

INTERNATIONAL
UNION MARKET

THIS IS TO CERTIFY, That this Meat Market is conducted in accordance with the rules of the Amalgamated Meat Cutters and Butcher Workmen of North America, A. F. of L. Therefore we commend it to the patronage of all.



Issued by authority of the Amalgamated Meat Cutters and Butcher Workmen of North America, A. F. of L.

This seal shall not be placed on any product unless the proper use of the same is made in accordance with the rules of the Amalgamated Meat Cutters and Butcher Workmen of North America, A. F. of L., and shall remain the property of the International Association, and may be withdrawn at the discretion of the International Association.

BIRMINGHAM MEAT CUTTERS

Local 513

Affiliated With the

American Federation of Labor

Birmingham Trades Council

and

Alabama State Federation of Labor

ARTICLES OF AGREEMENT

Governing

MEAT CUTTERS

In Meat Markets In

Jefferson County

Alabama

AGREEMENT

The Agreement made this.....

....., by and between the.....

hereinafter referred to as the Employer and Local No. 513 of the Amalgamated Meat Cutters and Butcher Workmen of North America, A. F. of L., of *Birmingham, Alabama* hereinafter referred to as the Union.

WITNESSETH:

That whereas the parties of this agreement desire to establish and maintain a mutual understanding, to create harmonious relations between the employer and the employee and to abide by this contract to settle any and whatever dispute may arise between them it is therefore, by both parties understood and agreed that:

The Employer recognizes the Union as the exclusive bargaining agency for all its employees who are members of the said Local Union No. 513.

All employees who are eligible to membership upon the signing of this contract must immediately become members within two weeks and so remain in good standing with Local Union No. 513, during the life of this contract.

The Union agrees to assist in furnishing competent extra men for Friday and Saturday and assist in securing help at all times through the Union office. If the Union cannot furnish competent help, then the Employer may hire additional help who shall file application for membership in the Union.

Hours of labor shall remain the same until Local Union No. 513, Amalgamated Meat Cutters and Butcher Workmen of North America, have organized a majority of the retail meat dealers in the City of Birmingham. When this is accomplished, the agreement will be opened for negotiations relative to hours only, unless this agreement has expired.

When extra men report for work pursuant to written instructions from the employer and are not given work, they shall be entitled to one-half day's pay.

The Union agrees that its members shall be at stores not later than 15 minutes prior to the time for starting the day's work and that not to exceed 30 minutes after closing time on Monday to Friday inclusive, and one hour on Saturday or eves of hereinafter specified holidays will be allowed to its members to clean up.

All overtime shall be paid at the rate of time and one-half.

VACATIONS

Employees covered by this agreement who have one year's service with said employer shall receive one week's vacation each year with pay.

HOLIDAYS

There shall be no work on the following holidays: Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, and Sundays. Employees shall not be docked for such holidays.

All privileges granted employees prior to the signing of this agreement shall not be disturbed.

WAGES

The minimum wage for market managers, journeymen and apprentices shall be as follows: Any employee receiving more than the minimum shall not be reduced.

Market Managers:

less than \$200-	weekly meat vol.	\$22.50 per wk.
over \$ 200-\$ 250	weekly meat vol.	\$25.00 per wk.
over \$ 250-\$ 300	weekly meat vol.	\$28.50 per wk.
over \$ 300-\$ 450	weekly meat vol.	\$32.50 per wk.
over \$ 450-\$ 650	weekly meat vol.	\$35.00 per wk.
over \$ 650-\$1000	weekly meat vol.	\$37.50 per wk.
over \$1000-\$1250	weekly meat vol.	\$40.00 per wk.
over \$1250-\$1500	weekly meat vol.	\$42.50 per wk.
over \$1500	weekly meat vol.	\$45.00 per wk.

