

CONTRACT

BETWEEN THE
RETAIL AND WHOLESALE BUTCHERS

OF THE
CITY OF HOUSTON, STATE OF TEXAS

AND THE
Amalgamated Meat Cutters and Butcher Workmen of North America
A. F. of L. Local Union No. 408

THIS CONTRACT entered into this _____ by and between Local No. 408 of the A. M. C. & B. W. of N. A. and _____, owner of the meat market
(Name of Proprietor)

located at _____, City of Houston, Texas, regulating the scale of wages,
(Number and Name of Street)
hours of labor, and persons employed in said meat market.

Art. 1. That all meat cutters and butcher workmen employed in this shop shall be members of the A. M. C. and B. W. of North America.

Art. 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.

Art. 3. As this union has for one of its cardinal principles the protection of the owner against inferior workmen and meat cutters, this union shall at all times endeavor to furnish strictly reliable and competent union men. When non-union men are employed, they shall file application for membership in Local No. 408 not later than one week after date of employment.

Art. 4. This organization will classify its membership.

Art. 5. Journeymen Meat Cutters shall receive \$36.00 per week and Shop Foremen shall receive \$41.00 per week. 62 hours shall constitute a full work week.

Art. 6. Each shop shall have one man designated as foreman and he shall be a journeyman meat cutter.

Art. 7. Journeymen meat cutters working other than the 62-hour week shall receive 70 cents an hour.

Art. 8. Apprentice meat cutters shall be 18 years of age or over and shall serve 4 years of actual employment. They shall be paid \$18.00 per week the first 6 months and an increase of \$2.00 per week in each 6 months in the four years. One apprentice will be allowed to each shop employing one or more Journeymen therein and one additional apprentice to shops employing four (4) or more Journeymen therein.

Art. 9. The employer agrees to assist Local 408 in every possible way in collecting any arrearage dues from employees, but does not agree to be responsible for dues in arrears. To eliminate such grievance, employer agrees to notify their employees that in accordance with the terms of this agreement that they must meet their obligations to the local union on or before the fifteenth day of each month, thus eliminating such grievances under this article.

Art. 10. A full holiday shall be given to members of this union on the following days without reduction in pay: New Year's Day, San Jacinto Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day.

Art. 11. Any man receiving above the minimum wage shall not be reduced.

Art. 12. (a) When no Journeymen are employed, proprietor may become an honorary member of Local No. 408; (b) initiation fee for such members shall be \$5.00; (c) the dues for such members shall be \$2.50 per month.

Art. 13. The Business Agent of this Union shall be admitted at all reasonable times to the workroom or rooms and interview the employees while on duty.

Art. 14. Union Shop Cards can be displayed in such markets as employ union meat cutters and butcher workmen only, except where the provisions of Article 12 of this agreement are being complied with, and the Local Secretary or the Business Agent has full power to remove said card upon the violation of any part of this agreement. Cards shall be displayed in a conspicuous place.

Art. 15. The employer shall furnish all laundry.

Art. 16. This agreement effective on date of signature and will remain in force until midnight, November 14, 1936. Fifteen (15) days' notice in writing shall be given prior to the expiration of this agreement in case changes are desired by either party; failure to give such notice will extend this agreement until November 15, 1937.

Art. 17. As the meat cutters and butcher workmen engaged under this contract are members of the A. M. C. and B. W. of N. A., nothing in this contract shall be construed so as to interfere with any obligations which they owe the A. M. C. and B. W. of N. A. as members thereof.

Art. 18. Any change in contract, or any new contract desired by the Union, must be submitted at the same time to all employers of Union Meat Cutters; and any walkout or other arbitrary summary action undertaken or authorized, must apply equally to all employers and must be equally applied or enforced at the same time against all employers affected thereby.

Art. 19. Seventy-two (72) hours' written notice, by registered mail, shall be given by you to us before any change, or walkout, or arbitrary action, and likewise we must give similar notice to you.

Signed this _____ day of _____, A. D. 19_____.

Local No. 408, Amalgamated Meat Cutters and Butcher Workmen of North America,

By _____
President.

Secretary.

(Name of Market and Location)

(Owner)

U.S. Department of Labor
BUREAU OF LABOR STATISTICS
Washington

Houston

COLLECTION OF UNION AGREEMENTS
May 15, 1936

Local Union Meat Cutters and Butcher Workmen #408

Address J. Frank Chadick, 509 Louisiana

1. What branch of the trade is covered by this local? Meat Cutters

2. Number of employers with whom union has effective agreements. 75
(If a number of employers sign identical agreements, please attach copy of the agreement and list employers below. If all provisions in the various agreements are not identical, get copies of each and fill out a separate schedule for each different type.)

3. Number of union members covered by agreement attached to this schedule. 160

4. Number of non-members covered. 15 (on permits)

5. Names of companies or employers' associations signing the attached agreement. (If signed by an association, please give name of association and number of companies.)

.....	Beginning Date	Date of Termination
✓	Nov 1, 1935	Nov 1, 1937 optional

6. Indicate if union wishes to have us keep identity of this agreement confidential. confidential

J. F. Chadick
(Signature of person furnishing information)

W. C. Sims
(Name of Agent)

Bus. Agt.
(Office or Position)

July 11, 1936
(Date)

509 Louisiana St
(Address)

✓ 70% of employing markets organized