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Pnw x 10/85
1,600

BUTCHERS' UNION LOCAL NO. 506

U.F.C.W.—AFL—CIO

P. O. BOX 5309 - ZIP 95150

TELEPHONE 265-0636 • 2102 ALMADEN ROAD
ROOM 100 - SAN JOSE, CALIF. 95125



MEMORANDUM OF AGREEMENT

BY AND BETWEEN _____ and
United Food & Commercial Workers Union, Local 506, effective November 1, 1985
to and including October 31, 1988.

1. ARTICLE I. JURISDICTION

Modify Article I. Jurisdiction to read as follows:

Section (a). It is agreed that all fresh meat shall be cut, prepared and fabricated on the premises, by a Head Meat Cutter, Journeyman Meat Cutter or Apprentice Meat Cutter, provided, however, the carcasses may be processed up to and including the maximum reductions listed and described on the attached Exhibit A and may be delivered to the premises in that form but all further processing of these parts shall be performed on the premises.

There shall be a Journeyman Meat Cutter on duty at all times where fresh meat is offered for sale, except as otherwise provided for in Article III, Sections (k), (l), and (m) and Article IX, Sections (b) and (f) and as follows:

1. A Journeyman Meat Cutter shall not be required to be on duty between the hours of 9:00 P.M. and 6:00 A.M.;

Effective May 1, 1986, a Journeyman Meat Cutter shall not be required to be on duty between the hours of 8:00 P.M. and 6:00 A.M.; effective May 1, 1987, a Journeyman Meat Cutter shall not be required on duty between the hours of 7:00 P.M. and 6:00 A.M.; and effective May 1, 1988, a Journeyman Meat Cutter shall not be required to be on duty between the hours of 6:00 P.M. and 6:00 A.M.

2. When fresh meat is offered for sale and a member of the bargaining unit is not on duty in the Meat Department during such hours, no one other than a member of the bargaining unit shall perform work in the Department.

X/10/88

Memorandum Of Agreement

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No employee, presently employed in the jurisdiction of Locals 115, 120, 498, 532 and 506, employed as of November 1, 1985, will have his or her hours reduced or will be laid off as a direct result of implementing the modification of Exhibit A or modification of journeyman on duty or the introduction of pre-priced products set forth in Section (b) below:

Section (b) Lunch meats, pre-sliced bacon, dissected and pre-fabricated fowls, ground beef and pork sausages in visking casing, fish and/or rabbits which pursuant to current custom and practices are presently pre-fabricated and dissected, along with all cooked or pre-cooked meats, or combinations of such meat products, whether in bulk or package form, need not be cut on the premises but all the above products, along with fresh, frozen, smoked or cooked sausages shall be handled, displayed, dispensed and offered for sale by employees covered by this Agreement. Notwithstanding the above, pre-priced poultry (whole, cut-up and/or parts), fish, liver, sausage, and smoked or cured meats may be merchandised.

Offal may be brought into the market pre-packaged. Effective November 1, 1986, offal may be brought in pre-priced.

In the event of the deliberate failure of an Employer to schedule an employee to work in accordance with the provisions of the Collective Bargaining Agreement, when fresh meat is offered for sale, the Employer will be required to pay an amount equal to the wages which would have been paid to an employee, to the Health and Welfare Plan.

Continue Exhibit A and add the following:

"All standard wholesale cuts of veal, lamb and pork," plus the following cuts:

"Add where appropriate partial cuts:

Rib Eyes
Tenderloins
Chuck Rolls
New York Strips

Forequarter

Blade Chuck, Neck Off
Full Standing Rib, Boneless
Beef Chuck, Stack Pac
Beef Ribs, Stack Pac

Hindquarter

Short Loin, Stack Pac

"The parties agree to establish a Joint Committee to monitor and evaluate the status of products listed on Exhibit A during the term of this Agreement. The Joint Committee, composed of members appointed by the Employers and the Local Union, shall have the authority to add to, modify and or delete from the list of cuts.

"Authority set forth above shall be exercised only by mutual agreement of the members of the Committee. Where disputes arise or mutual agreement cannot be reached, said disputes shall be referred to the procedures set forth in Article XIX, New Methods of the Agreement for binding resolution.

