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11-1-1942

## Amalgamated Meat Cutters and Butcher Workmen of North America, Local 92, AFL (1942)

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## **Amalgamated Meat Cutters and Butcher Workmen of North America, Local 92, AFL (1942)**

### **Location**

Oklahoma City, OK

### **Effective Date**

11-1-1942

### **Expiration Date**

11-1-1943

### **Union**

Amalgamated Meat Cutters and Butcher Workmen of North America

### **Union Local**

92

### **NAICS**

44

### **Sector**

Private

### **Item ID**

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### **Comments**

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To be returned  
Secretary State

Meat Cutters  
# 92  
11-1-43  
CONFIDENTIAL

# CONTRACT

BETWEEN THE

## Wholesale and Retail Meat Cutters

OF OKLAHOMA CITY, OKLAHOMA, AND VICINITY

AND THE

Amalgamated Meat Cutters, and Butcher Workmen of North America,  
A. F. of L., Local Union No. 92, Oklahoma City, Oklahoma

Oklahoma City, Oklahoma, ..... 194.....

The following contract covering employment of the hereinafter enumerated employees is this day entered into by and between..... and Local No. 92 of the Amalgamated Meat Cutters and Butcher Workmen of North America, affiliated with the American Federation of Labor, and Oklahoma City Trades and Labor Council.

### ARTICLE 1.

That all meat cutters and apprentices employed shall be members of A. M. C. & B. W. of N. A. in good standing. This Union has for one of its cardinal principles the protection of the owners against inferior workmen. This Union shall at all times endeavor to furnish strictly reliable and competent men. When non-union men are employed they must make application to this Union within one weeks time and must receive the Union scale. And Local No. 92 reserves the right to classify its members.

### ARTICLE 2.

No employee shall be discharged without good and sufficient cause, and no discrimination shall be made against him because of his connection with this Union.

### ARTICLE 3.

All shops shall have one man designated as manager and he shall be a journeyman meat cutter in good standing with Local No. 92.

### ARTICLE 4.

Managers shall receive \$37.50 per week. Journeymen meat cutters shall receive \$32.50 per week.

### ARTICLE 5.

Fifty-eight (58) hours shall constitute a full work week. All overtime work shall be at the rate of time and one-half (1½).

### ARTICLE 6.

Apprentices shall be eighteen (18) years of age or over and shall serve three years of actual employment. They shall be paid as follows:

First (12) months.....	\$21.00 per week
After 1 year.....	\$23.00 per week
After 1½ years.....	\$25.00 per week
After 2 years.....	\$27.00 per week
After 2½ years.....	\$29.00 per week
After 3 years.....	Minimum Journeyman's Scale

### ARTICLE 7.

Journeymen, other than full time employees, shall receive Sixty-five Cents (65¢) per hour for all work performed from time of starting until they cease work. No extra help shall be called for less than one-half days work.

### ARTICLE 8.

Shops doing Two Hundred Dollars (\$200.00) per week gross business or less may employ a journeyman meat cutter at Twenty-five Dollars (\$25.00) per week, and ten per cent (10%) of all gross business in excess of Two Hundred Dollars (\$200.00) per week until they reach the scale of Thirty-seven Fifty (\$37.50).

### ARTICLE 9.

A full holiday shall be given members of the Union on the following days, without reduction in pay: Fourth of July, Thanksgiving Day, Labor Day, and Christmas. Holidays falling on Sunday shall be observed on the following Monday, and furthermore, there shall be no meats of any kind sold on these holidays, consisting of fresh and cured meats, any kind of provisions meats, such as cooked or dried sausages, cheese, fish or poultry, from any Union market.

### ARTICLE 10.

Any one receiving over the above wage scale shall not be reduced in pay, or his hours increased.

### ARTICLE 11.

Any one relieving on vacations shall receive the regular scale of wage.

### ARTICLE 12.

The market card must be displayed in all markets and shall hang in a conspicuous place, and shall remain the property of the International Union. The Secretary or Business Agent is empowered to remove said card upon the violation of any part of this Agreement.

### ARTICLE 13.

The Business Agent shall be admitted at all reasonable times to work rooms and interview the employees while on duty.

### ARTICLE 14.

The employer agrees that as a condition of employment all employees must maintain membership in good standing in the Union and that the employers shall be notified of their employees' delinquency in such regard.

