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THIS AGREEMENT, made and entered into the 2nd day of June, 1942, by and between the **RENO EMPLOYER'S COUNCIL** for and on behalf of those Employers who, by their signature attached hereto or endorsed hereon, have signified their approval thereof, hereinafter referred to as the **EMPLOYER**, Party of the First Part, and **LOCAL NO. 648, OF THE AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF N. A., A. F. OF L.**, hereinafter called the **UNION**, Party of the Second Part.

**WITNESSETH:**

In consideration of the mutual covenants herein contained the Employer and the Union hereby agree as follows:

**SECTION 1.** The Employer agrees to employ none but members in good standing with a card in Local No. 648 of the Amalgamated Meat Cutters and Butcher Workmen of N. A., A. F. of L., provided that at any time the Union or authorized Business agent or Representatives are unable to furnish men, non-union men may be employed, provided, the Employer notifies the Financial Secretary of Local No. 648 within two (2) days of employment and such employees, if eligible, shall become members of Local No. 648.

**SECTION 2.** Duly authorized representatives of the Union shall be permitted to visit the various places of business of the Employer for the purpose of observing working conditions and to see that this agreement is being fully carried out and to investigate the standing of employees, provided such activity does not interfere with the proper performance of the employee's duties.

**SECTION 3.** (a) It is further agreed that on Monday, Tuesday, Wednesday, Thursday, Friday and Saturday, a day's work shall not exceed nine (9) hours. Said work to be performed between the hours of 8 a. m., and 6 p. m., and one hour shall be allowed for lunch.

(b) For Employers taking weekly inventory, employee shall grant thirty (30) minutes free time for such purpose. For all time spent in taking weekly inventories over thirty (30) minutes, employee shall be paid at the rate of time and one-half for such activities requiring over thirty minutes. For Employers taking monthly inventories only, employee shall furnish one (1) hour of free time per month for such activities. For all time spent in taking inventories monthly over one (1) hour, employee shall be paid at the rate of time and one-half for all time spent in such activities in excess of one (1) hour per month.

(c) Employee shall grant fifteen (15) minutes free clean-up time provided such activities do not consume more than that period. If however, more than fifteen (15) minutes is spent in clean-up operations then no free clean-up time is to be granted and the entire period consumed in clean-up activities shall be paid for at the rate of time and one-half. In order to toll the free fifteen (15) minute clean-up period the Employer involved must specifically request the employees involved to work in excess of fifteen (15) minutes at clean-up activities.

(d) It is understood and agreed that where an Employer requires the employee to wear special dress or uniform of any character, the Employer shall furnish such dress or uniform and provide for the laundering and reasonable upkeep of same.

**SECTION 4.** Any proprietor or manager taking the place of a block man and operating a Union Market, displaying a Union Shop Card issued by Local No. 648 of the Amalgamated Meat Cutters and Butcher Workmen of N. A., A. F. of L., shall pay strict adherence to the provisions as specified in Sections 3 and 10.

**SECTION 5.** All Union Markets and members of Local 648 of the A. M. C. & B. W. of N. A., A. F. of L., shall not be permitted to handle smoked meats or meat products from unfair firms. The placing of a firm on the unfair list by Local No. 648 shall only be done upon the findings of a joint committee composed of the Executive Committee and Central Labor Council. All Union Markets and members of Local No. 648 shall not be permitted to handle products from Orientals or products handled by Orientals if available elsewhere.

**SECTION 6.** It is further agreed that the following holidays shall be strictly observed:

New Year's Day, Memorial Day, Fourth of July, Labor day, Admission Day, Armistice Day, Thanksgiving Day and Christmas Day. Holidays falling on Sundays to be observed the following Monday.

**SECTION 7.** Markets employing permanently three (3) or more Journeymen meat cutters shall be entitled to one (1) apprentice, at a ratio of one (1) apprentice to every three (3) Journeymen permanently employed in one shop.

**SECTION 8.** It is further agreed that the minimum wage scale be as follows:

- (a) Journeymen Meat Cutters.....per week \$50.00
- (b) Extra Journeymen Meat Cutters on Saturdays and days preceding holidays.....per day 9.75
- (c) Extra Journeymen, other days.....per day 9.25
- (d) Any Employee employed three days in any one week shall be paid his pro-rata of the straight weekly scale and not extra man's salary.
- (e) Retail meat wagon drivers.....per week 30.00

**SECTION 9.** Apprentice wages start at \$37.50 per week for the first year.

(a) At the end of the first year they shall receive a raise of five (\$5.00) dollars per week.

(b) At the end of two years they shall receive Journeymen wages if capable. If not, time may be extended by the consent of the Employer and Local No. 648.

