



117
676
THS

A STUDY OF WAGE RATES AND UNIONIZATION
IN THE MEAT PACKING INDUSTRY IN MICHIGAN

A Research Paper for the Degree of M. S.

MICHIGAN STATE UNIVERSITY

Willard L. McLeod

1963

MICH. STATE UNIV.
AGR. ECON. DEPT.
REFERENCE ROOM



McLeod, Willard L
A study of wage rates and union.....
M.S. Thesis
1963

Ag Econ Reference Room



RETURNING MATERIALS:

Place in book drop to
remove this checkout from
your record. FINES will
be charged if book is
returned after the date
stamped below.

--	--	--

A STUDY OF WAGE RATES AND UNIONIZATION
IN THE MEAT PACKING INDUSTRY IN MICHIGAN

by

Willard L. McLeod

A RESEARCH PAPER

Submitted to the College of Agriculture
Michigan State University
in partial fulfillment of the requirements for
the degree of

MASTER OF SCIENCE

Department of Agricultural Economics

1963

10. The following table shows the number of hours worked by each employee.

13. The following table shows the number of hours worked by each employee.

4

Digitized by srujanika@gmail.com

Digitized by srujanika@gmail.com

Additional information about the use of lead acetate
in the treatment of malignant disease is
now available from the International Foundation, and
will be published shortly.

REFERENCES

ACKNOWLEDGMENTS

The author wishes to express his gratitude and appreciation to all those who helped with the completion of this study and the preparation of the manuscript.

Special appreciation is expressed by the author to his major professor Dr. Harold M. Rilcy for the guidance, inspiration and encouragement which he provided.

Thanks are expressed to all the staff members of the Department of Agricultural Economics, who have given freely of their time and advice whenever it was requested.

Financial assistance provided by Dr. L. L. Boger, chairman of the Agricultural Economics Department, made it possible for the author to continue his graduate study.

Thanks are extended to Don Nine, District Extension Agent, Marketing, for his help in arranging interviews and appointments.

Thanks are also expressed to Mrs. Janet Meyer, Mrs. Cathryn West and Patricia Mead for typing the first draft of this manuscript.

TABLE OF CONTENTS

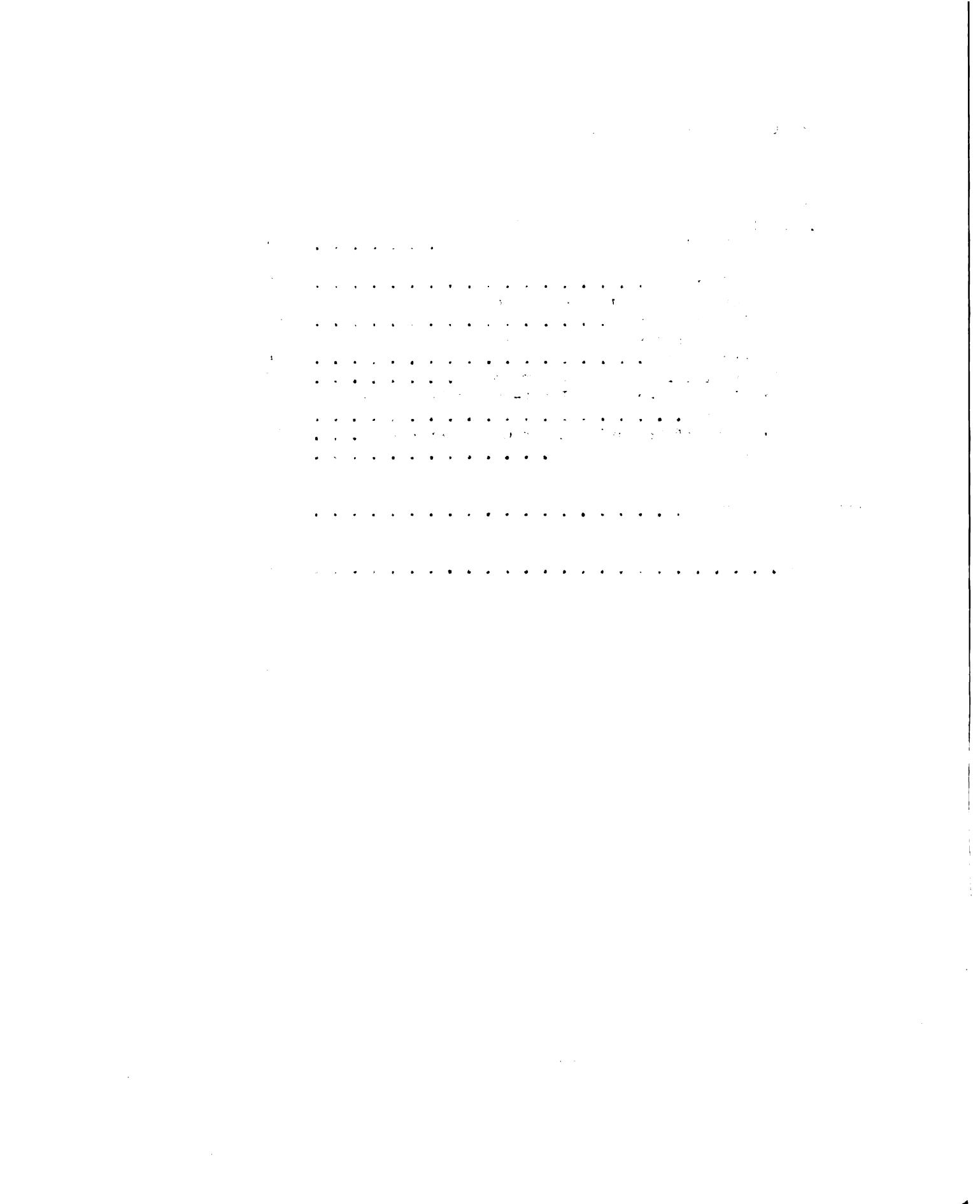
Chapter

I.	INTRODUCTION	1
	Other Research	1
	Objectives	2
	Order of presentation	3
II.	SOME ORGANIZATIONAL CHARACTERISTICS OF THE MICHIGAN MEAT PACKING INDUSTRY	4
	Number, Size and Location of Packing Plants	4
	Specialization and Relative Importance by Size Category	5
	Wayne County Vs. Outstate Michigan	11
	Packer Associations	12
III.	UNION ORGANIZATION AND LABOR CONTRACT PROVISIONS	13
	Degree of Unionization	13
	The Three Major Unions	13
	Major Labor Contract Provisions	16
	Labor Classifications and Wage Rates	32

Table of Contents--Continued.

Chapter

IV. A PILOT STUDY OF LABOR PRACTICES AND LABOR COSTS IN MICHIGAN'S MEAT PACKING PLANTS	43
Introduction	43
Selection of Plants and Development of Questionnaire	43
Labor Contracts and Labor Relation Practices	44
Labor Utilization and Labor Costs	47
Problems of Measuring Input-Output Relation- ships	49
Problems of Measuring Labor Costs per Head . . .	50
Current Labor Problems	51
LIST OF REFERENCES	53
APPENDIX	54



CHAPTER I

Introduction

Wages and salaries accounted for over 50 percent of the total operating costs of meat packing plants in the United States during 1962.^{1/} These labor costs are not uniform throughout the United States, but vary greatly from region to region. Average hourly earnings for production workers in meat packing plants in 1958 varied from a high of \$3.11 per hour in Minnesota to a low of \$1.38 per hour in North Carolina. The regional variation was from a high of \$2.70 per hour in the West North Central to a low of \$1.65 per hour in the South Atlantic.^{2/}

It is hypothesized that geographic differences in labor costs affect the relocation of livestock slaughtering facilities. This study is part of a larger research project which attempts to analyze past changes in the location of livestock slaughter plants and then make predictions of future changes in slaughter plant location.

Other Research

Thirteen Midwestern land-grant colleges and the USDA are presently involved in a national study of adjustments in the livestock and meat

^{1/}American Meat Institute, Financial Facts about the Meat Packing Industry, Chicago, 1963, p. 4.

^{2/}U.S. Bureau of Census, Annual Census of Manufacturers--1958, Washington 25, D.C., 1960.

1. *Chlorophytum comosum* L.

Vol. 1, No. 1, January 1963, pp. 1-12

and the other two were 100% successful. The results are shown in Table 1.

1. *Chlorophytum comosum* L.

the first time in history that the people of the United States have been compelled to pay for a war which they did not start, and which they did not want.

industry as affected by changing patterns of production and consumption.^{3/} The objective of this study (NCM-25) is to estimate the effects of expected changes in the pattern of production, consumption and transportation costs on (a) the location of livestock marketing and meat packing facilities and (b) the patterns of livestock and meat shipments within the North Central Region and between that region and other regions in the United States.

Phase VI of this study--Potential Adjustments in the Livestock and Meat Industry--has the following objectives: (a) identify and explain changes in the organizational structure of the meat packing and processing industry from historical data and (b) employ this analysis in projecting and evaluating future spatial organization of the industry.

An integral part of the Phase VI is the Michigan Contributing Project--The Impact of Geographical Differences in Wage Rates and Unionization on Entry, Exit and Location of Meat Packing Plants. The Michigan project is national in scope.

Objectives

The general objectives of the pilot study were: (a) to develop some understanding of the labor situation in the meat packing industry in Michigan in preparation for more extensive studies on a national basis, and (b) to identify labor problems in the Michigan Meat Packing Industry and to assemble information that would be useful to meat

^{3/}NCM-25--Adjustments in Livestock marketing in the North Central States to Changing Patterns of Production and Consumption, unpublished project outline.

the first time in the history of the world, the people of the United States have been compelled to go to war against their own government, and to do so in defense of their country. They have done it in the name of God, and in the cause of justice. They have done it in the spirit of patriotism, and in the interest of humanity. They have done it in the hope of establishing a new era of freedom and happiness for all men. They have done it in the belief that their cause is just, and that they will prevail. They have done it in the knowledge that they are fighting for the sake of their country, and for the sake of their posterity. They have done it in the confidence that they will be supported by the people of the United States, and by the people of the world. They have done it in the conviction that they will be successful in their efforts to defend their country, and to secure the rights and liberties of all men.

packers in solving these problems. The specific objectives were as follows:

1. To determine the degree of Unionization in Michigan's Meat Packing Industry.
2. To describe and compare major labor contract provisions.
3. To determine the degree of uniformity of wage rates across the State.
4. Conduct a preliminary investigation of labor costs and labor management practices used by a sample of slaughter plant operators.

Order of Presentation

In Chapter II general background information about the Michigan livestock slaughter industry is presented. This includes the number, size, degree of specialization and location of slaughter plants; a comparison of the importance of Wayne County and Outstate Michigan, which includes the other 82 counties, as to slaughter volume, and a brief description of the two packer associations.

Chapter III lists the labor unions which are active in the meat packing industry in Michigan, their relative strength, and compares the major contract provisions of the three major unions. A comparison of labor classification and wage rate data for the three major unions is also given.

A summary of the information obtained from the pilot study of Michigan packing plant operators is given in Chapter IV. This includes data on labor problems, labor management practices, and where available, a comparison of the labor costs for slaughtering various classes of livestock.

¹⁰ See, e.g., *U.S. v. Babbitt*, 100 F.3d 1250, 1254 (10th Cir. 1996) (“[T]he [Bald Eagle] Act does not prohibit the killing of bald eagles.”).

二二二

¹ See also the discussion of the relationship between the two in the section on "Theoretical Implications."

¹ See, e.g., *United States v. Ladd*, 10 F.3d 1120, 1124 (1st Cir. 1993) (“[T]he [FBI] has no authority to conduct wiretaps without a court order.”).

For more information about the National Institute of Child Health and Human Development, please go to the NICHD Web site at www.nichd.nih.gov.

the author's name, the date of the book, the name of the library, and the name of the person who loaned it.

[View all posts by **John**](#) [View all posts in **Uncategorized**](#)

and the other two were in the same condition as the first. The last was a large male, 100 cm. long, which had been captured at the mouth of the river. It was in excellent condition, and was the largest fish I have ever seen. The last three were all males, and were all in excellent condition. The last was a large male, 100 cm. long, which had been captured at the mouth of the river. It was in excellent condition, and was the largest fish I have ever seen.

As a result of the above, the following recommendations are made:
1. The State Board of Education is directed to issue a memorandum to
the State Superintendent of Schools, the State Board of Education,
and the State Department of Health, authorizing the use of the
State Health Department's laboratory services for the analysis of
samples of blood and urine from persons suspected of having
been exposed to hepatitis.

CHAPTER II

Some Organizational Characteristics of the Michigan Meat Packing Industry^{4/}

The purposes of this chapter are: (1) to list the number, size and location of meat packing plants by county; (2) to compare the degree of specialization and relative importance of the different size categories; (3) to compare Wayne County and Outstate Michigan in terms of their contribution to total state slaughter; and (5) to describe the two packer associations.

Number, Size and Location of Packing Plants

There were 714,000 cattle, 369,000 calves, 1,754,000 hogs and 842,000 sheep and lambs slaughtered by the 238 firms engaged in the slaughter and processing of red meat animals in Michigan in 1962.

These plants are classified on the basis of live weight volume into wholesale, local and butcher categories.^{5/} The geographical

^{4/}The meat packing industry, as referred to in the report, includes all meat packing companies primarily engaged in the processing of meat animals and the wholesale distribution of meat products. This conforms with the definition used by the American Meat Institute in its report, Financial Facts about the Meat Packing Industry, Chicago, 1963, p. 22.

^{5/}The term "butcher" refers to those establishments slaughtering less than 300,000 pounds live weight annually. "Local" includes those plants slaughtering between 300,000 and two million pounds annually and "wholesale" includes all plants slaughtering over two million pounds per year. These categories coincide with those used by the Michigan Cooperative Crop Reporting Service.

ANSWER

1. The first question is about the relationship between the number of hours worked and the amount of money earned. The data shows a positive linear relationship, where the amount of money earned increases as the number of hours worked increases. This suggests that the company pays its workers a fixed rate per hour.

2. The second question is about the relationship between the number of hours worked and the amount of time spent commuting. The data shows a negative linear relationship, where the amount of time spent commuting decreases as the number of hours worked increases. This suggests that workers who work longer hours tend to have less time available for commuting.

3. The third question is about the relationship between the number of hours worked and the amount of time spent sleeping. The data shows a negative linear relationship, where the amount of time spent sleeping decreases as the number of hours worked increases. This suggests that workers who work longer hours tend to have less time available for sleeping.

4. The fourth question is about the relationship between the number of hours worked and the amount of time spent on leisure activities. The data shows a negative linear relationship, where the amount of time spent on leisure activities decreases as the number of hours worked increases. This suggests that workers who work longer hours tend to have less time available for leisure activities.

5. The fifth question is about the relationship between the number of hours worked and the amount of time spent on social activities. The data shows a negative linear relationship, where the amount of time spent on social activities decreases as the number of hours worked increases. This suggests that workers who work longer hours tend to have less time available for social activities.

6. The sixth question is about the relationship between the number of hours worked and the amount of time spent on family activities. The data shows a negative linear relationship, where the amount of time spent on family activities decreases as the number of hours worked increases. This suggests that workers who work longer hours tend to have less time available for family activities.

7. The seventh question is about the relationship between the number of hours worked and the amount of time spent on hobbies. The data shows a negative linear relationship, where the amount of time spent on hobbies decreases as the number of hours worked increases. This suggests that workers who work longer hours tend to have less time available for hobbies.

8. The eighth question is about the relationship between the number of hours worked and the amount of time spent on exercise. The data shows a negative linear relationship, where the amount of time spent on exercise decreases as the number of hours worked increases. This suggests that workers who work longer hours tend to have less time available for exercise.

9. The ninth question is about the relationship between the number of hours worked and the amount of time spent on volunteer work. The data shows a negative linear relationship, where the amount of time spent on volunteer work decreases as the number of hours worked increases. This suggests that workers who work longer hours tend to have less time available for volunteer work.

10. The tenth question is about the relationship between the number of hours worked and the amount of time spent on personal care. The data shows a negative linear relationship, where the amount of time spent on personal care decreases as the number of hours worked increases. This suggests that workers who work longer hours tend to have less time available for personal care.

location of the 82 wholesale^{6/} and 74 local plants is shown by county on Figure 1. The greatest concentration of plants (28) is located in Wayne County, the meat packing center of Michigan. The second largest concentration of plants (21) is located in the three western Michigan counties of Muskegon, Kent and Ottawa. Three-fourths of all plants are located south of an imaginary line drawn from Bay City to Muskegon.

Specialization and Relative Importance by Size Category

The wholesale plants, although comprising only one-third of the physical plants, are by far the most important from an economic standpoint. In 1962, the wholesale plants, including federally inspected, accounted for 92 percent of the cattle, 96 percent of the hogs, and virtually all of the calves and sheep slaughtered in Michigan (Table 1). The bulk of this meat moves in intrastate trade and only that portion from the six federally inspected plants can move interstate as well. Approximately 16 percent of the cattle, 35 percent of the calves, 19 percent of the hogs and 41 percent of the sheep slaughtered in Michigan in 1962 were slaughtered under federal inspection.

Local plants slaughtered 6.5 percent of the cattle, 3.5 percent of the hogs and less than 1 percent of the calves and sheep in 1962. The meat from these plants is sold locally to hotels, restaurants and private persons, primarily. Considerable custom slaughter is also done.

The butchers play an insignificant role, handling approximately 1 percent or less of each species, usually as custom slaughter for farmers.

6/Figure includes the six wholesale plants that are federally inspected.

