

2011-41-133

CONFIDENTIAL

Meat # 151
Everett, Wash.
12-31-41

1

Amalgamated

WORKING CONDITIONS

THIS AGREEMENT, made and entered into this.....day of....., 1941

by and between.....
of Snohomish County, Washington, party of the first part; and Everett Local No. 151, Amalgamated Meat Cutters and Butcher Workmen of North America, party of the second part:

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

2. Forty-eight hours constitutes a basic work week, four hours constitutes one-half days work; Saturdays and days preceding holidays, nine hours constitute one day's work with one hour off for lunch and no split shift.

Work schedule cards to be furnished by the Union, and to be posted in a convenient place over back bar with the name of each employee and hours worked each day of every week for 52 weeks.

This card is the property of the Union and must not be defaced or destroyed under penalty. Secretary of Union to collect these cards first of each month.

3. The following minimum scale of wages shall be as follows:

Journeyman blockman, 48 hour week	\$40.00
Journeyman Sausageman, 48 hour week	\$40.00
Shop foreman and executive managers, 54 hour week	\$45.00
First year apprentices, 48 hour week	\$20.00
Working under 32 hours scale shall be \$4.00 per day or \$.55 per hour.	
Second year apprentices, 48 hour week	\$28.00
Working under 32 hours, scale shall be \$5.00 per day or \$.65 per hour.	

All apprentices, as soon as can qualify after second year will be considered journeymen, at journeymen's wages.

All journeymen working less than 32 hours per week, and apprentices working in place of journeymen shall be considered extra men. The rate shall be \$.90 per hour, with the exceptions of half day Saturdays and half days preceding holidays, the rate shall be \$1.00 per hour.

4. No overtime shall be allowed with the exception of the week preceding Thanksgiving and Christmas for which all overtime shall be paid at the rate of time and one-half. **No member of the Unions shall work more than fifteen (15) minutes cleaning up, except when the same comes on Saturday or holidays; then no more than thirty (30) minutes shall be allowed for cleaning up.**

5. The following days shall be recognized as Legal Holidays: New Years Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day. Employees shall suffer no loss of wages for Holidays.

6. It is further understood that the party of the first part agrees to open and close his market or markets in conformity with the rest of County. Markets opening at 8:00 a.m. and closing at 6:00 p.m., and the receiving of meats before and after hours mentioned, as above in this section, will be a violation of this agreement. Also trimming, cutting, selling or soliciting restaurant trade before and after hours of this section, is a violation of this agreement.

7. All employees 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 Meat Cutters' Union.** 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.L. organization are standing, such hired help to become members of Local 151 of Everett within two weeks of date of commencing work.

8. **That all new men going to work in any shop that is not a member of the Butchers' Union shall pay \$1.00 per day until he becomes a member of this organization. TO BE COLLECTED BY THE MASTER BUTCHER. To be paid by him to this organization; said man must join within two weeks.**

9. Party of the first part shall bear the expense of furnishing gowns, laundering same, and sharpening tools for all employees under this agreement.

10. Apprentices shall be allowed in the following ratio: One to a market employing one journeyman; and one for each additional five journeymen employed. Apprentices shall be termed in the following manner: **Any person trimming, cutting, selling, or cooking meats, shall be classed as an apprentice, and comes under this agreement.**

11. Members of the party of the second part shall be free at all times to accept employment in any market when of benefit to them to do so, and in so doing shall not be compelled to lose time, or in any way to be discriminated against. Neither shall such employee be discharged or discriminated against for upholding the Union's principles.

Party of first part agrees not to buy or sell, any meats or product, declared unfair by party of second part.

12. The Business Representative of the party of the second part shall have access to the shops on business involving the relations of both parties to this agreement, provided that he does not interfere with the work, and so far as possible confines his visits to lunch periods.

13. It is further agreed that all building repairs and maintenance work be done by the party of the first part (the same of which he has control, insofar as payment is concerned), shall be done by members affiliated with the A.F. of L. Failure on the part of the employer to strictly comply with all the provisions of this clause shall be considered as sufficient cause for the violation or abrogation of this agreement.

14. The party of the second part retains the right to support any organization affiliated with the A.F. of L. in any grievance endorsed by the Everett Central Labor Council.

15. This agreement shall be and remain in force and effect from the date of signing, to the following date December 31, 1941, provided that in case of any radical increase or decrease in the cost of living, it may be reopened at any time for the sole purpose of readjusting wages; by either party giving the other fifteen (15) days written notice of such a desire. During the fifteen (15) day period, negotiations shall proceed between the parties to this agreement, as a whole, with a view of making such changes as may be mutually satisfactory. Date of notice shall be date of postmark.

Signed by the party of the first part:

Date.....

Witness:

Signed by the party of the second part: