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6-13-1942

Amalgamated Meat Cutters and Butcher Workmen of North America, Local 513, AFL (1942)

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Amalgamated Meat Cutters and Butcher Workmen of North America, Local 513, AFL (1942)

Location

Birmingham, AL

Effective Date

6-13-1942

Expiration Date

1-1-1943

Union

Amalgamated Meat Cutters and Butcher Workmen of North America

Union Local

513

NAICS

44

Sector

Private

Item ID

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Alabama Industrial Union

7-13-42

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AGREEMENT

Meat Cutters, #513
Birmingham, Ala.
7-7-43?
CONFIDENTIAL 103

This Agreement made this _____ day of _____, 19____; by and between the Employer and Local #513, of the Amalgamated Meat Cutters & Butcher Workmen of North America, A. F. of L., of Birmingham, Alabama, hereinafter referred to as the Union:

WITNESSETH:

#1. That whereas the Parties of the Agreement desire to establish and maintain a mutual understanding, to create harmonious relations between the Employer and the Employee and to abide by this Contract to settle any and whatever dispute may arise between them it is therefore, by both Parties understood and agreed that:

#2. The Employer recognizes the Union as the Exclusive Bargaining Agency for its Employees who are members of said Local #513. All Employees must become members within two weeks upon the signing of this Contract and so remain in good standing with Local #513, during the life of this Contract.

#3. The Union agrees to assist in furnishing competent extra men for Friday and Saturday, and assist in securing help at all times through the Union Office. If the Union cannot furnish competent help, then the Employer may hire additional help, who shall secure a Permit from the Union Office.

#4. The hours of labor shall be, Ten and one-half (10½) hours per day for four days, Five (5) hours per day for one day, and Thirteen (13) hours per day for one day, a total of sixty (60) hours. All time worked over 60 hours in any one week shall be payed at the rate of time and one-half. No split shifts allowed.

#5. When the Employer calls the Union Office for extra men and they are not given work, they shall be entitled to one-half days pay.

#6. Employees covered by this Agreement who have one years service with said Employer shall receive one weeks vacation each year with pay.

#7. There shall be no work on the following holidays: New Years Day, Fourth of July, Labor day, Thanksgiving Day, Christmas Day and Sundays. Employees shall not be docked for such holidays. All privileges granted Employees prior to the signing of this Agreement shall not be disturbed.

#8. There shall be at least one member of said Union in each market who shall be designated as Market Manager and draw the Market Managers scale of wages. There shall be at least one member of said Union in each market who shall be designated as Blockman and draw the blockmans scale of wages. Any employee receiving more than the minimum shall not be reduced, unless there be a change in the status of the Employee. The minimum wage for Market managers, Blockmen, Journeymen and Apprentices shall be as follows:

Market Manager.....	\$50.00	per week.
Blockmen (Full time).....	\$35.00	per week.
Journeymen meat cutters (full time)	\$27.50	per week.
Apprentice meat cutters (full time)	\$20.00	per week.
Journeymen meat cutters (part time)	\$.55	per hour.
Apprentice meat cutters (part time)	\$.40	per hour.

#9. One Apprentice shall be allowed to every Journeyman in stores doing less than \$450 meat volume weekly...over \$450 meat volume weekly, one Apprentice to ever two Journeymen, if needed.

#10. This Contract may be opened for negotiation on wages alone by either Party giving a written Thirty (30) day notice.