"Nothing contained herein or in the Agreement shall prevent the Joint Committee from implementing actions and/or modifications, nor shall this provision limit the ability of individual companies and individual unions to negotiate separate understandings."

2. ARTICLE II. C. DEFINITIONS

Modify Section (g) 4 to read as follows:

"An Extra Employee is one who is employed for less than forty (40) hours per week and is not employed on a regular basis.

"An Extra Employee is one who is hired on a daily and/or temporary basis and is not subject to the probationary period of Article XIV except as set forth below. An extra employee may qualify to become a regular employee if within any rolling period of ninety (90) consecutive days,

(i) he averages at least twenty-four (24) hours of work per calendar week, after which point he may commence a probationary period of sixty (60) days; or

(ii) he averages at least thirty-two (32) hours of work per calendar week, after which point he may commence a probationary period of thirty (30) days.

"The Employer will upon request provide an Extra Employee with a form to notify the Employer of his desire to commence a probationary period. The form must be filed with the Employer within two (2) weeks of completing the requirements and a copy of the form shall be sent to the Union. If the Extra Employee is eligible in accordance with either (i) or (ii) above, the probationary period shall commence the workweek following receipt of the request form.

"When an Extra Employee passes his probationary period, his seniority date as a regular Employee for all purposes under this Agreement shall date from the first day of his probationary period. Extra Employees shall be entitled only to those benefits and contract rights reserved for "extra employees" within the Collective Bargaining Agreement."

3. ARTICLE III. HOURS

Modify Section (a) to provide for a four (4) hour guarantee for Meat Clerks and Fish Cutters and modify other sections of the contract accordingly. (See Attachment #1 for relevant Meat Clerk provision.)

Modify Section (d) by adding the following language:

"Employees scheduled to work a shift in which his or her lunch period falls after midnight shall have the option of a one-half (1/2) hour lunch period if there is a consensus among the crew and the Employer mutually agrees."

4. ARTICLE VI. HOLIDAYS

Modify Section (c) to read as follows:

"Employees working their scheduled workday before and their scheduled workday after the holiday shall receive pay for the holiday; except, that an Employee who is absent due to illness or injury for a period not in excess of twenty (20) days, or death in the immediate family and is, therefore, unable to work the scheduled workday before and the scheduled workday after the holiday shall receive pay for the holiday. Probationary Employees will not be entitled to holiday pay.

"Any Regular Employee on temporary layoff who has worked any portion of the week preceding the week of, or the week following the holiday week shall be paid for the holiday if temporary layoff has not and does not exceed twenty (20) days.

5. ARTICLE VIII. WAGES

The Sunday rate of pay shall be one and one-half (1-1/2) times the straight-time rate of pay.

Modify as follows:

"Wage rates in effect as of October 31, 1985, shall continue in effect for the duration of this Agreement, except as noted below:

"Each employee on the payroll on October 31, 1985, excluding Meat Clean-Up, Apprentices*, Meat Clerks in the progression steps*, and Extras but including Journeyman Meat Cutters hired subsequent to ratification, shall be eligible for a bonus determined on the following basis:

"Bonus payments shall be made on or before the fourth week following the conclusion of the bonus measuring period. It is understood the bonus payment shall be net of all legal deductions.

"The bonus measuring periods shall be as follows:

Commencing Sunday nearest:

November 1, 1985 through April 30, 1986
May 1, 1986 through October 31, 1986
November 1, 1986 through April 30, 1987
May 1, 1987 through October 31, 1987
November 1, 1987 through April 30, 1988

"The amount of the bonus for the period November 1, 1985 through April 30, 1986 shall be determined by multiplying the base measuring period hours of the eligible classifications by twenty-five cents (25¢). The amount of the bonus for the periods of May 1, 1986 through October 31, 1986, November 1, 1986 through April 30, 1987, May 1, 1987 through October 31, 1987 and November 1, 1987 through April 30, 1988 shall be determined by multiplying the base period measuring hours for a Journeyman Butcher by forty-three cents (43¢) for Meat Clerks hired before November 2, 1979 by thirty-nine cents (39¢) for Meat Clerks hired after November 2, 1979 but before ratification by thirty-two cents (32¢), for Head Meat Cutter (over 5) by forty-six cents (46¢) and for Head Meat Cutter (under 5) by forty-five cents (45¢).

