

Covers all retail markets in the City

A-G-R-E-E-M-E-N-T-.

This agreement, made and entered into this 4th day of October, 1939,

by and between _____, of Portland, Oregon, party of the first Part, and the Meat Cutters Union Local #143, of Portland, Oregon, Party of the Second Part, shall remain in full force and effect for one year from the above date, and year to year thereafter, unless changed by the parties hereto. Either party desiring to change any section, or sections hereof shall notify the other party, in writing, of the desired change, or changes, thirty days prior to October, 4th, 1940, or thirty days prior to October 4th of any year after 1940. After such written notice this agreement shall be open to consider whatever change, or changes, are desired, but shall remain in full force and effect until such change, or changes, are agreed upon and a new agreement is signed, or a written termination is given by either party. The following wages, hours, and working conditions shall constitute this agreement;

Section 1, Art. 1- All employees of _____ must be members, in good standing, of Meat Cutters Union Local #143, as per International Constitution and By-laws. The Employer agrees to display, in a conspicuous place, the Union shop card of the A.M.C. & B.W. of N.A., A.F. of L., which is the property of the Union at all times, and may not be sold; and may be withdrawn by the Secretary of the Union, or his deputy, from any market for violation of this agreement.

Art. 2- All help must be hired through the Union office, or have a clearance from the Union office before going to work. No one shall be hired unless he has a paid up due book, or a permit from the Union office. All sausage makers, pork cutters, bench men, coolermen etc, in retail markets, come under this agreement.

Section 2, Art. 1- Eight hours in any given nine hours shall constitute a days work for meat cutters and apprentices, with one full hour off for lunch. Split shifts shall not be allowed. Overtime shall not be allowed. Wages of superannuated members shall be determined by the Executive Board of the Union, the Employer, and the superannuated member, acting jointly. A cleanup period, not to exceed fifteen minutes, shall be allowed on week nights, and not to exceed thirty minutes on Saturday nights and the night preceding a Holiday. This cleanup period applies only to the last shift of the day. On Saturdays, one man in each market may work a nine hour day, and he shall receive the sum of one dollar, in actual cash, in addition to his regular weekly wages, for this extra hour worked, and said man must be registered in the office of Local #143 as being assigned to this work.

Art. 2- Each market may have one man who may be designated as foreman, and who shall be allowed to work an eight hour day, forty-eight hour week, for the weekly wage of forty (\$40.00) dollars, minimum; Or, he may be allowed to work a nine hour day, fifty-four hour week, for the weekly wage of forty-six (\$46.00) dollars, minimum; But, no foreman shall work over nine hours in any one day, and any foreman required to work nine hours on any one day, except Saturday, shall work nine hours every other day of the week and shall receive the weekly wage of forty-six (\$46.00) dollars, minimum. No apprentice shall be allowed to be designated as foreman, unless he receives the journeymans foreman scale. Any employee designated as foreman, MUST be registered as such, in the office of Meat Cutters Union Local #143, as being assigned to this work as foreman. Any market where the owner is actually working in the market, and doing the work of a journeyman, or apprentice, shall not be allowed to have a foreman working the nine hour day, except on Saturdays.

Section 3- The minimum wage for meat cutters shall be forty (\$40.00) dollars per week. All broken weeks shall be considered as extra work, and shall be paid for at the rate of seven dollars per day, with the exception of Saturdays and the day preceding any Holiday, when eight dollars shall be paid. ALL apprentices hired as extra help shall receive the journeyman scale. No employee shall receive less than four hours pay when called to work, and four hours shall constitute a half days work, and the scale shall be three and one-half dollars for half days during the week, and four dollars for half days on Saturdays and the day preceding any Holiday; All work performed in excess of four hours shall be paid for at the rate of one dollar per hour. In EMERGENCY cases, where it is necessary through illness, or injury, and the employer needs a man to finish the shift of less than four hours, the scale shall be one dollar per hour. All wages shall be paid weekly, on Saturdays, on the job,

with the exception of extra help, which shall be paid upon completion of the work.

Section 4, Art. 1-Each market employing one, or more, journeymen shall be entitled to one apprentice; provided that, the employment of five, or more, journeymen shall entitle the market to two apprentices, and one apprentice allowed for every five additional journeymen employed. (This also allows a market owner the right to have one apprentice, though he does not employ a journeyman, HOWEVER, an apprentice can not carry the shop card for a market.) Each apprentice employed must be a member of the A.M.C. & B.W. of N.A., A.F. of L., for a period of three years before being admitted as a journeyman, UNLESS, when put in charge of a market, then he shall be classified as a journeyman.

