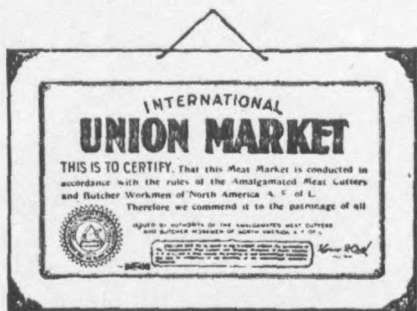


1928 - 1930

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AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN of N. A.



RUDOLPH BLAHA
FIN.-SECRETARY LOCAL 638
1532 W. CULLERTON ST.
CHICAGO, ILL.

Affiliated with
American Federation of Labor
Illinois Federation of Labor
Chicago Federation of Labor

LOCAL 638

Regular Meeting first Thursday of each month at the office, 2619 S. Lawndale Avenue

ARTICLES OF AGREEMENT governing Meat Cutters in Retail Meat Markets in the City of Chicago, Illinois, and Suburbs, entered in between.....and Local No. 638, Amalgamated Meat Cutters and Butcher Workmen of North America, affiliated with the American Federation of Labor and the Chicago Federation of Labor.

Article 1. Nine hours shall constitute the basic work day. Work to begin at 8 A. M. and stop at 6 P. M. excepting on Saturdays and days preceding holidays, when work shall begin at 8 A. M. and stop at.....P. M., allowing one hour for dinner, one-half hour for supper and two hours during the week for shopping. Employees must be dressed and ready for work at 8 A. M.

Article 2. It is expressly understood that no customers will be served who come into the market after 6 P. M. Monday, Tuesday, Wednesday, Thursday or Friday and.....P. M. on Saturdays and days preceding holidays, that all customers in the shop at the closing hour be served, that all meats be properly taken care of and markets placed in a sanitary condition, such work not to be construed as overtime. Overtime to be limited to one hour every day excepting on the second day before Thanksgiving, Christmas and New Year's, when employees will work such overtime as may be required at the rate of \$1.50 per hour. This work to be performed behind locked doors.

Article 3. There shall be no work on Sundays, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, New Year's Day.

Article 4. All Journeymen Meat Cutters shall receive not less than \$45.00 weekly as a minimum wage. Any man receiving above the minimum shall not be reduced in hours, wages or conditions, unless employer and employee agree to such change. And after one (1) year of honest and faithful service, he will be entitled to one (1) week's vacation with pay. Vacation time to be agreed on mutually.

Article 5. Extra men not to receive less than \$8.00 for Fridays and \$10.00 for Saturdays, unless they work the full week, when they are to receive the regular salary of the permanent meat cutters whose places they are filling.

APRENTICE CLAUSE

In markets where two or more Journeymen are employed, one apprentice is permitted and an additional apprentice for every three meat cutters. Scale of wages to be as follows:

First six months' period.....	\$20.00
Second six months' period.....	23.00
Third six months' period.....	26.00
Fourth six months' period.....	29.00
Fifth six months' period.....	32.00
Sixth six months' period.....	35.00

and after having served three years of apprenticeship they shall be classified as Journeymen Meat Cutters and shall receive the prevailing scale of wages. Apprentices cannot leave any employer before finishing apprenticeship unless employer agrees to such change.

Article 5. Sec. 2. Apprentices must be 16 years of age or over and as such be required to pay initiation fees into Local No. 638.

Article 6. When in need of help employers shall give preference to members in good standing of Local No. 638, A. M. C. & B. W. of N. A. When non-union men are employed they shall file application for membership in Local No. 638 no later than one week after employment. No employee to be discharged without good and sufficient cause. Dishonesty, incompetency, incivility or an over-supply of help will be sufficient cause for dismissal or help can be dismissed provided preference is given to union help in replacing men.

Article 7. The market card must be displayed in all places where members of Local No. 638 are employed and agreement signed.

Article 8. This agreement expires September 30, 1930. Any alteration that may be desired by either party to this agreement at the time of expiration must be made known not later than thirty days prior to its expiration. In case neither party serves notice for a change in this agreement at its expiration it shall automatically extend until such notice is given by either party.

Article 9. If through any cause whatever the adoption of this agreement be delayed not later than October 1, 1930, it shall become retroactive to October 1, 1931.

Article 10. This agreement to be posted in place of employment so that every employee may have equal and easy access to same.

Article 11. Laundry to be furnished free of cost by employer.

Article 12. During the months of November, December, January, February and March on days when the temperature in the market is below freezing, the doors will remain closed and all possible protection given to employees' health.

Article 13. (a) It is agreed that Local No. 638 will not negotiate individual agreements with members of the Retail Meat Dealers' Association or non-members at the expiration of this agreement or until negotiations have been completed or broken off. Negotiations must be consummated by October 30, 1930.

Article 13. (b) The Retail Meat Dealers' Association agrees not to negotiate with any but the duly elected officers of Local No. 638 or other authorized members of same Local and further agrees not to make a contract with any one not affiliated with Local No. 638 until such negotiations have been broken off.

Article 14. Men of clean record recommended by members of the Retail Meat Dealers' Association will be accepted as members of Local No. 638 without examination, providing they have had at least three years' experience in a Retail Meat Market.

Article 15. Any member of Local No. 638 who is in good standing, and is in business for himself or has a bonafide partner and who may desire to affiliate with the Retail Meat Dealers' Association, may apply for a withdrawal card, provided the request be accompanied by a similar request from the Secretary of the Retail Meat Dealers' Association. Withdrawal card may be obtained upon application to the Executive Board of Local No. 638.

ARBITRATION CLAUSE

Article 16. All grievances which cannot be adjusted by Local No. 638 and Employers shall be referred to an arbitration board consisting of two members to be named by the employees, two by the affected employer and one to be agreed upon by the four already selected. No strike to be called when arbitration has been requested by either party. All grievances must be settled within 30 days.

Local No. 638 will furnish men who will work to the best interest of the employer in every way just and lawful. To give an honest and diligent service to patrons of the employer's establishment, to do everything within their power looking for the uplifting of the meat industry and further agree to expel upon (sufficient proof) from the union, any member found guilty of a dishonest act.

Employer

Signed for Local 638, A. M. C. & B. W. of A.

FRANK KASAL,
President.
JAMES KOVANDA,
Business Agent.