

assn
AUG 4 1961

**Working Agreement
for
Retail Bakeries**

May 9, 1959 to May 13, 1961

LOCAL No. 2

**Bakery and Confectionery Workers'
International Union of America**

OFFICE
2503-5 NORTH KEDZIE BOULEVARD

PHONES
DI ckens 2-8242 - 2-8243



Articles of Agreement

THIS AGREEMENT made and entered into on this 25th day of May, 1959, by and between the undersigned employers, (the list of which is attached and made part of this contract, and other individual retail shop operators under the jurisdiction of Local No. 2, whose names may not appear on the said list, but who sign a contract whose terms are identical to this Agreement) each of which is hereinafter referred to as the "EMPLOYER", and LOCAL No. 2 of the BAKERY AND CONFECTIONERY WORKERS' INTERNATIONAL UNION OF AMERICA, hereinafter referred to as the "UNION".

ARTICLE I

Union Security

Section 1. All present employees covered by this Agreement who are members of the Union at the date of the execution of this Agreement shall remain members in good standing as a condition of their employment. All present employees who are not members of the Union shall within thirty days following the date of the execution of this Agreement become and remain members in good standing as a condition of their employment. All employees who are hired hereafter shall within thirty days following the beginning of their employment become and remain members in good standing of the Union as a condition of their employment. Thereafter it shall be a condition of continued employment that the said employees remain in good standing in the Union.

Section 2. The Union agrees to accept new applicants who meet all requirements of the constitution of the Bakery and Confectionery Workers' International Union of America.

Section 3. The Union may maintain an employment office for the purpose of supplying employees to the Employer, and the Employer may call upon the Union for employees. There shall be no discrimination because of membership or non-membership in the Union.

Section 4. The Employer agrees that on the same day, monthly, he will submit to the Union a list of new employees hired.

Section 5. In the event it is decided by law that the Associated Retail Bakers of Greater Chicago does not come under the Labor Management Relations Act of 1947, or in the event the said Labor Management Act is amended in any manner material to these provisions upon the request of the undersigned employers or the Union, the parties will meet to negotiate concerning possible modification of Section 1, Section 2, and Section 3 of this Article. It is further agreed that if either or both of the two events described hereinabove should occur, upon the request of the undersigned Employers or the Union, the parties will meet to negotiate concerning the following provisions proposed by the Union: (a) the right of members of the Union to refuse to work for an Employer having a bargaining agreement with another union operating in the baking industry which union is on strike against or has been locked out by said Employer, and (b) the right of members of the Union to refuse to bake for any of the undersigned Employers against whom the Union is on strike or by whom the Union has been locked out.

ARTICLE II

Employment of Apprentices on Pro Rata Basis

Section 1. The Employer agrees to employ only one (1) Apprentice on each separate shift, and not more, in any shop except on the following pro rata basis:

When employing one (1) Journeyman baker, on bread or cake, then it shall be allowed to employ one (1) Apprentice only; when employing one (1) Journeyman Baker on bread and one (1) Journeyman baker on cake, then it shall be allowed to employ one (1) Apprentice on each separate shift. This same ruling shall prevail in any shop employing less than a total of eight (8) Journeymen Bakers. When employing from eight (8) to fifteen (15) Journeymen Bakers, a total of three (3) Apprentices may be employed, but only one (1) on each separate shift. When employing from fifteen (15) to twenty-five (25) Journeymen Bakers, a total of four (4) Apprentices may be employed, but only one (1) Apprentice on each separate shift. When employing from twenty-five (25) to thirty-five (35) Journeymen Bakers a total of five (5) Apprentices may be employed, but not more than one (1) Appren-

tice on each separate shift. When employing more than thirty-five (35) Journeymen Bakers, a total of six (6) Apprentices may be employed but not more than one (1) Apprentice on each shift.

Section 2. The Employer agrees not to employ any Apprentice as beginner over the age of twenty (20) years, and not to work any Apprentice longer hours than the Journeymen Bakers.

ARTICLE III

Covering Miscellaneous Bakery Workers; Their Classification and Work Assignments

Section 1. All workers (other than Journeymen Bakers, Apprentices and Jobbers) employed by the Employer throughout the bake shop, or any part thereof, in the performance of any work connected with or incidental to handling or shifting of any and all kinds of material used in processing of any and all bakery, confectionery or kindred products; or handling, packing or shifting such products; cleaning, washing or otherwise preparing utensils, tools or any other equipment incidental to bake shop operations; cleaning the bake shop or any part thereof; and maintaining and repairing any and all equipment etc., shall be known as "MISCELLANEOUS BAKERY WORKERS."

