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A G R E E M E N T

THIS AGREEMENT, made and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 19\_\_\_\_, by and between the \_\_\_\_\_ of \_\_\_\_\_ County, Oregon, party of the first part, and the AMALGAMATED MEAT CUTTERS & BUTCHER WORKMAN, Local No. 324, of the city of Eugene and vicinity, or under Local No. 324, Jurisdiction, party of the second part.

(1) Each of the parties herein named agrees and assents to the following rules and regulations which shall govern their mutual relations in conduct of their business.

(2) All employes of the party of the first part shall be members in good standing of the party of the second part, and all help, steady or otherwise, shall be hired through the Union, wherever possible. In case the party of the second part is unable to furnish such help, the party of the first part may hire any person against whom no charges by any A.F. of L. organization are standing, such hired employee to be required to become a member of the Butchers Union, No. 324, within two weeks from date of commencing work.

(3) Apprentices shall be allowed in the following ratio; One (1) apprentice to a market where not less than one (1) journeyman member is employed; and one (1) to three (3) additional journeymen employed therein. No apprentice shall be permitted to operate any market.

(4) Nine (9) consecutive hours shall constitute a day's work with one hour off for lunch. Half day shall consist of four consecutive hours. Six (6) days shall constitute a weeks work, forty (40) hours shall constitute a weeks work, for slaughter house employes. (This does not apply to managers or executives), who shall be allowed to work in excess of these hours, but must conform with the N. R. A. Code. All overtime shall be paid at the rate of time and one-third, in actual pay and not be computed into working hours.

(5) The party of the first part shall bear the expense of furnishing gowns, laundering same and sharpening tools for all employes coming under this agreement.

(6) The following days shall be recognized as legal holidays: New Years Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving and Christmas Day. In event that one of these holidays fall on a Sunday, the following day shall be considered as a holiday. Employees shall suffer no loss of wages for holidays herein mentioned and for this consideration, employes, upon request, agree to work not to exceed two (2) hours, for the purpose of putting up and adjusting stock the evening before Christmas Eve, Thanksgiving Eve, and New Years Eve.

(7) No less than the following minimum wage scale shall prevail, and any employee at the date of entering into this agreement receiving more or enjoying better conditions than herein provided, shall suffer no loss as a result in this agreement.

Managers or Executives of Retail Markets.....	\$35.00	per week
Journeyman.....	30.00	" "
Sausage Makers.....	35.00	" "
AllRound Slaughter House Men.....	35.00	" "
All Extra Men.....	5.00	" day
Apprentices - second six (6) Months.....	18.00	" week
Apprentices - second year.....	22.50	" "
Apprentices, after third year, upon Qualifying.....	27.50	" "
Slaughter House Apprentices scale the same.		

(8) Any employee working one year for an employer shall be granted one week's vacation with pay with the privilege of an additional week, without pay, if so desired.

(9) In order that the Business Agent, or representative of the Union shall not interfere with the work of the men, upon producing a bill of any member of Local Union No. 324, the proprietor shall hold same from employee's wages and turn same over to the Union at once.

(10) All grievances which may arise under this agreement, unless hereinafter provided, are to be given consideration as follows; (a) All complaints and grievances to be taken up directly with employer and the Business Representative of the Union, and they shall endeavor to reach a mutual understanding. In the event any understanding cannot be reached by the employer and the Business Representative, the matter shall then be taken up by the officers of the State Federation of Butchers. In case they fail to reach an understanding the matter shall then go to the respective Central Bodies for action.

(11) No member of the Butchers' Union shall be discharged or discriminated against without good and sufficient cause. There shall be no individual agreements signed between the employers and employees.

(12) The party of the first part agrees to display the Union shop card of the Amalgamated Meat-Cutters & Butcher Workmen of N.A., which is the property of the Union at all times and cannot be sold and can be withdrawn from any market for violation of this agreement.

(13) Employers shall, upon request of the Union, discontinue purchasing supplies from concerns that have been declared unfair by the State Federation of Butchers; provided, that this question applies to the supply of packers. In that case, no more than one packer shall be placed on the unfair list at any one time, and in no case shall proprietors buy meat from any meat market, or assist in any way that will be injurious to the Butchers' Union No. 324.

(14) It is further agreed that all building, repairs and maintenance work done for the party of the first part, the same of which he has control insofar as payment is concerned, shall be done, as far as possible, by members of unions affiliated with the American Federation of Labor.

(15) This agreement shall continue in full force and be binding upon the respective parties hereto continuously, unless changed by either of the parties. Either of the parties hereto desiring to change any section or sections of this agreement shall give the other party a thirty (30) days notice in writing. Under such notice the agreement shall be open to consider whatsoever change or changes are desired.

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_____	_____
_____	_____
_____	_____

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

September 3, 1936

Mr. Chester Goodman, Sec'y  
Amalgamated Meat Cutters and  
Butcher Workmen #324  
990 West Broadway  
Eugene, Oregon

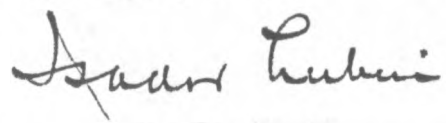
My dear Mr. Goodman:

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 should 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 shall 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 reply requires no postage. If we can be of service to you at any time, please write me.

Very truly yours,



Isador Lubin  
Commissioner of Labor Statistics

Enc.

Name of company or employers' association with which you have agreement

Saleway Stores by T. W. Lucia

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

Number of union members working under terms of the agreement 5

Number of nonmembers working under terms of the agreement 3

Date signed May 16 - 34 Date of expiration still in force

Branch of the trade covered by your local A.M.C. + B.W. of N.A.

W. E. B. P. Sec.  
(Name of person furnishing information)

Route #1 Eugene Ore  
(Address)

lover,

The following contracts were made in 1934 and are still in force with

Blue Bird Pkg co	by Ben Maybury,	in trouble with us now
E. N. Anderson	2 union men	
Broder Bros	3 union men	
W W Green	2 union men	
L. E. Nebergall meat co	3 union men	
Irish Cash stores	4 union men	
Ben Perlicks	2 union men	

There were others but these are the only ones we have in force at this time. I am enclosing a copy of our agreement which you may keep as we will not need it.

Resp. - W E Ruffert

Sept 10<sup>th</sup> 36 Eugene Ore.  
 Secy Treas #324 local

