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Meat # 548  
Council Bluffs, Iowa  
10-1-42

# CONTRACT

Between the

**Retail and Wholesale Butchers**

of the

**City of Council Bluffs, State of Iowa**

and the

**Amalgamated Meat Cutters  
and Butcher Workmen**

**of North America**

**A. F. OF L. and LOCAL UNION NO. 548**



Contract  
Between the Retail and Wholesale Butchers of the City of Council Bluffs, State of Iowa, and the Amalgamated Meat Cutters and Butcher Workmen of North America, A. F. of L., Local Union No. 548.  
ARTICLE I  
The purpose of this contract is to define the relationship between the City of Council Bluffs, State of Iowa, and the Amalgamated Meat Cutters and Butcher Workmen of North America, A. F. of L., Local Union No. 548, and to provide for the fair and equitable treatment of the employees of the City of Council Bluffs, State of Iowa, who are engaged in the retail and wholesale butchering business.  
ARTICLE II  
The City of Council Bluffs, State of Iowa, hereby recognizes the Amalgamated Meat Cutters and Butcher Workmen of North America, A. F. of L., Local Union No. 548, as the exclusive bargaining agent for the employees of the City of Council Bluffs, State of Iowa, who are engaged in the retail and wholesale butchering business.  
ARTICLE III  
The City of Council Bluffs, State of Iowa, shall not discriminate in hiring, promotion, or discharge on the basis of race, color, religion, sex, or national origin.  
ARTICLE IV  
The City of Council Bluffs, State of Iowa, shall not discriminate in pay, benefits, or other conditions of employment on the basis of race, color, religion, sex, or national origin.  
ARTICLE V  
The City of Council Bluffs, State of Iowa, shall not discriminate in the assignment of work on the basis of race, color, religion, sex, or national origin.  
ARTICLE VI  
The City of Council Bluffs, State of Iowa, shall not discriminate in the selection of employees for promotion on the basis of race, color, religion, sex, or national origin.  
ARTICLE VII  
The City of Council Bluffs, State of Iowa, shall not discriminate in the selection of employees for discharge on the basis of race, color, religion, sex, or national origin.  
ARTICLE VIII  
There is a satisfied feeling about buying goods and services that better the wage and hour standards of fellow Americans.

# Contract

Between the Retail and Wholesale Butchers of the City of Council Bluffs, State of Iowa, and the Amalgamated Meat Cutters and Butcher Workmen of North America, A. F. of L. and Local Union No. 548.

## ARTICLE I.

The Employer agrees to employ as Meat Cutters and Butcher Workmen only members in good standing of the A. M. C. and B. W. of North America.

## ARTICLE II.

As this Union has for one of its cardinal principles the protection of the Owner against Inferior Butcher Workmen and Meat Cutters, they shall at all times endeavor to furnish strictly reliable and competent Union men. When non-union men are employed they shall file application for membership in Local Union No. 548 not later than one week after date of employment. When in need of help the Employer shall give preference to Union Meat Cutters.

## ARTICLE III.

No employee shall be discharged without good and sufficient cause. Dishonesty, incompetency, incivility, drinking liquor while on duty, or over-supply of help shall be sufficient cause for dismissal.

## ARTICLE IV.

Fifty-four (54) hours shall constitute the basic work week in straight shifts and no work day shall be more than nine hours, except on Saturdays and days preceding holidays when twelve (12) hours of work shall be allowed.

### SECTION (A) OF ARTICLE IV.

Customers in the store at quitting time shall be served and the Market placed in a sanitary condition before the Meat Cutters leave. One hour off for dinner shall be allowed each working day. No work shall be performed after 6:00 P. M. on Christmas Eve. In the event shorter hours are established by law, the scale of wages shall be determined and fixed by agreement between the parties hereto.

## ARTICLE V.

Starting and quitting time for members working under this Contract who are employed in Wholesale Markets, operating under the Wage and Hour Law, shall be arranged to meet the condition of the business. They shall receive a guaranteed weekly minimum wage of not less than \$32.50, based on a 54-hour week, as per SECTION (A) OF ARTICLE IV of this agreement. This ARTICLE will also apply to the Wholesale Department of other Markets not coming under the Wage and Hour Law. Employees shall be given one hour off for Dinner.

