

Return Safeway Stores Inc. CONTRACT BETWEEN THE WHOLESALE AND RETAIL M

Meat # 528 (cage) Dallas, Texas 94 10-31-45 Eff: 11-1-44

OF THE City of Dallas and Vicinity AND THE AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA, A. F. OF L., LOCAL UNION NO. 528, DALLAS

Dallas, Texas, 19.....

The following contract governing employment of the hereinafter enumerated employees is this day entered into by and between..... and Local 528 of Amalgamated Meat Cutters and Butcher Workmen of North America, affiliated with the American Federation of Labor, Texas State Federation of Labor and Dallas Central Labor Council.

ARTICLE I.

That all meat cutters and apprentices employed shall be members of A. M. C. & B. W. of N. A., in good standing. This union has for one of its cardinal principles the protection of the owners against inferior workmen. This union shall at all times endeavor to furnish strictly reliable and competent men. When non-union men are employed they must make application to this union within one (1) weeks time and must receive the union scale.

ARTICLE II.

No employees shall be discharged without good and sufficient cause, and no discrimination shall be made against him because of his connection with this union.

ARTICLE III.

All shops shall have one man designated as manager and he shall be a journeyman meat cutter.

ARTICLE IV.

Managers shall receive fifty-<sup>250</sup> dollars (~~\$40.00~~) per week. Journeymen meat cutters shall receive forty-<sup>Even Fifty</sup> ~~nine~~ dollars (~~\$40.00~~) per week. <sub>47.50</sub>

ARTICLE V.

Fifty-four (54) hours per week shall constitute a full work week (except where employer requests a shorter work week, and in such instances the employee's earnings shall not be less than the earnings based upon a fifty-four (54) hour work week. Hours to be worked consecutively with one (1) hour allowed for lunch. All overtime work shall be at the rate of time and one-half, payable in cash.

ARTICLE VI.

Apprentices shall be sixteen (16) years of age or over and shall serve four (4) years of actual employment. They shall be paid twenty-seven dollars (~~\$27.00~~) per week for the first six (6) months and shall be increased two dollars and fifty cents (\$2.50) each six (6) months in four (4) years of employment. One apprentice is allowed to each shop working one or more journeymen.

ARTICLE VII.

Journeymen other than full time employees shall receive eighty-~~five~~ cents (80c) per hour for all work performed. Apprentices other than full time employees shall receive sixty cents (60c) per hour for all work performed. All work performed on holidays must be at the rate of double time.

ARTICLE VIII.

A full holiday shall be given to members of this Union on the following days without reduction in pay: Sunday, New Year's Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day. Holidays falling on Sunday shall be observed the following Monday. Any work performed on these days shall be at the rate of double time plus regular salary.

ARTICLE IX.

~~Sick Leave - All employees who have been in the employment of the Company for six (6) months or more shall be entitled to two (2) weeks' sick leave per annum without deduction in pay. Unused sick leave shall be cumulative at the above rate but the maximum cumulative period of sick leave shall be ten (10) weeks.~~

ARTICLE X.

Any one receiving over the minimum scale shall not be reduced.

ARTICLE XI.

Any one relieving on vacations shall receive the regular scale of wages.

ARTICLE XII.

The Union market card shall be displayed in all markets and shall hang in a conspicuous place.

ARTICLE XIII.

The Business Agent shall be admitted at all reasonable times to the work rooms and interview the employees while on duty.

ARTICLE XIV.

Supervisors are to give the Business Agent a list of all extra men and where they are working. The Business Agent is to assist in getting regular and extra help at anyand all times and give you their best men available. Non-union men must pay one dollar (\$1.00 per day to apply on Initiation Fee.

ARTICLE XV.

The employer agrees to retain in his employ only members or those eligible who actually become members of Local No. 528, A. M. C. & B. W. of N. A., within one week from date of employment. When additional help is required, preference will be given to members of Local No. 528, providing they are qualified to meet the requirements of the employer.

ARTICLE XVI.

The employer agrees that as a condition of employment all employees will maintain membership in good standing in the union and that employers shall be notified of their employees' delinquency in such regard.

ARTICLE XVII.

This agreement shall be binding from date of signature until the first of November, 1945. Thirty days notice shall be given prior to the expiration of this agreement in case that changes are desired by either party, but if such notice is not given, then this agreement extends continuously from year to year thereafter until such notice is given by either party. Contracts delayed in signing will be dated November 1st and all provisions of the contract in full effect from November 1st.

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

LOCAL NO. 528, A. M. C. & B. W. OF N. A. By..... President.

Name of Market Location Owner Corporation

Secretary