

Agreement

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THIS AGREEMENT entered into between the MASTER BUTCHERS OF SANTA BARBARA, CALIFORNIA, party of the first part, herein known as the Employers, and the MEAT CUTTERS UNION, Local No. 556, of the Amalgamated Meat Cutters and Butcher Workmen of North America, party of the second part, herein known as the Union.

Article 1. The Employers agree to employ only members in good standing with the Union, except in cases where desirable men cannot be had, when non-members may be employed after having secured working permits from the Secretary of the Union, in which case they must become members of the Union within two weeks of expiration of working permits. Permits will be given immediately upon application.

APPRENTICES

Article 2. One apprentice shall be allowed to every three journeymen or fraction thereof and one additional apprentice for every three additional journeymen.

An apprentice shall not be allowed to work in any market unless at least one journeyman is employed full time in same market.

SUPER-ANNUATED

Article 3. Super-annuated members' wages shall be decided by the super-annuated Member, the Employer and the Secretary of the Union, subject to the approval of the Executive Board of the Union.

HOLIDAYS

Article 4. No member of this Union will be permitted to work on any Sunday or any of the following holidays, New Years Day, Decoration Day, Independence Day, Labor Day, Armistice Day, Thanksgiving Day or Christmas Day; any week containing any of the above holidays shall be considered a full week.

VACATIONS

Article 5. Employees covered by this agreement who have one year's service with said employer shall receive one week's vacation each year with pay, the time of this vacation to be at the discretion of employer.

Article 6. All linen used by the Employees must be furnished by the employer.

Article 7. In cases where employees are receiving better wages or more desirable conditions than set forth in this contract, same shall not be jeopardized or infringed upon in any way by the signing of this contract, and employees shall not be reclassified to defeat the purpose of this agreement.

Article 8. The Union Shop Card is the property of the Amalgamated Meat Cutters and Butcher Workmen of North America, and is loaned to Employers for display who sign and abide by this agreement. The Shop Card can not be removed from any market by the Secretary of the Union or his deputy for any violation of this agreement until so authorized by a vote of the Union.

Article 9. The Employers agree to not patronize any firm which has been placed on the "we do not patronize" list of the Central Labor Council of Santa Barbara, California.

No member of the Union will be allowed to handle any fresh, cured, smoked or processed meat or meat products from any firm which has been placed on the "we do not patronize" list by the Amalgamated Meat Cutters and Butcher Workmen of North America. However, this does not apply to more than one firm at a time, unless the market owner is financially indebted to the firm on the unfair list.

Article 10. Nine hours shall constitute a day's work, same to be worked consecutively within a period of ten hours with one hour off for lunch. Time and one-half shall be paid for overtime, except for Saturday, when member will be entitled to time off during the week for such overtime. Also no overtime shall be paid in the week for days preceding Thanksgiving and Christmas.

(b.) Six days of nine hours each or fifty-four hours worked in straight shifts shall constitute a week's work.

(c.) However, it is understood that in case there should be a shorter day established by law, then the nine hour day or fifty-four hour week specified in this agreement will be void and the shorter hours will be observed without any reduction in pay.

Article 11. The minimum wages for Journeymen Meat Cutters, Sausage Makers and Slaughterers shall be as follows:

(a) Journeymen	\$35.00 per week
(b) Extra Journeymen - - - 9 hours	7.00 per day
(c) Extra Journeymen - two or more consecutive days in one week.....	7.00 per day
(d) Apprentices - - - first year	22.50 per week
(e) Apprentices - - - second year	25.00 per week
(f) Apprentices - - - third year	27.50 per week
(g) When an apprentice has worked three full years at the trade, he automatically becomes a Journeyman and shall be paid as such.	

(h) High School apprentices wages and working conditions to be agreed upon and established by the High School representatives, the Employers and representatives of the Union and when so agreed upon and established shall be attached to and become part of this agreement.

Article 12. Union working hours shall be between the hours of 8 a.m. and 6 p.m., except on Saturdays and days preceding Holidays, when the hours shall be between 8 a.m. and 7 p.m.

Hours for wholesale markets shall be established by the executive board of the union and employers.

Article 13. A duly qualified officer of the Union shall have the privilege of visiting each establishment where members are employed at any time in discharging their duties.

Article 14. In consideration for the granting of the above conditions by the Employer, the Union agrees to furnish men who will work for the best interest of the employer in every just and lawful manner, to give honest and diligent service to patrons of the employer's establishment, to do everything within their power for the uplifting of the meat industry, and further agrees to expel from the Union upon sufficient proof any member for a dishonest act connected with the business.

Article 15. There shall be a Board of Arbitration, consisting of two from the Employers, two from the Union, and the fifth to be chosen by these four members; a decision of the majority of this Board to be final.

THIS AGREEMENT shall become effective at once and shall remain in force until a written notice has been given by either party thirty (30) days in advance.

PARTY OF SECOND PART:

PARTY OF FIRST PART:

.....
Firm

.....
Employer or Manager

.....
President

.....
Secretary



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

38-37-7
Meat #556
Expired

UNION AGREEMENTS

February 4, 1938

Arthur R. Jansson.

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1815

~~Mr. William Green~~, Sec'y
Amal. Meat Cutters and
Butcher Workmen #556
~~1217~~ San Andres Street
Santa Barbara, California

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 reply requires no postage. If we can be of service to you at any time, please write me.

Very truly yours,

Isador Lubin

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 Fourteen

Number of union members working under terms of agreement 105

Number of nonmembers working under terms of agreement None

Branch of trade covered Retail Meats

Date signed January 1-1938 Date of expiration Perpetual Contract

Arthur R. Jansson
(Name of person furnishing information)

1815 San Andres
(Address)