Section 2. It is definitely understood that no Miscellaneous Bakery Worker can handle in any way, shape or form live doughs of any kind, or participate in any way in mixing, scaling or otherwise handling of any dough or batter of any kind during any and all processes from point of mixing to point of made up products until set on pans, trays, plates or molds; or handling of any made up products of any kind at the oven until such products are stacked from the oven; unless such Miscellaneous Bakery Workers are paid Journeymen Bakers' wages for the day or days during which time such workers participate partly or wholly in any such work as is not assigned to them herein. It is further understood that the Miscellaneous Bakery Workers will perform only such work as assigned to them under the herein described assignments and classification.

Section 3. It is further understood that whenever a Miscellaneous Bakery Worker of a lower classification performs work as assigned to a higher classification during any one day or any part thereof the higher Miscellaneous Bakery Worker scale of wages will become effective during that day.

Section 4. It is further understood that whenever a vacancy occurs in a higher classification of a Miscellaneous Bakery Worker, job preference in filling the vacancy will be given to an employee in the next following lower Miscellaneous Worker classification over that of a new employee and that in such cases seniority rights will be respected on the basis of ability to be determined between the Employer and the shop steward with approval by the union. However, in filling the vacancy of a handy man, seniority shall only apply to general bake shop cleaner.

Section 5. It may be permissible to change a Miscellaneous Bakery Worker to an apprentice position providing it is done strictly in accordance with all requirements in Article II.

Definitions, Classifications and Work Assignments

Handy Man means a worker who in addition to general bake shop cleaning work performs general repair work around a bakery.

Cake Icer means a worker who ices various baked cakes. He may also perform work assigned to a lower classification.

General Bake Shop Helper means a worker who washes and tops all kinds of made up sweet rolls, biscuits, coffee cakes and cookies; fills various kinds of baked cakes, cookies, cream puffs, eclairs, bismarks, cream rolls, and tarts; ices cookies, cream puffs, eclairs, bismarks, doughnuts, fried cakes, sweet rolls, biscuits, coffee cakes and cream rolls; lays fruit or berries on made up open face round or square fruit cakes, short cakes, and cookies; garnishes made up pound fruit cakes. He may also perform work assigned to a lower classification.

General Bake Shop Cleaner means a worker who performs all kinds of general bake shop cleaning up in and

31
274
around a bakery and shifts around all kinds of completely finished bakery products to the assigned places. He may perform work assigned to a lower classification. However, when a general bake shop cleaner is required to act also as a stock room man or stock receiver, he is to be paid the same pay as provided for the handy man.

Pan Greaser and Cleaner means a worker who cleans and washes pans and pots, greases pans and is otherwise preparing said equipment for ready use. He may handle, pack and shift around completely finished bakery products to their assigned places. He may be used to assist in all light general bake shop, cleaning, etc.

It is further understood that in the classifications of Cake Icers and General Bake Shop Helpers, (C) means beginners up to six months experience; (B) means from six to twelve months experience; (A) means one year experience or more. In all other classifications (C) means a beginner up to three months experience; (B) means from three to six months experience; (A) means six months experience or more.

It is further understood that an employee shall advance in classification upon expiration of the time limits of each classification provided he or she notifies the Employer at least fifteen (15) days prior to the expiration of such time limit and has the necessary ability. If the Employer does not believe such employee has the necessary ability he must at such time notify such employee. In such event the employee may complain to the shop steward who shall attempt to settle the dispute with the Employer. If that fails the Union and the Employer shall settle the dispute. Such settlement shall be binding on the Employee involved. If the employee fails to notify the Employer as above provided, he or she shall continue in his or her classification until the notice is given.

