

# AGREEMENT OF MARKET EMPLOYEES

Agreement entered into this.....day of

.....1939, by and between the

undersigned .....

party of the first part, and Local No. 648, of the Amalgamated Meat Cutters and Butcher Workmen of N. A., A. F. of L., party of the second part.

Section 1. The party of the first part agrees to employ none but members in good standing with a card in Local No. 648 of the Amalgamated Meat Cutters and Butcher Workmen of N. A., A. F. of L., provided that at any time the Union or duly authorized Business Agent or Representatives are unable to furnish men, non-union men may be employed, provided that the employer notifies the Financial Secretary of Local No. 648, within two days of employment, and such employees, if eligible, shall become members of Local No. 648.

Section 2. The party of the first part agrees to assist the Business Agent of Local No. 648 at any time to investigate the standing of employees in the house, and arrange time for investigation at the convenience of the parties concerned.

Section 3. (a) It is further agreed that on Monday, Tuesday, Wednesday, Thursday, Friday and Saturday, a days work shall not exceed nine (9) hours. Said work to be performed between the hours of 8 A.M. and 6 P.M., and one hour shall be allowed for lunch.

(b) Time shall be allowed Saturday between 6 P.M. and 7:30 P.M., or one hour on Monday between 7 A.M. and 8 A.M. to take inventory. Markets taking inventory once a month shall be allowed time for same.

(c) All markets shall furnish employees with gowns, aprons, linens and the laundering of same.

Section 4. Any proprietor or manager taking the place of a block man and operating a Union Market, displaying a Union Shop Card, issued by Local No. 648 of the A. M. C. & B. W. of N. A., A. F. of L., shall pay strict adherence to the laws as specified in Sections 3 and 10.

Section 5. All Union Markets and members of Local No. 648 of the A. M. C. & B. W. of N. A., A. F. of L., shall not be permitted to handle smoked meats, fresh meats or meat products from unfair firms. The placing of a firm on the unfair list by Local No. 648 shall only be done upon the findings of a joint committee composed of the Executive Committee and Central Labor Council. All Union Markets and members of Local No. 648 shall not be permitted to handle products from Orientals or products handled by Orientals if available elsewhere.

Section 6. It is further agreed that the following Legal Holidays shall be strictly observed:

New Year's Day, Memorial Day, Fourth of July, Labor Day, Admission day, Armistice Day, Thanksgiving Day and Christmas Day. Holidays falling on Sundays to be observed the following Monday.

Section 7. Markets employing permanently three or more Journeymen meat cutters shall be entitled to one apprentice, at a ratio of one apprentice to every three Journeymen permanently employed in one shop.

Section 8. It is further agreed that the minimum wage scale be as follows:

- (a) Journeymen Meat Cutters.....per week \$42.50
- (b) Extra Journeymen Meat Cutters on Saturdays and days preceding holidays.....per day \$ 8.50
- (c) Extra Journeymen other days.....per day \$ 8.00
- (d) Any employee employed three days in any one week shall receive his pro-rata of the straight wage scale and not extra man's salary.

Section 9. Apprentice wages start at \$37.50 per week for the first year.

(a) At the end of the first year they shall receive a raise of Five Dollars (\$5.00) per week.

(b) At the end of two years they shall receive Journeymen wages if capable. If not, time may be extended by the consent of the meat dealer and Local No. 648.

Section 10. In the event of unusual conditions arising by virtue of which the party of the first part desires the employees to work overtime, this situation shall be referred to a committee of two persons. The committee to be composed of one (1) representative of the first party and one (1) representative of the second party. The committee shall meet and in the event that they agree that the unusual conditions are such as to constitute an emergency then in that event overtime employment will be allowed.

(a) In the event of emergency, overtime employment shall be paid for at the rate of double time, extra men to be given preference.

(b) Employment at hours other than between the hours of 8 A.M. to 6 P.M. and on Sundays and holidays is to be considered overtime and will only be permitted in the event of emergency.

