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Collective Bargaining Agreements

12-3-1938

Amalgamated Meat Cutters and Butcher Workmen of North America, Local 421, AFL, California State Federation of Labor, Los Angeles Central Labor Council (1938)

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Amalgamated Meat Cutters and Butcher Workmen of North America,
Local 421, AFL, California State Federation of Labor, Los Angeles Central
Labor Council (1938)

Location

Los Angeles, CA

Effective Date

12-3-1938

Expiration Date

12-3-1939

Number of Workers

2200

Union

Amalgamated Meat Cutters and Butcher Workmen of North America

Union Local

421

NAICS

44

Sector

Private

Item ID

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Comments

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WORKING AGREEMENT

OF THE

Amalgamated Meat Cutters and Butcher Workmen of North America

AFFILIATED WITH AMERICAN FEDERATION OF LABOR

LOCAL UNION No. 421

1409 SOUTH GEORGIA STREET

Los Angeles
California



*There is a satisfied feeling
about buying goods and services that better the wage and hour
standards of fellow Americans.*

AGREEMENT

Articles of agreement governing Meat Cutters and Butcher Workmen of Los Angeles entered into between the.....located at and the Amalgamated Meat Cutters and Butcher Workmen International Union, American Federation of Labor, California State Federation of Labor and the Los Angeles Central Labor Council.

Article 1. In order to assure the securing of the benefits intended to be derived by the employer and the employees under these articles of agreement, the employer agrees to employ as meat cutters, salesmen, apprentices and sausage makers only members in good standing with Local Union No. 421.

If the Union is unable to furnish desirable men, then non-members may be hired and must become members of Local No. 421 one week after date of employment.

HOURS

Article 2. Nine hours in a period of ten shall constitute the basic work day with one hour allowed for lunch. Fifty-four (54) hours shall constitute the basic work week in straight shifts.

However, it is understood that in case there should be a shorter day established by law, then the nine-hour day or fifty-four hour week specified in this agreement will be void and the shorter hours will be observed without any reduction in pay.

WAGES

Article 3. The minimum wage for Journeymen Meat Cutters and Apprentices shall be as follows:

Journeyman Meat Cutters.....	\$35.00 per week
Extra Journeyman Meat Cutters (not less than one full day).....	7.00 per day
Apprentice Wages, first year.....	22.50 per week
Apprentice Wages, second year.....	25.00 per week
Apprentice Wages, third year.....	30.00 per week

When apprentices have worked three years at the trade, they automatically become a journeyman and shall be paid as such.

APPRENTICES

Article 4. One apprentice shall be allowed to every three journeymen or a fraction thereof and one additional apprentice allowed for every three additional journeymen.

Article 5. Seniority shall be recognized and journeymen promoted provided they meet qualifications.

SENIORITY

Article 6. Employees shall receive their pay each week, extra men will be paid in full when their work is finished.

Article 7. Employer will furnish all linens used in markets, also laundry same. Sharpening of tools shall be paid for by the employer.

VACATIONS

Article 8. Employees covered by this agreement who have one year's service with said employer shall receive one week's vacation each year with pay.

HOLIDAYS

Article 9. There shall be no work on the following holidays: New Year's Day, Memorial Day, Labor Day, Independence Day, Armistice Day, Thanksgiving and Christmas Day, or days observed as such holidays, and regular employees shall not be docked for such holidays.

Article 10. The employer agrees not to purchase any meats or meat products from any Packer, Fish, Poultry or Sausage Company which has been declared unfair by the International and Local Union and the Central Labor Council. This provision shall not apply to more than one National Packer and Independent Packer and one company of each of the other industries mentioned at any one time.

Article 11. No employee shall be asked to make any written or verbal agreement that will conflict with this agreement.

Article 12. No employee shall have his wages reduced who may now receive more than the minimum wages called for in this agreement nor shall his hours be lengthened, and employees shall not be reclassified to defeat the purpose of this agreement.

Article 13. The Union Shop Card is the property of the Amalgamated Meat Cutters and Butcher Workmen of North America, and is loaned to employers for display who sign and abide by this agreement. The Shop Card can be removed from any market by the Secretary of the Local Union No. 421, or his deputy, for any violation of this agreement.

Article 14. The employer agrees the representatives of Local Union No. 421 can investigate the standing of employees in the market during working hours.

Article 15. The parties hereto further agree that the terms and conditions hereof may be enforced by either party in a court of law or equity and specific performance thereof compelled.

Article 16. In consideration for the granting of the above conditions by the employer, Local Union No. 421 agrees to furnish men who will work for the best interest of the employer in every way, just and lawful, to give honest and diligent service to patrons of the employer's establishment, to do everything within their power for the uplifting of the meat industry, and further agrees to expel from the Union upon sufficient proof, any member for a dishonest act connected with the business.

It is further agreed that this agreement shall be in effect from December 3,, to and including December 3,, and from year to year thereafter subject to amendment or alteration by either party upon thirty days' written notice given thirty days prior to the terminating date.

Signed.....
For the Employer.

.....
For Meat Cutters Union No. 421.

U.S. DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

WASHINGTON

March 17, 1939

Meat #421
Los Angeles,
Calif.
12-3-39

Mr. G. W. Roach, Sec'y
Amalgamated Meat Cutters &
Butcher Workmen #421
1417 S. Georgia Street
Los Angeles, California

My Dear Mr. Roach:

We have in our files a copy of your agreement with employers which recently expired.

In order to keep our files of union agreements up to date, I should be grateful if you could conveniently send us a copy of your new agreement, if you now have an agreement in force. We shall be glad to type a duplicate and promptly return the original if you have only one copy available. If you so indicate, we shall keep the identity of the agreement confidential, using the material only for general information, in such a way as not to reveal the name of the union.

We shall be very grateful for your assistance. 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 Lubin

Isador Lubin
Commissioner of Labor Statistics

Enc.

Name of company or employers' association signing the agreement

Retail Meat Market

(If more than one employer, please list on reverse side)

Number of companies covered by agreement indefinite to state at this time.

Number of union members working under terms of agreement 2200

Number of non-members working under terms of agreement None

Branch of trade covered Retail Meat Markets

Date renewed Dec 3rd, 1938 Date of expiration Dec 3rd 1939

Please check here if you wish the agreement returned _____

If you cannot send a copy of your new agreement, please note (on the reverse side of this letter) any changes from your previous agreement.