61. In cases of temporary transfers out of the seniority area for the benefit of the Employer involving additional transportation cost, employees will be reimbursed for the additional expense at public transportation rates.

#### WORKMEN'S COMPENSATION

62. It is agreed that all meat market operators with one (1) or more employees shall carry Workmen's Compensation under the Workmen's Compensation Law of Ohio.

#### ARBITRATION

63. (a) Should there be a dispute concerning the terms of this Agreement or their application which cannot be settled between the parties, the matter may be submitted to arbitration by either party.

(b) The Board of Arbitration shall consist of one (1) person chosen by the Employer and one (1) person chosen by the Union. Said two (2) persons shall choose a third party and if they are unable to agree, will jointly ask the Federal Mediation and Conciliation Service to submit a panel of arbitrators from which the parties will select the third (3rd) member of the Board of Arbitration.

(c) The third (3rd) member will be empowered by the parties to render a decision on the dispute, within the terms of this Agreement, but will have no power to add or subtract from the terms of this Agreement. The decision of the Board will be final and binding on all parties and the expense of the third member of the Board will be shared jointly by the Union and the Employer.

(d) All grievances must be handled promptly.

(e) The Executive Board of the Union shall have the final authority in respect to any aggrieved employee covered by this Agreement, to decline to process a grievance, complaint, difficulty, or dispute further if in the judgment of the Executive Board such grievance or dispute lacks merit or lacks justification under the terms of this Agreement, or has been adjusted or justified under the terms of this Agreement to the satisfaction of the Union Executive Board.

#### NO STRIKE - NO LOCKOUT

64. There shall be no strikes, lockouts, stoppage of work or picketing during the life of this Agreement.

#### MISCELLANEOUS

65. The parties agree to meet to discuss mutual problems. Either party may request such a meeting.

66. Any employee who enters into a business competing directly with his Employer as an employee or owner shall be subject to discharge without recourse.

67. This Agreement shall be binding upon the Employer herein and its successors and assigns. It is the intent of the

parties that this Agreement shall remain in effect for the full term thereof and shall bind the successors of the respective parties hereto.

68. Upon request from the Union, the Employer will submit his Safety Policy.

#### TERM OF CONTRACT

69. This Agreement shall take effect September 2, 1963, and shall expire September 4th, 1965, but shall automatically continue from year to year unless notice is given in writing by either party not less than sixty (60) days prior to the expiration date hereof.

70. The provisions of the Agreement are deemed to be separable to the extent that if and when a court of last resort adjudges any provisions of this Agreement in its application between the Union and the Employer to be in conflict with any law, such decision shall not affect the validity of the remaining provisions of this Agreement, but such remaining provisions shall remain in full force and effect, provided further that in the event any provision or provisions are so declared to be in conflict with law, both parties shall meet within thirty (30) days for the purpose of re-negotiation and agreement on provisions so invalidated.

71. Changes in this Agreement will become effective the Monday following the execution of the Agreement unless otherwise provided herein. Retroactivity will be paid to September 2, 1963.

#### THE UNION

By: SAM POLLOCK, President

By: FRANK CIMINO, Secretary-Treasurer

By: \_\_\_\_\_

#### THE EMPLOYER SIGNED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 196\_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_ Zone \_\_\_\_\_

By: \_\_\_\_\_

By: \_\_\_\_\_

#### CLEVELAND FOOD INDUSTRY COMMITTEE

By: JOHN W. SALMON, Chairman

#### BI-RITE, INC.

By: Leonard D. Geraci

#### CLEVELAND FOOD DEALERS ASSN., INC.

By: Frank F. Heiser

#### FISHER FOODS, INC.

By: Walter P. Sitko

#### HEINENS, INC.

By: J. J. Heinen

#### THE KROGER CO.

By: W. B. Bedell

#### PICK-N-PAY, INC.

By: John S. Rini

#### STOP-N-SHOP, INC.

By: Julius Kravitz

JUN 18 1964

U.S. DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS  
WASHINGTON, D.C. 20210

June 5, 1964

*III*

Mr. Sam Pollock, President  
Amalgamated Meat Cutters  
Local #427  
2605 Detroit Avenue  
Cleveland 13, Ohio

Dear Mr. Pollock:

We have in our file of collective bargaining agreements a copy of your agreement(s) covering the Cleveland Food Industry Committee, Cleveland, Ohio and Vicinity. This agreement expired September 1963.

Would you please send us a copy of your current agreement—with any supplements and wage schedules—negotiated to replace or to supplement the expired agreement. If your old agreement has been continued without change or if it is to remain in force until negotiations are concluded, a notation to this effect on this letter will be appreciated.

In addition, please provide the information requested below. You may return this form and your agreement in the enclosed envelope which requires no postage.

I should like to remind you that our agreement file is open to your use, except for material submitted with a restriction on public inspection.

Very truly yours,

*Ewan Clague*

Ewan Clague  
Commissioner of Labor Statistics

If more than one agreement is enclosed, please provide information separately for each agreement on the back of this form.

1. NUMBER OF EMPLOYEES NORMALLY COVERED BY AGREEMENT 3700

2. Number and location of establishments covered by agreement \_\_\_\_\_

See Agreement

3. Product, service, or type of business Retail Meat Operations

4. If previous agreement has been extended without change, indicate new expiration date September 4, 1965

Sam Pollock  
(Your name)  
2605 Detroit Avenue  
(Street)

President  
(Position)  
Cleveland, Ohio 44113  
(City and State)