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#11. There shall be at least one member of said Union in each Store who shall be designated as Head Grocery Clerk. There shall be at least one member of said Union in each store who shall be designated as Head Produce Clerk, and draw the scale of wages listed below:

Grocery Clerk (one shall draw).....	\$30.00	per week.
Produce Clerk (one shall draw).....	\$35.00	per week.
Truck drivers.....	\$27.50	per week.
Shipping clerks.....	\$25.00	per week.
Receiving clerks.....	\$25.00	per week.
Checkars (full time first checker).....	\$25.00	per week.
2nd. Checker.....	\$22.50	per week.
Grocery clerks (full time)1st. yr.....	\$22.50	per week.
Grocery clerks (full time)2nd. yr.....	\$25.00	per week.
Grocery clerks (full time)3rd. yr.....	\$27.50	per week.
Stock clerks (full time) 1st. yr.....	\$17.00	per week.
Stock clerks (full time) 2nd. yr.....	\$20.00	per week.
Stock clerks (full time)3rd. yr.....	\$23.00	per week.
Sackers (full time).....	\$15.00	per week.
Porter(full time).....	\$15.00	per week.
2nd. Porter (full time).....	\$12.50	per week.
3rd. Porter (full time).....	\$10.00	per week.
Part time grocery clerks.....	.30	per hour.
Part time produce clerks.....	.35	per hour.
Part time stock clerks.....	.25	per hour.
Part time checkers.....	.35	per hour.
Part time sackers.....	.25	per hour.
Part time porters.....	.15	per hour.
Truck driver helper.....	.25	per hour.

#12. CHECK OFF

The Employer agrees to use the Check Off System described as follows: The Employer agrees to check off all Intitiation Fees, Permits and Dues and mail a check to the Union Office on or before the first day of each month.

#13. The Employer agrees to furnish all linen for the Employees, and the Union agrees that its members shall look presentable to the public, and to the best of their ability work for the interest of the Company. The Union agrees that its members will keep the market in high class sanitary condition.

#14. The Employer shall have the right to discharge any Employee, who is a member of the Union, for good cause, such as Dishonesty, Incompetency or Intoxication; provided however, that no member of the Union shall be discriminated against because of membership in the Union or Union activities.

#15. The Union agrees that neither it nor its members will engage in Union activities on the Employers time or in the Employers Stores, provided however, that representatives of the Union shall have free access to the Employers Markets.

#16. The Employer agrees that any member of the Union employed by the Employer during the period of this agreement, who is elected to permanent office in the Union or is assigned by the Union to any Union activity, shall at the end of the term in the first instance, or at the end of his mission in the second instance be given re-employment at his former wage rate, plus any increase or less any recudtion that may have become effective during his absence.

#17. The Union agrees to furnish the Employer at least one Union Store Card for each of the Employers Stores, such cards shall remain the property of, and shall be surrendered to the Union upon demand.

#18. It is mutually agreed that there shall be no strikes or lock-outs during the existance of this Agreement.

Should it be found impossible to arrive at a mutually satisfactory adjustment of any grievance, it will then be turned over to a Board of Arbitration, consisting of one member to be selected by the Company and one member by the Local. The two then to select a third man who shall act as chairman. In the event that the two cannot agree on the Chairman, then the Employer and the Union shall ask the United States Department of Labor to appoint the third man.

#19. A Board of Arbitration in such cases, shall be appointed within two weeks after the grievance is first discussed, and the decision of the Board shall be given within seven days after its appointment, its decision to be final and binding upon both Parties.

#20. There shall be no cessation of work by the membership or lock-outs by the Employer pending Arbitration.

#21. Any alteration that may be desired by either Party to this agreement at the time of its expiration, must be made known in writing, not later than Thirty (30) days prior to its expiration; and in the event the Thirty days notice is not given, it is hereby agreed by and between both Parties that this said Agreement shall be treated and considered as being renewed in full for the ensuing year from date of expiration. This Agreement expires _____ 19____. Subject to the conditions of the Article.

In WITNESS WHEREOF: The undersigned Parties have heretofore executed the foregoing Agreement: and affixed their bands and seal this _____ day of _____ 19____.

AMALGAMATED MEAT CUTTERS & BUTCHER WORKMEN OF NORTH AMERICA A. F. OF L. LOCAL # 513

BY _____
PRESIDENT

EMPLOYER:

BY _____
SECRETARY

BY _____

BY _____
REPRESENTATIVE

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