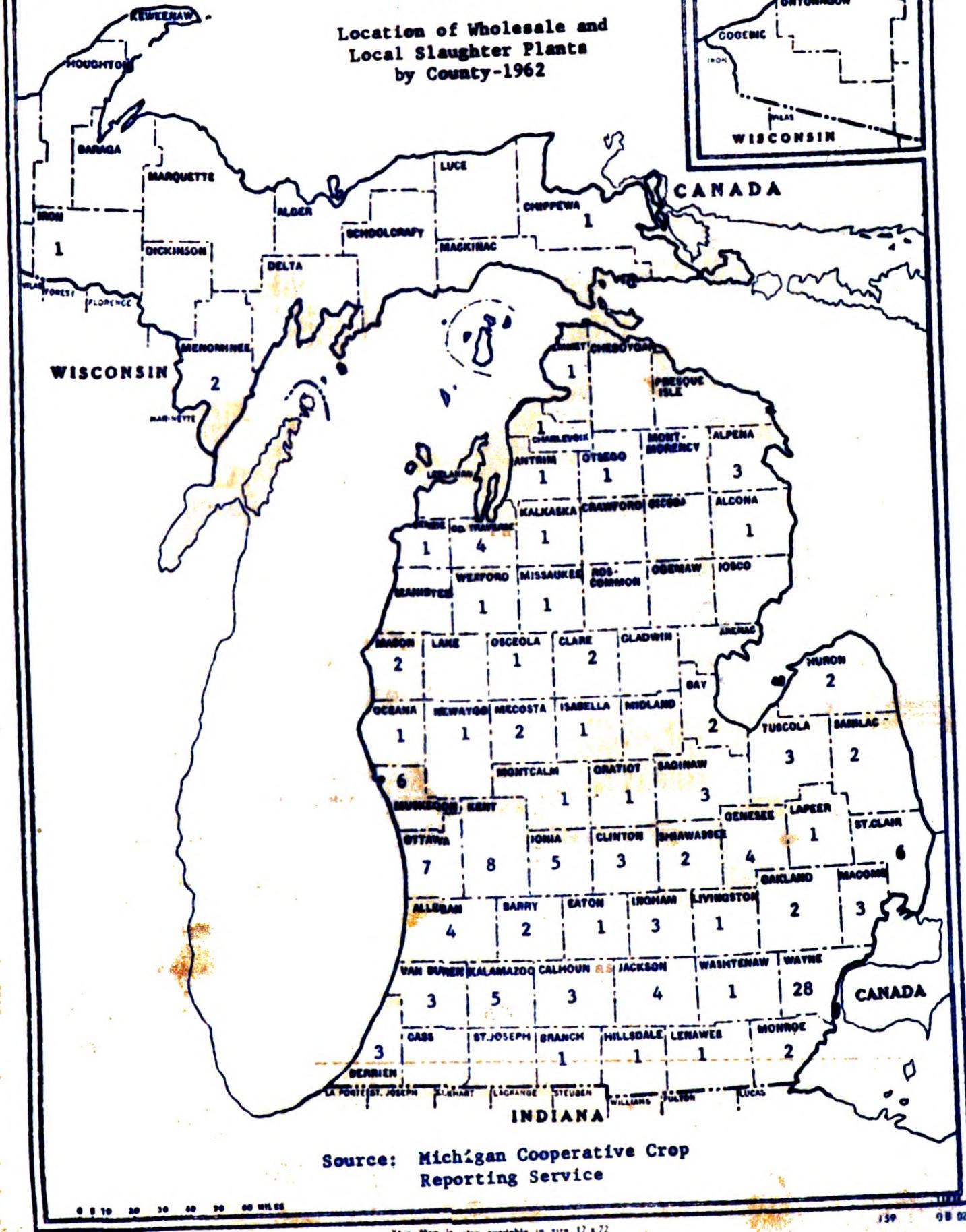
RAND McNALLY

LOOSE LEAF OUTLINE MAP
COPYRIGHT BY RAND MCNALLY & COMPANY

MICHIGAN

Figure 1

**Location of Wholesale and
Local Slaughter Plants
by County-1962**



Source: Michigan Cooperative Crop Reporting Service

Table 1

Number of Head of Livestock Slaughtered
by Plant Category in Michigan--1962

Plant Category	Number of Head			
	Cattle	Calves	Hogs	Sheep
Federal Inspected	113,299	123,579	327,966	348,429
Wholesale	545,500	237,800	1,366,000	490,300
Local	46,600	2,100	62,600	1,160
Butcher	<u>8,280</u>	<u>700</u>	<u>6,990</u>	<u>130</u>
Total	713,679	369,259	1,753,556	840,019

	Percent			
	Federal Inspected	Wholesale	Local	Butcher
Federal Inspected	15.9	34.8	18.7	41.5
Wholesale	76.4	64.4	77.3	58.4
Local	0.5	0.6	3.6	0.1
Butcher	<u>1.2</u>	<u>0.2</u>	<u>0.4</u>	<u>---</u>
Total	100.0	100.0	100.0	100.0

Source: Michigan Agriculture Statistics, July 1963, published by the Michigan Cooperative Crop Reporting Service.

The 150 local and non-federally inspected wholesale plants were grouped into deciles on the basis of annual dressed weight slaughtered. The approximate dressed weight slaughtered was calculated by multiplying the number of head of each species slaughtered by each plant times the average dressed weight of that species.^{7/} There were 15 plants in each

^{7/}Average dressed weights of 562 pounds for cattle, 91.6 pounds for calves, 129 pounds for hogs and 47 pounds for sheep were used. These weights were computed using U.S. dressing percentages and Michigan live weight figures. This base data and the number of head slaughtered per plant in Michigan was obtained from the Michigan Cooperative Crop Reporting Service for 1962.

1. *What is the name of your organization?*

2. *What is the name of your organization's executive director?*

3. *What is the name of your organization's financial manager?*

4. *What is the name of your organization's treasurer?*

5. *What is the name of your organization's accountant?*

6. *What is the name of your organization's auditor?*

7. *What is the name of your organization's attorney?*

8. *What is the name of your organization's public relations director?*

9. *What is the name of your organization's executive assistant?*

10. *What is the name of your organization's financial analyst?*

11. *What is the name of your organization's financial controller?*

12. *What is the name of your organization's financial advisor?*

13. *What is the name of your organization's financial analyst?*

14. *What is the name of your organization's financial controller?*

15. *What is the name of your organization's financial advisor?*

16. *What is the name of your organization's financial analyst?*

17. *What is the name of your organization's financial controller?*

18. *What is the name of your organization's financial advisor?*

19. *What is the name of your organization's financial analyst?*

20. *What is the name of your organization's financial controller?*

21. *What is the name of your organization's financial advisor?*

decile (Table 2). The local plants are grouped in the first five deciles. The dressed weight volume for this group ranged from a low of 50,000 pounds to a high of 1,098,000 pounds. The wholesale plants are grouped in deciles 6 to 10. The actual range in dressed weight volume was 1,117,000 pounds to 61,222,000 pounds.

Table 2

Decile Groupings of Slaughter Plants
Based upon Dressed Weight Volume, Michigan, 1962^a

Decile Group	Smallest Plant	Largest Plant	Decile Range in Dressed Weight	Dressed Weight Volume of Average Size Plant
(Thousand Pounds)				
1	50	216	166	159
2	216	303	87	263
3	304	368	64	334
4	368	528	160	434
5	626	1,098	472	819
6	1,117	1,992	875	1,605
7	2,079	2,974	895	2,538
8	3,004	5,178	2,174	3,931
9	5,427	9,529	4,102	7,230
10	10,987	61,222	50,235	19,946

Source: Michigan Cooperative Crop Reporting Service

^aExcludes federally inspected slaughter

The range in dressed weight within each decile was then calculated by subtracting the dressed weight of the smallest plant in each decile group from the dressed weight of the largest plant in that same decile. The range was smallest for the second and third deciles indicating a large cluster of plants with a volume of 200,000 up to slightly under

• This document was created by the U.S. Environmental Protection Agency (EPA) and is part of the National Water Quality Monitoring Program. It contains information on water quality monitoring activities, including sampling sites, sampling dates, and analytical results. The data is presented in a tabular format with columns for site ID, date, parameter, unit, value, and quality control information.

Table 1

• This document was created by the U.S. Environmental Protection Agency (EPA) and is part of the National Water Quality Monitoring Program. It contains information on water quality monitoring activities, including sampling sites, sampling dates, and analytical results. The data is presented in a tabular format with columns for site ID, date, parameter, unit, value, and quality control information.

Water Quality Data

Site ID	Date	Parameter	Unit	Value	QC
12345	2023-01-01	pH	mg/L	7.0	S
12346	2023-01-02	TDS	mg/L	100	S
12347	2023-01-03	DO	mg/L	5.5	S
12348	2023-01-04	Temp	°C	15.0	S
12349	2023-01-05	Chloride	mg/L	200	S
12350	2023-01-06	Ammonium	mg/L	1.0	S
12351	2023-01-07	Nitrate	mg/L	50.0	S
12352	2023-01-08	Phosphate	mg/L	10.0	S
12353	2023-01-09	Iron	µg/L	0.5	S
12354	2023-01-10	Manganese	µg/L	0.2	S

• This document was created by the U.S. Environmental Protection Agency (EPA) and is part of the National Water Quality Monitoring Program. It contains information on water quality monitoring activities, including sampling sites, sampling dates, and analytical results. The data is presented in a tabular format with columns for site ID, date, parameter, unit, value, and quality control information.

• This document was created by the U.S. Environmental Protection Agency (EPA) and is part of the National Water Quality Monitoring Program. It contains information on water quality monitoring activities, including sampling sites, sampling dates, and analytical results. The data is presented in a tabular format with columns for site ID, date, parameter, unit, value, and quality control information.

400,000 pounds dressed weight. The range then increases steadily up to a maximum spread of 50 million pounds for the tenth decile which indicates a very large variation in size among the 15 largest plants.

The dressed weight for the average size plant in each decile group was calculated and found to range from 159,000 pounds for the first decile group to 19,946,000 pounds for the tenth.

The 15 largest plants, comprising 10 percent of the total physical plants, slaughter over 50 percent of the State's non-federally inspected slaughter. The combined slaughter of the same 15 plants plus the 6 federally inspected plants accounted for 63 percent of the State's total 1962 slaughter.

A much higher degree of specialization by species is found in the wholesale as compared to the local and butcher categories. As shown in Table 3, 24 percent of the wholesale plants specialize in the slaughter of cattle, compared to approximately 5 percent of the locals. None of the locals slaughter hogs, sheep, or calves and sheep exclusively. Over 24 percent of the wholesale plants slaughter cattle, only 16 percent specialize in hog slaughter, 1.2 percent kill sheep only and 6 percent kill calves and sheep only. All 5 of the specialized calf and sheep slaughterers are located in Wayne County. Stating the degree of specialization another way, 18 percent of the wholesale plants slaughter all four classes of livestock while nearly 30 percent of the locals slaughter all classes.

Table 3

Number and Percent of Plants Slaughtering Different Species, Michigan, 1962

Type of Plant	Total	Number of Plants					All Species
		Cattle Only	Hogs Only	Sheep Only	Cattle and Sheep	Calves and Hogs	
Wholesale ^a	82	20	13	1	5	9	10
Local	74	4	0	0	0	4	14
Total	156	24	13	1	5	13	24
							37

		Percent of Plants					
		Cattle	Cattle	Calves	Cattle and Calves	Cattle and Sheep	Hogs and Sheep
Wholesale ^a	100.0	24.4	15.8	1.2	6.1	10.9	12.2
Local	100.0	5.4	0	0	0	5.4	16.9

Source: Michigan Cooperative Crop Reporting Service

^aWholesale figure includes federally inspected plants.

1. *Chlorophytum comosum* (L.) Willd. (Asparagaceae)

2. *Chlorophytum*

Wayne County vs. Outstate Michigan

Wayne County, the meat packing center of Michigan, contains 18 percent of the wholesale and local plants but accounts for approximately 50 percent of the cattle and hogs and over 90 percent of the calves and sheep slaughtered in the state as shown in Table 4. Outstate Michigan, composed of the other 82 counties, slaughters 52 percent of the cattle, 47 percent of the hogs, 6 percent of the calves and 8 percent of the sheep and lambs. All 5 of the plants that specialize in the slaughter of calves and sheep are located in Wayne County. Four of the six federally inspected plants in Michigan are located there also.

Table 4

Distribution of Slaughter between
Wayne County and Outstate Michigan, 1962

Species	Number of Head		Percent	
	Wayne County	Outstate	Wayne County	Outstate
	(Thousand)		(Thousand)	
Cattle	343	366	48	52
Calves	348	21	94	6
Hogs	939	815	53	47
Sheep and Lambs	779	61	92	8

Sources: Michigan Agriculture Statistics, July 1963, published by the Michigan Cooperative Crop Reporting Service; and USDA Livestock Market Reporting Service, Detroit.

Journal of the American Statistical Association, Vol. 33, No. 191, March, 1938.

JOURNAL OF CLIMATE

and the following day he was able to get a boat to take him across the river.

July 1968 2000 hours 4000 ft

	(Percentile)			
Age	Top	Bottom	Mean	SD
2	10	12	11.2	1.2
3	15	12	13.2	1.8
4	16	14	14.6	1.7
5	18	16	17.0	1.6
6	20	18	18.6	1.6
7	22	20	20.6	1.6
8	24	22	22.6	1.6
9	26	24	24.6	1.6
10	28	26	26.6	1.6
11	30	28	28.6	1.6
12	32	30	30.6	1.6
13	34	32	32.6	1.6
14	36	34	34.6	1.6
15	38	36	36.6	1.6
16	40	38	38.6	1.6
17	42	40	40.6	1.6
18	44	42	42.6	1.6
19	46	44	44.6	1.6
20	48	46	46.6	1.6
21	50	48	48.6	1.6
22	52	50	50.6	1.6
23	54	52	52.6	1.6
24	56	54	54.6	1.6
25	58	56	56.6	1.6
26	60	58	58.6	1.6
27	62	60	60.6	1.6
28	64	62	62.6	1.6
29	66	64	64.6	1.6
30	68	66	66.6	1.6
31	70	68	68.6	1.6
32	72	70	70.6	1.6
33	74	72	72.6	1.6
34	76	74	74.6	1.6
35	78	76	76.6	1.6
36	80	78	78.6	1.6
37	82	80	80.6	1.6
38	84	82	82.6	1.6
39	86	84	84.6	1.6
40	88	86	86.6	1.6
41	90	88	88.6	1.6
42	92	90	90.6	1.6
43	94	92	92.6	1.6
44	96	94	94.6	1.6
45	98	96	96.6	1.6
46	100	98	98.6	1.6
47	102	100	100.6	1.6
48	104	102	102.6	1.6
49	106	104	104.6	1.6
50	108	106	106.6	1.6
51	110	108	108.6	1.6
52	112	110	110.6	1.6
53	114	112	112.6	1.6
54	116	114	114.6	1.6
55	118	116	116.6	1.6
56	120	118	118.6	1.6
57	122	120	120.6	1.6
58	124	122	122.6	1.6
59	126	124	124.6	1.6
60	128	126	126.6	1.6
61	130	128	128.6	1.6
62	132	130	130.6	1.6
63	134	132	132.6	1.6
64	136	134	134.6	1.6
65	138	136	136.6	1.6
66	140	138	138.6	1.6
67	142	140	140.6	1.6
68	144	142	142.6	1.6
69	146	144	144.6	1.6
70	148	146	146.6	1.6
71	150	148	148.6	1.6
72	152	150	150.6	1.6
73	154	152	152.6	1.6
74	156	154	154.6	1.6
75	158	156	156.6	1.6
76	160	158	158.6	1.6
77	162	160	160.6	1.6
78	164	162	162.6	1.6
79	166	164	164.6	1.6
80	168	166	166.6	1.6
81	170	168	168.6	1.6
82	172	170	170.6	1.6
83	174	172	172.6	1.6
84	176	174	174.6	1.6
85	178	176	176.6	1.6
86	180	178	178.6	1.6
87	182	180	180.6	1.6
88	184	182	182.6	1.6
89	186	184	184.6	1.6
90	188	186	186.6	1.6
91	190	188	188.6	1.6
92	192	190	190.6	1.6
93	194	192	192.6	1.6
94	196	194	194.6	1.6
95	198	196	196.6	1.6
96	200	198	198.6	1.6
97	202	200	200.6	1.6
98	204	202	202.6	1.6
99	206	204	204.6	1.6
100	208	206	206.6	1.6
101	210	208	208.6	1.6
102	212	210	210.6	1.6
103	214	212	212.6	1.6
104	216	214	214.6	1.6
105	218	216	216.6	1.6
106	220	218	218.6	1.6
107	222	220	220.6	1.6
108	224	222	222.6	1.6
109	226	224	224.6	1.6
110	228	226	226.6	1.6
111	230	228	228.6	1.6
112	232	230	230.6	1.6
113	234	232	232.6	1.6
114	236	234	234.6	1.6
115	238	236	236.6	1.6
116	240	238	238.6	1.6
117	242	240	240.6	1.6
118	244	242	242.6	1.6
119	246	244	244.6	1.6
120	248	246	246.6	1.6
121	250	248	248.6	1.6
122	252	250	250.6	1.6
123	254	252	252.6	1.6
124	256	254	254.6	1.6
125	258	256	256.6	1.6
126	260	258	258.6	1.6
127	262	260	260.6	1.6
128	264	262	262.6	1.6
129	266	264	264.6	1.6
130	268	266	266.6	1.6
131	270	268	268.6	1.6
132	272	270	270.6	1.6
133	274	272	272.6	1.6
134	276	274	274.6	1.6
135	278	276	276.6	1.6
136	280	278	278.6	1.6
137	282	280	280.6	1.6
138	284	282	282.6	1.6
139	286	284	284.6	1.6
140	288	286	286.6	1.6
141	290	288	288.6	1.6
142	292	290	290.6	1.6
143	294	292	292.6	1.6
144	296	294	294.6	1.6
145	298	296	296.6	1.6
146	300	298	298.6	1.6
147	302	300	300.6	1.6
148	304	302	302.6	1.6
149	306	304	304.6	1.6
150	308	306	306.6	1.6
151	310	308	308.6	1.6
152	312	310	310.6	1.6
153	314	312	312.6	1.6
154	316	314	314.6	1.6
155	318	316	316.6	1.6
156	320	318	318.6	1.6
157	322	320	320.6	1.6
158	324	322	322.6	1.6
159	326	324	324.6	1.6
160	328	326	326.6	1.6
161	330	328	328.6	1.6
162	332	330	330.6	1.6
163	334	332	332.6	1.6
164	336	334	334.6	1.6
165	338	336	336.6	1.6
166	340	338	338.6	1.6
167	342	340	340.6	1.6
168	344	342	342.6	1.6
169	346	344	344.6	1.6
170	348	346	346.6	1.6
171	350	348	348.6	1.6
172	352	350	350.6	1.6
173	354	352	352.6	1.6
174	356	354	354.6	1.6
175	358	356	356.6	1.6
176	360	358	358.6	1.6
177	362	360	360.6	1.6
178	364	362	362.6	1.6
179	366	364	364.6	1.6
180	368	366	366.6	1.6
181	370	368	368.6	1.6
182	372	370	370.6	1.6
183	374	372	372.6	1.6
184	376	374	374.6	1.6
185	378	376	376.6	1.6
186	380	378	378.6	1.6
187	382	380	380.6	1.6
188	384	382	382.6	1.6
189	386	384	384.6	1.6
190	388	386	386.6	1.6
191	390	388	388.6	1.6
192	392	390	390.6	1.6
193	394	392	392.6	1.6
194	396	394	394.6	1.6
195	398	396	396.6	1.6
196	400	398	398.6	1.6
197	402	400	400.6	1.6
198	404	402	402.6	1.6
199	406	404	404.6	1.6
200	408	406	406.6	1.6
201	410	408	408.6	1.6
202	412	410	410.6	1.6
203	414	412	412.6	1.6
204	416	414	414.6	1.6
205	418	416	416.6	1.6
206	420	418	418.6	1.6
207	422	420	420.6	1.6
208	424	422	422.6	1.6
209	426	424	424.6	1.6
210	428	426	426.6	1.6
211	430	428	428.6	1.6
212	432	430	430.6	1.6
213	434	432	432.6	1.6
214	436	434	434.6	1.6
215	438	436	436.6	1.6
216	440	438	438.6	1.6
217	442	440	440.6	1.6
218	444	442	442.6	1.6
219	446	444	444.6	1.6
220	448	446	446.6	1.6
221	450	448	448.6	1.6
222	452	450	450.6	1.6
223	454	452	452.6	1.6
224	456	454	454.6	1.6
225	458	456	456.6	1.6
226	460	458	458.6	1.6
227	462	460	460.6	1.6
228	464	462	462.6	1.6
229	466	464	464.6	1.6
230	468	466	466.6	1.6
231	470	468	468.6	1.6
232	472	470	470.6	1.6
233	474	472	472.6	1.6
234	476	474	474.6	1.6
235	478	476	476.6	1.6
236	480	478	478.6	1.6
237	482	480	480.6	1.6
238	484	482	482.6	1.6
239	486	484	484.6	1.6
240	488	486	486.6	1.6
241	490	488	488.6	1.6
242	492	490	490.6	1.6
243	494	492	492.6	1.6
244	496	494	494.6	1.6
245	498	496	496.6	1.6
246	500	498	498.6	1.6
247	502	500	500.6	1.6
248	504	502	502.6	1.6
249	506	504	504.6	1.6
250	508	506	506.6	1.6
251	510	508	508.6	1.6
252	512	510	510.6	1.6
253	514	512	512.6	1.6
254	516	514	514.6	1.6
255	518	516	516.6	1.6
256	520	518	518.6	1.6
257	522	520	520.6	1.6
258	524	522	522.6	1.6
259	526	524	524.6	1.6
260	528	526	526.6	1.6
261	530	528	528.6	1.6
262	532	530	530.6	1.6
263	534	532	532.6	1.6
264	536	534	534.6	1.6
265	538	536	536.6	1.6
266	540	538	538.6	1.6
267	542	540	540.6	1.6
268	544	542	542.6	