"Measured hours shall be defined as all hours worked or paid for, excluding sick leave, up to a maximum of forty (40) hours per week during each measuring period.

"In order to be eligible to receive a bonus payment, the employee must be on the employer's seniority list on the date bonus payments are due in addition to having hours in the measuring period.

"In no event shall any lump sum payment exceed the maximum amount calculable by application of the formula above nor shall the lump sum payment become part of the basic wage rates. It is further understood that no benefit contribution (health and welfare, pension, etc.) or over-time pyramiding or premium pay shall be payable or owing as a result of the accumulation or payment of this bonus amount.

"Effective October 31, 1988 employees working in the classifications eligible for the bonus payments set forth above shall receive the following straight-time hourly wage increases:

Head Meat Cutters	35¢ per hour
Journeyman Meat Cutters	30¢ per hour
Meat Clerks	25¢ per hour

*At such time as an Apprentice becomes a Journeyman Meat Cutter and Meat Clerks reach the "thereafter" rate, said employees shall become eligible to accumulate hours for a bonus as of that date.

Add the following:

"SERVICE FISH DEPARTMENT OPERATION

"The Service Fish Department will be considered a separate department and seniority rights of Service Fish Department employees shall be applied by classification with company seniority within a seniority area. Employees in the Fresh Fish Department shall not perform work in the Meat Department. They may wrap fresh fish products for the sale in self-service cases within the Service Fish Department, as a means of selling fish when the service fish employee leaves and the service counter is not manned.

"The duties of the employees working in this Department are to be confined to this Department except as is necessary and incidental to carrying out their duties of selling fresh fish. No meat or poultry products will be displayed, handled or sold by the fish service counter.

"Main duties of Fish Department employees will consist of:

1. Preparation of product.
2. Displaying of product.
3. Servicing customers in the service area.
4. Maintaining cleanliness of the service and preparation area.
5. Other duties incidental to the carrying out the above duties.

"The regular hourly rate of pay for Service Fish Cutters shall be:

First 520 hours	\$7.00
Second 520 hours	\$7.30
Third 520 hours	\$7.80
Fourth 520 hours	\$8.30
Thereafter	\$8.80

"Employees currently working in Fish Departments of the Employer at a higher rate of pay with the eight (8) hour guarantee shall not be reduced as a result of this agreement."

6. **ARTICLE IX. APPRENTICES AND MEAT CLERKS**

Modify Section (b) to read as follows:

"An Apprentice can work without Journeyman supervision for no more than three (3) hours during his or her first six (6) months apprenticeship period or for more than four (4) hours during his or her second six (6) months apprenticeship period, exclusive of meal periods."

"An Employer may establish its own apprenticeship program which can be implemented by mutual agreement of the Company and the Union."

7. **ARTICLE XL A. HEALTH AND WELFARE**

Modify the second and third paragraphs to read as follows:

"Effective for November 1985, hours, the Employers shall contribute one dollar and sixty-five cents (\$1.65) per straight-time hour to the Fund for each hour paid for or worked, exclusive of overtime hours, for each individual employed to perform work covered by this Agreement and shall be subject to and entitled to the benefits of all the provisions of the Trust Agreement dated March 19, 1962, establishing said Fund and any amendments or modifications thereto, including specifically the requirement to pay liquidated damages as set forth in said Trust Agreement.

"The contribution rate specified herein may be increased up to a maximum of ten cents (10¢) per hour, if needed, in the second year of the Agreement and up to a maximum of ten cents (10¢) per hour, if needed, in the third year of the Agreement in the event the reserves fall below four (4) months' cost of operations for three (3) consecutive months. Any unused amount from the second year may be carried over to the third year. The contributions, if necessary, as outlined above are the Employers sole obligation to the Health and Welfare Plan."

Benefit improvements:

- A. Increase from six (6) months to twelve (12) months disability waiver for on the job injury.
- B. Increase orthodontic benefit to \$2,000.00 maximum.

8. ARTICLE XL B. SICK LEAVE

Modify Section (a) to read as follows:

- (a) "Regular full-time employees shall be entitled to four (4) days sick and accident leave with pay after the first (1st) six (6) months of service with the Employer, four (4) additional days after the second (2nd) six (6) months of such service and eight (8) days annually for each year thereafter. Unused sick and accident leave shall be accumulative to a maximum of thirty-two (32) days.

"Regular part-time employees shall be entitled to sick and accident leave with pay after six (6) months of service with the Employer on a pro rata basis of straight-time hours worked as follows:

80 hours or more worked	2/3 of a day
40-79 hours worked	1/3 of a day
Less than 40 hours worked	0"

Modify Section (j) to read as follows:

"Section (j): Effective for anniversary dates following on or after December 1, 1985 upon maximum accumulation consisting of a combination of sick leave days held in the Trust and those days accumulated on the employee's anniversary date each year with his or her current employer, the employer will make a one-half (1/2) cash pay out to the employee for all unused sick leave in excess of the maximum thirty-two (32) days as a result of the accumulated combination total."

9. ARTICLE XI. C. PENSION

Modify to read as follows:

"The Employers agree to contribute an additional ten cents (10¢) per straight-time hour worked or paid for exclusive of overtime hours effective November, 1986 hours payable in December, 1986.

"The Employers agree to contribute an additional ten cents (10¢) per straight-time hour worked or paid for exclusive of overtime hours effective November, 1987 hours payable in December, 1987.

"The Trustees are not authorized, nor shall they improve benefits in any manner which would have the impact of increasing the Plan's unfunded vested benefit liability.

"In addition, the Trustees in developing the cost of any benefit improvements and any associated unfunded vested liability calculations shall use the cost methods and package of assumptions used by the Actuary for the most recent Actuarial Evaluation, dated June 30, 1984, including but not limited to interest assumptions, hours assumptions, disability and mortality tables, expense factors and retirement age assumptions.

"The Trustees, are encouraged to use the additional contributions to establish a defined contribution benefit plan or establish some similar level of benefits."

10. ARTICLE XII. GENERAL BENEFITS

Add the following to Section (a) :

"Shirts and/or ties will be supplied only if the Employer specifies both the color and the specific style. Specific style shall be defined as collar style, sleeve length, and fabric content. Once implemented, there shall be no change in color unless by mutual agreement."

11. ARTICLE XIV. SENIORITY

Establish different seniority areas within Local Unions by Employer or where appropriate.

Modify (c) as follows:

"Seniority shall be by classification listed as follows:

1. Head Meat Cutter (over 5).
2. Head Meat Cutter
3. Journeyman Meat Cutter and Apprentice Meat Cutter.
4. Meat Clerk, Cashiers, Delicatessen Workers (conventional and self-service).
5. Fish Cutter.
6. Clean Up

"Head Meat Cutter (over five) shall be paid one dollar and twenty-five cents (\$1.25) above the Journeyman Meat Cutter rate. The Head Meat Cutter (under five) shall be paid one dollar (\$1.00) an hour above the Journeyman Meat Cutter rate."

12. ARTICLE XV. GRIEVANCE AND ARBITRATION

Modify Section (a) to read as follows:

"Any dispute that may arise as to the interpretation of this Agreement shall be brought to the attention of the other party to this agreement in writing. Any dispute must be taken up with the Employer within thirty (30) days of the date the Union has knowledge thereof."

New Section (g) :

"Wage claims must be filed within ninety-one (91) days from the date of the occurrence giving rise to the wage claim. In the event the wage claim is not filed within that ninety-one (91) day period, said claim shall be null and void."

13. ARTICLE XIX. NEW METHODS

Modify to read as follows:

"It is agreed that should the Employer intend to initiate a major change in method of operation which is not presently in the industry within the area of operation covered by the affected Union that would result in a substantial change in the content of any job presently covered by this Agreement, the employee shall give notice of the nature of such suggested new method of operation to the affected Union, following which, the matter of job classifications, wages and/or other conditions and/or the disposition of employees potentially to be displaced shall then become a matter of negotiation with said affected Union for a period of forty-five (45) days.

