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Collective Bargaining Agreements

6-8-1939

Retail Meat Dealers Association and Amalgamated Meat Cutters and Butcher Workmen of North America, Local 553 (1939)

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Retail Meat Dealers Association and Amalgamated Meat Cutters and Butcher Workmen of North America, Local 553 (1939)

Location

Tacoma, WA

Effective Date

6-8-1939

Expiration Date

1-1-1940

Number of Workers

200

Employer

Retail Meat Dealers Association

Union

Amalgamated Meat Cutters and Butcher Workmen of North America

Union Local

553

NAICS

44

Sector

Private

Item ID

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Keywords

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Comments

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WORKING AGREEMENT

THIS AGREEMENT made and entered into this day of

....., 1938, by and between,
of, Washington, party of the first part, and the
AMALGAMATED MEAT CUTTERS AND BUTCHER WORKERS of N. A., Local No. 553, of Tacoma, Washing-
ton, hereinafter referred to as the Union, party of the second part.

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

SECTION 2. The party of the first part agrees to employ only members in good standing of the Union, except in cases where such members are not available, in which event he may employ non-union men, who must first secure a working permit from the Business Agent of the Union.

SECTION 3. The maximum hours of labor for Journeymen Meat Cutters, Apprentices, Solicitors and Permit Men, shall be Forty-nine (49) hours per week. No more than Eight (8) hours in any Twenty-four (24) hour period, except Saturdays and days preceding holidays, on these days Nine (9) hours will be allowed. Nine (9) consecutive hours on Mondays, Tuesdays, Wednesdays, Thursdays and Fridays; Ten (10) consecutive hours on Saturdays and days preceding holidays, shall constitute a week's work. Six (6) consecutive days shall constitute a week's work, with one hour off for lunch six (6) days a week.

The maximum hours for Market Managers and Wholesale men shall be Fifty-four (54) hours per week. No more than Nine (9) hours in any Twenty-four (24) hour period. Ten (10) consecutive hours shall constitute a day's work. Six (6) consecutive days shall constitute a week's work, with one hour off for lunch. Markets wishing a Market Manager on Fifty-four (54) hour basis, must make application to the Union before the same will allowed.

SECTION 4. It is understood the party of the first part agrees to open and close his market or markets, in conformity with the rest of the Tacoma markets, not to open before Eight (8) a.m. and closing at Six (6) p.m. It is further agreed there will be no selling or displaying of meat on or after hours as agreed in this contract, or selling, delivering or handling on Sundays or holidays. All members of the Union must be out of the markets by 6:15 p.m., weeks days, and by 7:00 p.m., Saturdays and days preceding holidays.

SECTION 5. The following scale of wages shall be paid, and any employe at the date of this agreement receiving more or enjoying better conditions than provided, shall suffer no loss as the result of this agreement.

Wholesale Men	8 a.m. to 6 p.m.	\$42.50 per week
Market Managers	8 a.m. to 6 p.m.	47.50 per week
Market Managers	9 a.m. to 6 p.m.	45.00 per week
Journeymen	9 a.m. to 6 p.m.	40.00 per week
Sausage Makers	9 a.m. to 6 p.m.	40.00 per week
Extra men working less than Forty-nine hours shall receive Ninety (90) cents per hour.		

SECTION 6. Apprentices shall be allowed in the following ratio: One to a market having two journeymen employed, and one for each additional five (5) journeymen employed. Apprentices shall receive the following scale of wages:

First year	\$20.00 per week
Second year	27.00 per week
Third year	32.00 per week
After third year	40.00 per week
Extra Apprentices working less than Forty-nine (49) hours per week shall receive Sixty-five (65) cents per hour.	

SECTION 7. The following shall be recognized as holidays: News Year's Day, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Armistice Day, Thanksgiving Day and Christmas. Employes shall suffer no loss of wages for holidays. Employes working part time shall receive one-half day's pay for holidays, providing time amounts to three days per week.

SECTION 8. Steady employes who have been employed One (1) year shall receive One (1) week's vacation with pay.

SECTION 9. The parties hereto agree not to handle, sell or work upon the products of any wholesale packing company, firm, individual or distributor selling direct to Hotels, Restaurants, Lunch Counters, Hospitals, Boarding Houses, Clubs, Grocery Stores, Marine Business, or persons, firms or corporations not engaged in the cutting and retail sale of poultry and meat products.

