

see 35-37-12

A G R E E M E N T

ARTICLES OF AGREEMENT entered into between all Retail Meat Dealers, Chain Store Meat Markets, all combination Grocery and Meat Markets, all Meat Markets in Department Stores in Milwaukee and Milwaukee County, and the Amalgamated Meat Cutters and Butcher Workmen of North America, A. F. of L., Local 73.

ARTICLE 1.

Section A. Hours of labor shall not exceed (60) hours in any one week, not more than (9½) hours the first (5) days, nor more than (12½) hours on Saturday or days preceding holidays. There shall be (1) hour for dinner the first (5) days of the week, and (1/2) hour for dinner and (1/2) hour for supper on Saturday and days preceding holidays. Above hours to run consecutively.

For cleaning markets (15) minutes will be allowed the first (5) days of the week, and (30) minutes on Saturday or days preceding holidays.

Section B. All markets shall be managed by a journeyman meat cutter and he shall be a member of Local No. 73 in good standing, and shall receive a minimum wage of (\$40) per week. All other journeymen meat cutters shall receive a minimum wage of (\$32.50) per week and work the hours specified in Section A of this Article. Any man receiving more than the above mentioned scale shall not have his salary reduced.

Section C. It is agreed between the union and the employer that relief be given in the matter of wages in markets requiring the services of only one meat cutter and doing a gross sales volume of (\$200) per week or less, and that the minimum wage scale for so-called low volume markets (\$200 per week or less) shall be (\$25) per week, plus a commission of (12½%) of gross sales volume in excess of (\$200) per week and up to (\$250) per week. After a so-called low volume market reaches a weekly volume of (\$250) per week or more the meat cutter employed therein shall receive the regular scale of (\$32.50) per week.

Section D. All extra journeymen shall receive (60¢) per hour on week days and (75¢) per hour on Saturday and days preceding holidays.

ARTICLE 11.

Section A. Apprentices shall be at least (18) years of age and shall (at the end of two weeks, if satisfactory) become members of Local 73.

Section B. APPRENTICE CLAUSE

In markets where (1) or more journeymen are employed (1) apprentice is permitted and an additional apprentice for every (3) meat cutters.

SCALE OF APPRENTICES' WAGES TO BE AS FOLLOWS:

First (1) year.....	\$17.50
Second (2) year.....	22.50
Third (3) year.....	27.50

Extra apprentices shall receive (50¢) per hour on week days and (60¢) per hour on Saturday and days preceding holidays.

ARTICLE 111. HOLIDAYS

Section A. There shall be no work on Sunday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day and New Year's Day. Wages for said holidays shall NOT be deducted from employe's weekly wage.

In the event that an employe shall be required to work on any of said holidays, (\$1) per hour shall be paid beside his weekly wage.

Section B. When in need of help the Union will be contacted, and in general matters of employment, preference will be given to members in good standing of Local No. 73 (including lay-offs).

ARTICLE IV. In case of change of employment, either by the employe quitting work or the employer dismissing employe, a notice of (5) days shall be given by both the employer and employe in the following manner, to-wit: Employe who for any cause whatsoever desires to change his employment shall notify his employer and the Secretary of Local 73 at least (5) days prior to such change, and the employer in dismissing employe shall give (5) days notice, except in the event the employer shall find it necessary to discharge employe for dishonesty, drunkenness or incompetency, and in such event the employer has the right to dismiss said employe without the customary (5) days notice. No discrimination shall be made against him because of his connection with the Union.

ARTICLE V. The market card can be displayed in all places where members of Local No. 73 are employed and agreements signed.

Upon violation of this agreement, where market cards are displayed and agreements signed by shop owners without help, as well as with help, the card will be removed immediately by the secretary of this local.

ARTICLE VI. Laundry, tools and sharpening of tools to be furnished free of cost by employer.

ARTICLE VII. During the months of November, December, January, February and March, on days when the temperature is below freezing store doors will remain closed and all possible protection given to employes' health.

ARTICLE VIII. As this Union has for one of its cardinal principles the protection of the owner against inferior workmanship, this Union shall at all times endeavor to furnish strictly competent Union help.

ARTICLE IX. The business representatives of this Union shall be admitted to work room or rooms at all reasonable times.

ARTICLE X. This agreement shall remain in full force and effect from October 1, 1936, and for a period of one year from that date, and thereafter until a new agreement has been reached and signed, provided, however, that if by national and state law modifications of working hours are established, it shall be sufficient reason to reopen this agreement.

ARBITRATION CLAUSE

ARTICLE XI. All grievances which cannot be adjusted by Local No. 73 and employers shall be referred to an arbitration board, consisting of (2) members to be named by employes, (2) by the affected employer, and (1) to be agreed upon by the four already selected. No strike to be called when arbitration has been requested by either party. All grievances must be settled within (15) days.

EMPLOYER:

FOR THE UNION:

President
Edward Bonny Kowalski
Financial Secretary