

# AGREEMENT

BETWEEN AMALGAMATED MEAT CUTTERS AND BUTCHER WORKERS, COUNTER MEN, CLERKS, AND OTHER EMPLOYEES IN THE VARIOUS DEPARTMENTS OF *Brookline Bros. Markets* WHO ARE AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR AND LOCAL NO. 407, AFFILIATED WITH THE CENTRAL LABOR UNION OF WORCESTER, MASSACHUSETTS and

The matters presented herein shall constitute the terms and conditions that shall govern the wages and general working conditions of the employees of the who are members of said Union and

That part of hours of labor mentioned herein shall be subject to revision to comply with any Federal or State legislation which may be enacted during the term of this agreement.

## ARTICLE I.

Section 1. Employees enumerated herein shall be classified as skilled, semi-skilled and unskilled. They shall also be classified in accordance with the department in which they may be employed.

Section 2. The term "meat cutter" shall apply to those engaged in the meat department and who perform all ordinary duties generally required of a meat cutter.

Section 3. The term "clerks, counter men, or salesmen" shall apply to all (male or female) who act in the aforementioned capacity irrespective to what department they may be assigned to.

Section 4. "General utility workers or apprentices" shall apply to unskilled workers or beginners who have less than two months' experience.

## ARTICLE II.

Section 1. Workers shall be classified as "steadies" or men employed by the week and "extras" or men employed by the hour.

Section 2. The working week for female employees shall not be in excess of the maximum of forty-eight hours. The standard working week for male employees shall not be in excess of the maximum of sixty hours.

## ARTICLE III.

Section 1. On the first three working days of the week the store hours shall be from 8 A. M. to 6:15 P. M., with a dinner allowance of 1 1/4 hours during each day; on Thursday from 8 A. M. to 6:30 P. M., with a dinner allowance of 1 1/4 hours; on Friday from 8 A. M. to 7 P. M., with a dinner allowance of 1 hour; on Saturday from 8 A. M. to 10 P. M., with a dinner allowance of 1 hour and a supper allowance of 1/2 hour.

Section 2. In case of necessity overtime may be allowed. The purpose of overtime is to cover emergency conditions only, such as caring for perishable merchandise or other work of absolute necessity which could not be done in the standard day. This clause shall in no way be construed to permit the selling or the assisting in selling of any merchandise either before or after the aforementioned retail store hours.

Section 3. Legal holidays such as are recognized by the Worcester Chamber of Commerce shall be observed. Employees working by the week shall be paid for legal holidays. On the day prior to any legal holiday when no work is performed the Saturday schedule of store hours may be in effect.

## ARTICLE IV.

Section 1. The standard minimum wage of meat cutters engaged by the week shall be not less than twenty-five (\$25) dollars per week. The standard minimum hourly wage of meat cutters shall be not less than forty-five (\$.45) cents per hour.

Section 2. The standard minimum weekly wage of counter men in the meat department shall be not less than eighteen (\$18) dollars per week for the first two months of employment and twenty (\$20) dollars minimum thereafter.

Section 3. The standard minimum weekly wage for male counter employees in all other departments of the stores shall be no less than sixteen dollars and fifty (\$16.50) cents for the first two months of employment; and thereafter eighteen (\$18) dollars per week minimum.

Section 4. The standard minimum hourly wage for all extra male employees in any department of the stores shall be not less than thirty (\$.30) cents per hour.

Section 5. The standard minimum weekly wage for all female employees in all departments shall be not less than fourteen (\$14) dollars per week for the first six months of employment; and thereafter a minimum of fifteen (\$15) dollars per week. The standard minimum hourly wage for all extra female employees shall be not less than twenty-seven and one-half (\$.27 1/2) cents per hour.

Section 6. Any employee who at present is receiving a wage in excess or equal to the minimum wage shall receive an increase of five (5%) per cent.

Section 7. It is understood that all rights and privileges, such as are now enjoyed by employees in the performance of their duties, shall in no wise be curtailed.

## ARTICLE V.

Section 1. It is further agreed that \_\_\_\_\_ shall recognize Local No. 407 through their authorized agent or agents for the purpose of adjusting any differences that may arise between \_\_\_\_\_ and the members of said Union. In engaging new regular employees preference will be given to Union members. \_\_\_\_\_ will accede to the request of Local No. 407 to discharge any person who is a member of the Union who fails to keep in good standing with the Union because of non-payment of dues. In making replacements preference will be given to Union men. In the event of any dispute arising between \_\_\_\_\_ and the members of Local No. 407 and if the representatives of Local No. 407 and representatives of \_\_\_\_\_ cannot reach an agreement, then an Arbitration Board shall be formed.

In the formation of this Arbitration Board, the Central Labor Union shall select two representatives, \_\_\_\_\_ shall select two representatives and the representatives so selected shall choose a fifth representative who shall act as Chairman of this Board. There shall be no cessation of work by members of Local No. 407 during the period of arbitration.

## ARTICLE VI.

Section 1. This agreement shall be in effect for one year from the date hereof. It is however agreed between the parties to this agreement that all conditions relating to wages and working conditions shall be given effect on \_\_\_\_\_

At the expiration of six months from the date of this agreement if there shall be a change of ten (10) per cent in the cost of living either party may give to the other thirty (30) days' notice in writing. Thereupon both parties shall enter into negotiations to adjust these schedules to the new conditions existing.

IN WITNESS WHEREOF, the AMALGAMATED MEAT CUTTERS AND BUTCHER WORKERS, COUNTER MEN AND CLERKS, WHO CONSTITUTE LOCAL NO. 407, have caused this agreement to be signed by its representatives hereunto duly authorized and \_\_\_\_\_ has caused this agreement to be signed by \_\_\_\_\_ its hereunto duly authorized this \_\_\_\_\_ day of \_\_\_\_\_

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37-37-16

U.S. DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

WASHINGTON

May 25, 1937.

Mr. Henry Schaefer, Secretary  
Amalgamated Meat Cutters and Butcher Workmen #407  
24 Louise Street  
Worcester, Massachusetts

Dear Sir:

Information has come to us that you have concluded an agreement with employers.

As the Bureau of Labor Statistics endeavors to keep a record of all union agreements and all renewals of existing contracts, I am writing to ask if you will kindly furnish a copy of the agreement. 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 material only for general analysis which will not reveal the name of the union.

We shall appreciate your cooperating with us by answering the questions listed below and by giving any other information which you think might be useful to us. The enclosed envelope for reply requires no postage.

If at any time we can be of service to you, please write us.

Very truly yours,

*Isador Lubin*

Isador Lubin  
Commissioner of Labor Statistics

Name of company or employers' association signing the agreement \_\_\_\_\_

Brookelman Bros. Inc.

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

Number of companies covered by agreement One

Number of union members working under terms of agreement 340

Number of non-members working under terms of agreement 100 Estimate

Branch of trade covered Meat Cutters - Butchers & Clerks.

Date signed April 8 - 1937 Date of expiration One year from date signed

Mrs. Francis McDonnell, Fin. Sec. 9 Collins St. Worcester, Mass.  
(Name of person furnishing information) (Address)