

WORKING AGREEMENT  
OF THE

AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH  
AMERICA

AFFILIATED WITH AMERICAN FEDERATION OF LABOR

LOCAL UNION NO. 226  
MACON, GEORGIA

Articles of agreement governing Meat Cutters and Butcher Workmen of Macon, Georgia, entered into between Mr T. E. Locklin at 111 Montpelier Avenue Macon, Georgia, and the Amalgamated Meat cutters and Butcher Workmen International Union American Federat&on of Labor, Georgia State Bederation of Labor and the Macon Central Labor Union.

Article 1. In order to assure the securing of the benefits intended to be derived by the employer and the employees under these Articles of Agreement, the employer agrees to employ as meat cutters and apprentices only members in good standing with Local Union No. 226. If the Union is unable to furnish desirable men, then non-members may be hired and must make application to Local no. 226 one week after date of employment.

Article 2. Hours of labor shall remain the same until Local union No. 226, Amalgamated Meat Cutters and Butcher Workmen of North America, have organized a majority of the retail meat dealers in the City Of Macon. When this is accomplished, the agreement will be opened for negotiations relative to hours only, unless this agreement has expired.

WAGES

Article 3. 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 volume-	\$25.00	per week.
\$200 to \$250    "    "    "	\$27.50	"    "
Over    \$250 To \$300    "    "    "	\$31.00	"    "
Over    \$300 to \$350    "    "    "	\$33.00	"    "
Over    \$450 to \$650    "    "    "	\$35.00	"    "
Over    \$650 to \$1500    "    "    "	\$37.00	"    "
Over    \$1500            "    "    "	\$45.00	"    "
Journeyman and Meat Cutters (full time)-		
First six months' service -----	\$19.00	"    "
Second    "    "            " -----	\$21.00	"    "
Apprentice Meat Clerks (full time)-		
First six months' service -----	\$14.00	"    "
Second    "    "            " -----	\$15.00	"    "
Third     "    "            " -----	\$16.00	"    "

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Part-time Journeymen or Meat Cutter - hourly rates - .33  
Part-time Apprentice Meat Clerks - hourly rates - .28

Part-time help to be guaranteed four hours' salary when called for work.

One apprentice shall be allowed to every two Journeymen, except in markets having a weekly volume of \$350 or less.

In markets of \$350 or less weekly volume an apprentice is permitted to work.

Article 4. Seniority shall be recognized Journeymen promoted provided they meet qualifications.

Article 5. The employer will furnish all linens used in markets, also laundry same. Sharpening of tools to be paid for by the employer.

#### VACATIONS

Article 6 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

Article 7. 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.

Article 8. No employer shall be asked to make any written or verbal agreement that will conflict with this Agreement. An employee shall not be re-classified to defeat the purpose of this Agreement.

Article 9. The Union Shop card is the property of the Amalgamated Meat Cutter and Butcher Workmen of North America and is loaned to the employer for display, who sign and abide by this Agreement. The shop card can be removed from any market by this secretary of Local 226, or his deputy for any violation of this Agreement.

Article 10. The employer agrees that the Union representative can investigate the standing of an employee in the market during working hours.

Article 11. The employers have the right to discharge any employee for good cause such as dishonesty, incompetency or intoxication.

Article 12. 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.

Article 13. 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.

binding upon both parties.

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

Article 13. In consideration for the grantion of the above conditions by the employer, Local Union 226 agrees to furnish men who will work for the best interest of the employer in every way, just and lawful, to give honest diligent service to the patrons of the employer's establishment, to do everything within their power for the uplifting of the meat industry.

Article 14. Any alterations that may be desired by either party to this agreement at the time of its expiration must be made known not later than thirty days's notice prior to the expiation, and in the event the thirty day's notice is not given it is hereby agreed by and between both parties that this said agreement shall be treated and considered as being renewed in full for the en-suring year from date of experation. This agreement expires January 23, 1940, subject to the conditions of the Artioles.

IN WITNESS WHEREOP, the undersigned parties have heretofore executed the foregoing Agreement and affixed their hands and seals this \_\_\_\_\_ day of \_\_\_\_\_, 1939.

EMPLOYER

T. E. Locklin

By \_\_\_\_\_

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

BY J. Montgomerie  
President

BY \_\_\_\_\_  
Secretary

By \_\_\_\_\_  
Representative





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

Meat # 226  
Macon, Ga.  
1-23-40

UNION AGREEMENTS

January 2, 1940

Mr. J. H. Drew, Sec'y #226  
Amal. Meat Cutters & Butcher Workmen  
758 Second Street  
Macon, Georgia

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 The

Great Atlantic & Pacific Tea Co

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

Number of companies covered by agreement 1

Number of union members working under terms of agreement 6

Number of nonmembers working under terms of agreement extra help 6

Branch of trade covered Meat Cutting

Date signed Jan. 1939 Date of expiration Jan 1940

Please check here if you wish the agreement returned

J. M. Bateman

(Name of person furnishing information)

116 Minard Drive Macon Ga

(Address)

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

*Meat #226*  
*Macon Ga.*  
*X-1-23-40*

April 11, 1940

Mr. J. H. Batemen, Secretary  
Amal. Meat Cutters & Butcher Workmen #226  
116 Winald Drive  
Macon, Ga.

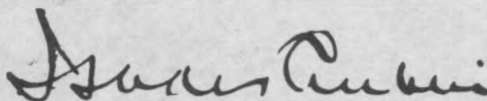
My dear Mr. Bateman:

We have in our files a copy of your agreement with The Great Atlantic & Pacific Tea Co., which 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  
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 \_\_\_\_\_

Number of union members working under terms of agreement \_\_\_\_\_

Number of non-members working under terms of agreement \_\_\_\_\_

Branches of trade covered \_\_\_\_\_

Date of expiration \_\_\_\_\_

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)

*me*

We haven't received a new  
contract so far. Our employer  
said that the contract just expired  
was in force until a new contract  
came out. As soon as this contract  
comes out I will forward it immediately.

Yours truly

J. A. Bateman