1996-09-12 10:00:00 1996-09-12 10:00:00

Packer Associations

There are two meat packer associations organized in the state of Michigan. The Independent Slaughterers and Wholesalers Association of Detroit is active in the Detroit area and recruits its members from among the independent slaughterers and wholesalers within the city. The Association included 40 percent of the independent slaughter firms in the Detroit metropolitan area in 1963.^{8/} The Association does not appear to be especially active at present. However, its primary function seems to be to enable its members to present a united front when bargaining collectively with labor.

Packers in Outstate Michigan are organized under The Michigan Meat Packers and Frozen Food lockers Association Incorporated. The Association was founded in 1953 as the Michigan Meat Packers Association Incorporated. When the Frozen Food Lockers Association merged with the Association in 1959, the name was changed to The Michigan Meat Packers and Frozen Food Lockers Association Incorporated. The Association grew rapidly from its inception until 1961 when a membership of 200 was reported.

In 1961, 83 percent of the wholesale packers and 46 percent of the local packers in Outstate Michigan were members of the Association.^{9/} The primary objective of the Association is to lobby for passage of a uniform, compulsory, state-wide, state-paid meat inspection program.

^{8/} Percentage computed from a membership list of the Independent Slaughterers and Wholesalers Association of Detroit.

^{9/} Computed from membership list of the Michigan Meat Packers and Frozen Food Lockers Association Incorporated.

the first time, and the author's name is given. The author's name is given again at the end of the article, followed by a short biography. The article is written in a formal tone, with the author addressing the reader directly. The author discusses the importance of the study and its findings, and provides recommendations for future research. The article is well-referenced, with numerous citations from other studies. The overall style is professional and academic.

Notes: 1. Definition of "practical" refers to the application of research findings to real-world situations. 2. The term "researcher" is used here to refer to the author of the study. 3. The term "biography" is used here to refer to the author's background and experience in the field. 4. The term "recommendations" is used here to refer to suggestions for future research or practical applications of the study's findings.

CHAPTER III

UNION ORGANIZATION AND LABOR CONTRACT PROVISIONS

This chapter contains: (1) data on the degree of unionization existing in packing plants in the state, (2) membership data and a comparison of the relative strength of each of the major unions, (3) a comparison of the major labor contract provisions found in a representative contract of each of the major unions, and (4) a separate comparison of labor classifications and wage rate data for the same three unions.

Degree of Unionization

The meat packing industry in Michigan is highly unionized. Approximately 98 percent of the production workers in meat packing plants in Wayne County and 70 percent of the production workers in plants throughout the state are union members.^{10/} All of the larger wholesale packing plants, which account for the bulk of the state's total slaughter, are union. Most of the smaller wholesale and virtually all of the local and butcher-size plants are not unionized.

The Three Major Unions

The major unions with organized members in the meat packing industry in Michigan are the Amalgamated Meat Cutters and Butcher Workmen of North America AFL-CIO (AMCBW); The United Packinghouse, Food and Allied

^{10/}Interview with Mal Hoffman, President of MCBW, Local 630, August 5, 1963.

1970-1971

THE 1970-1971 SEASON

The 1970-1971 season was a very good one for the team. We had a record of 10 wins and 6 losses. We had a great start to the season, winning our first 5 games. However, we lost our next 2 games. This was followed by a 3 game winning streak. We then had a 2 game losing streak. After this, we won 4 consecutive games. We ended the season with a 2 game winning streak. Our opponents were: 1. 1970-1971 Season

1970-1971

THE 1971-1972 SEASON

The 1971-1972 season was a very good one for the team. We had a record of 12 wins and 4 losses. We had a great start to the season, winning our first 6 games. However, we lost our next 2 games. This was followed by a 3 game winning streak. We then had a 2 game losing streak. After this, we won 4 consecutive games. We ended the season with a 2 game winning streak. Our opponents were: 1. 1971-1972 Season

1971-1972

THE 1972-1973 SEASON

The 1972-1973 season was a very good one for the team. We had a record of 11 wins and 5 losses. We had a great start to the season, winning our first 5 games. However, we lost our next 2 games. This was followed by a 3 game winning streak. We then had a 2 game losing streak. After this, we won 4 consecutive games. We ended the season with a 2 game winning streak. Our opponents were: 1. 1972-1973 Season

Workers AFL-CIO (UFWA); and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

There are nine MCBW locals in the State of Michigan. However, only four of these are composed of members working directly with the slaughter industry (Figure 2). Local 630, founded in 1933 in the City of Detroit, has a membership of 1,300 - 1,400 working in slaughter plants. The two Kosher locals, numbers 632 and 30, founded in 1933 and 1952 respectively, have a small membership composed of those men ordained by the Jewish faith and qualified to slaughter animals for the Kosher trade. Local 361, founded in 1953 at Menominee, Michigan, also has members employed in slaughter plants.

There are between 6,600 and 7,800 MCBW members in Michigan. Approximately 18 percent, or 1,350, of these work in meat packing plants. Another 18 percent are employed by meat processing plants, which leaves over 60 percent of the organized MCBW membership in retail stores. Kroger, Safeway and A&P are the retail chains that are the most highly organized by this union.^{11/}

The UPWA has locals in Checaning, Bay City, Port Huron, Traverse City and Detroit with a combined membership of 590 persons working in meat packing plants in Michigan. There are a total of 12 union locals with a combined membership of 1,254 persons when workers in meat packing plants, prepared meat plants and retail outlets are considered.^{12/}

The operating policy of these two unions helps explain the greater relative strength of the MCBW in Michigan. The UFWA has historically

11/Ibid.

12/Letter from Charles Hayes, Director of District #1, UPWA, Chicago, Illinois, November 8, 1963.

1. The first step in the process of creating a new culture is to identify the values and beliefs that are most important to the organization. This involves conducting research and analysis to understand the current culture and identify areas for improvement.

2. Once the values and beliefs have been identified, the next step is to communicate them clearly and consistently throughout the organization. This can be done through various channels such as meetings, emails, and newsletters.

3. The third step is to reward and recognize employees who demonstrate the desired behaviors and attitudes. This can be done through performance-based bonuses, recognition programs, and other incentives.

4. The fourth step is to provide training and development opportunities for employees to help them learn and practice the new values and beliefs. This can be done through workshops, seminars, and one-on-one coaching.

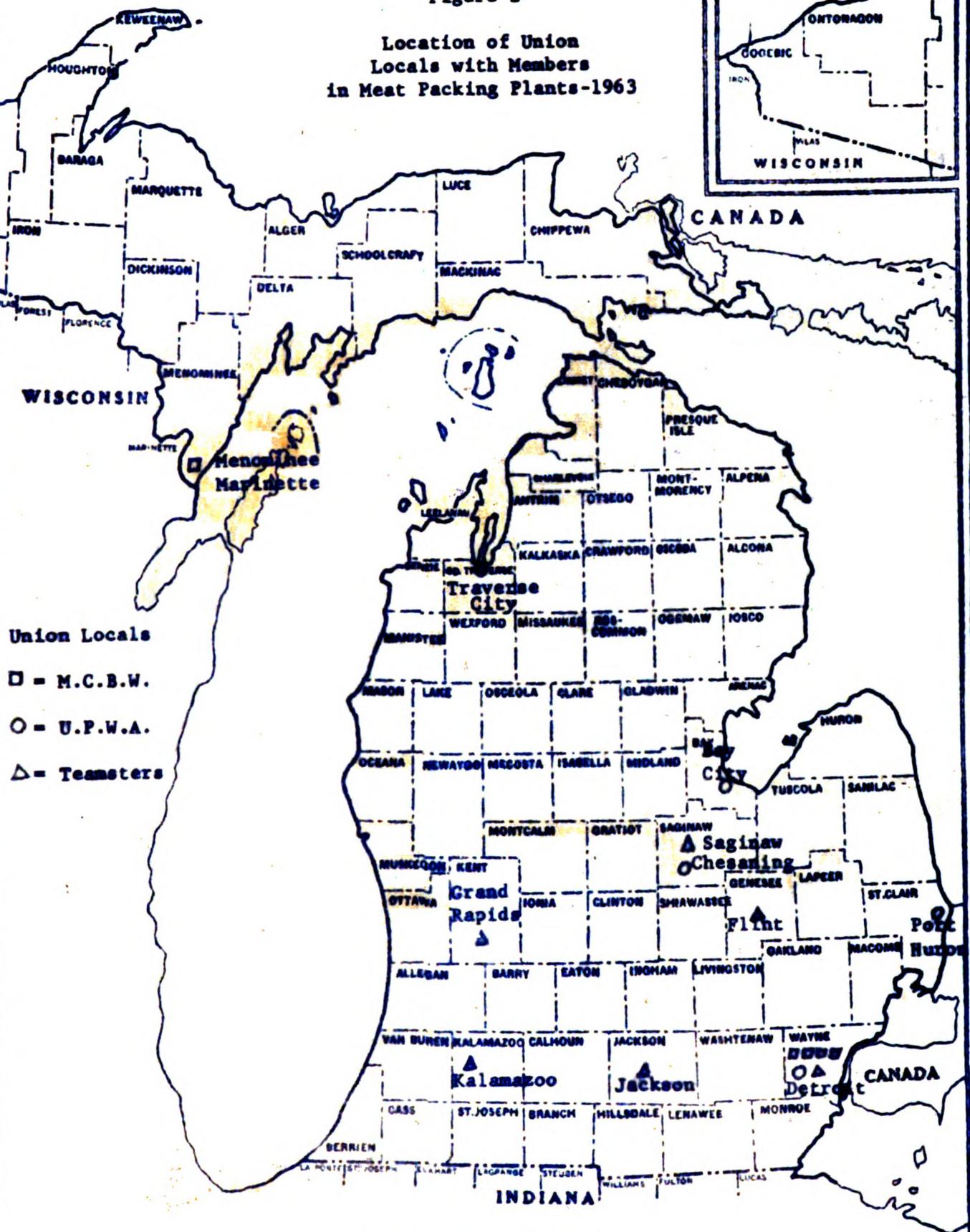
5. The fifth step is to monitor and evaluate the progress of the culture change effort. This involves tracking key metrics such as employee satisfaction, retention rates, and performance levels to ensure that the desired outcomes are being achieved.

1. Identify values and beliefs

2. Communicate values and beliefs

Figure 2

**Location of Union
Locals with Members
in Meat Packing Plants-1963**



Source: Interviews with
Union Leaders

0 50 100 150 200 250 300 350 400 450 500 MILES

This Map is also available in size 17 x 22

sought to organize the "big 4" national packers.^{13/} The MCBW has concentrated on the smaller, independent slaughterers and the retail food stores.^{14/} Since there are none of the large national packers slaughtering livestock in Michigan, the membership roster of the UPWA is much smaller than that of the MCBW. Hence, the MCBW Union occupies the dominant position in Michigan's meat packing industry.

Most truck drivers working in the meat packing industry in Michigan are members of the Teamsters Union. The 156 Teamster drivers in Detroit represent 98 percent of the delivery truck drivers distributing meat products from Detroit slaughter plants. An additional 44 Teamster drivers work for Outstate packing plants. The Teamsters Union also claims some 400 additional men who are classified as cooler men and/or helpers. The grand total, approximately 600 men, is organized under the six Teamster locals which are located in Detroit, Grand Rapids, Kalamazoo, Jackson, Saginaw, and Flint.^{15/}

Major Labor Contract Provisions

The following section will compare the similarities and differences between the provisions of actual labor contracts from each of the major unions (Table 5). The contracts of the MCBW and UPWA are for different branches of the same company but cover a slightly different time period. The Teamster contract which will be analyzed

^{13/}United Packinghouse Workers of America, Twenty Years With the UPWA, (Chicago, 1957).

