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6-4-1934

Amalgamated Meat Cutters and Butcher Workmen of North America, Local 81 (1934)

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Amalgamated Meat Cutters and Butcher Workmen of North America, Local 81 (1934)

Location

Seattle, WA

Effective Date

6-4-1934

Expiration Date

6-4-1935

Number of Workers

750

Employer

600 employers

Union

Amalgamated Meat Cutters and Butcher Workmen of North America

Union Local

81

NAICS

44

Sector

Private

Item ID

6178-009b130f013_01

Keywords

collective labor agreements, collective bargaining agreements, labor contracts, labor unions, United States
Department of Labor, Bureau of Labor Statistics

Comments

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AGREEMENT

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THIS AGREEMENT, made and entered into this..... day of....., 193....., by and between

..... of
County, Washington, party of the first part, and the AMALGAMATED MEAT CUTTERS & BUTCHER WORKMEN, Local No. 81, of the City of..... and Vicinity, or under Local No. 81 jurisdiction, party of the second part.

(1) Each of the parties herein named agrees and assents to the following rules and regulations which shall govern their mutual relations in conduct of their business.

(2) All employes of the party of the first part shall be members in good standing of the party of the second part, and all help, steady or otherwise, shall be hired through that Union's office, which shall be kept open at the Labor Temple from 8 a.m. to 5 p.m. each working day. In case the party of the second part is unable to furnish such help, the party of the first part may hire any person against whom no charges by any A. F. or L. organization are standing, such hired employe to be required to become a member of the Butchers' Union, No. 81, within two weeks from date of commencing work.

Women working under the jurisdiction of the Butcher Workmen shall become members of the Butchers' Union, Local No. 81.

(3) Apprentices shall be allowed in the following ratio: One (1) apprentice to a market where not less than two (2) journeymen members are employed; and one (1) to three (3) additional journeymen employed therein. No apprentice shall be permitted to operate any market. Any proprietor who works the major portion of the day cutting meat and serving trade, and who is a member of Local No. 81 and employes at least one (1) journeyman steadily in the market, shall be entitled to an apprentice who shall be a member of Local No. 81, in good standing.

(4) Nine (9) consecutive hours shall constitute a day's work, with one hour off for lunch. Half day shall consist of four consecutive hours. No overtime shall be permitted. Six (6) days shall constitute a week's work. No retail market shall open before 8:00 a.m. and shall close not later than 6 p.m. Members working in markets doing restaurant and jobbing business shall be permitted to go to work not earlier than 7:00 a.m. and shall not work longer than nine consecutive hours, with one hour off for lunch. Where a meat market is operated, with only one man, and any firm, person or corporation, owning the same, fail to give or relieve any member of this union working therein, their lunch hour, said member shall be compensated by giving him sufficient time off during the week, to make up for such time worked.

(5) The party of the first part shall bear the expense of furnishing gowns, laundering same and sharpening tools for all employes coming under this agreement.

(6) Members of the party of the second part shall at all times be free to accept employment in any market, when of benefit to members of Local Union No. 81 to do so, without discrimination on the part of any boss or bosses.

(7) The following days shall be recognized as legal holidays: New Year's Day, Washington's Birthday, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day. Employes shall suffer no loss of wages for holidays herein mentioned and for this consideration employes, upon request, agree to work not to exceed three (3) hours.

These hours may be worked the evening before the holiday or the day following the holiday, or the time may be divided, 45 minutes the day before, or 45 minutes the day following the holiday. Christmas Eve, Thanksgiving Eve, and New Year's Eve.

(8) No less than the following minimum wage scale shall prevail, and any employe at the date of entering into this agreement receiving more or enjoying better conditions than those herein provided, shall suffer no loss as a result of this agreement.

Foreman or a One Man Shop.....	Minimum \$ 45.00 Per Week
Journeymen	40.00 " "
Sausage Makers.....	40.00 " "
All Extra Men.....	7.00 Per Day
Extra Men—Half Day.....	4.00 " "
Extra Men on Saturdays and days preceding holidays.....	8.00 " "
Extra Men on Saturdays and days preceding holidays—half day.....	5.00 " "
Apprentices—first year.....	22.00 Per Week
Apprentices—second year	27.50 " "
Apprentices, after third year, upon qualifying.....	40.00 " "
Apprentices—Daily Salary First Year	
Extra day's work.....	\$4.50
Extra Half Day's Work.....	3.00
Second Year—	
Extra Day's Work.....	6.00
Extra Half Day's Work.....	3.50

(b) For the purpose of classifying new men that have worked at the trade for three years or over in other localities, and in order to protect the employer as well as the Union from inferior help, the Union agrees to create an examining board to classify men making application for membership as to their ability, etc. This board shall be composed of at least one employer and two members of the Union.

