

CONFIDENTIAL

MEMORANDA OF WAGES, WORKING HOURS, JOB CLASSIFICATIONS
and OTHER WORKING CONDITIONS GOVERNING EGG and POULTRY
WORKERS at PLANTS IN CENTRAL and NORTHERN CALIFORNIA
OUTSIDE OF SAN FRANCISCO and OAKLAND

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The following wage scales, working hours, job classifications and other working conditions shall apply at the plants and locations of Employers, party to this Agreement, in conjunction with and as a part of the MASTER AGREEMENT entered into on MARCH 1st, 1940, between M. S. MAXWELL for the UNION and B.F. McKibben for the EMPLOYERS.

WAGE SCALE FOR EGG WORKERS

EGG CANDLING (including Grading)

<u>Cases per 8 hours</u>	<u>No Cleaning (Wages per hour)</u>	<u>Cleaning (Wages per hour)</u>
18	42.50¢	44.50¢
19	43.75¢	45.75¢
20	45.00¢	47.00¢
21	46.25¢	48.25¢
22	47.50¢	49.50¢
23	48.75¢	49.75¢
24	50.00¢	51.00¢
25	51.25¢	52.25¢
26	52.50¢	53.50¢
27	53.75¢	54.75¢
28	55.00¢	56.00¢

FRACTIONAL CASES --

When a producer's lot being worked under above scale contains a fractional case it shall be taken into account as a half case if it contains 15 dozen or less eggs. If the case contains more than 15 dozen, and not over 30 dozen, it shall be taken into account as a full case. On average for payroll period, fractions may be dropped.

EGG CANDLERS (FEMALE) -- WORKING ON PREVIOUSLY GRADED EGGS: 47 $\frac{1}{2}$ ¢ per hour

EGG CANDLERS (FEMALE) -- WORKING ON GRADING AND CANDLING MACHINE....50¢ per hour

FEMALE EGG WORKERS (EXCEPT CANDLERS):

Stampers, sanders, processors, washers, packers, sorters, graders, machine workers and unclassified female workers: 42 $\frac{1}{2}$ ¢ per hour

MALE EGG WORKERS:

Capable Egg Handlers 65¢ per hour
Unskilled Egg Handlers..... 57 $\frac{1}{2}$ ¢ per hour

WAGE SCALE FOR POULTRY WORKERS

<u>CHICKEN PICKERS</u> (wet process) (white).....	3 $\frac{1}{2}$ ¢ each
<u>CHICKEN PICKERS</u> (wet process) (Colored).....	4¢ each
<u>STICKERS</u>	70¢ per hour
<u>SCALDERS</u>	92 $\frac{1}{2}$ ¢ per hour
<u>COMBINATION STICKER AND SCALDER</u>	92 $\frac{1}{2}$ ¢ per hour
<u>COMBINATION STICKER, SCALDER & PICKER</u>	4-1/4¢ each
<u>GRADERS, RECEIVERS AND FEEDERS</u>	62 $\frac{1}{2}$ ¢ per hour
<u>HEAD GRADER</u> , when so classified.....	67 $\frac{1}{2}$ ¢ per hour
<u>UNSKILLED MALE WORKERS</u>	57 $\frac{1}{2}$ ¢ per hour
<u>UNCLASSIFIED FEMALE WORKERS</u>	47 $\frac{1}{2}$ ¢ per hour

GENERAL PROVISIONS

WORKING HOURS:

The established day's work of not over eight (8) hours shall be included within the period from 7 A.M. to 6 P.M. on all week days, except Saturday. On Saturday, the work period shall end at 12 o'clock noon, except that on a Saturday preceding or following a holiday, work may be performed on Saturday afternoon at the regular scheduled rates of pay, provided, however, that the employer may not select both such afternoons. When called for work, an employee shall be guaranteed pay for a minimum of four (4) hours work at his or her regular rate of pay. Work on Sundays or Holidays to be subject to mutual agreement between employer and Union Officials.

OVERTIME:

The overtime rate shall be 1-1/2 times the regular rate of pay.

Work performed outside the hours shown above, shall be classed as "overtime", except where there is more than one shift working.

Work in excess of four (4) hours, without lunch period shall be considered as "overtime", except that a five hour period may be worked on Saturday foremoons.

Work on Sunday or on Saturday afternoon, (except preceding or following a holiday as provided above) shall be classed as "overtime".

Work on the following holidays, namely: New Year's Day, Decoration Day, Fourth of July, Labor Day, (Armistice Day when observed generally in the County where the plant is located) Thanksgiving and Christmas, shall be classed as "overtime".