ARTICLE IV

Covering Wages, Working Hours and Working Conditions

Section 1. Forty-two (42) hours or less shall constitute a week's work. Seven (7) hours or less shall constitute a day's work. The Employer guarantees his steady employed worker a full weekly pay (forty-two hours) in any one

52-64
070

week including the six legal holiday weeks. During said six legal holiday weeks, however, the worker is to work only five (seven hour) days (totaling thirty-five hours) for which he or she is to get a pay equal to forty-two (42) hours work. Any work over seven (7) hours, in any one day, is to be paid at the rate of time and one-half. Time and one-half is to be paid for all work over thirty-five (35) hours during the six (6) legal holiday weeks in addition to the said forty-two (42) hours pay. Time and one-half is to be paid for full seven hours, for work performed on a legal holiday or any part thereof. Time and one-half is to be paid for work performed on the sixth day worked during a legal holiday week. Time and one-half is to be paid for all work over forty-two hours during any one normal week. All weeks are considered normal weeks, excepting on the six (6) following legal holiday weeks: New Year's week, Decoration Day week, Thanksgiving Day week, Independence Day week, Labor Day week, and Christmas Day week. It is, however, understood that the full weekly pay guarantee is to be effective only when the worker is required to, and does, report for work five (5) days during a legal holiday week, or six (6) days during a normal week, unless the worker is notified by the Employer by the end of the shift on which he or she is working that his or her services are not required the following day.

Section 2. Under no circumstances shall anyone work more than six consecutive days without having a day of rest or without a special permission from Local No. 2, in which case time and one-half is to be paid for the seventh consecutive day worked. If permission is not granted time and one-half is to be paid for any number of days worked over six consecutive days without a day of rest.

Section 3. The Employer agrees to work overtime only when unavoidable and to spread same over all workers coming under this Agreement. The overtime is to be limited to two hours per week.

Section 4. All work performed between the hours of 6:00 P.M. and 6:00 A.M. is to be considered night work and is to be paid extra and above the regular hourly rates at the rate of ten (10) cents per hour.

Section 5. The hours of starting time shall not be changed unnecessarily in the course of any one week, excepting on Friday and Saturday, when earlier starting time may be arranged. When the worker is required to start work more than four hours earlier than his starting time on the preceding day, he shall be paid time and one-half for those hours worked earlier than four (4) hours before said preceding day's starting time. It is understood that time and one-half shall be paid under these circumstances: (1) only if said change in starting time is effective after the work week or new shift for the week has already begun, and (2) only on the first day of the change in starting time.

Section 6. All employees coming under this Agreement shall have their regular day off on Sunday except in restaurant shops and in shops producing on Sunday for Monday sale.

Section 7. All employees are to be paid regularly every week, either on Friday or Saturday, and under no circumstances shall the pay be postponed later than the following Tuesday.

Section 8. Work of all character and nature in the production and finishing of all bakery products must be performed by employees coming under this Agreement.

Section 9. The Employer agrees to hold open the job of any employee covered by this Agreement in case of sickness for a period of ninety (90) days.

Section 10. Every worker coming under this Agreement is to be given, on his or her own time, a lunch period of not less than thirty (30) minutes. This lunch period is to be arranged not earlier than at the completion of three (3) hours of a day's work, nor later than at the completion of four (4) hours of a day's work.

Section 11. "Steady part-time journeymen baker" shall mean a journeyman who is hired with the understanding that he is to work steady 21 hours or more and less than 33 hours per week or is required to report for work three days or more per week (even though he may actually work less than 21 hours in any week) and who, upon request to the Union by the Employer, has been desig-

nated in writing to the Employer as a "steady part-time journeyman baker" by the Union's Executive Committee. Designation by the Union's Executive Committee shall not be withheld or granted because of membership or non-membership in the Union. It is understood that a journeyman so classified as "steady part-time journeyman baker" shall receive holiday and vacation benefits equal to one-half the holiday and vacation benefits he would receive if he were a full-time steady employed worker and shall receive such group insurance benefits as are provided under the terms of the Insurance Trust Fund for such steady part-time journeyman bakers. A "steady part-time journeyman baker" regularly working 33 hours or more per week shall be considered a full-time steady employed worker only in determining the holiday, vacation and group insurance benefits he shall receive and in determining the amount of the insurance contribution his Employer shall make for him.

Section 12. Effective on and after May 9, 4:00 P.M., 1959, the minimum rates of wages for Journeymen Bakers, Apprentices, Jobbers and Miscellaneous Bakery Workers shall be as set forth below:

	Per Hour
First Hands, such as Spongers, Mixers, Oven Hands and Cake Decorators.....	\$2.35
Second Hands	2.30
Apprentices up to six months experience.....	1.62
Apprentices from six to twelve months experience	1.67
Apprentices from one to two years experience....	1.83
Apprentices from two to three years experience...	1.95
Handy Man (A)	1.86½
Handy Man (B)	1.81½
Icers (A)	1.86½
Icers (B)	1.77½
Icers (C)	1.67½
General Bake Shop Helper (A)	1.78
General Bake Shop Helper (B)	1.68
General Bake Shop Helper (C)	1.59
General Bake Shop Cleaner (A)	1.71
General Bake Shop Cleaner (B)	1.64
General Bake Shop Cleaner (C)	1.56
Pan Cleaners and Greasers (A).....	1.66
Pan Cleaners and Greasers (B).....	1.59

Pan Cleaners and Greasers (C).....	1.52
	Per Day
Jobbers—7 Hours	\$17.78

Effective on and after May 14, 1960, 4:00 P.M., the rates set forth in Section 12 above of this Article shall be increased by nine cents (9c) per hour.

