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WORKING CONDITIONS

THIS AGREEMENT, MADE AND ENTERED INTO THIS _____ DAY OF _____ 1936,

BY AND BETWEEN _____
OF SNOHOMISH COUNTY, WASHINGTON, PARTY OF THE FIRST PART; AND EVERETT LOCAL NO. 151, AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA, PARTY OF THE SECOND PART;

WITNESSETH, THAT - 1. EACH OF THE PARTIES HEREIN NAMED AGREES AND ASSENTS TO THE FOLLOWING RULES AND REGULATIONS, WHICH SHALL GOVERN THEIR MUTUAL RELATIONS IN THE CONDUCT OF THEIR BUSINESS.

2. FORTY-EIGHT HOURS SHALL CONSTITUTE A WEEK'S WORK, IT BEING UNDERSTOOD THAT EIGHT HOURS CONSTITUTES ONE DAY'S WORK AND NO MAN SHALL WORK MORE THAN TEN HOURS IN ANY ONE SHIFT, WITH ONE HOUR OFF FOR LUNCH AND NO SPLIT SHIFTS. FOUR HOURS CONSTITUTES HALF DAYS WORK.

3. THE FOLLOWING MINIMUM SCALES OF WAGES SHALL BE PAID:

BLOCKMEN, PER WEEK.....	\$36.00	APPRENTICES, 1ST YEAR, PER WEEK.....	18.00
SAUSAGEMAKERS, PER WEEK	36.00	APPRENTICES, 2ND YEAR, PER WEEK.....	24.00
ALL EXTRA MEN, PER DAY	6.00	AS SOON AS HE CAN QUALIFY AFTER SECOND	
ALL EXTRA MEN, PER HALF DAY.....	3.50	YEAR, PER WEEK.....	36.00
(EXCEPT SATURDAYS AND DAYS IMMEDIATELY		SHOP FOREMEN AND EXECUTIVE MANAGERS WORKING	
PRECEDING HOLIDAYS, WHEN THE SCALE		NOT TO EXCEED 54 HOURS PER WEEK SHALL RE -	
SHALL BE) PER DAY OF NINE HOURS.....	8.00	CEIVE \$40.00 PER WEEK OR MORE.	
OR, PER HALF DAY.....	4.00		

THIS SECTION SHALL NOT BE CONSTRUED TO MEAN THE FIRST-CLASS MEN SHALL NOT RECEIVE MORE THAN THE MINIMUM.

4. NO OVERTIME SHALL BE ALLOWED WITH THE EXCEPTION OF THE WEEK PRECEDING THANKSGIVING AND CHRISTMAS FOR WHICH ALL OVERTIME SHALL BE PAID AT THE RATE OF TIME AND ONE-HALF. NO MEMBER OF THE UNION SHALL WORK MORE THAN FIFTEEN (15) MINUTES CLEANING UP, EXCEPT WHEN THE SAME COMES ON SATURDAY OR HOLIDAYS; THEN NO MORE THAN THIRTY (30) MINUTES SHALL BE ALLOWED FOR CLEANING UP.

5. THE FOLLOWING DAYS SHALL BE RECOGNIZED AS LEGAL HOLIDAYS: NEW YEAR'S DAY, DECORATION DAY, FOURTH OF JULY, LABOR DAY, THANKSGIVING DAY AND CHRISTMAS DAY. EMPLOYEES SHALL SUFFER NO LOSS OF WAGES FOR HOLIDAYS.

6. IT IS FURTHER UNDERSTOOD, THAT THE PARTY OF THE FIRST PART AGREES TO OPEN AND CLOSE HIS MARKET OR MARKETS, IN CONFORMITY WITH THE REST OF EVERETT MARKETS OPENING 8 A.M. CLOSING AT 6 P.M.

7. ALL EMPLOYEES OF THE PARTY OF THE FIRST PART, SHALL BE MEMBERS IN GOOD STANDING OF THE PARTY OF THE SECOND PART, AND ALL HELP, STEADY OR OTHERWISE SHALL BE HIRED THROUGH THE MEAT CUTTERS' UNION. IN CASE THE PARTY OF THE SECOND PART IS UNABLE TO FURNISH SUCH HELP, THE PARTY OF THE FIRST PART MAY HIRE ANY PERSON, AGAINST WHOM NO CHARGES BY ANY A.F.L. ORGANIZATION ARE STANDING, SUCH HIRED HELP TO BECOME MEMBERS OF LOCAL 151 OF EVERETT WITHIN TWO WEEKS OF DATE OF COMMENCING WORK.

