

Meat Cutters # 424
Pittsburgh, Pa.
9-30-40



LOCALS No. 571 & 320



CHICAGO

ARTICLES OF AGREEMENT governing Meat Markets in the city of Chicago and County of Cook, entered into between

all Meat Markets and Chain Store Meat Markets, all combination Grocery and Meat Markets in Chicago and County of Cook, and the Amalgamated Meat Cutters and Butcher Workmen of North America, LOCALS 571-320 and affiliated Locals, A. F. of L.

This contract approved and passed by the International Executive Board at the General Office the 3rd day of November, 1939.
Article 1. Eight and one-half hours shall constitute the basic work day. Work to begin at 8:30 A. M. and stop at 6:00 P. M., allowing one hour for lunch. Employees must be dressed and ready for work at 8:30 A. M.

Article 2. There shall be no work on Sundays, Memorial Day, Fourth of July, Labor Day, Armistice Day, Thanksgiving Day, Christmas Day, and New Year's Day.

Article 3. (a) All Journeymen meat cutters shall receive not less than **FORTY-TWODOLLARS AND FIFTY CENTS (\$42.50)**-weekly as a minimum wage. Any employee receiving above the minimum shall not be increased in hours, nor decreased in wages, or working conditions. **Forty-Two Dollars Fifty Cents (\$42.50)** shall mean **Forty-Two Dollars and Fifty Cents**.

(b) Any employee who has given diligent and faithful service for the course of one (1) year shall be entitled to one week's vacation with pay. In case of dispute the matter shall be left to the Executive Board of Locals 571-320.

(c) Extra men to receive not less than **Eight Dollars (\$8.00)** for all days, excepting Saturday and the day preceding holidays, when they shall receive **Nine Dollars (\$9.00)**, unless they work the full week when they are to receive the regular salary of the permanent meat cutters whose places they are filling.

MANAGER'S CLAUSE

Article 4. The term Manager shall be construed to mean a journeyman meat cutter, who is responsible for the efficient management of the market and shall receive not less than **FORTY-SEVEN DOLLARS AND FIFTY CENTS (\$47.50) weekly**.

Article 5. It is expressly understood that no customer shall be served who comes into the market before 8:30 A. M. or after 6:00 P. M.; that all customers in the market at the closing hour shall be served; that all meats will be properly taken care of and the market placed in a sanitary condition. Such work not to exceed fifteen minutes and not to be construed as overtime. Overtime may be placed on the second day before Thanksgiving Day, Christmas Day, and New Year's Day when employees may work such overtime as may be required at the rate of **ONE DOLLAR AND FIFTY CENTS (\$1.50) per hour**. Such work to be performed behind locked doors.

APPRENTICE CLAUSE

Article 6. (a) In markets where three (3) or more journeymen are employed one (1) apprentice is permitted and an additional apprentice for every three (3) meat cutters.

SCALE OF APPRENTICES' TO BE AS FOLLOWS:

First year.....	\$20.00
Second year.....	25.00
Third year.....	30.00

(b) After completing two (2) years of apprenticeship they shall be classified as improved apprentices, and after serving three (3) years of apprenticeship they shall be classified as journeyman meat cutters and shall receive the prevailing scale of wages.

(c) Apprentices shall not work part time or as extra men on Saturdays, or the day preceding holidays. Apprentices must be sixteen (16) years of age or over and shall pay initiation fees to Locals 571-320.

Article 7. (a) When in need of help employers must give preference to members in good standing of Locals 571-320.

(b) No employee shall be discharged without good and sufficient cause, drunkenness, dishonesty, incompetency, incivility or an over supply of help will be sufficient cause for dismissal, or help can be dismissed providing preference be given to union men in replacing help.

Article 8. This agreement expires **September 30th, 1940**. Any alteration that may be desired by either party to this agreement at the time of expiration must be made known not later than Thirty (30) days prior to its expiration. In case neither party serves notice for a change in this agreement, at its expiration it shall automatically extend to **SEPTEMBER 30th, 1941**.

Article 9. If through any cause whatever the adoption of this agreement be delayed later than October 31st, 1939, it shall become retroactive to October 1st, 1939.

Article 10. **This agreement to be posted in place of employment so that every employee may have equal and easy access to same.**

Article 11. Laundry, tools and sharpening of tools to be furnished free of cost by employers.

Article 12. 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 employee's health.

Article 13. agree not to negotiate with any but the duly elected officers of Locals 571-320 and further agree not to make a contract with anyone not affiliated with Locals 571-320 and affiliated Locals.

Article 14. Any member of Locals 571-320 who is in good standing and is in business for himself who may desire to affiliate with the.....may apply for a withdrawal card, provided the request

be accompanied by similar request from the..... Withdrawal card may be obtained upon application to the Executive Board of Locals 571-320.

ARBITRATION CLAUSE

Article 15. All grievances which cannot be adjusted by Locals 571-320 and employers shall be referred to an arbitration board consisting of two (2) members to be named by employees, two (2) by the affected employers and one (1) to be agreed upon by the four already selected. No strike to be called when arbitration has been requested by either party.

Article 16. Locals 571-320 will furnish men who will work to the best interest of the employers in every way, just and lawful, who will give honest and diligent service to patrons of the employers' establishment, who will do everything within their power for the uplifting of the meat industry.

SIGNED FOR LOCALS 571-320 and AFFILIATED LOCALS
AMALGAMATED MEAT CUTTERS AND BUTCHER
WORKMEN OF NORTH AMERICA, A. F. of L.

President.....

Sec'y-Treas.....

Employer.....

Address.....

Date....., 1939.

Name of company or employers' association signing the agreement _____

Chicago Retail Meat Dealers Association
(If more than one employer, please list on reverse side)

Number of ^{Stores} companies covered by agreement 76

Number of union members working under terms of agreement 165

Number of nonmembers working under terms of agreement about 20

Branch of trade covered Meat Cutters

Date signed Nov. 13 - 1939 Date of expiration Sept. 30 - 1940

Please check here if you wish the agreement returned _____

Stanley Brodzinski
(Name of person furnishing information)

7539 Kingston Ave.
(Address)