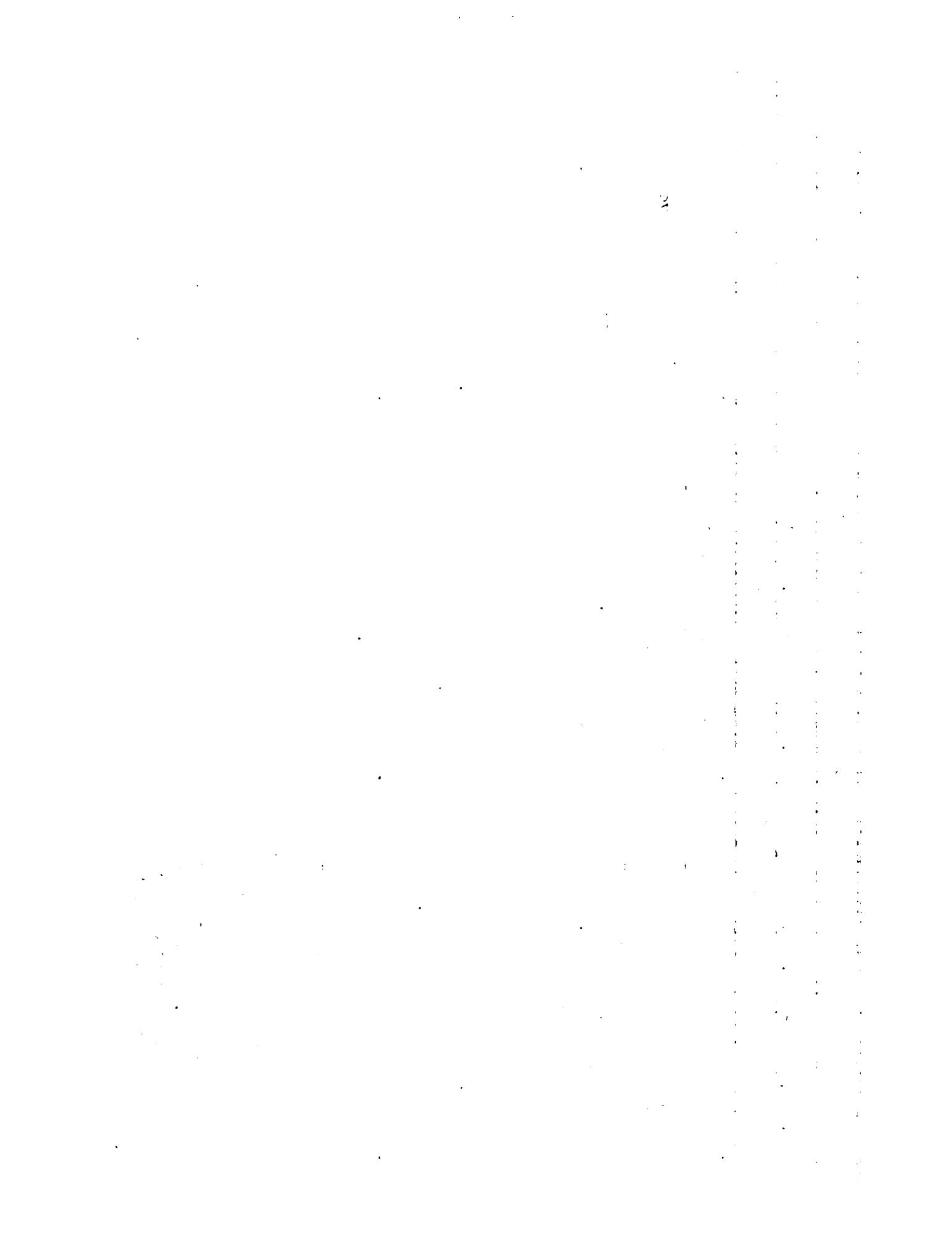
^{14/}Amalgamated Meat Cutters and Butcher Workmen of North America, Our First 60 Years, (Chicago, 1956).

^{15/}Interview with Jimmy Cliff, Business Representative of Teamsters Union, Local 337, August 10, 1963.

Table 5
**A Comparison of the Major Labor Contract
 Provisions for the Three Major Unions**

Labor Union and Effective Date of Contract

	HCBW Oct. 15, 1959 - Oct. 15, 1961	UPWA Oct. 19, 1961 - Oct. 19, 1964	Teamsters May 17, 1962 - May 17, 1965
	Union Recognition		
Sec. 1	<p>The company recognizes the Union as the sole collective bargaining agency for all employees in the plant with the exception of supervisory employees, office employees, salesmen, transport drivers and local delivery. The company agrees that all present and future employees covered by this agreement shall become and remain members of the Union no later than the 31st day following their employment. This Union Shop clause shall be applicable strictly in conformity with Federal Laws.</p>	<p>The company recognizes the Union as the sole collective bargaining agency for all employees in this plant with the exception of supervisory employees, office employees, salesmen. The company agrees that all present and future employees covered by this agreement shall become and remain members of the Union no later than the 31st day following their employment. This Union Shop clause shall be applicable strictly in conformity with Federal Laws.</p>	<p>The employer recognizes and acknowledges that the Union is the exclusive representative in collective bargaining for all employees classified as drivers in the heavy beef and Pork Industry and the Lamb and Veal and their helpers. The company agrees that all present and future employees covered by this agreement shall become and remain members of the Union no later than the 31st day following their employment.</p>
Sec. 2	<p>Upon the presentation by the Union of a signed authorization by the individual employee, the company agrees to check off as of the first (1st) pay day of each month, dues, fines, and assessments for each member so authorizing, the company to do so, and shall send them to the Financial Secretary-Treasurer of the Local Union. It is understood that such authorization shall be in effect for the entire contract year.</p>	<p>Same as HCBW.</p>	<p>The employer agrees to deduct from the pay of each employee subject to this agreement all dues and/or initiation fees of the local union and pay such amount deducted to said local for each and every employee; provided that the union presents to the employer written authorizations, signed by such employees, allowing such deductions and payments to the local union as aforesaid.</p>

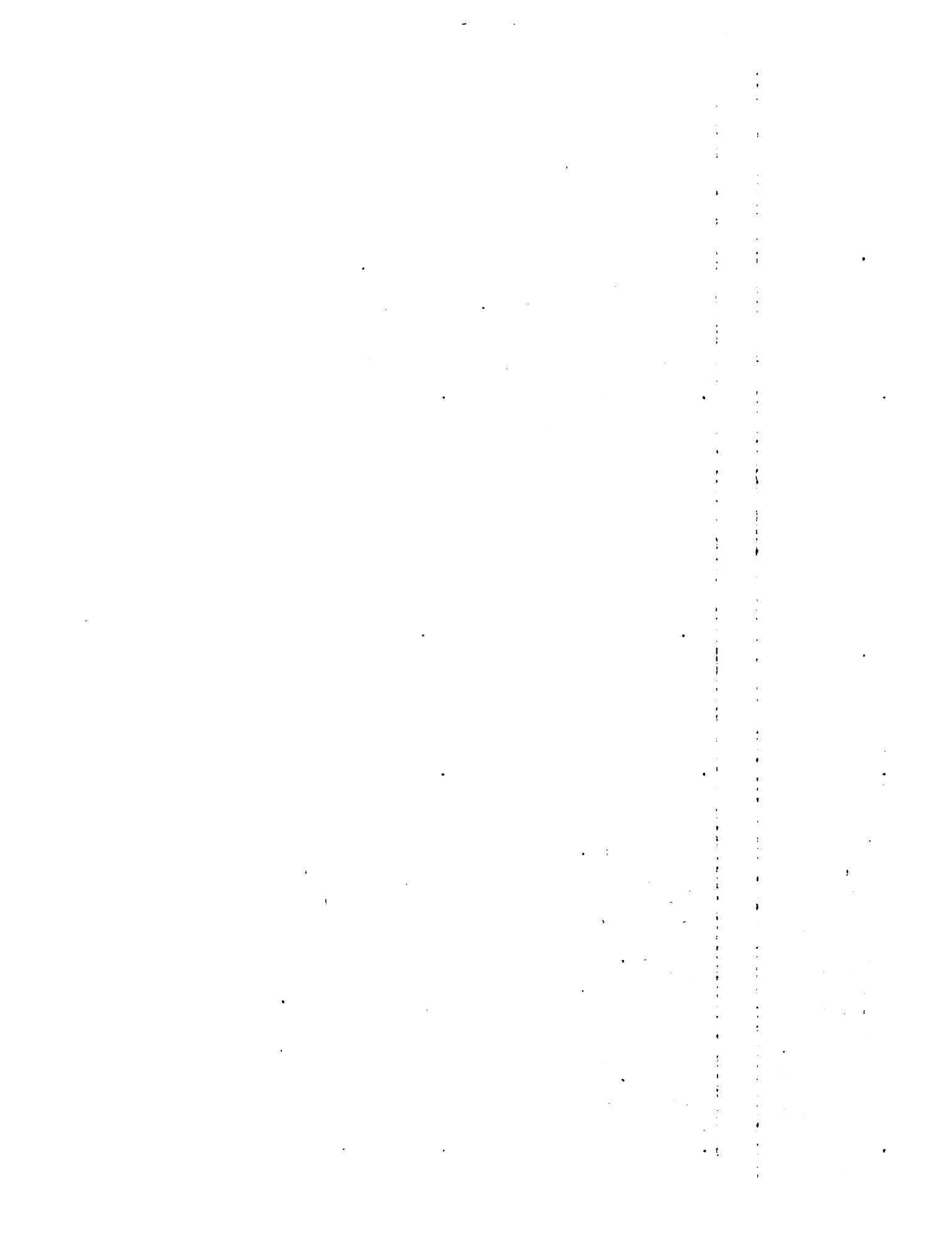


Sec. 3 The company agrees it will not collectively enter into negotiations with any other union or labor organization during the life of this contract.

Sec. 3 Same as MC3W.

Sec. 3 Same as HCBW.

		Hours of Work	
Sec. 1	Sec. 1	Sec. 1	Sec. 2
Sec. 1	Time and one-half (1 1/2) an employee's regular rate shall be paid for work performed in excess of 8 hours, in one day, or forty (40) hours in one (1) week, whichever is the greater, but not both.	All work performed after forty (40) hours in any one week shall be paid for at the rate of time and one-half (1 1/2) the regular rate of pay; excepting the week in which a holiday occurs then the employee shall receive time and one-half (1 1/2) his regular rate of pay for all hours worked in excess of thirty-two (32) hours in that particular week.	All work performed on Saturday shall be paid for at the rate of time and one-half (1 1/2) the regular rate of pay.
Sec. 2	Time and one-half (1 1/2) shall be paid for all work performed on Saturday provided however, this section shall not apply to those employees whose particular jobs call for regularly scheduled work to be performed on Saturday.	Same as HCBW.	Same as HCBW.



Sec. 3

Double (2) time shall be paid for all work performed on Sunday and also on the following holidays:
New Years Day
Good Friday
Decoration Day
4th of July
Labor Day
Thanksgiving Day
Christmas Day
Christmas Eve
New Years Eve

Sec. 3

Same as Sec. 3.

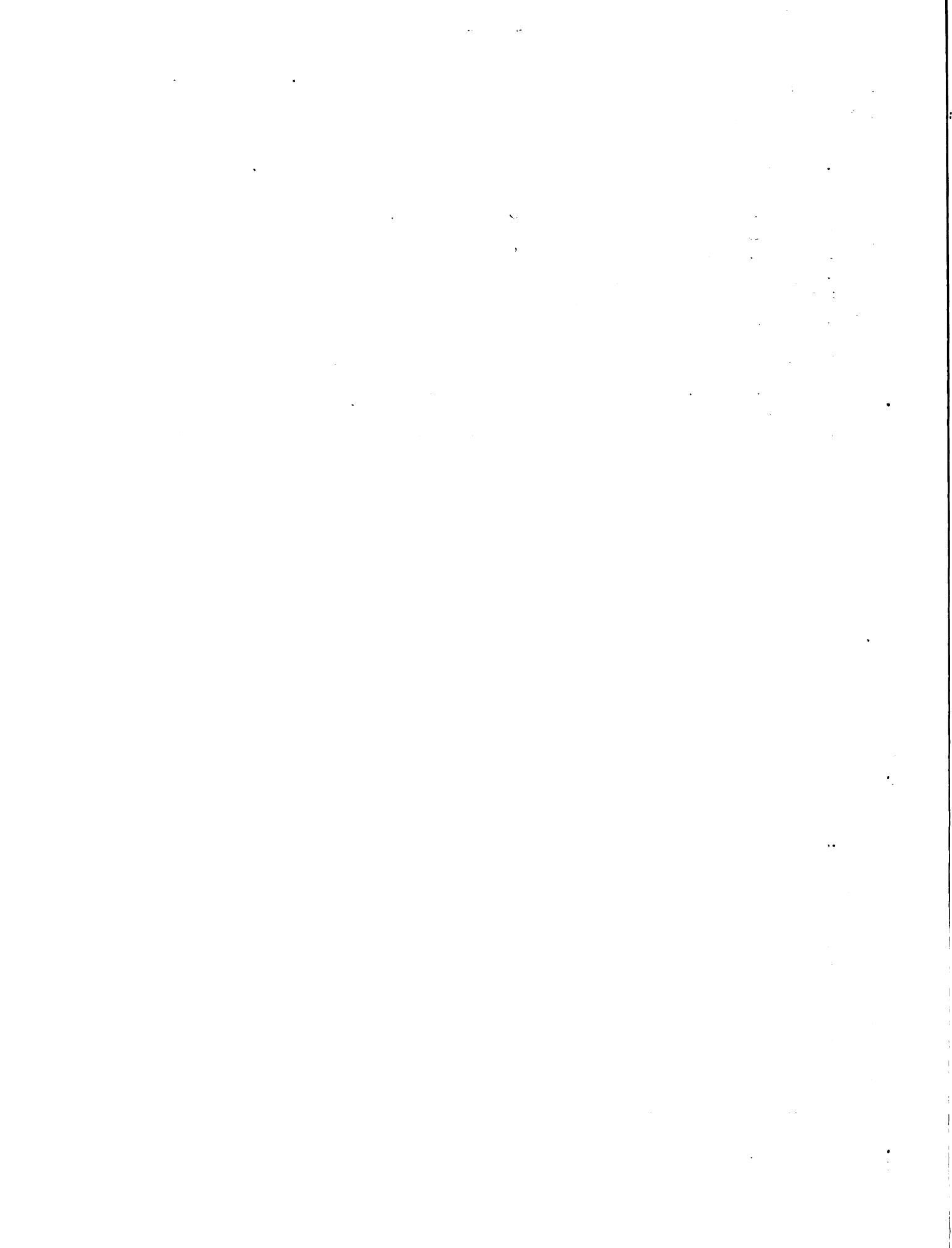
Sec. 3

All work performed on Sunday or holidays shall be paid for at twice (2) the regular rate of pay. The employees covered by this agreement shall be granted the following holidays and religious holidays, and shall be paid eight (8) hours pay at straight time rates for each of the following holidays:
New Years Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Christmas Day

Any employer of the Jewish faith not working due to his desire to observe the Jewish Holidays, namely Rosh Hashonah and Yom Kippur, shall be paid eight (8) hours pay for each day of these holidays, and if the place of business is closed on those days, all drivers shall receive eight (8) hours pay for each day the place of business was closed.

Sec. 4 (paid for time)

All employees covered by this agreement shall be paid for all time spent in the service of the employer. Rates of pay provided for by this agreement shall be minimums. Time shall be computed from the time that the employee is ordered to report for work and remains in, until the time he is effectively released from duty. All time lost due to delays or a



result of overloads or certificate violations involving Federal, State or city regulations, which occur through no fault of the driver, shall be paid. Such payment for driver's time when not driving shall be at the hourly rate.

Guaranteed Work Week	
Sec. 1	Sec. 1
Employees of the company who have attained seniority and who are scheduled to work during any work week, shall be guaranteed 36 hours in such work week.	The guaranteed work week shall be Monday through Friday. All regular employees who report for work as required by their schedule are guaranteed forty (40) hours of work in five (5) consecutive days, except during a holiday week when thirty-two (32) hours of work are guaranteed in four (4) consecutive days.
Sec. 2	Sec. 2
The guaranteed work week shall be reduced by the number of hours lost by an employee due to sickness, injury, strikes, paid holidays, disciplinary action, discharge, voluntary absence, vacations and/or conditions beyond the control of the company, such as power failure, floods, fire or tornado.	<p>a) The work day shall be a minimum of six (6) hours guaranteed work for all employees, provided, employees do whatever work is assigned to them.</p> <p>b) Each employee who reports for work on Saturday as required by his schedule shall be guaranteed four (4) hours of work, provided he does whatever work is assigned to him.</p> <p>c) When overtime is required same shall be determined by the employer.</p>

d) On all overtime work the oldest man on the seniority list shall have preference of performing such work.

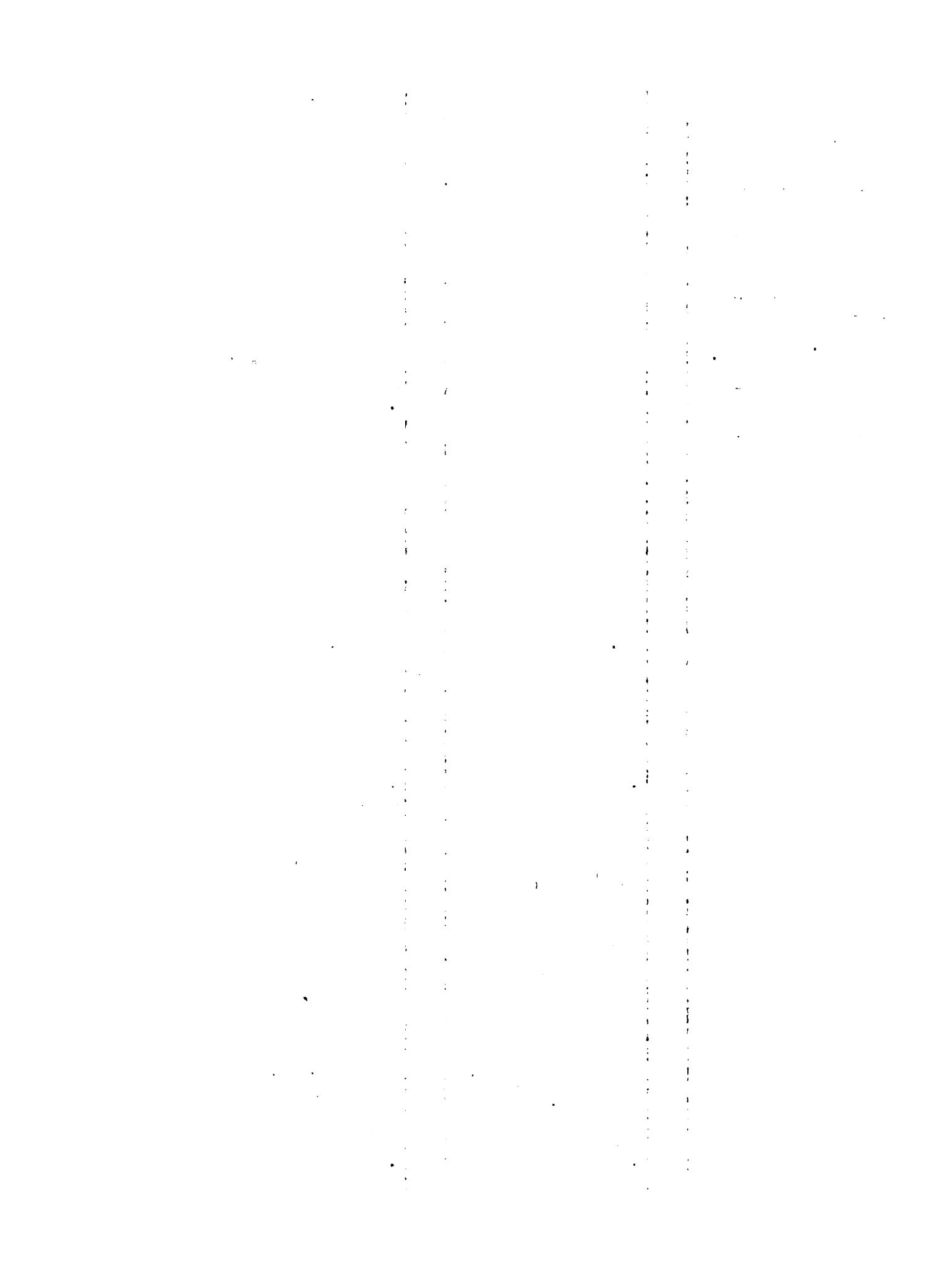
e) Extra drivers called in and put to work shall be guaranteed not less than eight (8) hours' work for that day.

