

Meat #608  
Dood Creek, Tex.

11-15-39

# C O N T R A C T

Between The  
**RETAIL AND WHOLESALE BUTCHERS**  
OF THE  
**TRI-CITIES, STATE OF TEXAS,**  
AND THE  
**Amalgamated Meat Cutters and Butcher Workmen of North America**  
**Local Union No. 608**

THIS CONTRACT entered into this.....by and between Local No. 608 of the A. M. C. & B. W. of N. A. and ..... owner of the meat market located at  
(Name of Proprietor)  
....., City of....., Texas, regulating the scale of wages, hours  
(Number and Name of Street)  
of labor, and persons employed in said meat market.

Article 1. That all meat cutters and butcher workmen employed in this shop shall be members of the A. M. C. & B. W. of North America.

Art. 2. No employe shall be discharged without good and sufficient cause, and no discrimination shall be made against him because of his connection with this union.

Art. 3. As this union has for one of its cardinal principles the protection of the owner against inferior workmen and meat cutters, this union shall at all times endeavor to furnish strictly reliable and competent union men. When non-union men are employed, they shall file application for membership in Local 608 not later than one week after date of employment, and shall report to Secretary before going to work.

Art. 4. This organization shall classify its members.

Art. 5. Journeyman Meat Cutters shall receive \$35.00 per week and Shop Foremen shall receive \$41.00 per week. 62 hours shall constitute a full work week. 64 hours on 5th and 20th pay day weeks. Shops doing \$225.00 weekly or less shall pay foremen \$30.00 per week. All business over \$225.00 per week he shall receive 10 per cent of gross sales until regular scale is reached. This shall be figured on a monthly basis.

Art. 6. Each shop shall have one man designated as foreman and he shall be a journeyman meat cutter.

Art. 7. Jourenymen meat cutters working other than the 62-hour week shall receive 70 cents an hour.

Art. 8. Apprentice meat cutters shall be 18 years of age or over and shall serve 4 years of actual employment. They shall be paid \$18.00 per week the first six months and an increase of \$2.00 per week in each 6 months in the four years. One apprentice will be allowed to each shop employing one or more journeymen therein and one additional apprentice to shops employing four (4) or more Journeymen therein.

9. All employes in shops having been employed one year are to receive one week's vacation with full pay.

Art. 10. No cutting or selling of meats shall be carried on in shops on Sundays.

Art. 11. The employer agrees to assist Local 608 in every possible way in collecting arrearage dues from employes, but does not agree to be responsible for dues in arrears. To eliminate such grievance, employer agrees to notify their employes that in accordance with the terms of this agreement that they must meet their obligations to the local union on or before the fifteenth of each month, thus eliminating such grievance under this article.

Art. 12. A full holiday shall be given to members of this union on the following days without reduction in pay: New Year's Day, San Jacinto Day, Fourth of July, Labor Day, Armistice Day, Thanksgiving Day, and Christmas Day. In the event one of these days falls on a Sunday, the following Monday shall be observed.

Art. 13. Any man receiving above the minimum wage shall not be reduced.

Art. 14. (a) When no Journeymen are employed, proprietor may become an honorary members of Local 608; (b) initiation fee for such members shall be \$5.00; (c) the dues for such members shall be \$2.50 per month.

Art. 15. The Business Agent of this Union shall be admitted at all reasonable times to the workrooms and interview the employes while on duty.

Art. 16. Union Shop Cards can be displayed in such markets as employ union meat cutters and butcher workmen only, except where the provisions of Article 14 of this agreement are being complied with, and the local Secretary or the Business Agent has full power to remove said card upon the violation of any part of this agreement. Cards shall be displayed in conspicuous places.

Art. 17. The employer shall furnish all laundry.

18. This agreement effective on date of signature and will remain in force until midnight, November 15, 1939. Fifteen (15) days' notice in writing shall be given prior to the expiration of this agreement in case changes are desired by either party.

Art. 19. As the meat cutters and butcher workmen engaged under this contract are members of the A.M.C. & B.W. of N.A., nothing in this contract shall be construed so as to interfere with any obligations they owe the A.M.C. & B.W. of N.A. as members thereof.

Signed this. ....day of...., A. D. 193.....

Local No. 608, Amalgamated Meat Cutters and Butcher Workmen of North America.

By.....  
President

.....  
Secretary

.....  
(Name of Market and Location)

.....  
(Owner)