8. THAT ALL NEW MEN GOING TO WORK IN ANY SHOP THAT IS NOT A MEMBER OF THE BUTCHERS' UNION, SHALL PAY \$1.00 PER DAY UNTIL HE BECOMES A MEMBER OF THIS ORGANIZATION. TO BE COLLECTED BY THE MASTER BUTCHER. TO BE PAID BY HIM TO THIS ORGANIZATION.

9. PARTY OF THE FIRST PART SHALL BEAR THE EXPENSE OF FURNISHING GOWNS, LAUNDERING SAME AND SHARPENING TOOLS FOR ALL EMPLOYEES UNDER THIS AGREEMENT.

10. APPRENTICES SHALL BE ALLOWED IN THE FOLLOWING RATIO: ONE TO A MARKET EMPLOYING ONE JOURNEYMAN; AND ONE FOR EACH ADDITIONAL FIVE JOURNEYMAN EMPLOYED. APPRENTICES SHALL BE TERMED IN THE FOLLOWING MANNER: ANY PERSON TRIMMING, CUTTING, SELLING OR COOKING MEATS, SHALL BE CLASSED AS AN APPRENTICE, AND COMES UNDER THIS AGREEMENT.

11. MEMBERS OF THE PARTY OF THE SECOND PART SHALL BE FREE AT ALL TIMES TO ACCEPT EMPLOYMENT IN ANY MARKET WHEN OF BENEFIT OF THEM TO DO SO, AND IN SO DOING SHALL NOT BE COMPELLED TO LOSE TIME, OR IN ANY WAY TO BE DISCRIMINATED AGAINST. NEITHER SHALL SUCH EMPLOYEE BE DISCHARGED OR DISCRIMINATED AGAINST FOR UPHOLDING THE UNION'S PRINCIPLES.

12. THE BUSINESS REPRESENTATIVE OF THE PARTY OF THE SECOND PART SHALL HAVE ACCESS TO THE SHOPS ON BUSINESS INVOLVING THE RELATIONS OF BOTH PARTIES TO THIS AGREEMENT, PROVIDED THAT HE DOES NOT INTERFERE WITH THE WORK, AND SO FAR AS POSSIBLE CONFINES HIS VISITS TO LUNCH PERIODS.

13. IT IS FURTHER AGREED THAT ALL BUILDING REPAIRS AND MAINTENANCE WORK DONE BY THE PARTY OF THE FIRST PART (THE SAME OF WHICH HE HAS CONTROL, INSOFAR AS PAYMENT IS CONCERNED), SHALL BE DONE BY MEMBERS AFFILIATED WITH THE A.F. OF L. FAILURE ON THE PART OF THE EMPLOYER TO STRICTLY COMPLY WITH ALL THE PROVISIONS OF THIS CLAUSE SHALL BE CONSIDERED AS SUFFICIENT CAUSE FOR THE VIOLATION OR ABROGATION OF THIS AGREEMENT.

14. PROPRIETORS DOING THEIR OWN WORK SHALL BE GRANTED A SHOP CARD UPON PAYMENT OF ONE DOLLAR (\$1.00) PER MONTH TO THE UNION, PROVIDED THAT THE PROPRIETOR SHALL CONDUCT HIS BUSINESS IN CONFORMITY WITH THE PROVISIONS OF THIS AGREEMENT AND AGREES TO RETURN THE UNION SHOP CARD UPON DEMAND OF THE UNION'S BUSINESS REPRESENTATIVE.

15. THE PARTY OF THE SECOND PART RETAINS THE RIGHT TO SUPPORT ANY ORGANIZATION AFFILIATED WITH THE A. F. OF L. IN ANY GRIEVANCE ENDORSED BY THE EVERETT CENTRAL LABOR COUNCIL.

16. THIS AGREEMENT SHALL BE AND REMAIN IN FORCE AND EFFECT FROM THE DATE OF SIGNING, TO THE FOLLOWING DATE DECEMBER 31, 1936, PROVIDED THAT IN CASE OF ANY RADICAL INCREASE OR DECREASE IN THE COST OF LIVING, IT MAY BE REOPENED AT ANY TIME FOR THE SOLE PURPOSE OF READJUSTING WAGES; BY EITHER PARTY GIVING THE OTHER FIFTEEN (15) DAYS WRITTEN NOTICE OF SUCH A DESIRE. DURING THE FIFTEEN (15) DAYS PERIOD, NEGOTIATIONS SHALL PROCEED BETWEEN THE PARTIES TO THIS AGREEMENT, AS A WHOLE, WITH A VIEW OF MAKING SUCH CHANGES AS MAY BE MUTUALLY SATISFACTORY. DATE OF NOTICE SHALL BE DATE OF POSTMARK.

SIGNED BY THE PARTY OF THE FIRST PART:

SIGNED BY THE PARTY OF THE SECOND PART:

DATE _____

WITNESS:

