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Meat # 644 812 (AFU)
Tulsa, Oklahoma
10-31-44

C O N T R A C T

Between the

RETAIL MEAT CUTTERS

of the City of Tulsa, Sapulpa, Sand Springs and Vicinities and the
Amalgamated Meat Cutters and Butcher Workmen of North America
A. F. of L. - Local Union No. 644 - Tulsa

CONFIDENTIAL

Tulsa, Oklahoma, _____ 194

CONFIDENTIAL

The following Contract covering employment of the hereinafter enumerated employ-
ees is this day entered into by and between Safeway Stores, Inc.
and Local 644 of the Amalgamated Meat Cutters and Butcher Workmen of North America,
affiliated with the American Federation of Labor, Oklahoma State Federation of Labor,
and Tulsa Central Labor Council.

ARTICLE 1

That all meat cutters and apprentices employed shall be members of A. M. C. &
B. W. of N. A. in good standing. This Union has for one its cardinal principles the
protection of the owners against inferior workmen. This Union shall at all times
endeavor to furnish reliable and competent men. When non-union men are employed they
must make application to this Union within one week's time and must receive the union
scale. And Local No. 644 reserves the right to classify its members.

ARTICLE 2

No employee shall be discharged without good and sufficient cause, and no dis-
crimination shall be made against him because of his connection with this Union.

ARTICLE 3

CONFIDENTIAL

All shops shall have one man designated as manager and he shall be a journeyman
meat cutter and in good standing with Local 644.

ARTICLE 4

Managers shall receive Fifty Dollars (\$50.00) per week. Journeyman shall receive
Forty-Five Dollars (\$45.00) per week.

ARTICLE 5

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Fifty-eight (58) hours shall constitute the basic work week in straight shifts
(no split shifts). All work performed in excess of fifty-eight hours in any work week
shall be considered overtime and shall be paid for at the rate of time and one half
the average hourly job rate according to the weekly wage paid for fifty-eight hours.
And in the event the cost of living conditions continues to increase or decrease in
Tulsa, Sapulpa and Sand Springs after November 1st, 1943 to more than Ten Percent it
is agreed that article No. 4 of this agreement by giving thirty days notice in writing
by either party will be opened for adjustment to meet the cost of living conditions.

ARTICLE 6

Apprentices shall be sixteen years of age or older and shall serve three years
of actual employment. They shall receive Twenty-five Dollars (\$25.00) per week for
the first six months. Twenty-Seven Dollars and Fifty Cents (\$27.50) per week for the
second six months. Thirty Dollars (\$30.00) for the third six months. Thirty-Two
Dollars and Fifty Cents (\$32.50) for the fourth six months. Thirty-Five Dollars
(\$35.00) for the fifth six months. Thirty-Seven Dollars and Fifty Cents (\$37.50) for
the sixth six months, and Forty-Five Dollars (\$45.00) per week, thereafter. One ap-
prentice is allowed to each shop working two (2) or more Journeyman.

ARTICLE 7

Journeyman, other than full time employees shall receive Eighty Cents (.80¢) per hour for all work performed from time starting until they cease work, or one full day. No extra help shall be called for less than one-half days work.

ARTICLE 8

Shops doing Three Hundred Dollars (\$300.00) per week gross business or less may employ a Journeyman meat cutter at Thirty Dollars (\$30.00) per week and Ten per cent (10%) of all gross business in excess of Two Hundred Dollars (\$200.00) per week until they reach the Journeyman scale of Fifty Dollars (\$50.00) per week for fifty-eight (58) hours.

ARTICLE 9

A full holiday shall be given members of this union on the following days, without reduction in pay: Fourth of July, Thanksgiving, Labor Day, Christmas and Decoration Day. Holidays falling on Sunday shall be observed on the following Monday, and furthermore, there shall be no meat of any kind sold on holidays. These consisting of fresh and cured meats, any kind of provision meat such as cooked or dried sausages, cheese, fish, or poultry, from any union market.

ARTICLE 10

Any one receiving over the above scale shall not be reduced in pay, or his hours increased. Any dispute that shall arise that cannot be adjusted by the employer and the union shall be turned within seven days following the act or instance to a mediation board consisting of two members representing the union and two members representing the employer. If they are unable to reach an agreement within seven days the board of four shall immediately request the Director of U. S. Department of Labor's Conciliation Service to designate a Federal Arbitor as the fifth member and the entire matter shall then be considered by the board of five. Decisions of the board of five shall be binding upon both parties of this agreement.

It is mutually agreed there shall be no strikes by the Union or Lockout by the employer pending action by the mediation board.

ARTICLE 11

All regular full time employees with one year (12 Months) continuous service with the Employer shall be granted one week (seven consecutive days) vacation with pay. Should an employee, with the sanction of the Employer and the Union elect to remain at work instead of taking his earned vacation of time off, he shall receive an additional one week's pay. Any one relieving on vacation shall receive the regular scale of wages.

ARTICLE 12

It is mutually agreed that if during the life of this agreement a condition shall arise where "satisfactory male help" is not available the employer may hire "female help" under the following conditions.

The employer shall be responsible for the designation of sufficient shops as training shops to train female help.

The employer shall pay salaries of trainees direct, that is any salaries paid female help while in training shall not be charged to the operating cost of the individual shop wherein the training is given. The market manager and journeyman meat cutters in training shops shall instruct the trainees in customer approach, customer courtesy, weighing, wrapping, operation of mechanical slicers, displaying of meats and provisions.

All female help employed shall serve a training period not to exceed thirty days time. They shall during the time of this training period be under the supervision and guidance of qualified journeyman meat cutters in such shops as shall be designated as training centers, and shall receive this instruction during the regular business day of these shops. They shall in no instance decrease the normal personnel of these training shops.

It is specifically agreed that work of female emergency help shall be confined to the essential services trained for. No female help shall do the actual cutting and trimming of meats in preparation for sale, nor shall they operate power or hand tools of the trade with the exception of mechanical slicers and grinders.

All female help upon leaving the training center market for work in any other shop shall for the purpose of union membership be considered regular help and as a condition of employment shall join and maintain membership in the union.

The hourly rate of pay of the apprentice schedules shall apply to female workers.

There will be no demands upon the employer by the union regarding women workers until they leave the training center, provided again that their training shall not exceed thirty days.

ARTICLE 13

The market card must be displayed in all markets and shall hang in a conspicuous place, and shall remain the property of the International Union. The Secretary or Business Agent is empowered to remove said card upon the violation of any part of this agreement.

ARTICLE 14

The Business Agent shall be admitted at all reasonable times to work rooms and interview the employees while on duty.

ARTICLE 15

Supervisors are to give the Business Agent a list of all extra men and where they are to work. The Business Agent is to assist in getting regular and extra help at any and all times, and give you their best men available. Non-Union men must pay \$1.00 per day as a permit which will apply on initiation fees until they become members in good standing and must apply to office of Local 644 for their permit before going on a job.

ARTICLE 16

The employer agrees that as a condition of employment all employees must maintain membership in good standing in the union and that the employer shall be notified of their employees' delinquency in such regard.

ARTICLE 17

This agreement shall be binding from date of signature until November 1st, 1944, thirty days notice shall be given in writing prior to the expiration date of this agreement. In case that changes are desired 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____.

Name of Market Location

Owner

Corporation

LOCAL No. 644 - A. M. C. & B. W. of N. A.

By _____
President

By _____
Secretary