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WORKING AGREEMENT

OF THE

Amalgamated Meat Cutters and Butcher Workmen of North America

AFFILIATED WITH AMERICAN FEDERATION OF LABOR

LOCAL UNION No. 421

1417 SOUTH GEORGIA STREET — ROOM 303

Los Angeles California

HOURS



Article 3. The minimum wage for Journeymen Meat Cutters and Butcher Workmen shall be as follows:

(a) Journeymen Meat Cutters \$22.00 per week
 (b) Extra Journeymen Meat Cutters (not less than the full rate) \$27.00 per week
 (c) Apprentice Wages first year \$22.50 per week
 (d) Apprentice Wages second year \$27.00 per week
 (e) Apprentice Wages third year \$27.00 per week
 (f) When apprentices have worked three years at the trade they automatically become a journeyman and shall be paid as such.

This agreement shall take effect on and after December 3rd, 1937, or any date hereinafter specified.

There is a satisfied feeling
about buying goods and services that better the wage and hour
standards of fellow Americans.



WORKING AGREEMENT

AGREEMENT

OR THE

Articles of agreement governing Meat Cutters and Butcher Workmen of Los Angeles entered into between the located at, and the Amalgamated Meat Cutters and Butcher Workmen International Union, American Federation of Labor, California State Federation of Labor and the Los Angeles Central Labor Council.

Article 1. In order to assure the securing of the benefits intended to be derived by the employer and the employees under these articles of agreement, the employer agrees to employ as meat cutters, salesmen, apprentices and sausage makers only members in good standing with Local Union No. 421.

If the Union is unable to furnish desirable men, then non-members may be hired and must become members of Local No. 421 one week after date of employment.

HOURS

Article 2. Eight hours in a period of nine shall constitute the basic work day with one hour allowed for lunch. Forty-eight (48) hours shall constitute the basic work week in straight shifts.

However, it is understood that in case there should be a shorter day established by law, then the eight-hour day or forty-eight hour week specified in this agreement will be void and the shorter hours will be observed without any reduction in pay.

WAGES

- Article 3. The minimum wage for Journeymen Meat Cutters and Apprentices shall be as follows:
- (a) Journeyman Meat Cutters.....\$35.00 per week
 - (b) Extra Journeyman Meat Cutters (not less than one full day).....\$7.00 per day
 - (c) Apprentice Wages, first year.....\$22.50 per week
 - (d) Apprentice Wages, second year.....\$25.00 per week
 - (e) Apprentice Wages, third year.....\$30.00 per week
 - (f) When apprentices have worked three years at the trade, they automatically become a journeyman and shall be paid as such.

APPRENTICES

Article 4. One apprentice shall be allowed to every three journeymen or a fraction thereof and one additional apprentice allowed for every three additional journeymen.

Article 5. Seniority shall be recognized and journeymen promoted provided they meet qualifications.

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Amalgamated Meat Cutters
of North America

SENIORITY

Article 6. Employees shall receive their pay each week, extra men will be paid in full when their work is finished.

Article 7. Employer will furnish all linens used in markets, also laundry same. Sharpening of tools shall be payed for by the employer.

VACATIONS

Article 8. Employees covered by this agreement who have one year's service with said employer shall receive one week's vacation each year with pay.

HOLIDAYS

Article 9. There shall be no work on the following holidays: New Year's Day, Memorial Day, Labor Day, Independence Day, Thanksgiving and Christmas Day, and regular employees shall not be docked for such holidays.

Article 10. The employer agrees not to purchase any meats or meat products from any Packer, Fish or Sausage Company which has been declared unfair by the International and Local Union and the Central Labor Council. This provision shall not apply to more than one Packer or Company at any one time.

Article 11. No employee shall be asked to make any written or verbal agreement that will conflict with this agreement.

Article 12. No employee shall have his wages reduced who may now receive more than the minimum wage called for in this agreement nor shall his hours be lengthened, and employees shall not be reclassified to defeat the purpose of this agreement.

Article 13. The Union Shop Card is the property of the Amalgamated Meat Cutters and Butcher Workmen of North America, and is loaned to employers for display who sign and abide by this agreement. The Shop Card can be removed from any market by the Secretary of the Local Union No. 421, or his deputy, for any violation of this agreement.

Article 14. The employer agrees the representatives of Local Union No. 421 can investigate the standing of employees in the market during working hours.

Article 15. The parties hereto further agree that the terms and conditions hereof may be enforced by either party in a court of law or equity and specific performance thereof compelled.

Article 16. In consideration for the granting of the above conditions by the employer, Local Union No. 421 agrees to furnish men who will work for the best interest of the employer in every way, just and lawful, to give honest and diligent service to patrons of the employer's establishment, to do everything within their power for the uplifting of the meat industry, and further agrees to expel from the Union upon sufficient proof, any member for a dishonest act connected with the business.

This agreement shall take effect this 17th day of May, 1937, and expire December 3rd, 1937, or continue to a further date which will be left to the discretion of Local No. 421.

Signed.....

For the Employer.

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For Meat Cutters Union No. 421.