Rest Periods

Sec. 1	Sec. 1
A rest period of fifteen (15) minutes shall be given to all employees during the morning half of the shift. A fifteen (15) minute rest period shall be given whenever they are required to work more than four (4) hours after lunch period.	Same as MC&W.

Vacations

Sec. 1	Sec. 1
All employees who have been in the continuous service of the company for a period of one (1) year or more, shall receive their vacations according to the following schedule.	All employees covered by this agreement shall be paid for a forty (40) hour week at the straight time hourly rate for each vacation week. All employees will receive vacations according to the following schedule.



Employee Working:	Pay:	Leave:
1 yr. & less than 3 yrs.	40 hrs.	7 da.
3 " "	50	7
5 "	58	8
6 "	66	9
7 "	74	10
8 "	82	11
9 "	90	12
10 "	106	14
15 "	122	14
20 "	130	21
25 yrs. or more	145	21

Sec. 2 hours of pay shall be computed on the basis of the employee's straight time rate in effect at the time the employee is on vacation.

Employee Working:	Pay:	Leave:
1 yr. & less than 3 yrs.	40 hrs.	7 da.
2 " "	"	2
3 " "	"	10
5 " "	"	10
6 " "	"	10
7 " "	"	10
8 " "	"	11
9 " "	"	12
10 "	"	14
15 "	"	14
20 "	"	21
25 yrs. or more	"	21

Sec. 3 Vacations will, as far as possible, be granted for the period preferred by each employee in accordance with his or her plant seniority and consistent with efficient plant operations. Consideration will be given by the company to special requests for:
 a) Vacation without taking leave, or
 b) Vacations during the weeks in which holidays fall.

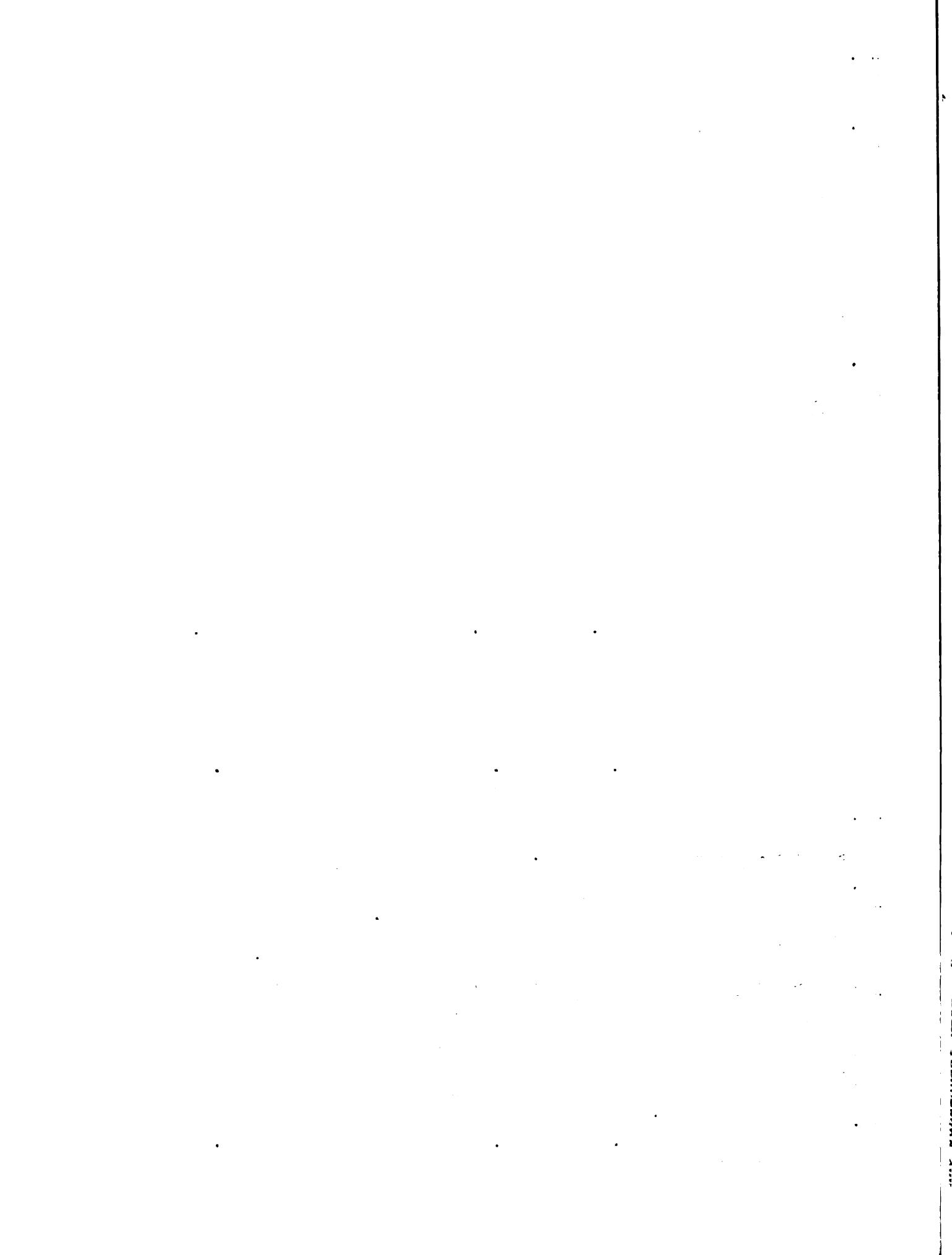
Employee Working:	Pay:	Leave:
1 yr. & less than 3 yrs.	40 hrs.	7 da.
2 " "	"	2
3 " "	"	10
5 " "	"	10
6 " "	"	10
7 " "	"	10
8 " "	"	11
9 " "	"	12
10 "	"	14
15 "	"	14
20 "	"	21
25 yrs. or more	"	21

Sec. 4 Vacations will be granted only in the year in which they are due and may not be carried over to

Sec. 2 Same as MCBW.

Sec. 3 Same as MCBW.

Sec. 4 Same as MCBW.



any subsequent year. Employees eligible for vacations hereunder shall be notified of his or her vacation period as far in advance as possible and will receive their vacation pay at the beginning of the vacation period.

Sec. 5 Employees who have quit or been discharged for proper cause, shall not be entitled to or receive vacations.

Sec. 5 Same as NCBW.

Same as NCBW.

Sec. 1 Departmental Seniority shall be in effect in the company's plant.

Sec. 1 Departmental Seniority shall be in effect in the company's plant.

Sec. 1 Same as NCBW.

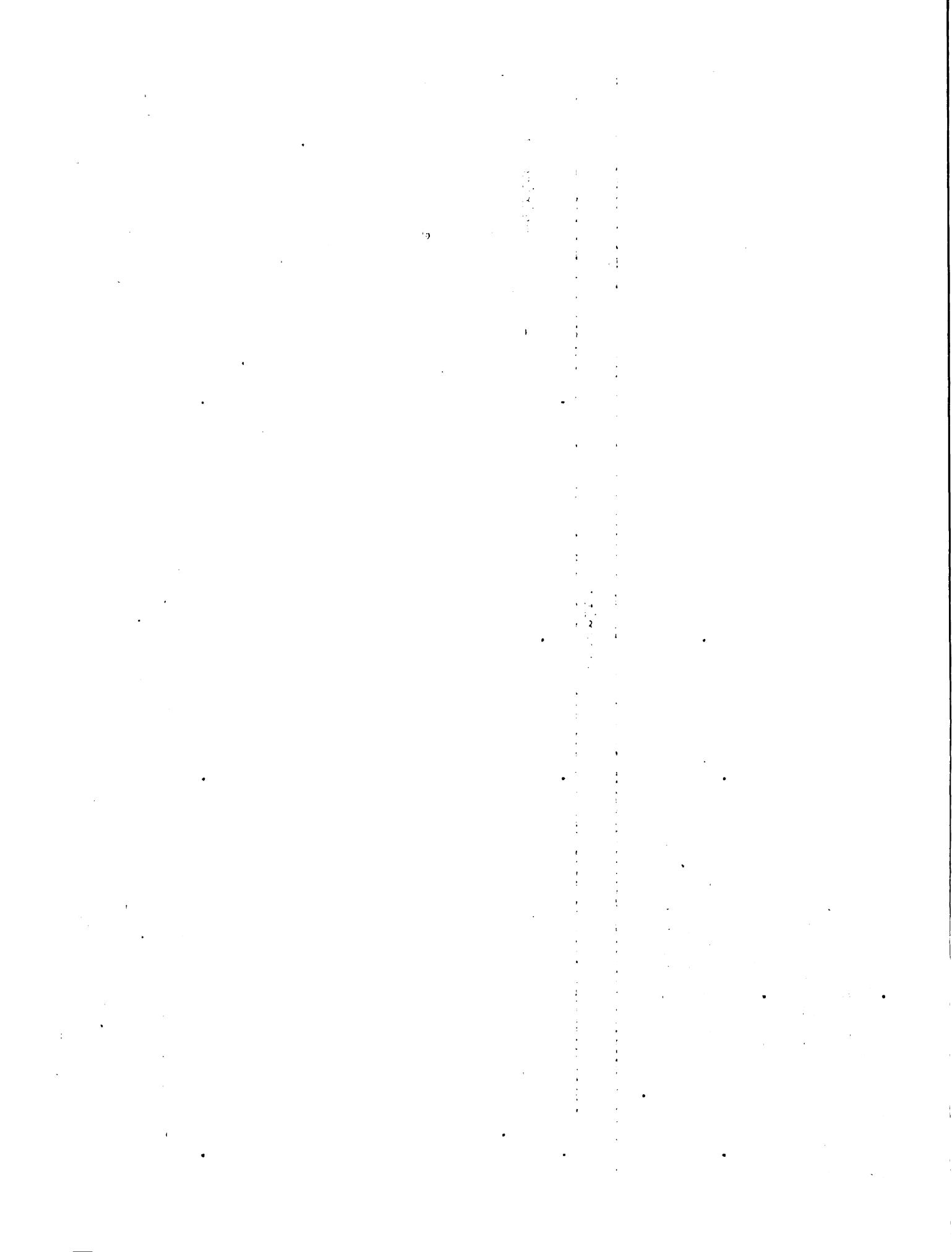
Seniority

Sec. 1 Strict seniority shall prevail in the lay-off and rehiring of employees and in overtime preference. In reducing the working force because of lack of work or other legitimate causes, the last employee hired shall be the first employee laid off; provided that the particular work done by the employee and the length of service of said employee shall be considered to be determining factors; such determination to be made jointly by the Union and the employer. In returning to work, the last employee laid off shall be the first employee rehired.

Sec. 2 A new employee shall work under the provisions of this agreement but shall be employed only on a thirty-day trial basis, during which period he may be discharged without further recourse; provided, however, that the employer may not discharge or

Sec. 2 Same as NCBW except sixty (60) days is substituted for forty-two (42) days.

Sec. 2 During the first (1st) forty-two (42) calendar days of service of a new employee, he shall be regarded as a probationary employee, and within that period he may be discharged, transferred, re-classified or



laid-off in any order without recourse. At the end of this period, his name is placed on the Seniority List as of his date of hire.

discipline for the purpose of evading this agreement or discriminating against members of the local Union. After thirty days, the employee shall be placed on the regular seniority list. In case of discipline within the thirty-day period, the employer shall notify the local Union in writing.

Sec. 3 Departmental seniority shall govern the order of lay-off and recalls, providing that employees retained or recalled have the ability to do the work required. Employees laid off from one department may exercise their total plant seniority in another department if extra jobs beyond the departmental Seniority List exist which they are capable of filling. They shall be considered junior to all employees in the department and shall return to their own department as soon as the opportunity exists. With this above mentioned exception and the use of plant seniority in determining the benefits and choice of vacations, no plant seniority exists.

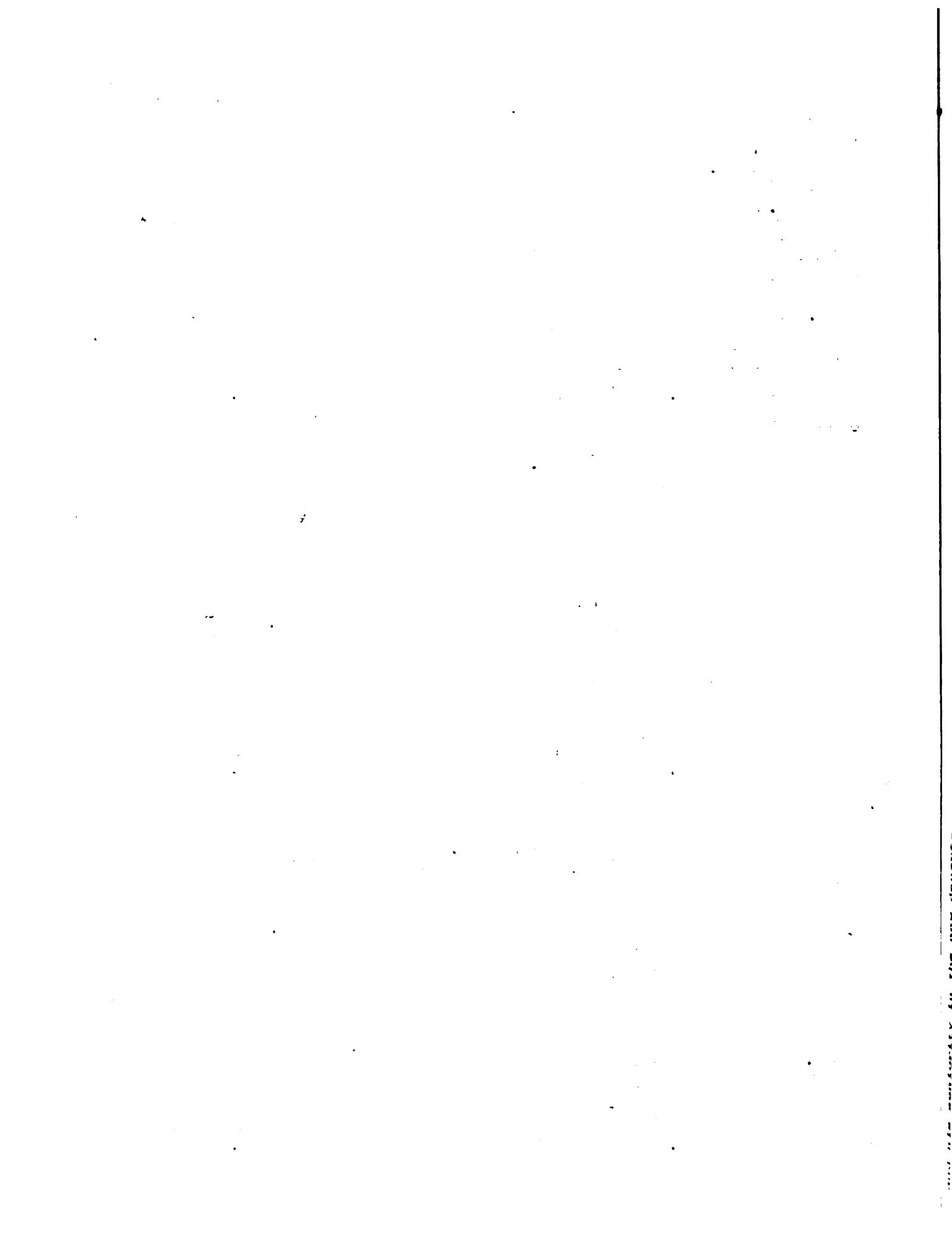
Sec. 3 Same as UCBW except for addition of following: An employee who chooses a layoff instead of exercising his plant-wide seniority, will not be allowed to use his plant-wide seniority again until after he has been recalled to work.

Sec. 3 Same as UCBW except for addition of continued employment, that an employee purchase truck tractor and/or tractor and trailer or other vehicle equipment or that any employee purchase or assume any proprietary interest or other obligation in the business.

Sec. 4 An employee who is transferred from one department to another shall, for ninety (90) days retain his seniority in the department from which he transferred at the end of this period, he shall lose his seniority in the old department

Sec. 4 Same as UCBW.

Sec. 4 When the employer needs additional help, it shall give the Union equal opportunity with all other sources to provide suitable applicants, but the employer shall not be required to hire those referred by the Union.



and his seniority in the new department shall date from date of transfer.