### ARTICLE 15.

This agreement shall be binding from date of signature until November 1st, 1942; thirty days notice shall be given in writing prior to the expiration date of this agreement, in case that changes are desired by either party, but if such notice is not given, then this agreement extends continuously from year to year thereafter until such notice is given by either party.

Signed this 1st day of November A. D., 1942

Name of Market Location ..... Local No. 92, A. M. C. & B. W. of N. A.

Owner S. D. Pottinger, Labor Relations Representative ..... By J. H. Childress B/A. President

Corporation ..... Secretary



CONTRACT ENDORSEMENT AND EXTENSION, Oklahoma City,  
Oklahoma AND VICINITY, Local Union No. 92.

It is mutually agreed that the provisions of the contract showing the expiration date of November 1, 1942 shall remain in effect as before except where changed as hereinafter specified.

It is also mutually agreed that additions as hereafter noted and specified shall become and remain a part of the working agreement for the time of the contract.

CHANGES:

Minimum wages as set forth in article 4 shall be increased \$2.50 per week to provide that market managers shall receive \$40.00 per week, Journeyman Meat Cutters shall receive \$35.00 Per week, as the minimum scale of wage.

Wage schedules of apprentice workers as set forth in article 6 shall be increased \$2.00 per week in the five apprentice wage brackets as scheduled.

Decoration Day or one other holiday of local importance that is observed generally by local employers shall become a part of the contract according to the provisions of article 9.

ADDITIONS:

ARBITRATION:

Any dispute that shall arise that cannot be adjusted by the employer and the union shall be turned within seven days following the act or instance to a mediation board consisting of two members representing the union and two members representing the employer. If they are unable to reach an agreement within seven days the board of four shall immediately request the director of the U. S. Department of Labor's Conciliation Service to designate a Federal Arbitor as the fifth member, and the entire matter shall then be considered by the board of five. Decisions of the board of five shall be binding upon both parties of this agreement.

It is mutually agreed there will be no strikes by the union or lockout by the employer pending action by the mediation board.

EMERGENCY HELP:

It is mutually agreed that if during the life of this agreement a condition shall arise where "satisfactory male help" is not available the employer may hire "female help" under the following conditions.

RESPONSIBILITY FOR TRAINING:

The employer shall be responsible for the designation of sufficient shops as training shops for female help.

The employer shall pay salaries of female help direct, that is, any salaries paid female help while in training shall not be charged to the operational cost of that individual shop wherein the training is given.

The market manager and journeyman meat cutters in training shops shall instruct the trainees in customer approach, customer courtesy, weighing, wrapping, operation of mechanical slicers and the displaying of meats and provisions.

TRAINING:

All female help shall serve a training period not to exceed thirty days time. They shall during this training period be under the supervision and guidance of qualified journeyman meat cutters in such shops as shall be designated as training centers, and shall receive this instruction during the regular business day of these shops. They shall in no instance decrease the normal personnel of these training shops.

LIMITATIONS:

It is specially agreed that work of female emergency help shall be confined to the essential services trained for and that in no instance are they to be considered as apprenticed to the meat cutters trade. No female help shall do the actual cutting and trimming of meats in preparation for sale, nor shall they operate ~~sausage grinders~~, power or hand tools of the trade except mechanical slicers and grinders.

ENDORSEMENT- continued-

UNION MEMBERSHIP REQUIREMENTS:

All female help upon leaving the training center market for work in any other shop shall for the purpose of union membership be considered regular help and shall as a condition of employment join and maintain membership in the union.

The initiation fee of female workers shall be set at \$15.00, the dues of female workers shall be set at \$2.50 per month.

The starting wage for female workers shall be \$20.00 per week, after six months service they shall receive \$22.50 per week as the minimum scale of wage.

There will be no demands upon the employer regarding women workers until they leave the training center, provided again however that their training shall not exceed thirty days.

The provisions of this endorsement shall be retroactive to November 1, 1942.

The provisions of this endorsement and the unchanged provisions of the original agreement shall remain in effect to November 1, 1943; both parties agree that any adjustments or changes necessary upon expiration of the endorsed agreement shall follow the provisions as set forth in the original agreement, but if neither party submits desire of change the endorsed agreement shall remain in effect from year to year thereafter until notice is given.

Executed this 1st day of November 1942.

S. D. Pottinger  
For the employer

J. H. Childress  
For the union.