"Pending negotiations by the parties during the above-mentioned forty-five (45) day period, no change of operations as above set forth shall be placed into effect.

"In the event the parties have not arrived at agreement within the above forty-five (45) day period, the Employer may elect to place such changed method of operation, as above defined, into effect, and all unresolved issues in regard to job classifications, wages, working conditions, and/or the disposition of displaced employees shall be submitted to final and binding arbitration in accordance with Article XV, Grievance and Arbitration.

"The remedy, if any, shall be effective with the date of the arbitrator's award."

14. ARTICLE XXII. EXTENSION AND SCOPE

Modify Section (b) to read as follows:

"This Agreement shall remain in full force and effect from the first day of November 1985 to and including the thirty-first day of October 1988, and shall be automatically renewed from year to year thereafter unless either party at least sixty (60) days prior to October 31, 1988, or at least sixty (60) days prior to November 1st of any succeeding term, shall notify the other party in writing of its intention and desire to change, modify, or terminate this Agreement."

FOR THE UNION:

FOR THE EMPLOYER

Dated: _____

Dated: _____

Offal:

All beef, pork, lamb, and veal, edible internal organs, such as liver, heart, tongue, kidney, tripe.

Sausages:

Include fresh, smoked or frozen beef, pork, veal and poultry sausages.

ATTACHMENT #1

PART-TIME MEAT SALES CLERK

Part-time Meat Sales Clerks may be hired after January 1, 1986 to work less than eight (8) hours per day, but must be scheduled for at least four (4) hours per shift.

All part-time Meat Sales Clerks shall be scheduled a minimum of twenty (20) hours per week.

Part-time Meat Sales Clerks may bid for full-time forty (40) hour jobs, or additional part-time hours excluding relief for vacations, illness or authorized leave of absences based upon said employee's seniority providing that said employee makes his or her desire for such work known in writing to the Employer and Union. Such request shall be made in the months of January and July. It is understood the Meat Sales Clerk must be qualified to fill the vacancy and qualifications include such factors as experience, job performance, aptitude, attendance, etc.

Part-time Meat Sales Clerk's requests for additional available hours shall be applied on a store-by-store basis. Requests for available full-time "forty (40)" hour jobs shall be applied on the basis of the Union's geographical seniority area(s).

The Employer shall immediately upon receipt of said request place the names of those employees on a list maintained by the Company. All names are to be placed on the list according to seniority. A copy of said list shall be forwarded in February and August of each year to the Union.

Any Meat Sales Clerk called to work on a sixth (6th) day shall receive overtime as provided under the Overtime Section.

The aforementioned weekly guarantee shall not apply if one or more of the following conditions exist:

1. The store is normally open for business six (6) days or less in the workweek;
2. A week in which one of the holidays named in this Agreement falls;
3. Employees scheduled to work are absent without proper notice;
4. Work is not available due to Acts of God;
5. The part-time employee, the Employer and the Union agree that the employee may work less than twenty (20) hours per week;
6. An unanticipated, significant business fluctuation.
7. The week the employee is being recalled from layoff.

It is understood that employees will not be able to claim wages under this interpretation, except for hours lost commencing with the weekly schedule immediately following the Union's written notification to the Employer of the claim and thereafter until resolved. If the employee or the Union gives written notice to the Employer within seven (7) days of his notice of layoff, the above provisions do not apply.

Meat Clerks hired on or after ratification shall be paid as follows:

First 520 hours	\$7.00
Second 520 hours	\$7.30
Third 520 hours	\$7.80
Fourth 520 hours	\$8.30
Thereafter	\$8.80