Journeymen and Meat Cutters (full time)	\$23.00 per wk.
Apprentice Meat Cutters (full time)—	
First year's service.....	\$15.00 per wk.
Second year's service.....	\$16.00 per wk.
Third year's service.....	\$17.00 per wk.
Part-time journeymen Meat Cutters—	
hourly rate	40c an hour
Part-time apprentice Meat Cutters—	
hourly rate	30c an hour

One apprentice shall be allowed to every Journeyman in stores doing less than \$450 meat volume weekly—over \$450 meat volume weekly one apprentice to every two Journeymen if needed.

LINEN

The Employer agrees to furnish all linen for the employees and the Union agrees that all its members shall look presentable to the public and to the best of their ability work for the interest of the Company. The Union agrees that its members will keep the markets in high class sanitary conditions.

DISCHARGE

The Employer shall have the right to discharge any employee who is a member of the Union, for good cause, such as DISHONESTY, incompetency or intoxication, provided, however, that no member of the Union shall be discharged or discriminated against because of membership in the Union or Union activities.

The Union agrees that neither it nor its members will engage in Union activities on the Employer's time or in the Employer's stores, provided, however, that representatives of the Union shall have free access to the Employer's markets.

Seniority shall be recognized, Journeymen promoted provided they meet qualifications.

The Employer agrees that any member of the Union employed by the Employer during the period

of this agreement who is elected to permanent office in the Union or is assigned by the Union to any Union activity necessitating leave of absence shall be granted such leave of absence and shall, at the end of the term in the first instance, or at the end of his mission in the second instance be given re-employment at his former wage rate, plus any increase or less any reduction that may have become effective during his absence.

The Union agrees to furnish the Employer at least one Union store card for each of the Employer's stores. Such card shall remain the property of and shall be surrendered to the Union upon demand.

NO STRIKE OR LOCKOUT

It is mutually agreed that there shall be no strikes or lockouts during the existence of this agreement.

Should it be found impossible to arrive at a mutually satisfactory adjustment of any grievance, it will then be turned over to a Board of Arbitration consisting of one member to be selected by the Company and one member by the Local, the two then to select a third who shall act as chairman.

A Board of Arbitration in such cases shall be appointed within two (2) weeks after the grievance is first discussed, and the decision of the Board shall be given within seven (7) days after its appointment; its decision to be final and binding upon both parties.

There shall be no cessation of work by membership or lockout by employer pending arbitration.

Any alterations that may be desired by either party to the agreement at the time of its expiration must be made known not later than thirty days prior to the expiration, and in the event the thirty days' notice is not given it is hereby agreed by and between both parties that this said agreement shall be treated and considered as being re-

newed in full for the ensuing year from date of expiration. This agreement expires.....

....., subject to the conditions of the article.

IN WITNESS WHEREOF, the undersigned parties have heretofore executed the foregoing Agreement, and affixed their hands and seals this

.....day of, 193.....

EMPLOYER

By.....

AMALGAMATED MEAT CUTTERS
AND BUTCHER WORKMEN OF NORTH
AMERICA, A. F. OF L.

Local 513

By.....

President

By.....

Secretary

By.....

Representative

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

meat #513
Birmingham, Ala.
3-23-40

UNION AGREEMENTS

January 2, 1940

W
Mr. Ray Zirtzman, Sec'y #513
Amal. Meat Cutters & Butcher Workmen
1616 Second Court W.
Birmingham, Ala.

Dear Sir:

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 and shall appreciate your cooperation in sending us copies of them, together with the information requested below.

If you have only one copy available and so designate, we shall be glad to type a duplicate and promptly return the original. If you so indicate, we will keep the identity of the agreement confidential, using the materials 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,

Isador Rubin

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 46

Number of union members working under terms of agreement 92

Number of nonmembers working under terms of agreement 40

Branch of trade covered Retail meat

Date signed March 23-39 Date of expiration March 23-40

Please check here if you wish the agreement returned no

L. A. Jordan
(Name of person furnishing information)

2109-5 me
Birmingham Ala
(Address)