Section 13. (a) The Employer shall contribute to the Bakery and Confectionery Workers' Local Union No. 2 Insurance Trust Fund, herein called the Insurance Trust Fund, the sum of \$16.50 monthly for each full-time steady employee and the sum of \$9.00 monthly for each steady part-time journeyman baker coming under this Agreement for group insurance benefits to which the employee may be entitled under the terms of the Insurance Trust Fund.

Section 13. (b) The group insurance program shall be administered through the Insurance Trust Fund in accordance with the Agreement and Declaration of Trust thereof and the rules and regulations of said Insurance Trust Fund.

Section 13. (c) The monthly payment of \$16.50 shall be paid by the Employer to the Insurance Trust Fund on the first day of each month (or as soon thereafter as practical but no later than the tenth (10th) day of the month) for each of the Employer's employees for whom, on the first day of said month, contributions are required under the terms of this Agreement. For an employee already insured under the Insurance Trust Fund who leaves a retail Employer and, within twelve (12) months, returns to the same retail Employer or transfers to another retail Employer participating in the Insurance Trust Fund, contributions shall be due from the Employer to whom he returns or to whom he transfers commencing with the first day of the month following the return or transfer. For a new employee starting employment in any retail shop participating in the Insurance Trust Fund, contributions shall be due from the Employer commencing with the first day of the month following his completion of sixty (60) calendar days of employment. No refund of a monthly payment shall be sought by an Employer in the event an employee's employment terminates before the end of such month. A knowing and wilful refusal after due notice to make the required monthly insurance payments shall be deemed a violation of this Agreement.

Section 14. Commencing with the first day of May, 1959, the Employer agrees to pay to the BAKERY AND CONFECTIONERY UNION AND INDUSTRY NATIONAL PENSION FUND the sum of eighty cents (80c) for each day for which employees subject to this agreement receive pay as required under the provisions of this Agreement, provided that in no event shall such contribution by the Employer for an employee in any one week exceed the sum of Four Dollars (\$4.00).

The payments shall be used by the BAKERY AND CONFECTIONERY UNION AND INDUSTRY NATIONAL PENSION FUND to provide retirement benefits for eligible employees in accordance with the Plan of said NATIONAL PENSION FUND, as determined by the Trustees of said NATIONAL PENSION FUND, to be applied to the eligible employees based on the amount of employer contribution.

The Employer hereby agrees to become a party to the Agreement and Declaration of Trust dated September 11, 1955 establishing the said Bakery and Confectionery Union and Industry National Pension Fund, and agrees to be bound by all terms and provisions of said Agreement, a copy of which is annexed to this collective bargaining agreement and made a part hereof. The Employer further agrees irrevocably to designate as its representative on the Board of Trustees of the Fund such Trustees as are named in said Agreement and Declaration of Trust as Employer Trustees together with their successors selected in the manner provided in the said Agreement, and agrees to be bound by all the action taken by the said Employer Trustees pursuant to the said Agreement and Declaration of Trust.

It is understood and agreed that the Pension Plan referred to herein shall be such as will qualify for approval by the Internal Revenue Bureau of the United States Treasury Department, so as to allow the employer an income tax deduction for the contributions paid hereunder.

ARTICLE V 6769

Management Rights and Seniority

Section 1. It is understood and agreed that the Employer shall have complete jurisdiction over the management of the manufacturing operations of the plants, methods of

6709

37

2

32 1/2

production, the filling of vacancies, and the promotion within the unit of the employee on merit, ability, and seniority provided that the one in line is capable of filling the vacancy. If, after investigation, the Union finds that the Employer has not promoted according to seniority, merit, and ability, it may refer the case to the grievance procedure.

