



Cornell University  
ILR School

Cornell University ILR School  
**DigitalCommons@ILR**

---

Retail and Education Collective Bargaining  
Agreements - U.S. Department of Labor

Collective Bargaining Agreements

---

1-1-1940

# Amalgamated Meat Cutters and Butcher Workmen of North America, Local 421, AFL, California State Federation of Labor, Los Angeles Central Labor Council (1940)

Follow this and additional works at: <http://digitalcommons.ilr.cornell.edu/blscontracts2>

**Thank you for downloading an article from DigitalCommons@ILR.**

**Support this valuable resource today!**

---

This Article is brought to you for free and open access by the Collective Bargaining Agreements at DigitalCommons@ILR. It has been accepted for inclusion in Retail and Education Collective Bargaining Agreements - U.S. Department of Labor by an authorized administrator of DigitalCommons@ILR. For more information, please contact [hlmdigital@cornell.edu](mailto:hlmdigital@cornell.edu).

---

# Amalgamated Meat Cutters and Butcher Workmen of North America, Local 421, AFL, California State Federation of Labor, Los Angeles Central Labor Council (1940)

**Location**

Los Angeles, CA

**Effective Date**

1-1-1940

**Expiration Date**

12-3-1940

**Number of Workers**

1600

**Union**

Amalgamated Meat Cutters and Butcher Workmen of North America

**Union Local**

421

**NAICS**

44

**Sector**

Private

**Item ID**

6178-009b130f019\_23

**Keywords**

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

**Comments**

This digital collection is provided by the Martin P. Catherwood Library, ILR School, Cornell University. **The information provided is for noncommercial, educational use, only.**

AGREEMENT

# 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, Los Angeles Central Labor Council, or Glendale 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.

In case the United States enters into war, or the general living costs advance to a point of five (5) per cent in the metropolitan area of Los Angeles as shown by figures by the Department of Commerce of the United States, this agreement on thirty (30) days' written notice given by the Union to the Employer may be opened for wage negotiation only.

## APPRENTICES

Article 4. One apprentice shall be allowed to the first 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. The employer agrees to recognize the following legal holidays with no reduction in pay: New Years Day, Memorial Day, Labor Day, Independence Day, Armistice Day, Thanksgiving Day, and Christmas Day or days observed as such holidays. Any employee working on any of such holidays shall receive extra wages of one and one-half days' pay for each nine hours work performed on that day over and above his usual weekly salary. Same to be collected by a representative of Local No. 421 and paid to employee earning same.

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 one 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

*Meat # 421  
Los Angeles, Calif.  
12-3-40*

January 8, 1940

Mr. G. W. Roach, Sec'y #421  
Amal. Meat Cutters & Butcher Workmen  
1409 Georgia Street  
Los Angeles, California

Dear Mr. Roach:

We have in our files a copy of your agreement with the retail meat markets which has recently expired.

In order to keep our files of union agreements up to date, we should be grateful if you could conveniently send us a copy of your agreement which is now in effect. We shall be glad to make 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 analysis in such a way as not to reveal the name of either party to the agreement.

We shall greatly appreciate your cooperation. The enclosed envelope for your reply requires no postage. If we can furnish you information at any time, please let us know.

Very truly yours,

*Isador Lubin*

Isador Lubin

Commissioner of Labor Statistics

Enc.

Name of company or employers' association signing the agreement

*We have too many agreements to list.*

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

Number of companies covered by agreement

*80% of Los Angeles*

Number of union members working under terms of agreement

*1600*

Number of non-members working under terms of agreement

*none*

Branches of trade covered

*Retail Meat Cutters*

Date of expiration

*Dec 3, 1940*

Please check here if you wish the agreement --

Returned

Kept confidential

*yes*

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. (8227)