UTCHERS' UNION LOCAL NO. 506

U.F.C.W.—AFL—CIO

P. O. BOX 8308 - ZIP 95180

TELEPHONE 265-0636 • 2102 ALMADEN ROAD

ROOM 100 - SAN JOSE, CALIF. 95128

WAGE SCHEDULE — EFFECTIVE NOVEMBER 1, 1985

CLASSIFICATION	HOURLY RATE			DAILY RATE					WEEKLY RATE			SIX-DAY RATE	
	STRAIGHT TIME Monday Through Saturday	OVERTIME 1½ Times Straight Time Rate	OVERTIME SUNDAYS AND HOLIDAYS 2½ Times Straight Time	EXTRA RATE 8 Hours Monday Through Saturday	STRAIGHT TIME 8 Hours Monday Through Saturday	OVERTIME 8 Hours 6th Day Worked	SUNDAY 8 Hours When Worked	HOLIDAY 8 Hours When Worked	STRAIGHT TIME 48 Hours Monday Through Saturday	SUNDAY WORKED 48 Hours Including Sunday	HOLIDAY WORKED 48 Hours Including Holiday	WEEKLY RATE 48 Hours Monday Through Saturday	SIX-DAY RATE 48 Hours Including Sunday
(1) HEAD MEAT CUTTER (directing over 5 regular employees)	1 15.175	1.5 22.76	2.5 37.94	Regular plus 1.25 131.40	8 121.40	12 182.10	12 182.10	16 242.80	48 607.00	44 667.70	66 849.80	62 789.10	66 849.80
(2) HEAD MEAT CUTTER	14.925	22.39	37.31	129.40	119.40	179.10	179.10	238.80	597.00	656.70	835.80	776.10	835.80
(3) JOURNEYMAN MEAT CUTTER	13.925	20.89	34.81	121.40	111.40	167.10	167.10	222.80	557.00	612.70	779.80	724.10	779.80
(4) APPRENTICES, Retail													
1st six months 55%	7.6588	11.49	19.15	71.27	61.27	91.91	91.91	122.54	308.35	336.99	428.89	398.26	428.89
2nd six months 65%	9.0513	13.58	22.63	82.41	72.41	108.62	108.62	144.82	362.05	398.26	506.87	470.67	506.87
3rd six months 75%	10.4438	15.67	26.11	93.55	83.55	125.33	125.33	167.10	417.75	459.53	584.85	543.08	584.85
4th six months 85%	11.8363	17.75	29.59	104.69	94.69	142.04	142.04	189.38	473.45	520.80	662.83	615.49	662.83
After 2 years 100%	13.925	20.89	34.81	121.40	111.40	167.10	167.10	222.82	557.00	612.70	779.80	724.10	779.80
(5) MEAT CLERK 90.5%	12.6021	18.90	31.51	110.82	100.82	151.23	151.23	201.63	504.08	554.49	705.72	655.31	705.72
(6) MEAT CLERK (Hired on or after 11-2-79)													
1st 520 Hours 55%	7.6588	11.49	19.15	71.27	61.27	91.91	91.91	122.54	308.35	336.99	428.89	398.26	428.89
2nd 520 Hours 65%	9.0513	13.58	22.63	82.41	72.41	108.62	108.62	144.82	362.05	398.26	506.87	470.67	506.87
Thereafter 75%	10.4438	15.67	26.11	93.55	83.55	125.33	125.33	167.10	417.75	459.53	584.85	543.08	584.85
(7) DRIVERS IN RETAIL MKTS.	13.2281	19.84	33.07	115.82	105.82	158.74	158.74	211.65	529.12	582.04	740.77	687.86	740.77
(8) MEAT CLERK AND FISH CUTTER (Hired on or after 1-2-86)													
1st 520 Hours	7.00	10.50	17.50		56.00	84.00	84.00	112.00	280.00	308.00	392.00	336.00	392.00
2nd 520 Hours	7.30	10.95	18.25		58.40	87.60	87.60	116.80	292.00	321.20	408.80	379.60	408.80
3rd 520 Hours	7.80	11.70	19.50		62.40	93.60	93.60	124.80	312.00	343.20	436.80	405.80	436.80
4th 520 Hours	8.30	12.45	20.75		66.40	99.60	99.60	132.80	332.80	365.20	464.80	431.60	464.80
Thereafter	8.80	13.20	22.00		70.40	105.60	105.60	140.80	352.00	387.20	492.80	457.80	492.80
(9) CLEAN-UP	7.14	10.71					10.71 Hr.						
(Hired after 11-1-82)	6.00	9.00					9.00 Hr.						

