

AGREEMENT OF RETAIL & JOBBING MARKETS
Local #498, A.M.C. & B.W.

AGREEMENT, entered into this First day of February, 1937 between the undersigned employer and Local #498 of the Western Federation of Butchers, A.M.C. & B.W. of N.A., A.F. of L.

SECTION 1:- The employer agrees to employ none but members of Local Union #498, providing that at any time the representative of Local #498 cannot furnish satisfactory employee, non-union man, if eligible to affiliate with Local #498 may be employed, but said employees shall make application for membership at once. It shall be further agreed that all employment be contracted through the office of Local #498.

SECTION 2:- The employer agrees to allow the business representative of the Union at any time to investigate the conditions of employment and the standing of employees in the market.

SECTION 3:- It is further agreed that 54 hours shall constitute a weeks work for Journeymen Meat Cutters classed as Operators, to be worked as follows; 9 hours on Monday, Tuesday, Wednesday, Thursday, Friday and Saturday, to be worked between to hours of 8 A.M. and 6 P.M., with the exception of weeks containing a holiday as of Section 6, when such holidays shall be strictly observed. These hours shall only apply to one Operator in markets wherein no working employer acts as a meat cutter, Local #498 shall define what markets shall be entitled to Operators, but in case of a disagreement the matter to be referred to a joint committee of the employers and the Union.

(b) It is further agreed that 48 hours shall constitute a weeks work for Journeymen Meat Cutters and Apprentices to be worked as follows:- 8 hours on Monday, Tuesday, Wednesday, Thursday, Friday and Saturday, to be worked between the hours of 8 A.M. and 5 P.M., or 9 A.M. and 6 P.M., with the exception of weeks containing a holiday as of Section 6, when such holidays shall be strictly observed.

(c) It shall be understood and agreed that the week shall begin as of Monday.

(d) Journeymen Meat Cutters and Apprentices working in jobbing houses may work the hours of 7 A.M. to 4 P.M., or 8 A.M. to 5 P.M., or 9 A.M. to 6 P.M. upon receiving permit form the Union.

(e) Journeymen Meat Cutters and Apprentices who put in over 50% of their time at boning or/and pork cutting shall be rated under the 40 hour week of the packing house agreement of Local #498.

(f) All employees shall be allowed one uninterrupted hour for lunch.

(g) No market to open before 8 A.M. and shall not remain open later than 6 P.M. This shall not apply to jobbers shipping wholesale orders outside the jurisdiction of Local #498.

(h) The cleaning up at the closing hour of Retail Markets shall not exceed 15 minutes after 6 P.M., with the exception of Saturdays and days preceding holidays when the time shall not exceed 30 minutes.

SECTION 4:- All Union Markets and members of Local #498 shall not be permitted to handle smoked meats, fresh or frozen meats from an unfair firm, after such firm or firms have been declared unfair by the General Office of the A.M.C. & B.W., or by the Western Federation of Butchers, or by the Sacramento Federated Trades Council, such firm or firms who fail to comply with the agreements of Local #498 in their jurisdiction. This rule shall go into effect at soon as markets are so notified.

(b) In the event that Local #498 shall have cause to place a market upon the unfair list, the case must be presented to a joint committee of three representatives of the employers and three from the Union who shall attempt to adjust the differences within one weeks time.

SECTION 5:- All Union Markets shall display the International Union Shop Card, which at all times remain the property of the Union and shall be removed from any market not complying with this agreement.

SECTION 6:- It is further agreed that the following holidays shall be strictly observed; New Years Day, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Armistice Day, Thanksgiving Day and Christmas Day.

(b) Holidays falling on Sunday to be observed the following Monday. The above holidays will be paid at a regular days wage, providing the five days of the week in which the holiday falls has been worked in full.

(c) No market to open Sundays or holidays with the exception of Labor Day, markets may supply restaurant and hotel trade and members of Local #498 will be permitted to work on such trade between the hours of 7 A.M. and 12 o'clock noon. Members working on such trade shall be paid for said work at the rate of double time. No deliveries to be made after 12 O'clock noon.

SECTION 7:- It is further agreed that the minimum scale of wages shall be as follows:-

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| (a) Journeymen Meat Cutters classed as Operators----- | \$45.00 | per week |
| (b) Journeymen Meat Cutters, 8 hour day----- | \$40.00 | " " |
| (c) Journeymen Meat Cutters classed as Operators
extra days, nine hours----- | \$ 8.50 | per day |
| (d) Journeymen Meat Cutters extra work Saturdays
and days preceding holidays, 8 hours----- | \$ 7.50 | Per day |
| (e) Journeymen Meat Cutters extra work other days, 8 hours | 7.00 | per day |
| (f) Apprentices, First six months----- | \$18.35 | per week |
| " , Second six months----- | \$21.60 | per week |
| " , Third six months----- | \$27.00 | per week |
| " , Fourth six months----- | \$32.40 | per week |
- (g) Apprentices after serving two years shall receive journeyman wages upon recommendation of an examination committee of the Union and upon vote of the Union on said recommendation.
- (h) Journeymen Meat Cutters classed as Operators and other Journeymen Meat Cutters for days worked in any week not consisting of a full week, shall be paid at the rate of extra days wage for such days employed.
- (i) Journeymen Meat Cutters classed as Operators and other Journeymen Meat Cutters employed any part of a day shall receive a full days pay, with the exception in cases of emergency the pay shall be adjusted by the Union.
- (j) Whenever employees are not notified when Saturdays work is finished that their services are no longer required, it shall be understood that employment shall continue on through the following week, with the exception of men employed on extra work.

SECTION 8:- When one to four Journeymen are employed, one apprentice shall be allowed, and one additional apprentice for each additional four journeymen employed or major fraction thereof.

(b) In no case shall an apprentice operate a market.

(c) Apprentices shall not be employed on extra work, with the exception of replacing an apprentice.

SECTION 9:- No member of the Union will be permitted to work in any market, jobbing house or breaking room unless a wood floor covering is placed over the floor where concrete or composition floor exists in such places of employment.

SECTION 10:- The employer shall furnish linen and laundry.

SECTION 11:- No other employees than members of Local #498 shall be permitted to handle meats or other merchandise sold in markets or jobbing houses, with the exception of drivers who shall then handle same only in the course of delivery. Drivers may be permitted to wrap packages in jobbing houses after such orders are put up by members of Local #498 or the employer.

SECTION 12:- This agreement shall go into effect the First day of February 1937 and remain in full force and effect until 30th day of November 1937 and thereafter until a thirty day notice in writing by either party for a desired change in the agreement, with the exception, however, if by Federal or State law hours of labor are reduced for our industry, it shall be sufficient reason to re-open this contract for the purpose relative to hours and wages.

Employer-

Amalgamated Meat Cutters
and
Butcher Workmen
Local #498

Harley Holman, President.

Date of Signing _____

Chris Lages, Secretary.