**SECTION 10.** In the event of unusual conditions arising by virtue of which the party of the first part desires the employees to work overtime, this situation shall be referred to a committee of two persons. The committee to be composed of one (1) representative of the Employer and one (1) representative of the Union. The committee shall meet and in the event that they agree that the unusual conditions are such as to constitute an emergency then in that event, overtime employment will be allowed.

(a) In the event of emergency, overtime employment shall be paid for at the rate of double time, extra men to be given preference.

(b) Employment at hours other than between the hours of 8 a. m. to 6 p. m., excepting as otherwise specified in Section 3, of this agreement, and on Sundays and holidays is to be considered overtime and will only be permitted in the event of emergency.

**SECTION 11.** It is further agreed by the Union that it shall and does hereby pledge itself and agree in all things to promote harmonious relations between the parties, and further in all matters the mutual interest of the parties to this Agreement, and in all things to continue the present amicable relations between Employer and Employee.

**SECTION 12.** The parties agree that there shall be no cessation of work, through strike or lockout in the event of any dispute affecting this agreement, without first being submitted to a board of adjustment composed of two (2) members to be named by the Union and two (2) members to be named by the Employer. Should these four (4) be unable to agree within a period of seven (7) days, they shall mutually select a fifth disinterested party to serve with them as a Board of Arbitration, said board to, within seven (7) days render a decision that shall be final.

(a) The Union further agrees that should any matters of jurisdictional dispute arise during the term of this contract, the matter shall be submitted to a duly authorized American Federation of Labor Representative for clarification and whose decision shall be final.

**SECTION 13.** It is further agreed that this agreement shall be in full force and effect from the first of June, 1942 and it shall be renewed for the following years, from year to year thereafter, unless either party shall give written notice to the other party at least thirty (30) days prior to any first day of June during the life of this agreement of its desire to change, modify or terminate this agreement.

This agreement supercedes all existing contracts and agreements, either written or oral between the Union and the Employers.

IN WITNESS WHEREOF, the parties hereunto have set their hands and seals this 2nd day of June, 1942, in the City of Reno, Nevada.

**RENO EMPLOYER'S COUNCIL**  
 By **HARRY W. HARTMAN**  
 FOR AND ON BEHALF OF:

**AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA., A. F. OF L., LOCAL NO. 648**

By **A. E. CAUBLE**  
 President, Local No. 648  
 By **GEO. WADE**  
 Financial Secretary, Local No. 648

- |   |  |
|---|--|
| 1 HANSON'S FOOD MARKET ✓<br>Frank E. Hanson                 | 14 CALIFORNIA MARKET ✓<br>A. C. Brinkman       |
| 2 PACIFIC MEAT CO. ✓<br>J. A. Dunn                          | 15 LOWARY'S MARKET ✓<br>H. E. Maue             |
| 3 WASHOE MARKET ✓<br>Sam R. Wood                            | 16 QUALITY MARKET ✓<br>P. J. Quilici           |
| 4 BAKER'S THRIFTY FOOD MARKET ✓<br>Robert W. Baker          | 17 BRICKIE'S FOOD MARKET ✓<br>Walter R. Hanson |
| 5 THE FOOD SHOP ✓<br>John Sanna                             | 18 BRUNETTI AND PATRONE ✓<br>F. Brunetti       |
| 6 TRUCKEE MEADOWS ✓<br>SLAUGHTERING CO.<br>Charles D. Agnes | 19 NEY'S QUALITY MARKET ✓<br>G. F. Ney         |
| 7 LINCOLN MARKET ✓<br>F. M. Buchanan                        | 20 ANDERSON'S MARKET ✓<br>Lewis Anderson       |
| 8 COTTAGE GROCERY ✓<br>John Beetschen                       | 21 LAURETTI MARKET ✓<br>H. Lauretti            |
| 9 RAE'S MEAT MARKET ✓<br>Roy Rae                            | 22 WASHOE SUPER MARKET ✓<br>John R. Games      |
| 10 CALIFORNIA AVENUE MARKET ✓<br>Kenneth W. Ross            | 23 S. P. MARKET ✓<br>Ivan Thye                 |
| 11 A P GROCERY ✓<br>A. Pisani                               | 24 ELMWOOD GROCERY ✓<br>F. T. Hallahan         |
| 12 SILVER STATE ✓<br>James G.                               | 25 MOUNT ROSE MARKET ✓<br>J. M. Brown          |
| 13 SEWELL'S ✓   | 26 SAFEWAY STORES ✓<br>W. A. Ingram            |

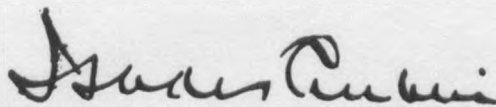
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U.S. DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS  
WASHINGTON

We are pleased to send you the enclosed mimeographed release at the request of the international office of your union.

It will be a pleasure for us to have you call upon us if we can serve you further.

Very truly yours,



Isador Lubin  
Commissioner of Labor Statistics

Enc.