



AMALGAMA

AND B. W. OF N. A.

R. EMMETT KELLY
Sec.-Treas. Local 546
128 N. WELLS ST.
Room 1615
Franklin 0030

Affiliated with
American Federation of Labor
Illinois Federation of Labor
Chicago Federation of Labor

LOCAL 546

Regular Meetings the 2nd Tuesday Night of each month at Meat Cutters Hall, 128 N. Wells St.

CHICAGO

Articles of Agreement

governing Meat Markets in the City of Chicago and County of Cook, entered into between

hereinafter called the "employer," all Meat Markets and Chain Store Meat Markets, all combination Grocery and Meat Markets in Chicago and County of Cook; and the AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA, LOCAL 546, and AFFILIATED LOCALS, (A. F. of L.), hereinafter called the "Union."

This contract approved and passed by the International Executive Board at the General Office the 4th day of October, 1941.

ARTICLE I. FOR AND IN CONSIDERATION of the mutual promises of the parties hereto and for other good and valuable considerations, receipt of which are hereby acknowledged, this Agreement is entered into.

ARTICLE II. The employer recognizes and agrees that said Union is and shall be the sole and exclusive collective bargaining agency for and on behalf of all meat cutters and butcher workmen employed by said Employer on their premises.

WORKING HOURS

ARTICLE III. Eight and one-half (8½) hours shall constitute the basic work day. Work to begin at 8:30 A. M. and stop at 6:00 P. M., allowing one (1) hour for lunch. Employees must be dressed and ready for work at 8:30 A. M.

ARTICLE IV. There shall be no work on Sundays, Memorial Day, Fourth of July, Labor Day, Armistice Day, Thanksgiving Day, Christmas Day and New Year's Day.

MANAGER'S AND JOURNEYMAN'S CLAUSE

ARTICLE V. (a) The term "Manager" shall be construed to mean a journeyman meat cutter, who is responsible for the efficient management of the market and shall receive not less than Fifty Dollars (\$50.00) weekly.

(b) All Journeymen meat cutters shall receive not less than Forty-five Dollars (\$45.00) weekly as a minimum wage. Any employee receiving above the minimum shall not be increased in hours, nor decreased in wages, or working conditions.

(c) Extra men to receive not less than Eight Dollars (\$8.00) per day, (except that on Saturday and the day preceding holidays, they shall receive Nine Dollars (\$9.00), unless they work the full week, when they are to receive the regular salary of the permanent meat cutters whose places they are filling.

(d) The meat cutters employed in low volume shops must receive the journeyman scale of wages provided for in this agreement. It is distinctly understood that there shall be no concessions for the said low volume shops.

ARTICLE VI. Any employee who has given service for the course of one year shall be entitled to one week's vacation with pay. After three years service he shall be entitled to two weeks vacation with pay. In case of dispute, the matter shall be referred to arbitration, as provided for in Article XVIII.

ARTICLE VII. (a) It is expressly understood that no customer shall be served who comes into the market before 8:30 A. M. or after 6:00 P. M.; that all customers in the market at the closing hour shall be served; that all meats will be properly taken care of and the market placed in a sanitary condition. Such work not to exceed fifteen minutes and not to be construed as overtime. Overtime may be worked on the second day before Thanksgiving Day, Christmas Day and New Year's Day, when employees may work such overtime as may be required at the rate of Time and One-half per hour. Such work to be performed behind locked doors.

(b) Employees shall not take inventory outside of regular working hours.

APPRENTICE CLAUSE

ARTICLE VIII. (a) In markets where three (3) or more journeymen are employed one (1) apprentice is permitted and an additional apprentice for every three (3) meat cutters.

Scale of apprentices to be as follows:

First year	\$22.50
Second year	27.50
Third year	32.50

(b) After completing two (2) years of apprenticeship they shall be classified as improver apprentices, and after serving three (3) years of apprenticeship they shall be classified as journeymen meat cutters and shall receive the prevailing scale of wages.

(c) Apprentices shall not work part time or as extra men on Saturdays, or the day preceding holidays. Apprentices must be at least sixteen (16) years of age.

