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11-1-1935

Amalgamated Meat Cutters and Butcher Workmen of North America, Local 452, AFL, Memphis Trades and Labor Council (1935)

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Amalgamated Meat Cutters and Butcher Workmen of North America, Local 452, AFL, Memphis Trades and Labor Council (1935)

Location

Memphis, TN

Effective Date

11-1-1935

Expiration Date

11-1-1936

Union

Amalgamated Meat Cutters and Butcher Workmen of North America

Union Local

452

NAICS

44

Sector

Private

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Comments

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CONTRACT
BETWEEN RETAIL BUTCHERS
AND
LOCAL NO. 452
MEMPHIS, TENN.

The following contract governing employment of the hereinafter enumerated employees is this day entered into by and BETWEEN.....and Local 452, Amalgamated Meat Cutters and Butcher Workmen of North America, affiliated with the American Federation of Labor, Tennessee Federation of Labor, and the Memphis Trades and Labor Council.

ARTICLE I. HOURS AND WAGES OF A JOURNEYMAN MEAT CUTTER.

Section A. Hours of labor shall be from 7:30 A. M. to 6:00 P. M., and from 7:30 A. M. to 9:00 P. M. on Saturdays and days preceding holidays. Journeymen meat cutters or apprentice other than men in charge of shops shall work not more than forty-eight hours in any one week, nor more than ten hours in any one day. One hour for dinner the first five days of the week and one hour for dinner and one-half hour for supper on Saturdays and days preceding holidays. No over-time work shall be permitted.

Section B. All markets shall be managed by a journeyman meat cutter and he shall be a member of Local No. 452 in good standing, and shall receive a minimum wage of not less than \$35.00 per week for the hours specified in Section A of this Article. All other journeymen meat cutters shall receive a minimum wage of \$30.00 per week and work the hours specified in Section A of this Article.

Section C. EXTRA JOURNEYMEN.

All extra journeymen shall receive \$5.00 per day excepting Saturdays and days preceding holidays when they shall receive \$6.50 per day. Extra journeymen shall work the hours specified in Section A of Article I. No over time work shall be permitted.

ARTICLE II. APPRENTICES' WAGES AND WORKING HOURS.

Section A. Apprentices shall be at least eighteen (18) years of age and shall be a member in good standing of Local No. 452 before being employed. No apprentice shall take charge of a market until they are recognized as a Journeyman meat cutter by Local No. 452.

Section B. There shall not be more than one apprentice employed in any one market.

Section C. Forty-eight hours shall constitute the maximum working hours for any apprentice in any one week. Eight hours shall be the maximum hours for work by an apprentice in any one day and said eight hours shall be worked consecutively within nine consecutive hours. One hour for dinner. There shall be no over time work permitted.

Section D. WAGES OF REGULAR EMPLOYED APPRENTICES.

First year—\$16.00 per week.

Second year—\$20.00 per week.

Third year—\$22.50 per week.

Extra work for apprentices shall be \$3.75 for week day, and \$5.00 per day for Saturday and days preceding holidays, for hours specified in **ARTICLE I., Section A.** and **ARTICLE II., Section C.**

ARTICLE III. HOLIDAYS

Section A. The following holidays all markets shall be closed and there shall be no work of any kind on these holidays. Wages for said holidays shall NOT be deducted from employee's weekly wages.

- Labor Day
- Thanksgiving
- Sundays
- Fourth of July
- Christmas

Section B. Should any of the above mentioned holidays fall on Sunday they shall be observed on the Monday following such Sunday.

ARTICLE IV. When in need of help, employer must employ members in good standing of Local 452, or A.M.C. & B.W. of N.A. No non-union men shall be employed.

ARTICLE V. In case of change of employment, either by the employee quitting work or by the employer dismissing employee, a notice of five (5) days shall be given by both the employer and employee in the following manner, to-wit: Employee who for any cause whatever, desires to change his employment, shall notify his employer and the Secretary of Local 452, A.M.C. & B.W. of N.A. five (5) days at least prior to such change, except in the event the employer shall find it necessary to discharge employee for misconduct and in such event the employer has the right to dismiss said employee without the customary five days notice.

ARTICLE VI. The market card shall be displayed in all places where members of Local 452 are employed, and must hang in a conspicuous place.

Where market cards are displayed by Shop owners without help, as well as with help, the card shall be removed immediately by the Secretary of this Local, upon any violation of this agreement.

ARTICLE VII. This agreement expires November 1, 1934.

ARTICLE VIII. Any alteration that may be desired by either party to this agreement at the time of its expiration must be made known not later than thirty (30) days prior to its expiration.

ARTICLE IX. Should differences arise between the parties of this contract, such differences must be referred to the Local Executive Board, and their legal representatives. There shall be no cessation of work until said Board and legal representatives shall render a decision on the matter in dispute.

ARTICLE X. If, through any cause whatever, the adoption of this agreement be delayed later than November 1, 1934, said agreement shall become retroactive to November 1, 1934.

ARTICLE XI. This agreement to be posted in the place of employment so that each and every employee shall have equal and easy access to same.

ARTICLE XII. The employer agrees to assist Local 452 in every possible way in collecting any arrearage or dues from employees, but does not agree to be responsible for dues in arrears.

To eliminate such grievances that may arise under Article XII, the employer agrees to notify their employees that in accordance with the terms of this agreement, that they must meet their obligations to the Local Union on or before the 15th day of each month--thus eliminating such grievances under this article.

ARTICLE XIII. It shall be termed a violation of this contract for any other employee, other than a member of Local 452, to sell or cut meat in any of the markets operated by any of the employers parties to this agreement.

ARTICLE XIV. It is further agreed by and between the parties to this contract that the contracting employer shall not require any of the employees covered by this agreement to attend more than one staff meeting per month, excepting in case of emergency the contracting employer will be permitted to ask for an additional meeting. This permit must be signed by the executive board of the local union.

ARTICLE XV. In the event said employer is desirous of taking an inventory of the stock of said goods of said market by the employee thereof, said inventory must be taken during the time of said regular employment.

IN WITNESS WHEREOF, the parties have hereto executed the foregoing agreement and affixed their hands and seals this November 1, 1934.

Employer

Sign for

Local 452

President.

Secretary.