SECTION 10. The parties of the first part agrees, that if any employe shall become in bad standing, or be otherwise disciplined by the Union, he will upon notice thereof, discharge said employe, unless within said time the employe shall place himself in good standing with the Union. The Constitution and By-Laws of the Union are hereby made a part and parcel of this agreement by reference.

SECTION 11. One-man markets in order to display the Union Shop Card shall be a member in good standing of the Union. In case of a partnership, one partner shall be a member in good standing of the Union.

SECTION 12. The party of the first part shall bear the expense of furnishing gowns and aprons, laundering the same, and of sharpening tools for all employes coming under this contract.

SECTION 13. It is further agreed that all building and maintenance work done for the party of the first part, over which he has control as far as payment is concerned, shall be done by members of unions affiliated with the American Federation of Labor. Failure on the part of the party of the first part to comply with all provisions of this clause, shall be considered a violation of this agreement.

SECTION 14. It is further agreed that the party of the first part shall not purchase goods from any packing firm who are on the official "WE DON'T PATRONIZE LIST." To do so, will be considered a violation of this agreement.

SECTION 15. The party of the first part agrees to display the Union Shop Card of the Amalgamated Meat Cutters and Butcher Workers of N. A., which is the property of the Union, cannot be sold and can be withdrawn from the market for violation of this agreement.

SECTION 16. Members of the Union shall be free at all times to accept employment in any market when of benefit to them to do so, and in so doing shall not be compelled to lose time or otherwise be discriminated against. Neither shall any member be discriminated against for upholding Union principles, or be discharged without good and sufficient cause, nor shall there be any individual agreement between employe and employer.

SECTION 17. The Business Agent of the Union shall be allowed access to the shops on business involving the relations of both parties to this agreement. In order that the Business Agent of the Union shall not interfere with the work of the members of the Union, upon producing a statement of dues, fines, assessments or other claims against a member, in favor of the Union, the party of the first part agrees to hold same from employes wages and shall turn same over to the Business Agent of the Union.

SECTION 18. All complaints and grievances which arise under this Agreement, shall be taken up directly with the Business Agent of the Union and the party of the first part. If they fail to agree, it is to be submitted to the Executive Board of the Union and the party of the first part. In the event the party of the first part and the Executive Board of the Union are unable to reach an agreement, the Executive Board of the Central Labor Council shall be given an opportunity to adjust the difficulty in a manner acceptable to both parties signatory hereto.

SECTION 19. It is further agreed that this agreement or any part of it, may be opened up by either party after fifteen days notice in writing. During said fifteen days period negotiations shall proceed between the parties to this agreement and the officers of the Central Labor Council, with a view to making such changes as may be mutually satisfactory. Date of notice shall be date of postmark.

THIS AGREEMENT shall continue and remain in full force and effect from date of signing to
....., 193....., and if not renewed on or before that date, will automatically renew itself
and run until declared void by the Union.

Dated this day of, 1938.

SECOND REQUEST

*Meat # 553
Tacoma, Wash.
X 6-8-40(?)*

B. L. S. 1126
(Revised 6-28-38)

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

UNION AGREEMENTS

January 3, 1940

Mr. C. F. Grover, Sec'y #553
Amal. Meat Cutters & Butcher Workmen
204 Labor Temple
Tacoma, Washington

Dear Sir:

For a number of years the Bureau of Labor Statistics has attempted to maintain a file of all union agreements in force throughout the United States. On checking through our files we find we do not have copies of any agreements entered into by your union. We are exceedingly anxious to have your agreements among our records and shall appreciate your cooperation in sending us copies of them, together with the information requested below.

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 will keep the identity of the agreement confidential, using the materials only for general analysis which will not reveal the name of your union.

The enclosed envelope for your reply requires no postage. If we can furnish you information at any time, please let me know.

Very truly yours,

Isador Rubin
Commissioner of Labor Statistics.

Enc.

Name of company or employers' association signing the agreement Retail Meat Dealers Association and Others in the smaller field
(If more than one employer, please list on reverse side)

Number of companies covered by agreement Six

Number of union members working under terms of agreement 200

Number of nonmembers working under terms of agreement 15 Permit's

Branch of trade covered Meat Cutting

Date signed June, 8th. 1939 Date of expiration 15 day clause

Please check here if you wish the agreement returned _____

C. F. Grover, Sect'y. Labor Temple, Tacoma, Wash.
(Name of person furnishing information) (Address)