## ARTICLE VI.

Journeymen Meat Cutters shall receive not less than \$32.50 per week as a Minimum wage, and work the same hours as per Article IV of this agreement. All Journeymen Meat Cutters who are selected as Manager of a Market, Head Meat Cutter, or Foreman, shall be members in good standing in Local Union No. 548.

## ARTICLE VII.

All extra Journeymen Meat Cutters shall receive 65 cents per hour unless they work the full week, when they are to receive the regular salary of the permanent Meat Cutters, whose place they are filling, but if required to put in time other than the regular hours called for in Article IV, such as cleaning up or taking stock, they shall receive the extra rate for all such hours. Extra Journeymen and Apprentices when put to work shall be guaranteed not less than one-half days' pay.

## ARTICLE VIII.

Apprentice Meat Cutters shall be 16 years of age or over and shall be paid \$18.00 per week the first six months, and an increase of \$2.00 per week at the end of each six months until he has served three years. After three years he shall be classified as a Journeyman Meat Cutter and receive the prevailing Union scale. In markets where one Journeyman is employed one apprentice will be permitted, and one additional Apprentice to Markets employing four (4) or more Journeymen therein. Apprentices will not be accepted over twenty-one (21) years of age.

**ARTICLE IX.**

All extra Apprentices shall receive \$3.50 per day, excepting Saturdays and days preceding Holi- days, when they shall receive not less than \$4.00 for such days.

**ARTICLE X.**

It is agreed by the Union and the Employer that relief be given in the matters of wages in Mar- kets requiring the services of only one Meat Cutter doing a gross volume of \$175.00 per week or less. The minimum wage scale for so-called low volume Markets shall be \$25.00 per week, plus 10 per cent of the gross sales over \$175.00 per week until the Journeyman wage scale of \$32.50 per week has been reached. It is agreed that no merchandise now being handled will be transferred from the Meat De- partment to reduce the volume of this department.

**ARTICLE XI.**

Anyone now receiving above the minimum scale shall not be reduced by the present Employer. This Organization will classify its membership.

**ARTICLE XII.**

All members of this Union who have been employed continuously for the same employer for one (1) year or more, shall receive one full weeks' vacation with pay.

**ARTICLE XIII.**

There shall be no work performed on the following Holidays: New Years Day, Decoration Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. Holidays coming on Sunday will be observed the following day. Weeks in which Holidays occur must be considered a full week and Meat Cutters shall receive a full weeks' pay.

**ARTICLE XIV.**

The Union Shop Card is the property of the Amalgamated Meat Cutters and Butcher Work- men of North America, and is loaned to the employer for display, who signs and abides by this agreement. The Shop Card may be removed from any Market by the Secretary of Local No. 548 or his deputy, for any violation of this agreement.

**ARTICLE XV.**

The Business Agent of this Union shall be admitted at all reasonable times to the workroom or rooms, and interview employees while on duty.

**ARTICLE XVI.**

As the Meat Cutters and Butcher Workmen engaged under this contract are members of the A. M. C. and B. W. of N. A., nothing in this contract shall ever be construed so as to interfere with any obligations which they owe the A. M. C. and B. W. of N. A. as members thereof.

**ARTICLE XVII.**

This agreement shall be binding from date of signature until October 1, 1942. Thirty days no- tice shall be given in writing prior to the expiration date of this Agreement in case changes are de- sired by either party, but if such notice is not given, then this agreement extends continuously from year to year thereafter until such notice is given by either party.

Signed this..... day of..... A. D. 194.....

**LOCAL NO. 548, A. M. C. AND B. W. OF N. A.**

.....  
Employer. By .....  
..... Secretary.  
Corporation. ....  
..... President.

Name of company or employers' association signing the agreement

Safeway and Hinky Ginky Soc.  
(If more than one employer, please list on reverse side)

Number of companies covered by agreement 2 - Opim 25 Independent

Number of union members working under terms of agreement 65

Number of non-members working under terms of agreement 1

Branches of trade covered Meat Cutter

Date of expiration Oct. 1-1942

Please check here if you wish the agreement --

Returned no Kept confidential yes

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.