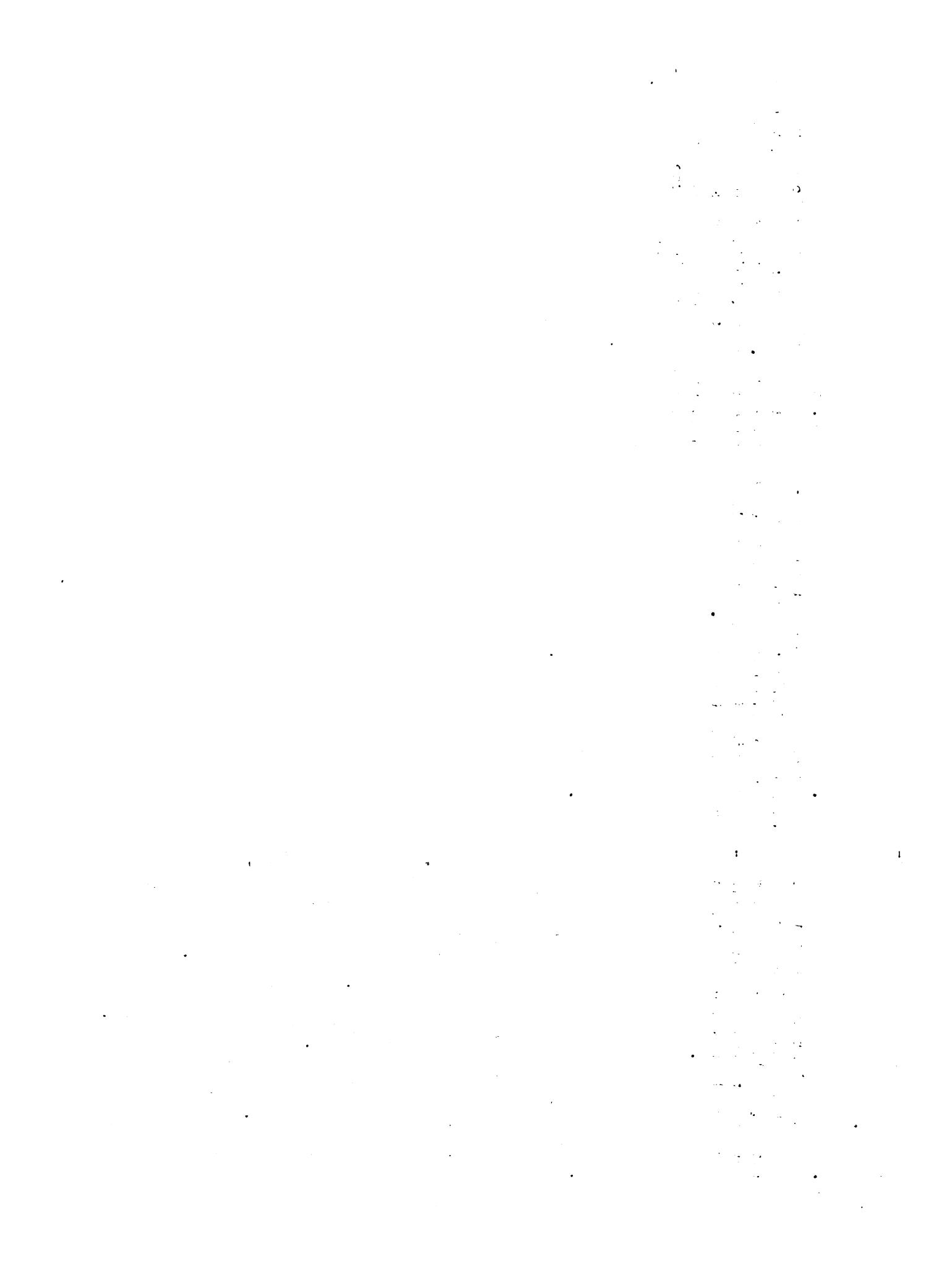
Sec. 5 When a plant or a department of a plant is discontinued from operation, employees affected have opportunity to transfer with seniority to new plant where operations are transferred.

Sec. 5 Same as NCBW except for addition of following: The company agrees to give the Union sixty (60) days notice in advance of any plant or department closing.

Sec. 5 Seniority shall be lost for the following reasons: Discharge, voluntary quit, layoff for a period of over two years, failure to report for work within two days or exceeding an authorized leave of absence without good cause or receiving three payments within any twelve month period. Also gainful employment during leave of absence.

Sec. 6 With the exception of the Day Shipping Department and temporary jobs, the company will post job openings for two (2) working days in the department in which they occur. If opening is not filled from department in which it occurs, company will consider employees from other departments whose names have been submitted by the Union as desirous of a transfer.

No posting will be made on a plant-wide basis. The primary factors for promotion will be merit, ability and past performance of the candidate. When two equally qualified candidates are considered the one with the most seniority shall be selected for promotion. All grievances of improper promotion must be submitted within five (5) days from the date they are alleged to have taken place.



Sec. 7

The Union recognizes that there are times when the company needs to hire certain skilled individuals. The company will discuss with the Union the necessity of such action before hiring such persons. Skilled employees shall receive the rate for the job immediately if they are capable of performing the work.

Sec. 7

Same as N.C.D.

Sec. 8

Employees shall lose all seniority rights if:

- (a) They quit.
- (b) They are discharged for just cause.
- (c) They fail to report for work within ten (10) days after being notified by registered mail following a layoff.
- (d) They are laid off for eighteen (18) consecutive months.

Sec. 8

Same as N.C.B.H except for addition of:

(e) They receive Severance pay.

Sec. 9

The seniority list shall be revised and posted each six months.

Sec. 9

Same as N.C.D.

Sec. 10

The company agrees to give employees 24 hour notice of layoffs.

Sec. 10

Same as N.C.D.

Military Service

Sec. 1 Same as Teamsters.

Sec. 1 Same as Teamsters.

Sec. 1 Any employee inducted into Military Service under any Selective Service Statute or similar act in time of National Emergency, upon termination of such service will be re-employed in line with his seniority and the current rate for such work provided he hasn't been dishonorably discharged and is physically capable of doing the work provided he reports for work within 90 days of discharge.

Grievance Procedure

Sec. 1 It is agreed that any dispute which may arise, shall be settled in the following manner:

- First:
(a) Between grievied employee, his department steward and the foreman or forelady involved. Usually handled within 24 hours.
(b) When the Union is grievied, a meeting shall be held between the Union representative and foreman of department involved.
- Second:
between the Union chief steward and the chairman of the Grievance Committee, the grievied employee and the superintendent involved. Should be handled within 24 hours after grievance presented at the second step.

Grievance Procedure

Sec. 1 It is mutually agreed that all grievances shall be settled in accordance with the following procedure:

First:

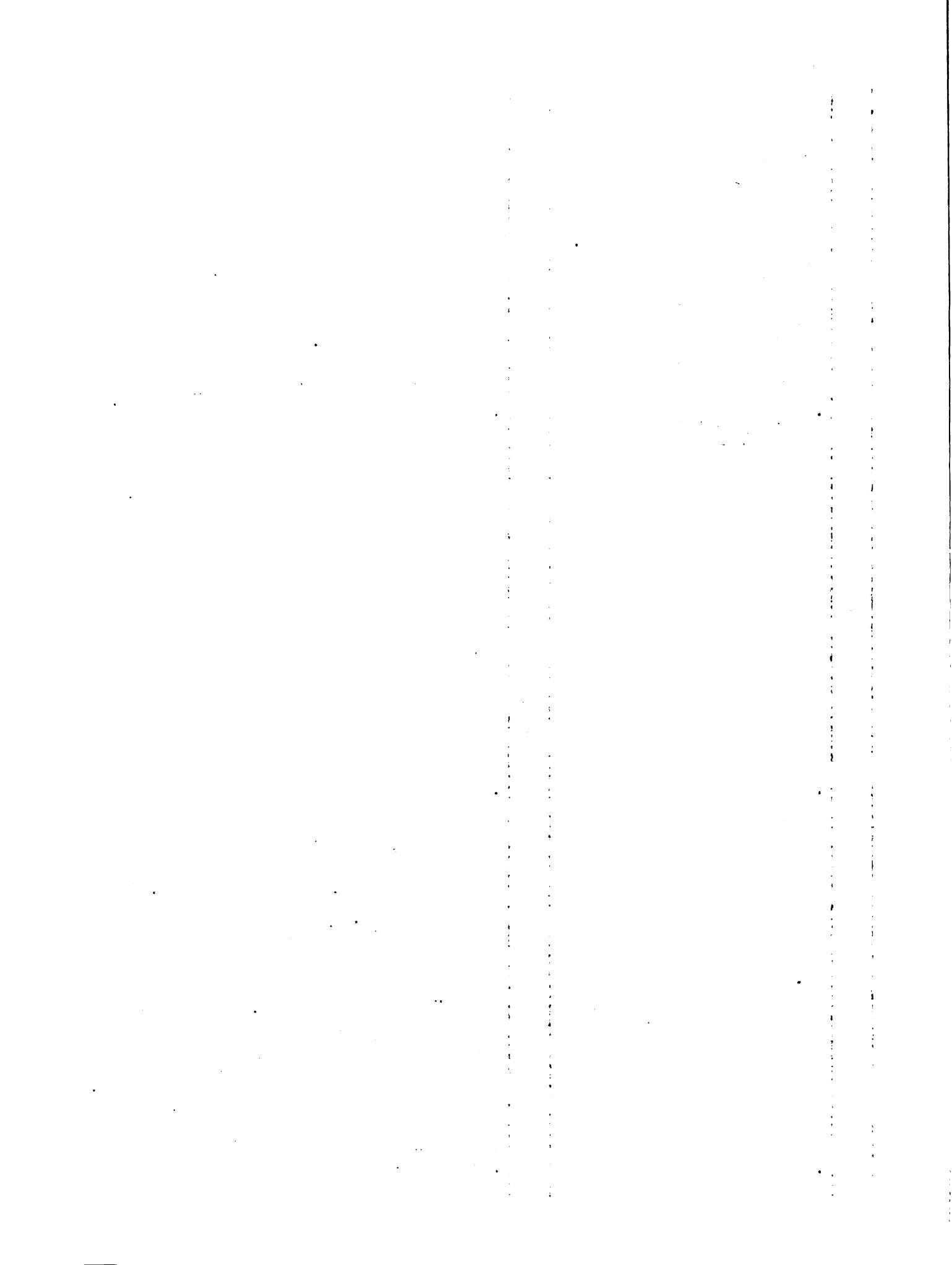
By conference between the grievied employee, the shop steward, or both and the foreman of his or her department.

Second:

By conference between the shop steward and business agent of the Union, and the superintendent or personnel manager.

Third:

by conference between an official of the Union and the manager or representative of the company or both.



Third: If not settled in second step, shall be reduced to writing and presented to Grievance Committee designated by Union and the company management.

Fourth: Between representative of the National Union and company management.

Fifth: Complainant, reduced to writing, presented to a Committee of Arbitration to consist of three persons, one selected by the company, one selected by the Union, and one selected by the first two. If within five (5) days these two members are unable to agree upon the third member, the two members shall jointly request the Federal Mediation and Conciliation Service to designate a panel of seven (7) arbitrators. If agreement can't be reached on the third arbitrator within fourteen (14) days then the requesting arbitration shall strike the names of three (3) arbitrators from the list and the other party will strike names of three (3) of those remaining and the remaining arbitrator shall serve as the third (3rd) arbitrator. The decision of the arbitration committee so selected shall be binding on the Union and the company. The arbitration committee shall not have the power to add to or subtract from this agreement.

Fourth:

In the event the last step fails, shall be referred to the Board of Arbitration upon request of either party. The Board of Arbitration shall consist of one representative of the Union and one representative of the company and if these two can't agree they shall select a third person. If they can't agree on the third person, then the third person shall be chosen from the list of arbitrators provided by the State Labor Federation Board. The Board of Arbitration shall have no power to add to or subtract from this agreement.

No grievance will be discussed which is presented later than ten (10) days after such has happened.

卷之三

Absenteeism

Sec. 1 Sec. 1

It is recognized by both the Union and the company that habitual absenteeism is one of the, but not solely inclusive, proper causes of discharge. If within any 12 month period, an employee is absent from work for any period of working day without previously notifying the company or within 36 hours furnishing an excuse, he or she shall be disciplined as follows:

- (a) First (1st) offense shall be warning.
- (b) Second (2nd) offense, three (3) day layoff.
- (c) Third (3rd) offense, the penalty shall be discharge.
- (d) In all cases, company will give copies of warning and disciplinary notices to president of local Union.

Safety and Health

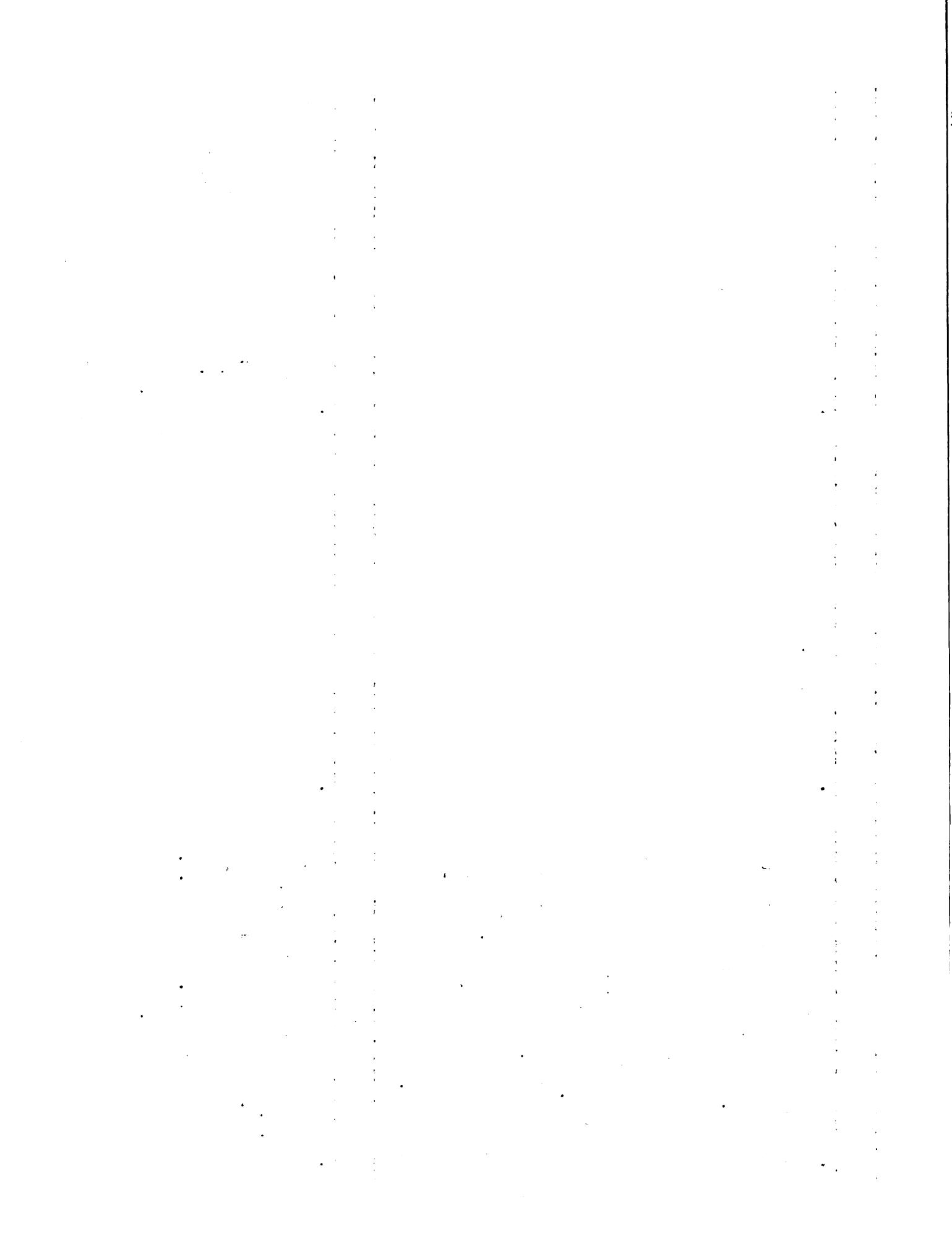
Sec. 1

The company shall have available in the plant from 8:00 a.m. to 5:00 p.m. a trained person to give first aid. Company shall designate a person trained in first aid to care for employees sick or injured from 6:00 p.m. to 2:00 a.m. Company will pay transportation to doctor or hospital.

Sec. 1
The employer agrees to pay into the Michigan Conference of Teamster Welfare Fund for each seniority employee:

\$3.00 effective May 17, 1952
\$3.50 effective May 17, 1963
All payments must be made within 15 days from the end of each calendar month.

The employer agrees to pay into the Central States, Southeast and Southwest areas pension fund for each seniority employee:



\$4.00 effective May 17, 1962
5.00 effective May 17, 1963
6.00 effective May 17, 1964

Payments must be made within 15 days of end of each month.

Temporary employees not covered by this article. It is agreed that the welfare fund and pension fund will be separately administered, each jointly by employers and union in compliance with State and Federal regulations.

Sec. 2 (a) For seniority employees the company will pay the full cost of the new Blue Cross II-75 Income-Not-Certified Plan "B" for said employees and their dependents.
(b) Employees with seniority who desire (\$2,000 Life Insurance, an additional \$2,000 for Accidental Death or Dismemberment, weekly sick benefits of \$45 for female employees and \$50 for male employees to cover 1st day of accident or 7th day of sickness on a 26 week plan) shall pay \$2.70 a month for such benefits and the company shall pay balance.