(9) In order that the Business Agent, or representatives of the Union shall not interfere with the work of the men, upon producing a bill of any member of Local Union No. 81, the proprietor shall hold same from employe's wages and turn same over to the Union at once.

Section 9a applies to association markets.

(9a) All complaints and grievances which arise under this agreement shall be taken up directly with the Business Agents of both organizations. If they fail to agree, it is to be submitted to the Executive Boards of both organizations. In the event the Executive Committees are unable to reach an agreement, the U. S. Department of Conciliation shall be given an opportunity to adjust the difficulty in a manner acceptable to both parties signatory hereto.

Section 9b applies to non-association markets.

(9b) All grievances which may arise under this agreement, unless hereinafter provided, are to be given consideration as follows: All complaints and grievances to be taken up directly with employer and the Business Representative of the Union, and they shall endeavor to reach a mutual understanding. In the event any understanding cannot be reached by the employer and the Business Representative, the matter shall then be taken up by the Executive Board of the Butchers' Union. In event they cannot reach a settlement, then the matter shall go to the Central Labor Council, who will immediately take the matter up with the employer with a view of effecting a settlement.

It is further agreed that this Agreement or any part of it may be opened by either party after fifteen (15) days' notice in writing. The postmark on the letter containing the notice shall be considered to be the date of notice.

(10) No members of the Butchers' Union shall be discharged or discriminated against without good and sufficient cause. There shall be no individual agreements signed between the employers and employes.

(11) The party of the first part agrees to display the Union Shop Card of the Amalgamated Meat Cutters' & Butcher Workmen of N. A., which is the property of the Union at all times and cannot be sold and can be withdrawn from any market for violation of this agreement. Where no contract is signed, the Union Card shall be considered as this agreement.

(12) Employers shall, upon request of the union, discontinue purchasing supplies from concerns that have been declared unfair by the State Federation of Butchers; provided, that this question applies to the supply of packers. In that case, no more than one packer shall be placed on the unfair list at any one time, and in no case shall proprietors buy meat from any meat market, or assist in any way that will be injurious to the Butchers' Union No. 81.

(13) It is further agreed that all building, repairs and maintenance work done for the party of the first part, the same of which he has control insofar as payment is concerned, shall be done by members of unions affiliated with the American Federation of Labor. Failure on the part of the employers to strictly comply with all provisions of this clause shall be considered as sufficient cause for the violation or abrogation of this agreement.

(14) It is further agreed that at any time there is a radical increase or decrease in the cost of living over the present cost, fifteen (15) days' notice in writing may be given of a desire to change the scale of wages to meet such added or lessened cost, during which time such conferences shall be held with the representatives of the party of the first part and representatives of the party of the second part with a view of bringing about a proper readjustment. It is understood that the postmark on the letter with enclosed notice shall be considered as the date of notice.

(15) In the event the Government reduces hours to less than those specified in this agreement, then the Government hours shall be adhered to.

(16) In consideration of granting the above condition by the employer, the Union agrees: Any member of Local No. 81 found guilty of a dishonest act, after sufficient evidence proving his guilt, shall be punished at Local's discretion.

THIS AGREEMENT shall be in full force and effect from this..... day of....., 193.....

to....., 193..... In case this agreement is not renewed at its expiration, or amended, it shall continue in force until a change is desired by either party in accord with Section 9a. In good faith now the designated representatives of the parties at interest attach their signatures.

PARTY OF THE FIRST PART:

PARTY OF THE SECOND PART:

(3121)

Seattle

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

34-37-4

COLLECTION OF UNION AGREEMENTS
May 15, 1936

Local Union Meat Cutters and Butcher Workman #81

Address H. V. Hanson, Labor Temple

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

Retail Market - Meat Cutters

2. Number of employers with whom union has effective agreements. 600
(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. 750

4. Number of non-members covered. 0 100% organized

5. Names of companies or employers' associations :
signing the attached agreement. (If signed by : Beginning : Date of
an association, please give name of associa- : Date : Termination
tion and number of companies.) : :
: :
: :
: :
: :
: :
: :
: :
: :
: :
: :
: :
: :

Signed by individual companies

6. Indicate if union wishes to have us keep identity of this agreement confidential. No

H. V. Hanson

(Signature of person furnishing information)

Labor Temple

(Office or Postbox)

G. G. Gregory
(Name of Agent)

6-2-36

(Date)

(Address)