CHANGE IN JOB ASSIGNMENT:

Any employee assigned to other than his or her regular work, shall be paid at the rate of such other assignment.

CLASSIFICATION OF EMPLOYEES:

This Agreement applies to employees as specifically classified herein. It does not apply to owners who do their own work; to clerical office help, drivers and helpers, outside sales force, collectors, maintenance men, foremen and other employees of executive rating who do not regularly handle the classified work as specified herein.

VACATIONS:

It is recognized by the Union and the Employers that the principle of allowing vacations with pay has the purpose of providing a period of rest and relaxation to employees, as a reward for efficient service rendered and with the idea that the rest and relaxation so provided enables employees to perform their work more satisfactorily for the Employers.

Therefore, it is agreed that upon and after completion of one (1) year of continued service, a vacation of one (1) week with pay shall be granted to all employees covered by this contract during each calendar year subject to the following:

- (a) Vacations shall be granted at such times of the year most suitable to the employer, and it is understood that the employee's year of continuous service must be completed before the close of the established vacation period.
- (b) Vacation pay allowance shall be drawn in advance immediately preceding the employee's vacation. The vacation pay which shall be paid to each employee working on an hourly or piece work basis shall be equal to the amount such employee has received as an average week's wage during the preceding 12-month period.
- (c) Vacations cannot be postponed and allowed to accumulate from year to year, but must be completed each year.
- (d) Employees cannot waive their vacations and draw double pay for working during the time allowed.
- (e) Employees shall be given reasonable notice in advance of their vacations to enable them to plan same.
- (f) The term "Continuous Service" shall mean active service without interruption, except, when due to sickness, injury, temporary layoff or temporary shut-down.
- (g) Any employee previously receiving vacations with pay more favorable than herein provided shall not be unfavorably affected by this Agreement.
- (h) If an employee, after a year of service, is granted a vacation (or pay for same) at the time of leaving one employer to work for another employer, then, there shall be one week's layoff before going to work on the next job.

MEMORANDA TO BE FILED:

A signed acceptance of this memoranda for each employer must be filed with the EMPLOYERS' AGENT and with the designated official of the UNION. It shall apply only to employers who have filed such acceptance for official registration.

THIS AGREEMENT shall be in full force and effect from the first day of MARCH, 1941, to and including the first day of MARCH, 1942, and shall be renewed from year to year thereafter, unless either party shall give written notice to the other at least sixty (60) days prior to any first day of March, during the life of this Agreement of its desire to change, modify or terminate this Agreement.

IN WITNESS WHEREOF the parties hereto have set their hands this TWELFTH day of NOVEMBER, 1940.

WESTERN FEDERATION OF BUTCHERS
OF CALIFORNIA, STATE BRANCH,
A.M.C. & B.W. of N.A., A.F. of L.,

By (signed) MILTON S. MAXWELL

(signed) B. F. McKIBBEN
Employers' Agent.

Santa Rosa, Calif.

m11-42-76

CONFIDENTIAL

Meat # 364
Santa Rosa, Calif
3-31-42

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

June 11, 1941

Mrs. Mabel Hinson, Sec'y. Local #364
Amal. Meat Cutters & Butcher Workmen
215 Main Street
Petaluma, California

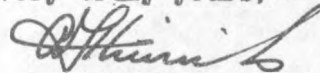
Dear Madam:

For a number of years the Bureau of Labor Statistics has attempted to maintain a file of all union agreements in force throughout the United States. On checking through our files we find we do not have copies of any agreements entered into by your union. We are exceedingly anxious to have your agreements among our records, as well as any supplemental wage rates that have been negotiated. Your cooperation in sending us copies of them, together with the information requested below will be greatly appreciated.

If you have only one copy available and so designate, we shall be glad to make a duplicate and promptly return the original. If you so indicate, we will keep the identity of the agreement confidential, using the material only for general analysis which will not reveal the name of your union.

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,



A. F. Hinrichs

Acting Commissioner of Labor Statistics

Enc.

Name of company or employers' association signing the agreement

B. J. McRibben, Employers Agent.

(If more than one employer, please list on reverse side)

Number of companies covered by agreement 5.

Number of union members working under terms of agreement 274.

Number of nonmembers working under terms of agreement _____

Branch of trade covered Poultry + Eggs.

Date signed Mar 1. 41

Date of Expiration Mar 1. 42.

Do you wish the agreement returned? Yes ___ No ___ Kept confidential? Yes X No ___

Mabel Hinson, Sec'y #364-B.
(Name of person furnishing information)

215. Main St. Petaluma Cal
(Address)

Country Producers of CS.
New Messer Co.

P. Lerner

Casperon Bros.

Fitzgerald Luth.

1000 ...
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