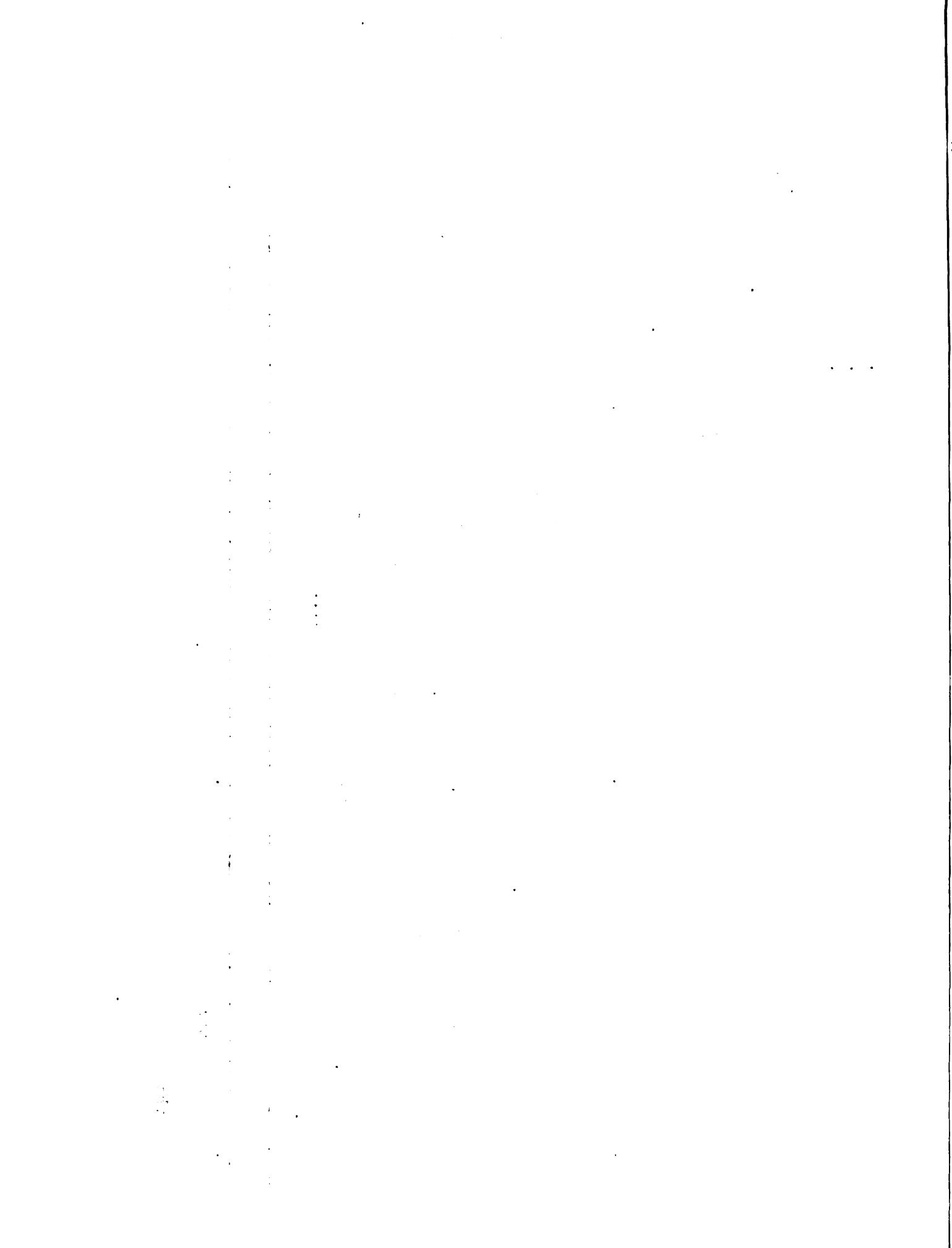
Sec. 2 Same as MCW except:
Another insurance carrier will be selected to provide Hospital - Survival - Medical Insurance coverage similar to the discontinued Blue Cross plan shall be selected by the company on and after January 15, 1962 and the company shall pay all premiums.
(b) Same as MCW here except:
Effective January 15, 1962 Seniority Employees who desire (\$2500 Life Insurance, an additional \$2500 for Accidental Death and Dismemberment, ***

Sec. 2

Another insurance carrier will be selected to provide Hospital - Survival - Medical Insurance coverage similar to the discontinued Blue Cross plan shall be selected by the company on and after January 15, 1962 and the company shall pay all premiums.

Severance Pay

Sec. 1 Severance pay shall be paid to employees with 30 months continuous service who are permanently separated from company because of closing, of plant or department. Severance pay will not be paid under following:



- 1) To employees with less than 30 months of continuous service.
 2) To employees laid off due to a reduction of forces within a department.

- 3) In cases where the employee was discharged for cause.
 4) In cases of voluntary resignation.

5) To employees who refuse to move to another plant or department in the lower peninsula of Michigan. The following schedule is to be used in computing the number of weeks' pay owing:

Month Continuous	Weeks' Pay
30	1
42	1 1/2
54	2
66	2 1/2
78	3
90	3 1/2
102	4
114	4 1/2
126 and over	5

Termination of Agreement

- Sec. 1 Either party may terminate, modify or amend this agreement by giving to the other party, a written notice, at least sixty (60) days prior to the expiration date of this contract.
- Sec. 1 Same as MCEW.
 Sec. 1 Same as MCBA.

Source: www.ncm.org • May and several countries covering Israel-Tanzania.

Source:

Large-scale migration from the former Soviet Union
occurred in two waves (00). During the first wave,
immigration to Israel was not a choice, but rather
a matter of survival. In the second wave, many
immigrants chose to leave the former Soviet Union
and move to Israel.

Source: www.ncm.org

Page 52 NCM

Page 1

Page 52 NCM

Page 1

Page 52 NCM

Page 1

Page 52 NCM

Source:

Large-scale migration from the former Soviet Union
occurred in two waves (00). During the first wave,
immigration to Israel was not a choice, but rather
a matter of survival. In the second wave, many
immigrants chose to leave the former Soviet Union
and move to Israel.

Source: www.ncm.org

Large-scale migration from the former Soviet Union
occurred in two waves (00). During the first wave,
immigration to Israel was not a choice, but rather
a matter of survival. In the second wave, many
immigrants chose to leave the former Soviet Union
and move to Israel.

is a standard or blanket "Heavy Beef Industry" contract between the Teamsters and some 12 packers who bargain as a group.

The contracts analyzed do not all cover the same time period but each covers part of the six-year period between 1959 and 1965.

Labor Classifications and Wage Rates

Workers in meat packing plants are classified almost entirely upon performance and ability. A worker's proficiency in handling a knife and the number of different jobs he can perform determine his value to the company and thus his classification. The two labor classifications which require the greatest degree of skill are defined as follows:^{16/}

Boner

"Any employee who is able to skillfully and speedily bone any cut."

Skilled Butcher

"Any employee who is able to skillfully perform any job on cut, kill or boning operation."

Skill with a knife, although coming more easily to some persons than to others, can be developed through practice. Unskilled employees are often hired and put to work in the shipping room or kill floor where they perform tasks requiring a minimum of skill. Through observing skilled knifemen at work and through diligent practice, often without pay, the worker can acquire the skill in knife handling that will qualify him for more skilled and thus higher-paying jobs.

^{16/}Interview with Mel Hoffman, President of MCBW, Local 630, August 5, 1963.

the following day, he was able to get a boat to Bimini and to speak with Mr. Gandy, who had been the manager of the hotel at Bimini. He said that the hotel had been closed for about two weeks because of the bad weather. He also said that the hotel had been closed for about two weeks because of the bad weather.

1. The first step in the process of determining the quality of a product is to define the product's characteristics. This involves identifying the key features and attributes that are important to the customer. For example, if the product is a car, the key characteristics might include fuel efficiency, safety features, and performance.

2. Once the product's characteristics have been identified, the next step is to determine the acceptable range for each characteristic. This involves setting specific standards or specifications for each feature. For example, if the product is a car, the acceptable range for fuel efficiency might be between 20 and 30 miles per gallon.

3. The third step is to collect data on the product's performance across different conditions. This involves testing the product under various scenarios to see how it performs. For example, if the product is a car, the data might include fuel consumption at different speeds, braking distance, and handling in different weather conditions.

4. The fourth step is to analyze the data and identify any deviations from the acceptable range. This involves comparing the actual performance of the product against the specified standards. For example, if the product is a car, the analysis might show that the fuel efficiency is consistently below the acceptable range of 20-30 mpg.

5. The fifth step is to take corrective action to address any deviations. This might involve making changes to the product's design or manufacturing process to improve its performance. For example, if the fuel efficiency is low, the manufacturer might change the engine or transmission to improve efficiency.

6. The final step is to monitor the product's performance over time to ensure that it remains within the acceptable range. This involves continuing to collect data and analyze it to make sure the product continues to meet the customer's needs.

1945-1946
1946-1947
1947-1948
1948-1949
1949-1950
1950-1951
1951-1952
1952-1953
1953-1954
1954-1955
1955-1956
1956-1957
1957-1958
1958-1959
1959-1960
1960-1961
1961-1962
1962-1963
1963-1964
1964-1965
1965-1966
1966-1967
1967-1968
1968-1969
1969-1970
1970-1971
1971-1972
1972-1973
1973-1974
1974-1975
1975-1976
1976-1977
1977-1978
1978-1979
1979-1980
1980-1981
1981-1982
1982-1983
1983-1984
1984-1985
1985-1986
1986-1987
1987-1988
1988-1989
1989-1990
1990-1991
1991-1992
1992-1993
1993-1994
1994-1995
1995-1996
1996-1997
1997-1998
1998-1999
1999-2000
2000-2001
2001-2002
2002-2003
2003-2004
2004-2005
2005-2006
2006-2007
2007-2008
2008-2009
2009-2010
2010-2011
2011-2012
2012-2013
2013-2014
2014-2015
2015-2016
2016-2017
2017-2018
2018-2019
2019-2020
2020-2021
2021-2022
2022-2023
2023-2024
2024-2025
2025-2026
2026-2027
2027-2028
2028-2029
2029-2030
2030-2031
2031-2032
2032-2033
2033-2034
2034-2035
2035-2036
2036-2037
2037-2038
2038-2039
2039-2040
2040-2041
2041-2042
2042-2043
2043-2044
2044-2045
2045-2046
2046-2047
2047-2048
2048-2049
2049-2050
2050-2051
2051-2052
2052-2053
2053-2054
2054-2055
2055-2056
2056-2057
2057-2058
2058-2059
2059-2060
2060-2061
2061-2062
2062-2063
2063-2064
2064-2065
2065-2066
2066-2067
2067-2068
2068-2069
2069-2070
2070-2071
2071-2072
2072-2073
2073-2074
2074-2075
2075-2076
2076-2077
2077-2078
2078-2079
2079-2080
2080-2081
2081-2082
2082-2083
2083-2084
2084-2085
2085-2086
2086-2087
2087-2088
2088-2089
2089-2090
2090-2091
2091-2092
2092-2093
2093-2094
2094-2095
2095-2096
2096-2097
2097-2098
2098-2099
2099-20100

The most common labor classifications in the Michigan meat packing industry listed in descending order from most to least skilled are as follows:

Skilled Butcher

Boner

Butcher

Semi-skilled

Laborer

The 1963 labor classifications and wage rates in the Detroit area for members of the MCBW are as follows:^{17/}

Beef Slaughter

Butchers - \$2.00/head minimum, money is divided among the butchers according to ability and qualifications.

Head Boners - \$3.06, 40-hour guarantee

Shrouders - \$2.66/hour

General Laborers - \$2.17/hour

Cooler Men - Wages vary from \$2.50/hour up to \$300.00/week, depending on the man's ability and amount of selling done. Hours vary from 50 to 60 per week.

Veal and Lamb Slaughter

Four of the five veal and lamb slaughterers in Detroit are organized under the MCBW. The piece work rates are nearly uniform for the four slaughterers today and all will be under one contract by 1964.^{18/} The

17/Ibid.

18/Ibid.

the following recommendations were made:

1. The Board of Directors of the MCHB be directed to establish a committee to study the problem of the relationship between the MCHB and the National Research Council.

2. The Board of Directors of the MCHB be directed to establish a committee to study the problem of the relationship between the MCHB and the National Institutes of Health.

3. The Board of Directors of the MCHB be directed to establish a committee to study the problem of the relationship between the MCHB and the National Science Foundation.

4. The Board of Directors of the MCHB be directed to establish a committee to study the problem of the relationship between the MCHB and the National Bureau of Standards.

5. The Board of Directors of the MCHB be directed to establish a committee to study the problem of the relationship between the MCHB and the National Institutes of Education.

6. The Board of Directors of the MCHB be directed to establish a committee to study the problem of the relationship between the MCHB and the National Institute of Child Health and Human Development.

7. The Board of Directors of the MCHB be directed to establish a committee to study the problem of the relationship between the MCHB and the National Institute of Allergy and Infectious Diseases.

8. The Board of Directors of the MCHB be directed to establish a committee to study the problem of the relationship between the MCHB and the National Institute of Arthritis and Metabolic Diseases.

9. The Board of Directors of the MCHB be directed to establish a committee to study the problem of the relationship between the MCHB and the National Institute of Neurological Diseases and Blindness.

10. The Board of Directors of the MCHB be directed to establish a committee to study the problem of the relationship between the MCHB and the National Institute of Mental Health.

11. The Board of Directors of the MCHB be directed to establish a committee to study the problem of the relationship between the MCHB and the National Institute of Child Health and Human Development.

12. The Board of Directors of the MCHB be directed to establish a committee to study the problem of the relationship between the MCHB and the National Institute of Allergy and Infectious Diseases.

13. The Board of Directors of the MCHB be directed to establish a committee to study the problem of the relationship between the MCHB and the National Institute of Arthritis and Metabolic Diseases.

14. The Board of Directors of the MCHB be directed to establish a committee to study the problem of the relationship between the MCHB and the National Institute of Neurological Diseases and Blindness.

15. The Board of Directors of the MCHB be directed to establish a committee to study the problem of the relationship between the MCHB and the National Institute of Mental Health.

16. The Board of Directors of the MCHB be directed to establish a committee to study the problem of the relationship between the MCHB and the National Institute of Child Health and Human Development.

17. The Board of Directors of the MCHB be directed to establish a committee to study the problem of the relationship between the MCHB and the National Institute of Allergy and Infectious Diseases.

18. The Board of Directors of the MCHB be directed to establish a committee to study the problem of the relationship between the MCHB and the National Institute of Arthritis and Metabolic Diseases.

19. The Board of Directors of the MCHB be directed to establish a committee to study the problem of the relationship between the MCHB and the National Institute of Neurological Diseases and Blindness.

20. The Board of Directors of the MCHB be directed to establish a committee to study the problem of the relationship between the MCHB and the National Institute of Mental Health.

• 55 •

卷之三

labor classifications and wage rates are:

Butchers - 33¢/head for lambs, 41¢/head for calves. Guaranteed \$110.00/week, time and one-half (1-1/2) for large animals weighing over 225 pounds dressed.

Calf Skinners - 41¢/head, guaranteed \$120.00 per week. Time and one-half (1-1/2) for large animals weighting over 225 pounds dressed. All piece workers after one year get 2% of gross pay for vacation, after three years, they get 4% and after ten years get 6%.

Veal Boners - \$3.90/hour, 40-hour guarantee.

Laborers - \$2.22/hour.

Hog Slaughter

Butchers - \$2.50/hour going to \$3.25/hour within year depending upon skill. 36-hour guarantee.

Semi-skilled - \$2.40 to 2.60/hour.

Laborers - \$2.10/hour.

Ham pumpers - \$2.65/hour.

Rendering men - \$2.25/hour to \$2.50/hour.

The above wage rates are not necessarily uniform among all firms in the Detroit area or between Detroit and Outstate firms. The absolute wage rates vary somewhat from these basic rates due in part to the differences in bargaining strength of the various packers. Although the above rates are for MCBW contracts, all available evidence indicates that wage rates are nearly identical between MCBW and UPWA contracts.

There is less variation in wage rates between the lamb and veal slaughterers than exists among the beef slaughterers and/or the hog

10. The following table shows the number of hours worked by each employee.

2. *Chlorophytum comosum* (L.) Willd. (Figure 10)

• • • • •

• 2 •

1978-1979

JOURNAL OF CLIMATE

REFERENCES

—
—
—

• • • • •

—
—

JOURNAL OF CLIMATE

Digitized by srujanika@gmail.com

19. 19 - 19. 3

10. *Leucosia* *leucostoma* *leucostoma* *leucostoma*

19. 1990-01-01

卷之三

卷之三

1960-1961

• • • • •

slaughterers.^{19/} This is very likely due to the smaller number of lamb and veal slaughter plants operating which makes it less difficult to negotiate a contract acceptable to all. The lamb and veal slaughterers are also more uniform in size and hence there is less variation in bargaining power.

Labor classification and wage rate data for two branches of an Outstate firm is given in Table 6. Although one branch is organized under the MCBW and the other under the UPWA, the labor classes and wage rates are the same. The wage rates listed are based on the July 15, 1963, Consumer Price Index 131.5.

Table 7 compares wage rates for specific operations in the hog slaughtering operation between a selected Detroit and an Outstate firm. The greatest variation in wage rates for a specific operation is possible for the least skilled or laborer classification. These lesser skilled operations in the hog killing operation allow for a possible variation of 84 cents per hour. A possible variation of 67 cents exists in the hog cut phase of the operation. The largest wage variation possible for 1964 will be cut to 69 cents and 52 cents respectively by provisions already built in the labor contract.