32

2

Section 2. The Employer shall have the right to modify or introduce mechanization changes or equipment after reasonable prior notice to the Union. No employee shall suffer a reduction in rate of pay by reason of such changes. (Mechanization, of course, might cause a reduction in force but employees remaining after lay-off would not be reduced in rate of pay.)

Note

Section 3. The full power of discharge, lay-offs and discipline lies with each Employer. It is agreed that this power shall be exercised with justice and with regard for the reasonable rights of the employee. If the Union, after investigation, finds that the employee has been discharged or laid off without cause, and that it cannot reach an adjustment, after exhausting the grievance procedure, it may refer the case to arbitration in accordance with the rules of the American Arbitration Association.

Section 4. In the event it becomes necessary to reduce the number of employees, lay-offs shall be in the order of seniority within each job classification set forth in Article IV, Section 12, of this Agreement. The last one employed by the Employer shall be the first one laid off. These employees shall be rehired if and when the working force is again increased, provided that they have not been on lay-off for more than one (1) year and that they report for work within twenty-four (24) hours after being notified by the Employer by registered or certified mail or telegram. In the event there is more than one employee laid-off the employees who are so laid-off shall be rehired according to their seniority and classification of work, except by mutual agreement. The Union is to be notified by registered or certified mail, receipt returned, or telegram, if any discharges or lay-offs take place.

Section 5. In the event an employee is elected or appointed to a full-time office of the Union, the said employee shall, upon termination of the office, be restored to the

position with all seniority rights, as if the said employee had worked continuously, provided he shall not have been so away from his position for more than one term of office. In the event he is so away on Union work for more than one term of office, he may be reinstated by mutual consent, in which case of reinstatement he shall be restored to his position with all seniority rights.

Section 6. If lack of work should necessitate temporary lay-offs, it is agreed that all employees coming under this Agreement will be affected in rotation and that such lay-offs are not to exceed one (1) day in any work week.

ARTICLE VI

Funeral Leave

Section 1. In the event that a death in the "immediate family" of an employee requires his absence from work, the employee may be absent up to three days without loss of pay for the regular work days on which he would have worked but for his absence. The amount of time taken off should be reasonably necessary under all the circumstances, such as time required in order for the employee to arrange for the funeral of the deceased, to attend the funeral of the deceased, etc.

Section 2. Immediate family shall mean husband or wife, father or mother, son or daughter, brother or sister.

Section 3. The employee shall not receive any such leave with pay for any day after the day of the funeral, except if the funeral is out of town and time is necessary to return.

Section 4. The employee shall submit proof of relationship, death, and attendance at such funeral, upon request.

ARTICLE VII

Time Clocks

Section 1. In shops employing three or more steady employees coming under this Agreement the Employer shall maintain a time clock.

Section 2. Employees covered under this Agreement shall be paid the contract hourly rate as provided in Article IV, Section 12. Vacation pay of full-time employees shall be based on the contract hourly rate times forty-two (42) hours per vacation week.

42-43
03

ARTICLE VIII
Covering Vacation Rules

Section 1. Every steady employed worker coming under this Agreement shall at the end of every fifty-two (52) weeks of service, be entitled to two (2) weeks vacation with pay. The pay is to be based on his or her regular weekly scale of wages.

Section 2. Every full-time steady employed worker coming under this Agreement who has been employed by the Employer for ten (10) years or longer shall be entitled to a third (3rd) week of vacation pay in addition to the two (2) weeks vacation with pay provided for in Section 1 of this Article. 46-47
14

Such worker, however, shall not be entitled to take a third (3rd) week of vacation time.

Section 3. Vacations shall be scheduled between May 1st and October 31st of each year, and seniority rights shall prevail. Vacations may be taken at times other than between May 1st and October 31st only when individual workers for logical reasons prefer to take their vacations during a time most convenient for them and when agreeable to the Employer.

Section 4. It is understood that every worker MUST take his or her two (2) weeks vacation and that he or she MUST PLACE a substitute in their respective places. Exceptions may be made only where workers at work are not required to work overtime during the vacation period.

Section 5. It is understood that if the Employer requests a worker to take his vacation in a holiday week, the worker shall receive an extra day's pay or an extra day off with pay.

Section 6. The beginning of a worker's service shall be considered as of the date of his or her placement as a steady employee. It is understood that a steady employed worker who is laid off or discharged any time after completing four (4) weeks of service with the Employer shall be entitled to receive in addition to his or her regular weekly earnings the equal of one (1) day's pay for each month of service for which no vacation consideration was received by him or her at the time of his or her lay-off

or discharge; a steady employed worker who shall quit his employment with the Employer shall be entitled to receive in addition to his or her regular weekly earnings the equal of one (1) day's pay for each month of service for which no vacation consideration was received if he or she shall have completed at least thirteen (13) weeks of service with the Employer.