Section 11. It is further agreed that the party of the second part shall and does hereby pledge itself and agree in all things to promote harmonious relations between the parties, and further in all matters the mutual interest of the parties to this agreement, and in all things to continue the present amicable relations existing between Employer and Employee.

Section 12. The parties agree that there shall be no cessation of work, through strike or lockout in the event of any dispute affecting this agreement, without first being submitted to a board of arbitration composed of two members to be named by the Union and two members to be named by the Employers. Should these four be unable to agree within a period of seven days, they shall mutually select a fifth disinterested party to serve with them as a Board of Arbitration, said board to, within seven days, render a decision that shall be final.

(a) The Union further agrees that, should any matters of jurisdictional dispute arise during the term of this contract, the matter shall be submitted to a duly authorized American Federation of Labor Representative for clarification and whose decision shall be final.

Section 13. It is further agreed that this agreement shall be in effect....., until

....., and shall continue thereafter until changed by mutual consent of both parties. Thirty days notice in writing must be given for any change of said agreement.

Approved by the Reno Central Trades and Labor Council.

Approved by the International office of the A. M. C. & B. W. of N. A., A. F. of L.

AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA, A. F. OF L., LOCAL No. 648.

(SEAL)

\_\_\_\_\_  
President.

\_\_\_\_\_  
Secretary-Treasurer.

\_\_\_\_\_  
Market.

\_\_\_\_\_  
Proprietor-Manager.

Date of Signing....., 19.....

U. S. DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS  
WASHINGTON

meat #648  
Reno, Nevada  
6-1-40

*By Question  
to answer  
of Cable Press*

UNION AGREEMENTS

December 1, 1939

Mr. George Wade, Sec'y #648  
Amal. Meat Cutters & Butchers Workmen  
P.O. Box 146  
Reno, Nevada

Dear Sir:

For a number of years the Bureau of Labor Statistics has attempted to maintain a file of all union agreements in force throughout the United States. On checking through our files we find we do not have copies of any agreements entered into by your union. We are exceedingly anxious to have your agreements among our records and shall appreciate your cooperation in sending us copies of them, together with the information requested below.

If you have only one copy available and so designate, we shall be glad to type a duplicate and promptly return the original. If you so indicate, we will keep the identity of the agreement confidential, using the materials only for general analysis which will not reveal the name of your union.

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*  
Commissioner of Labor Statistics.

Enc.

Name of company or employers' association signing the agreement \_\_\_\_\_

(If more than one employer, please list on reverse side)

Number of companies covered by agreement Twenty Nine

Number of union members working under terms of agreement One Hundred Sixty

Number of nonmembers working under terms of agreement \_\_\_\_\_

Branch of trade covered Retail and Wholesale Meat Industry

Date signed June 1st 1939 Date of expiration June 1st 1940

Please check here if you wish the agreement returned no

Geo. Wade 311 19th St Sparks Nevada  
(Name of person furnishing information) (Address)

Names of Employers of Retail Agreement

Brunetti and Patrone  
California Market  
California Avenue Market  
Conant Bros. Inc.  
Cottage Grocery and Meat Market  
Elmwood Market and Grocery  
Extension Market and Grocery  
Hansons # " "  
H. Lauretti Market  
Lincoln Market  
Lowery's Serve Urself Market  
Market. Wholesale  
Ney's Quality Market  
Oldham's Market  
Pacific Meat Company  
Reno Meat Company  
Reno Public Market  
Safeway Stores Inc.  
Sewells United Stores.  
Silver State Market  
Tait Bros. Market  
Union Marlet  
Virginia Market  
Washoe Market  
Washoe Super Market

Names of Employers of Wholesale Agreements

Humphrey Supply Company.  
Minden Meat Company.  
Nevada Packing Company.  
Pacific Meat Company.  
Peoples Market.  
Swift and Company.  
Truckee Meadows Slaughtering Company.  
United Wholesale.