APPRENTICES: An Apprentice can work without Journeyman supervision for no more than three (3) hours during his or her first six (6) months apprenticeship period or for more than four (4) hours during his or her second six (6) months apprenticeship period, exclusive of meal periods.

CLEAN UP WORKERS: These workers are not to handle meats or wait on trade, or make deliveries. The Clean up workers clean the meat department for the Meatcutters.

MEAT CLERKS, DELICATESSEN WORKERS, DEMONSTRATORS: These workers shall receive Fifty Cents (50¢) an hour in addition to the above for work performed before 9:00 a.m. and after 6:00 p.m. All the other classifications shall receive \$2.00 per day in addition to the above for all work performed before 8:00 a.m. and after 8:00 p.m. There shall be a LEADMAN when two or more Employees work a majority of their shift after 10:00 p.m. The LEADMAN shall receive \$1.00 per day in addition.

Meat Sales Clerks and Fish Cutters hired after January 1, 1986, to work less than eight (8) hours per day must be scheduled for at least four (4) hours per shift and guaranteed a minimum of twenty hours per week.

EMPLOYEE'S BIRTHDAY: The employee's birthday is a paid holiday. You should notify your Employer two weeks before your birthday so work schedules can be made.

TIME CARD OR TIME SHEET: When completing your time card or time sheet, show starting time, the time leaving for lunch, returning from lunch and quitting time. It is suggested that you keep a personal record of time worked, Sick Leave, Funeral Leave, Jury Pay, Premium Pay, Overtime & Vacation Pay.

WORK SCHEDULES: The work schedule must be posted by 5:00 p.m. Friday for the following week. Work according to your schedule. Any changes in work schedules should be reported to the Union Office.

LOCAL 506 OFFICE HOURS: Monday-Friday 9:00 a.m. to 12 noon - 1 p.m. to 5:00 p.m.
This Schedule is furnished as a courtesy by Butchers' Union, Local 506, and does not supersede the Bargaining Agreement.

STEVE POPOLIZIO, PRESIDENT



006772

*This report is authorized by law 29 U.S.C. 2.
Your voluntary cooperation is needed to make
the results of this survey comprehensive,
accurate, and timely.*

Form Approved
O.M.B. No. 1220-0001
Approval Expires 7/31/87

FEBRUARY 20, 1986

6

President
United Food and Commercial Workers
WORKMEN OF NORTH AMERICA
2102 Almaden Road Room 100
San Jose , CA. 95125

RECEIVED
BUTCHERS UNION
LOCAL NO. 506
88 MAR 4 PM 1

PREVIOUS AGREEMENT EXPIRED
OCTOBER 31, 1985

Respondent:

We have in our file of collective bargaining agreements a copy of your agreement(s):

I-A Retail Meat Markets Frozen Food Locker Calif LU 5 WITH Food and Commercial Workers; CALIFORNIA

Would you please send us a copy of your current agreement—with any supplements (e.g., employee-benefit plans) and wage schedules—negotiated to replace or to supplement the expired agreement. If your old agreement has been continued without change or if it is to remain in force until negotiations are concluded, a notation to this effect on this letter will be appreciated.

I should like to remind you that our agreement file is open for your use, except for material submitted with a restriction on public inspection. You may return this form and your agreement in the enclosed envelope which requires no postage.

Sincerely yours,

Janet L. Norwood

JANET L. NORWOOD
Commissioner

PLEASE RETURN THIS LETTER WITH
YOUR RESPONSE OR AGREEMENT(S).

If more than one agreement, use back of form for each document. (Please Print)

1. Approximate number of employees involved 1600
2. Number and location of establishments covered by agreement Approximately 300 in the counties of Santa Clara, Santa Cruz, San Benito & Monterey
3. Product, service, or type of business Retail Meat
4. If your agreement has been extended, indicate new expiration date October 31, 1988

Stephen Popolizio, President
Your Name and Position

(408) 265-0636

Area Code/Telephone Number

2102 Almaden Road, Room 100
Address

San Jose, Ca. 95125

City/State/ZIP Code