Section 7. In the event an Employer sells his business or quits his business, he shall be liable to his workers for vacation pay to the extent said workers shall then have vacation days to their credit as provided for in this Article. Should the Employer's successor, assignee or transferee, if any, assume such obligations, he also shall be liable for the vacation consideration.

ARTICLE IX

Covering Labels

Section 1. Each loaf of bread whether wrapped or unwrapped, must be provided with a Bakers' Union Label, either directly on the bread or it must appear imprinted on the wrapper or the ribbon; the labels shall be furnished by Local No. 2 at the regular established price; the wrappers and ribbons may be furnished by any firm that has been authorized to imprint the Bakers' Union Label by the Bakery and Confectionery Workers' International Union of America.

Section 2. In case this Agreement is violated, said labels must be returned upon demand of Local No. 2, or the Bakery and Confectionery Workers' International Union of America, for which money in value thereof will be refunded.

Section 3. The Shop Steward, or any members of Local No. 2, shall have custody of said labels, wrappers and ribbons and account for same to Local No. 2.

ARTICLE X

Covering Sanitation

Section 1. The shop must be kept clean and in an utmost sanitary working condition.

Section 2. All employees coming under this Agreement must be furnished with a suitable sanitary clothes closet,

to be not smaller than one and one-half feet square and six feet high (1½ x 1½ x 6).

Section 3. If the Employer wishes his employees to wear a special uniform, it is understood that he will provide same, keep it laundered and repaired free of charge, and same must bear the union label.

ARTICLE XI

Covering Shop Control

Section 1. There shall be a Shop Steward for each Bake Shop.

Section 2. Employees must not be discriminated against because they are Shop Stewards.

Section 3. Duly accredited Business Representatives of Local No. 2 shall be admitted to the Bake Shop at all times for transaction of Union business.

ARTICLE XII

Covering Re-Opening of This Agreement

Section 1. In case of inflation of monetary values, commodity prices or reduction in working hours by law, within the life of this Agreement, Local No. 2 reserves the right to propose to the Employers the re-opening of this Agreement on any monetary issue for necessary readjustments.

Section 2. In case of reverses in economic conditions during the life of this Agreement, the Employers reserve the right to propose to Local No. 2 the re-opening of this Agreement on any monetary issue for necessary readjustments.

ARTICLE XIII

Covering Grievances and Strikes

Section 1. Any and all grievances shall be settled between the Employer and Local No. 2. If a deadlock occurs, a committee of Local No. 2, with a committee of Employers, who are parties to the Agreement, shall meet and settle the dispute.

ARTICLE XIV

Covering Safety and Accident Prevention

Section 1. The Union and the undersigned Employers recognize the need for adequate protection of the worker's

health and safety on the job and further recognize their joint responsibility in any program formulated to afford such protection. This is to provide for the setting up of a joint Labor-Management Safety Committee, consisting of representatives of the Union and the undersigned Employers, for the purpose of studying the safety problems, the shop and human elements involved, and the correction and educational measures necessary to eliminate accidents on the job.

ARTICLE XV

Covering Expiration of This Agreement

Section 1. Three (3) copies of this Agreement are to be signed by the parties, one to be kept by the Employer, one by the Union, and one copy to be posted conspicuously in the shop.

Section 2. This Agreement shall be in full force and effect from the 9th day of May, 1959, after 4:00 P.M. until the 13th day of May, 1961, 4:00 P.M., and thereafter until a new Agreement (the terms of which shall be retroactive from the above given date) has been consummated and signed, or this Agreement, after above given expiration date, has, upon written notice been cancelled or terminated by the undersigned Employers or by the Union with the sanction of the Bakery and Confectionery Workers' International Union of America.

THE NEGOTIATING COMMITTEE OF THE ASSOCIATED
RETAIL BAKERS OF GREATER CHICAGO, for and on
behalf of the Employers named in Appendix "A",
attached thereto and made a part hereof.

LOCAL NO. 2, BAKERY AND CONFECTIONERY
WORKERS' INTERNATIONAL UNION OF AMERICA

WALTER FRIESE, President

CHARLES BAUMANN, Vice-President

6178-0016022f016-01