ARTICLE IX. (a) When in need of help, employers must give preference to members in good standing of Local 546.

(b) The employer agrees to employ and keep in employment only such persons who are members in good standing of the said Union. All new employees employed by the employer shall, after the effective date of this agreement, within thirty (30) days, become members of the Union, and shall be required to remain members in good standing as a condition of the continuation of their employment. The employer agrees that, upon written notice from the Union, they will discharge, at the Union's request, any person, within a period of fifteen (15) days, who shall not be in good standing.

(c) Business representatives have full authority and approval from both parties to this agreement to immediately remove and require the discharge of any men working beneath the scale fixed herein.

(d) No employee shall be discharged without good and sufficient cause; drunkenness, dishonesty, incompetency, incivility or an over supply of help will be sufficient cause for dismissal, or help can be dismissed providing preference be given to Union men in replacing help.

ARTICLE X. It will be the duty of the employer to prominently display Union shop cards in all establishments wherein union meat cutters are employed. These shop cards shall remain the property of the Union, and the employer shall have their usage only until such time as the Union shall request their return.

ARTICLE XI. This agreement remains in full force and effect until September 30th, 1942. Any alteration that may be desired by either party to this agreement at the time of expiration must be made in writing not later than thirty (30) days prior to its expiration. In case neither party serves notice for a change in this agreement, at its expiration, it shall automatically renew itself to September 30th, 1943.

ARTICLE XII. If through any cause whatever the adoption of this agreement be delayed later than October 31st, 1941, it shall become retroactive to October 1st, 1941.

ARTICLE XIII. This agreement to be kept posted in the place of employment so that every employee may have equal and easy access to same.

ARTICLE XIV. Laundry, tools and sharpening of tools to be furnished free of cost by employers.

ARTICLE XV. During the months of November, December, January, February and March, on days when the temperature is below freezing, store doors will remain closed and all possible protection given employee's health.

ARTICLE XVI. agree not to negotiate with any but the duly elected officers of Local 546 and further agree not to make a contract with anyone not affiliated with Local 546 and affiliated Locals.

ARTICLE XVII. Any member of Local 546 who is in good standing and is in business for himself who may desire to affiliate with the may apply for a withdrawal card, provided the request be accompanied by similar request from the Withdrawal card may be obtained upon application to the Executive Board of Local 546.

ARTICLE XVIII. ARBITRATION CLAUSE. All grievances which cannot be adjusted by Local 546 and employers shall be referred to an arbitration board consisting of two (2) members to be named by employees, two (2) by the affected employers and one (1) to be agreed upon by the four already selected. No strike to be called when arbitration has been requested by either party, provided that the dispute has been heard and decided within a thirty (30) days period from submission.

ARTICLE XIX. Local 546 will furnish men who will work to the best interest of the employers in every way, just and lawful, who will give honest and diligent service to patrons of the employer's establishment, who will do everything within their power for the uplifting of the meat industry.

ARTICLE XX. The self service system of meat merchandising will be considered a violation of this agreement.

The parties hereto certify that they are empowered and duly authorized to sign this agreement.

SIGNED FOR LOCAL 546 and AFFILIATED LOCALS
AMALGAMATED MEAT CUTTERS AND BUTCHER
WORKMEN OF NORTH AMERICA, A. F. of L.

President: _____

Sec.-Treas.: _____

EMPLOYER: _____

Address: _____

DATED: _____, 1941.

U.S. DEPARTMENT OF LABOR

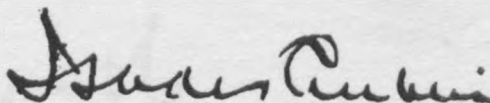
BUREAU OF LABOR STATISTICS

WASHINGTON

We are pleased to send you the enclosed mimeographed release at the request of the international office of your union.

It will be a pleasure for us to have you call upon us if we can serve you further.

Very truly yours,

A handwritten signature in dark ink, appearing to read 'Isador Lubin', written in a cursive style.

Isador Lubin
Commissioner of Labor Statistics

Enc.