

AGREEMENT

Amalgamated Meat Cutters & Butcher Workers of N. A. Local Union No. 293 of La Crosse, Wis.

ARTICLES OF AGREEMENT entered into between all Retail Meat Dealers, Chain Store Meat Markets, all combination Grocery and Meat Markets, all Meat Markets in Department Stores in La Crosse, and the Amalgamated Meat Cutters and Butcher Workmen of North America, Local 293 of the A. F. of Labor.

Article 1. In order to assure the security of benefits intended to be derived by the employer and the employees under these articles of agreement, the employer will employ only Union meat cutters, salesmen, apprentices and sausage makers. If none are available he may employ men of his own choosing, providing that the employee agrees to become a member of Local No. 293, not later than two weeks after date of employment.

Article 2. The Employer agrees that he will abide by any agreement that is reached between the Meat Cutters Local No. 293, and the Retail Grocers and the Association pertaining to opening and closing Hours.

Sec. 1. All Journeymen and apprentices belonging to Local 293 shall work Sixty (60) hours per week, allowing time for lunch during the first six days of the week and time off for supper on Saturday. Where shorter hours exist, the same shall exist for a period of one year. There shall be no cessation during the negotiation of the contract. We the Members of Local No. 293, pledge ourselves to do everything in our power to organize all Meat Establishments in La Crosse and Vicinity. We also agree to work hand in hand with the employers in order to bring about a uniform opening and closing hours, and we at all times oppose unfair competition.

Sec. 2. All customers in the market at the closing hour shall be served. All meats are then put in their proper places and the Market put in a Sanitary condition before the market men leave.

Article 3. All Journeymen working in a Union Market shall receive not less than \$30.00 per week. All Journeymen receiving over and above \$30.00 per week shall not be reduced.

Sec. 1. Journeymen employed as extras on Saturdays, days preceeding holidays or other extra days, shall receive not less than Six (\$6.00) per day as a minimum wage. If "extra" works a full week, he shall receive the regular wage provided for in this Agreement.

Sec. 2. All apprentices working in a local market must be members of Local 293 and shall receive \$15.00 per week at the start, and after every one year period he shall receive a \$2.50 raise until the end of three years. Then he shall receive \$30.00 or more per week. All apprentices shall receive credit towards the apprenticeship that they have already put in.

Sec. 3. It is agreed between the Union and the Employer that relief be given in the matter of wages in markets requiring the services of only one (1) meat cutter and doing a gross volume of (\$200.00) per week or less, and the minimum wage scale for so-called low volume markets (\$200.00 per week or less) shall be \$25.00 per week. After a so-called low volume market reaches a weekly volume of Two Hundred and Fifty (\$250.00) Dollars per week or more, the meat cutter employed therein shall receive the regular scale of Thirty Dollars (\$30.00) per week and work the hours specified in article 2. Said Employee to be approved by office of Local 293.

Article 4. All steady Journeymen employees covered in this agreement who have one year's service with said employer shall receive one week's vacation with pay during the summer months. All apprentices working into the 3rd year at the same place shall receive three days vacation with pay.

Article 5. There shall be no work on legal holidays, except when the holiday falls on a Saturday or Monday, in which case he is allowed to work two hours in the morning, if necessary. Regular employees shall not be docked in wages for such holidays.

Article 6. The employer agrees not to purchase any meat, fish or sausage from any wholesaler of meats, fish or sausage which has been declared unfair by the International or Local Union. The provision shall not apply to more than one wholesaler at any one time.

Article 7. No employee covered in this agreement shall be required to pay for linen or dry-cleaning, nor shall they be asked to furnish tools.

Article 8. In all markets where no help is employed, the Proprietor may become a member of the Union.

Article 9. 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.

Article 10. No employee shall be asked or permitted to make any written or verbal agreement that will conflict with this agreement, or shall employees be re-classified to defeat the purpose of this agreement.

Article 11. In case of a change of employment, either by the employee quitting or the employer dismissing employee, a notice of five (5) days shall be given both by the employee and the employer in the following manner, to-wit: Employee who for any cause whatsoever desires to change his place of employment, shall notify his employer and the Secy. of Local No. 293 at least five (5) days prior to such change, and the Employer in dismissing an employee shall give five (5) days notice, excepting in the event the Employer shall find it necessary to discharge employee for dishonesty or drunkenness, and in such event the Employer has the right to dismiss said employee without the customary five (5) days notice.

Article 12. Any employee who feels that his or her employer is not living up to this agreement may either personally or through the representative of Local 293, take the matter up with the employer in an effort to reach a satisfactory adjustment, failing in this, the complaint shall be referred to an Arbitration Board within 15 days, to be selected in the following manner; Two Union members of the Local Union, and two Proprietors named by the Employer. These four men to select a fifth member. This arbitration committee shall decide complaint before final action is taken with either party.

No discrimination shall be made against him because of his connection with the Union.

Article 13. Local Union 293 will at all times endeavor to aid in furnishing reliable, competent Union help, and further agrees to promote the best interest of the employer at all times.

This agreement shall take effect this 10th day May 1938,
and shall run for one year.

Signed _____
Employer's Signature

President Albert F. Hegembooth

Secretary Frank J. Kubal

Seal

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

Meat Cutters 293
La Crosse, Wis

November 25, 1938

Mr. F. J. Kubal, Sec'y
Amalgamated Meat Cutters and
Butcher Workmen #293
940 Johnson Street
LaCrosse, Wisconsin

[Handwritten initials and a circle]

My dear Mr. Kubal:

We have in our files a copy of your agreement with Retail Butchers in effect during 1938.

In order to keep our files of union agreements up to date, I should be grateful if you could conveniently send us a copy of your new agreement, if you now have an agreement in force. We shall be glad to type a duplicate and promptly return the original if you have only one copy available. If you so indicate, we shall keep the identity of the agreement confidential, using the material only for general information, in such a way as not to reveal the name of the union.

We shall be very grateful for your assistance. 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

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 14

Number of union members working under terms of agreement 49

Number of non-members working under terms of agreement _____

Branch of trade covered meat butchers Sausage Makers

Date renewed Dec 17 Date of expiration _____

Please check here if you wish the agreement returned no

If you cannot send a copy of your new agreement, please note (on the reverse side of this letter) any changes from your previous agreement.

These are just meat markets that employ one or more men.

C & F Schubert
Schubert Bro
Kollers
Farley's Saus. fact.
D Gehlen & Sons
R. Gehlen
Michel & Betty
Bakalars Bros
A. & P. Stores
Consumers
Krogers.
H. Hugg
Mudders Bros.
Buehler Bros.

We also have members that operate their own shops.
that have no journeymen

