

**WORKING AGREEMENT**  
Between Retail Grocers and Amalgamated Meat Cutters and Butcher  
Workmen of North America

AFFILIATED WITH AMERICAN FEDERATION OF LABOR

Section 1. Working hours shall be from 7:30 A. M. to 6:00 P. M., with the exception of Saturday and days preceding holidays, when 7:30 A. M. to \_\_\_\_\_ P. M. shall be the working hours under this contract. One hour shall be allowed for dinner and one-half hour for supper on Saturdays and days preceding holidays. No work on Sundays.

Section 2. There shall be no work on the following holidays; Fourth of July, Labor Days Thanksgiving Day and Christmas Day, or on days legally celebrated in lieu thereof. There shall be no reduction in the weekly wage of the steady time employees for weeks in which any of the above named holidays occur on account of the holiday.

5. In a market doing one hundred and fifty dollars volume or less per week the wage for meat cutter shall be \$20.00 per week. In a market doing two hundred dollars volume per week the wage for meat cutter shall be \$25.00 per week. In a market doing two-hundred and fifty dollars volume per week the wage per meat cutter shall be \$27.50 per week. In a market doing three hundred dollars volume per week the wage for meat cutter shall be \$30.00 per week. In a market doing three to four hundred dollars volume per week the wage for the meat cutter shall be \$35.00 per week. Extra meat cutter on Saturday shall receive \$7.00 or \$10.00 for Friday and Saturday. All apprentices shall be at least 16 years of age or over when placed in employment. The wage for apprentices shall be \$16.00 per week.

Section 4. All necessary laundry to be furnished by employer.

Section 5. The employer agrees to contact the authorized representatives of Local No. 425, A. M. C. and B. W. of N. A. in the matter of employment, and when in need of additional help the employer shall give favorable consideration to all applicants (Union members) who can meet the employer's required standards. If, after thirty day's trial, new help (non-Union) proves satisfactory, they shall become members of the Union. All new employees are to receive physical examination by the employer's doctor.

Section 6. Employer agrees that no member of the Union shall be discriminated against in employment, or on account of Trade Union activity. Promotions to be made subject to qualifications and ability. No member shall be discharged unless good and sufficient cause can be shown.

Section 7. It is agreed that employee may be required to attend one staff meeting per month and may attend other educational meetings as they may personally see fit to attend,

Section 8. Employees shall not be obliged to take inventories outside of regular working hours.

Section 9. Should differences arise between the employer and a member of Local No. 425, such differences shall first be referred to the authorized representatives of Local No. 425, A. M. C. & B. W. of N. A., and should he be unable to arrive at an adjustment with the employer, the matter in question shall then be submitted to a Board of Arbitration consisting of three people, one appointed by the employer, one by the Union, and one disinterested person who shall be agreeable to both parties to this agreement. There shall be no lockouts or cessation of work pending the decision of the Arbitration Board. Decisions by the Board on matters referred to it shall be made within fifteen days.

Section 10. All employees of meat departments who have been in the employ of the company for more than one year prior to June 1st, shall receive one week's vacation with pay each year.

Section 11. This agreement shall be effective from July 6, 1937 to July 6, 1940. Under this agreement either party thereto may open the question of wages and hours for further negotiations at the end of any year during the life of this agreement, upon thirty (30) days advance notice in writing to the other party. If no notice has been given by either party prior to the expiration of the above agreement, the terms of the above agreement shall continue in effect until the new agreement has been signed.

\_\_\_\_\_  
Employer's Signature.

\_\_\_\_\_  
Union Representatives Signature.

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

*Meat #425  
Fort Smith, Ark.  
7-6-40*

UNION AGREEMENTS

January 2, 1940

Mr. Everett Cannon, Sec'y #425  
Amal. Meat Cutters & Butcher Workmen  
13-15 N. 9th Street  
Fort Smith, Arkansas

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 \_\_\_\_\_

Number of union members working under terms of agreement *22* \_\_\_\_\_

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

Branch of trade covered *Meat cutting* \_\_\_\_\_

Date signed *Nov 1 - last year* Date of expiration *Nov 1* \_\_\_\_\_

Please check here if you wish the agreement returned *no* \_\_\_\_\_

(Name of person furnishing information)

(Address)

Castling - 6 -  
 Ketchie Bros.  
 O J Banks,  
 Border City Geo. Co.  
 F. Y. Cable -  
 Gurnee Bros.  
 Bartlett Geo.  
 Interstate Geo Co.  
 Goff Bros.  
 Geo Robinson Geo.  
 Adair Geo.  
 John Yuttenware  
 Beane Geo.  
 Pure Food Geo.

Approved by  
 [Signature]

UNION AGREEMENTS

BUREAU OF LABOR STATISTICS