Art. 2-The wages for apprentices shall be twenty-five (\$25.00) dollars per week for the first six months of apprenticeship, twenty-seven (\$27.00) dollars per week for the second six months, thirty-two (\$32.00) dollars per week for the second year, thirty-seven (\$37.00) dollars per week for the third year, and thereafter the scale provided for journeymen.

Art. 3-All cleanup men (who work during the operating hours of the establishment), all wrappers, checkers, shipping clerks, and helpers MUST be members of Meat Cutters Union Local #143, and shall be paid the apprentice scale, based on a twenty-five (\$25.00) dollar per week, minimum, and up, depending on the class of work, the responsibility of the job, etc.

Section 5, Art. 1-No work shall be performed by any of the employees on Sundays, or on any of the following Holidays: New Years Day, Decoration Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day, and no full time employee shall suffer a reduction in pay for the weeks work in weeks where these Holidays occur. Any Holiday herein mentioned, falling on a Sunday, the following Monday shall be observed as a Holiday, with no reduction in pay.

Art. 2-No fresh meats shall be sold on Sundays, or Holidays. No women shall be allowed to handle fresh meats. It shall be considered a violation of this agreement for any person, other than a classified meat cutter, or apprentice, to cut, or sell fresh meats, EXCEPTING, that in one man markets only, the groceryman may be allowed to cut, and sell fresh meats during the meat cutters lunch hour.

Section 7, Art. 1-All employees having worked for their employer for a period of one year, or more, as of May 1st, shall receive one full weeks vacation with pay, consisting of six consecutive working days. When the weeks vacation comes in a week where there is a Holiday, the employee shall have the first working day of the next week as a Holiday, and shall suffer no loss of pay.

Art. 2-The Employer shall provide the necessary gowns and aprons and the laundering thereof, and shall meet the expense of sharpening all tools and the laundering of overalls.

Art. 3-Union officials may investigate the standing of employees during working hours.

Section 8, Art. 1-It is hereby agreed that all meat market and sausage kitchen construction and maintenance shall be done by members of Unions affiliated with the A.F. of L. The Union hereby reserves the right to have its members refuse to cut, or sell, or handle any meat, or meat products of any firm that is on the Official Unfair List of the Portland Central Labor Council, and may discipline its members at the discretion of the Union. No member of Meat Cutters Union Local #143 shall be discriminated against, or discharged, without good and sufficient cause. There shall be no individual agreement between the Employer and the Employee, or Employees, as to wages, hours and working conditions, other than those herein stated. No member of Meat Cutters Union Local #143 shall be compelled to go through a legitimate picket line that is endorsed by the Portland Central Labor Council.

Any Employee enjoying a higher scale of wages, shorter hours, or better working conditions than herein provided, shall suffer no loss by the signing of this agreement.

The undersigned, collectively and individually, subscribe to all of the conditions herein stipulated.

Party of the First Part:

Party of the Second Part:
Meat Cutters Union Local #143,

Its/Pres.

Its/Sec.

U.S. DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

WASHINGTON

meat #143
Portland, Oregon
10-4-40

December 19, 1939

Mr. J. D. McDonald, Sec'y Treas. #143
Amal. Meat Cutters and Butcher Workmen
328 S. W. Jefferson Street
Portland, Oregon

Dear Mr. McDonald:

We have in our files a copy of your agreement with the Masters Butchers Assn., and the Independent Retail Meat Dealers which has recently expired.

In order to keep our files of union agreements up to date, we should be grateful if you could conveniently send us a copy of your agreement which is now in effect. We shall be glad to make 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 analysis in such a way as not to reveal the name of either party to the agreement.

We shall greatly appreciate your cooperation. The enclosed envelope for your reply requires no postage. If we can furnish you information at any time, please let us know.

Very truly yours,

Isador Lubin

Isador Lubin

Commissioner of Labor Statistics

Enc.

Name of company or employers' association signing the agreement

*Safeway & Oregon Meat Council (both agreements) * many independent*
(If more than one employer, please list on reverse side)

Number of companies covered by agreement approx 400

Number of union members working under terms of agreement 700

Number of non-members working under terms of agreement none

Branches of trade covered Retail & Sausage makers - wholesale forbers

Date of expiration Oct. 4, 1940 if opened

Please check here if you wish the agreement --

Returned _____ Kept confidential _____

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. (8227)