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# Contract

BETWEEN THE

RETAIL MEAT CUTTERS

MUSKOGEE - OKLA.  
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  
90 MUSKOGEE

Muskogee, Oklahoma, \_\_\_\_\_, 194

# CONFIDENTIAL

The following Contract covering employment of the hereinafter enumerated employes is this day entered into by and between \_\_\_\_\_ and Local ~~644~~ <sup>90</sup> 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~~ <sup>Muskogee</sup> 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 discrimination shall be made against him because of his connection with this Union.

### ARTICLE 3

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 \$42.50 per week. Journeymen meat cutters shall receive \$37.50 per week.

### ARTICLE 5

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 Nov. 1st, 1942 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 over and shall serve three years actual employment. They shall be paid \$23.00 per week for the first six months and shall be increased \$2.50 each six months in three years of employment. One apprentice is allowed to each shop working two or more journeymen.

### ARTICLE 7

Journeymen other than full time employees shall receive Seventy (70) Cents 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 day's work.

### ARTICLE 8

Shops doing Three Hundred Dollars 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 scale of Forty-two Fifty (\$42.50).

### 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 Arbitrator 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

Signed this \_\_\_\_\_ day of \_\_\_\_\_, A. D., 194\_\_\_\_\_

Name of Market Location \_\_\_\_\_  
Owner \_\_\_\_\_  
Corporation \_\_\_\_\_

LOCAL No. <sup>90</sup> ~~644~~ - A. M. C. & B. W. of N. A.

By \_\_\_\_\_ President.

By \_\_\_\_\_ Secretary.

U.S. DEPARTMENT OF LABOR

(12059)

BUREAU OF LABOR STATISTICS

WASHINGTON

Dear Sirs:

According to our records the agreement that you have signed with the will soon expire. In order to have available information in regard to the labor relations of companies working on defense contracts, we should like to have a copy of your agreement if a new one has been negotiated. If you have only one copy available and will lend it to us, we shall be glad to have a duplicate made and promptly return your original. If, however, your agreement has been renewed without change, a notation to that effect at the bottom of this page will be sufficient.

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,



A. F. Hinrichs

Acting Commissioner of Labor Statistics

Enc.

Name and local number of union(s) signing the agreement \_\_\_\_\_

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

Plant(s) covered\*                      Location                      Number of employees covered

Products manufactured or type of work done \_\_\_\_\_

\_\_\_\_\_ . Do you wish the agreement returned? Yes \_\_\_ No \_\_\_

(Signature)

(Address)

\*Please use the reverse side, if necessary, to show for each of your plants all the unions with which you have agreements and the number of workers covered by each agreement.