

**WORKING AGREEMENT**  
OF THE

Meat # 600 (AFC)  
Chattanooga - Tenn.  
11-1-43 (Def)  
11-1-42?  
5  
CONFIDENTIAL

**AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA**

Affiliated with American Federation of Labor

**Local Union No. 600**

906 1/2 Market Street  
CHATTANOOGA, TENNESSEE

Articles of Agreement governing Meat Cutters and Butcher Workmen entered into between the

*A. P. Lee Co*, located at *Chattanooga Tenn*  
and the Amalgamated Meat Cutters and Butcher Workmen International Union, American Federation of Labor, Tennessee Federation of Labor and the Chattanooga Central Labor Union.

**Article 1.**

In order to secure the benefits intended to be derived from these Articles of Agreement by the employer and employee, the employer agrees to employ as meat cutters, salesmen, apprentices and sausage makers, only members in good standing with Local No. 600. If the Union is unable to furnish desirable men, then nonunion men may be hired and must become members of Local No. 600 one week after date of employment.

**Article 2.**

Nine hours in a period of ten shall constitute the basic work day, with one hour allowed for lunch the first five days of the week. Twelve hours in a period of 13 1/2 shall constitute the basic work day for Saturdays and days preceding holidays, with one hour allowed for lunch and 30 minutes allowed for supper. Each employee shall be given one-half day off each week, half day consisting of 4 1/2 hours. Overtime allowed—payable at the rate of time and one-half.

**Article 3.**

When the Union is unable to furnish men for extra work, nonunion men may work, providing they register with the Secretary. No employer shall work a man that has not complied with the regulations herein set out. All employers shall contact the Business Agent in regard to extra help when needed; hereby assuring the employer of sufficient help of all classes. All extra help shall be guaranteed one-half day's work. (Office hours of Business Agent daily 11:30 a.m. to 1:30 p.m., except Sunday and from 2:00 to 4:00 p.m. on Thursday).

**Article 4.**

All markets shall be managed by a journeyman Meat Cutter in good standing with Local No. 600.

**Article 5.**

The minimum wage scale for market managers, journeymen, and apprentices shall be as follows:

**Market Managers:**

Less than \$250 weekly meat volume	\$31.00 per week
\$250 to \$350 weekly meat volume	\$37.50 per week
\$350 to \$500 weekly meat volume	\$41.00 per week
\$500 to \$1,000 weekly meat volume	\$45.00 per week
\$1,000 or over weekly meat volume	\$50.00 per week
Journeyman Meat Cutters, under \$1,000 weekly meat volume	\$40.00 per week
Journeyman Meat Cutters, \$1,000 or over weekly meat volume	\$42.50 per week
Journeyman Meat Cutters working extra Monday through Friday	\$6.50 per day
Saturdays and days preceding holidays	\$8.50 per day

Apprentices shall be at least sixteen years of age.

Apprentices shall not take charge of a market until they are recognized as journeymen meat cutters by Local No. 600.

First Year	\$18.50 per week 1st six months—\$20.00 per week 2nd six months
Second Year	\$25.00 per week
Third Year	\$30.00 per week
Apprentices working extra Monday through Friday	\$4.50 per day
Saturdays and days preceding holidays	\$6.00 per day

One apprentice shall be allowed to every two journeymen, and one apprentice to every two additional journeymen, except one-man markets, where an apprentice may be employed.

Seniority shall be recognized; journeymen promoted provided they meet qualifications.

Any member receiving more than the minimum wage scale, their pay shall not be reduced by the present employer.

**Article 6.**

Sec. A. The following holidays shall be observed, Wages for the following holidays shall not be deducted from the employee's weekly wage: Fourth of July, Labor Day, Thanksgiving Day, Christmas, and Sundays.

Sec. B. Should any of the above-mentioned holidays fall on Sunday, they shall be observed on the following Monday of such Sunday.

Sec. C. All employees covered by this agreement who have one or more year's service with employer shall receive one week's vacation each year with pay.

**Article 7.**

The employer will furnish all linens used in markets, also launder same. Sharpening of tools to be paid for by the employer.

**Article 8.**

The market cards shall be displayed in all places where members of Local No. 600 are employed and must hang in a conspicuous place. Where market cards are displayed by shop owners without help as well as with help, the card shall be removed immediately by the Secretary of this Local upon any violation of this agreement.

**Article 9.**

Representative or committee of Local No. 600 shall have a free approach to the management or employees at all times on matters of common interest between the employees and the employer.

**Article 10.**

No employer shall ask for any written or verbal agreement that will conflict with this agreement. No employee shall be re-classified to defeat the purpose of this agreement.

**Article 11.**

The union shop card is the property of the A. M. C. and B. W. of N. A., and is loaned to the employers for display who sign and abide by this agreement.

This agreement expires November 1, 1943.

**Article 12.**

The wage scales in this agreement are retroactive to November 1, 1942.

In Witness Whereof, the undersigned parties have heretofore executed the foregoing Agreement and affixed their

hand(s) and seal(s), this, the \_\_\_\_\_ day of \_\_\_\_\_ 19\_\_\_\_.

EMPLOYER: \_\_\_\_\_ LOCAL UNION No. 600, A. M. C. & B. W. of N. A.  
\_\_\_\_\_  
President.  
By \_\_\_\_\_  
Secretary.