The figures in the table should not be taken as typical of the relative wage pattern existing between Detroit and Outstate firms because: (a) the two plants were from a judgment sample, (b) the wage rates for the Detroit firm are minimums that are exceeded in some plants, and (c) the wage rate alone is not always indicative

Table 6
KCWA and UPWA Job Classification and Wage Rate
Data for Cattle and Hog Slaughter - 1963

KCWA & UPWA Hourly Rates^a	Job Classifications		
	Hog Kill	Hog Cut	Beef Kill
\$3.14			Sliders Rumpers Splitters
2.91 1/2			Calf Skinner and Killer
	Pull Loins Ribber Remove Neck Bones	Splitters Open Hors Cut Hors	Beef Boners Hide Dropper
			Knocker Leg Breaker Beef Sawyer Head Dropper Cutter Calf Knife Operator
2.84	Skin Hams Belly Trimmer Pork Bowers Band Saw Mark Hams	Sticker Scalder	
2.73 1/2			
2.64	Trim Shoulders Trim Butts Trim Picnics Scribe Loins Saw Hams	Trim Plucks Separate Guts Face Hams Pull Leaf Lard Cut Off Heads Shackler Skin Heads Shavers	

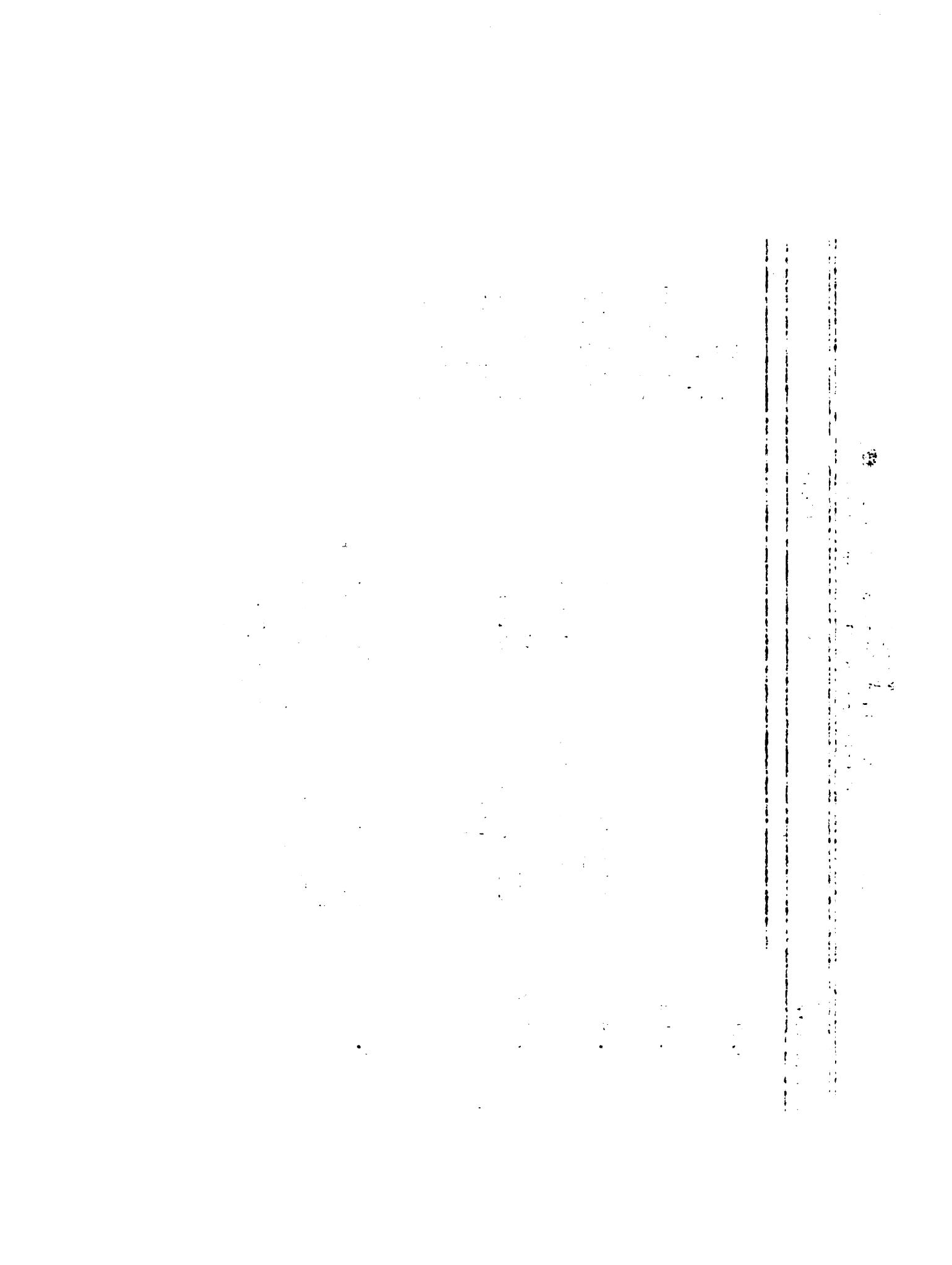


Table 6 (continued)
MCBW & UPWA
Hourly Rates

Job Classifications

\$2.56 1/2	Split Sides Skin Jowls Make Squares Trim Fat Back Trim Belly Weigher Skinning Machine Fleshing Machine	Shrouder Livestock Handler Trim Heads Trim Offal Weigher
2.47-2.49	Push Hogs Drop Hogs Load Trucks Start on Chain Guide Sides Truckers Clean Up	Pusher Driver Clean Up Washer Start On Chain Spread Flanks Chisel Heads Pull Jaws Push Hogs Truck Guts Singer Clean Up

Source: Actual MCBW and UPWA contracts covering period 1959-1964.

*If on any May 15 or November 15 of any year during life of agreement the CPI has increased or decreased, the Cost of Living allowance shall be adjusted so that all employees shall receive an allowance of one cent (.01) per hour for each full .5 by which the CPI deviates from the Base Index of 127.8.

二二

2

卷之三

卷之三

TABLE 7
COMPARISON OF WAGE RATES FOR SPECIFIC OPERATIONS IN THE
HOG SLAUGHTER OPERATION BETWEEN A
DETROIT AND OUTSTATE FIRM - 1963

<u>Operation</u>	<u>Hog Kill</u>	
	<u>Detroit^a Rate</u>	<u>Outstate^b Rate</u>
Splitter	\$2.15	\$2.64
Open Hogs	2.45	2.64
Gut Hogs	2.45	2.64
Sticker	2.45	2.73-1/2
Scalder	2.45	2.73-1/2
Trim Plucks	1.80	2.64
Sep. Cuts	1.80	2.64
Face Heads	2.45	2.64
Full Leaf Lard	1.80	2.64
Remove Tongues	1.80	2.64
Cut Off Heads	2.45	2.64
Shackler	2.15	2.64
Skin Heads	2.45	2.64
Savers	2.15	2.64
Trim Heads	2.45	2.56-1/2
Gambrel Hogs	1.80	2.56-1/2
Livestock Handler	1.80	2.56-1/2
Weigher	1.80	2.56-1/2
Drive Hogs	1.80	2.47
Drop Hogs	1.80	2.47

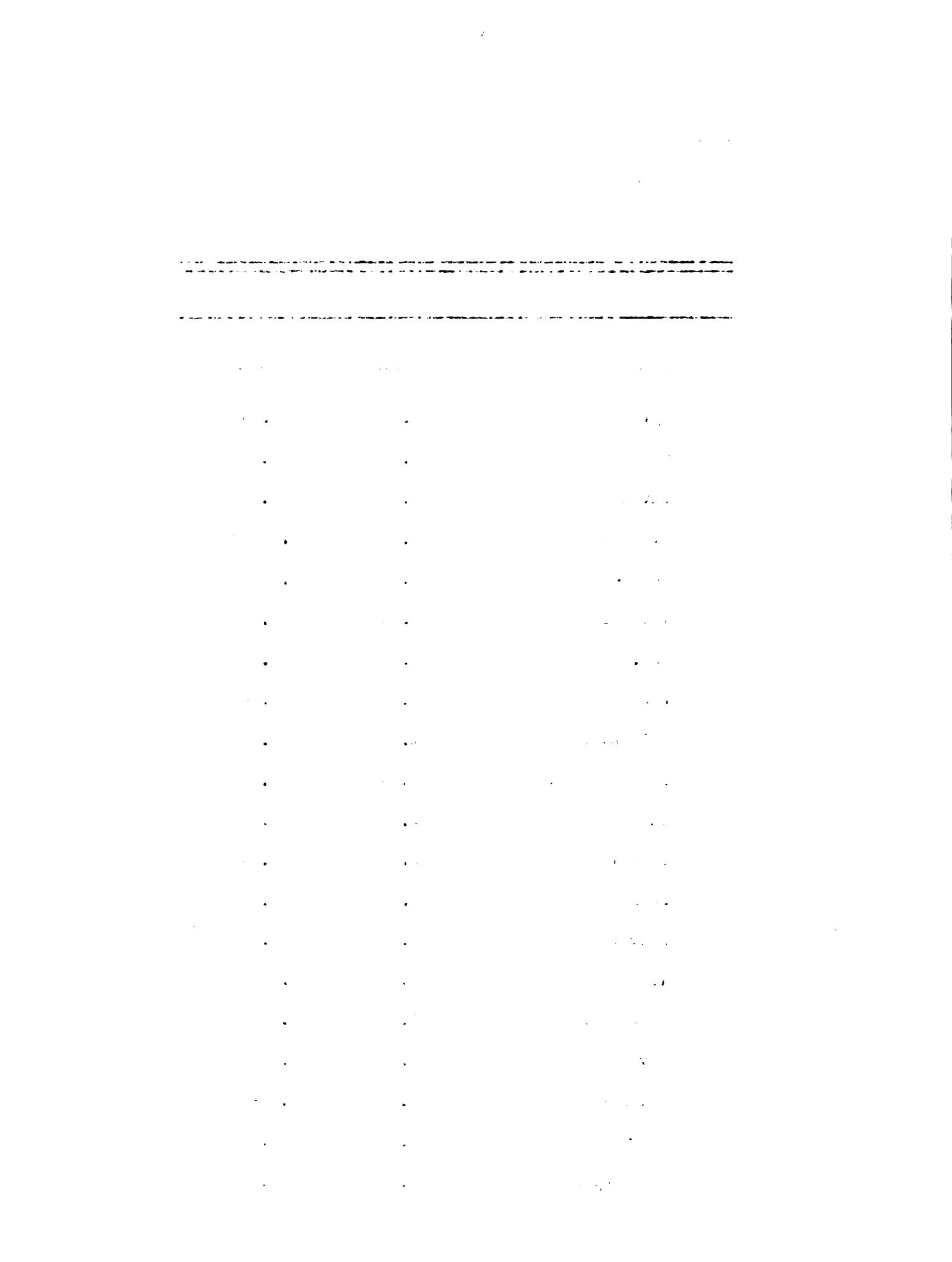


Table 7 - Continued

<u>Operation</u>	<u>Detroit^a Wage</u>	<u>Outstate^b Wage</u>
Put on hooks	\$1.60	\$2.47
Chisel heads	2.45	2.47
Full Jaws	2.45	2.47
Push Hogs	1.60	2.47
Truck Guts	1.60	2.47
<hr/>		
Hog Cut		
<hr/>		
Full Loins	\$2.45	\$2.84
Kidder	2.15	2.84
Remove Neck Bones	2.15	2.84
Skin Hams	2.45	2.73-1/2
Belly Trimmer	2.45	2.73-1/2
Pork Boners	2.60	2.73-1/2
Band Saw	2.15 + 25¢ Premium	3.73-1/2
Trim Shoulders	2.45	2.64
Trim Butts	2.45	2.64
Trim Picnics	2.15	2.64
Scribe Loins	2.45	2.64
Saw Hams	2.15	2.64
Split Sides	2.15	2.55-1/2
Skin Jowls	1.60	2.55-1/2
Trim Fat Back	1.80	2.55-1/2
Skinning Machine	1.80	2.55-1/2
Flesching Machine	1.80	2.55-1/2
Push Hogs	1.60	2.47

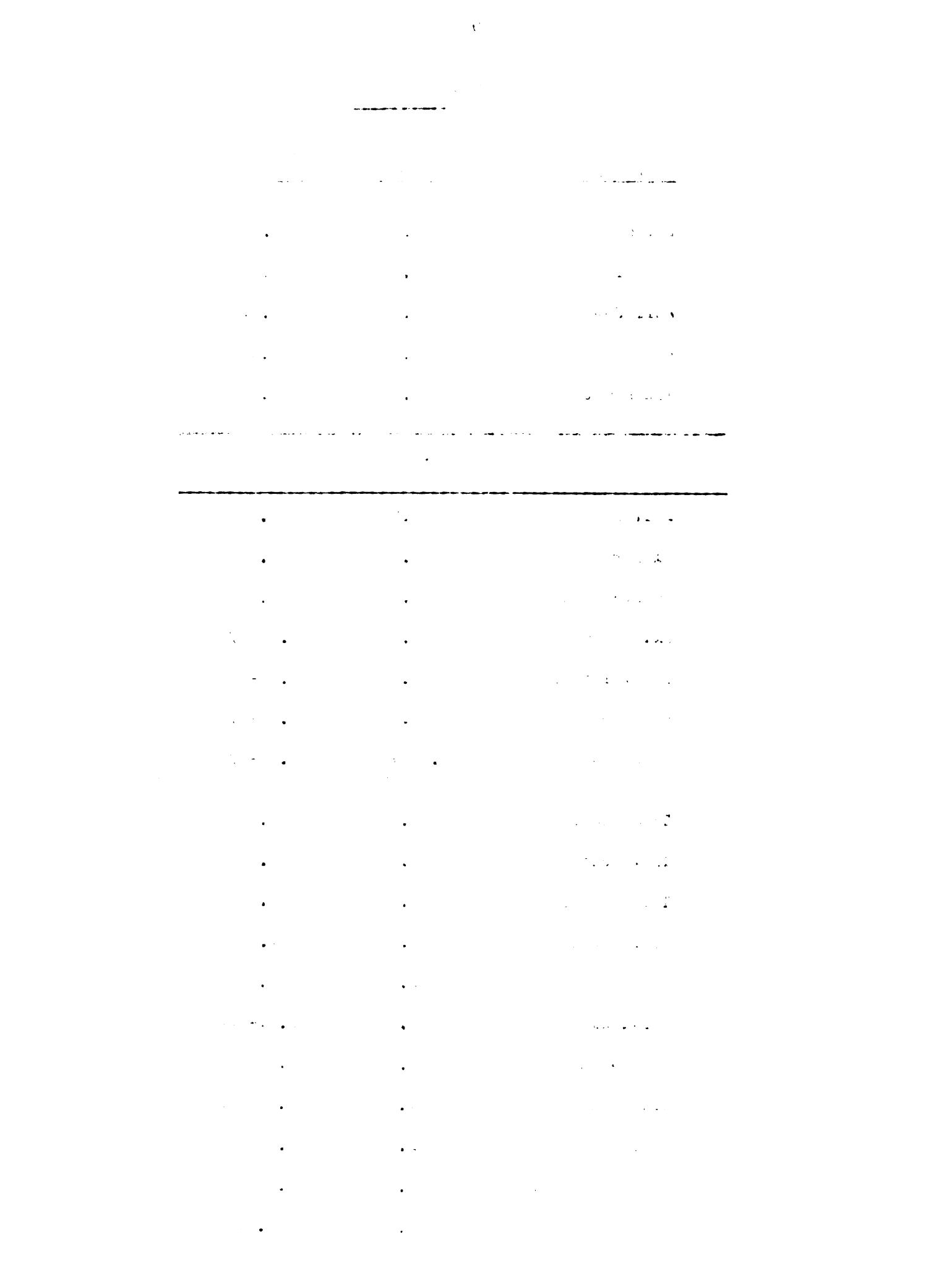


Table 7 - Continued

<u>Operation</u>	<u>Detroit^a Wage</u>	<u>Outstate^b Wage</u>
Guide Sider	\$1.80	\$2.47
Clean Up	1.80	2.47

Source: Actual operating contracts of the Amalgamate Meat Cutters and Butcher Workman of North America - 1963.

a/ The listed wage rates are minimums.

b/ Includes adjustment made for rise in Consumer Price Index to 131.5 as of July 15, 1963.

10. The following table shows the number of hours worked by each of the 100 workers in the sample.

of the total compensation a worker receives for his effort. Fringe benefits, both explicit and implicit, incentive programs and bonuses all affect the total compensation which an employee receives.

The data on labor classification and wage rates presented in Table 8 is taken from a typical Teamster contract. The data for only one contract is presented because Teamster contracts are "standard"^{20/} for all packers in the industry. Cattle and hog slaughterers pay their drivers according to the Heavy Beef and Pork Industry section of the contract and lamb and veal slaughterers pay according to the Lamb and Veal Industry section.

^{20/}"Standard" means identical or nearly so. In practice, however, the rate varies somewhat with the degree of bargaining power possessed by the packer.

and the following day. I am sure that the new ones will be
available in time for the next meeting. I have attached
the new ones for you to review and come up with some ideas
on how to make them better. I am sure that we can make them
workable. I am also attaching the old ones so that you can see
what we have been doing. I am sure that we can make them workable.
I am also attaching the old ones so that you can see
what we have been doing. I am sure that we can make them workable.
I am also attaching the old ones so that you can see
what we have been doing. I am sure that we can make them workable.
I am also attaching the old ones so that you can see
what we have been doing. I am sure that we can make them workable.
I am also attaching the old ones so that you can see
what we have been doing. I am sure that we can make them workable.

Attached are the new ones.

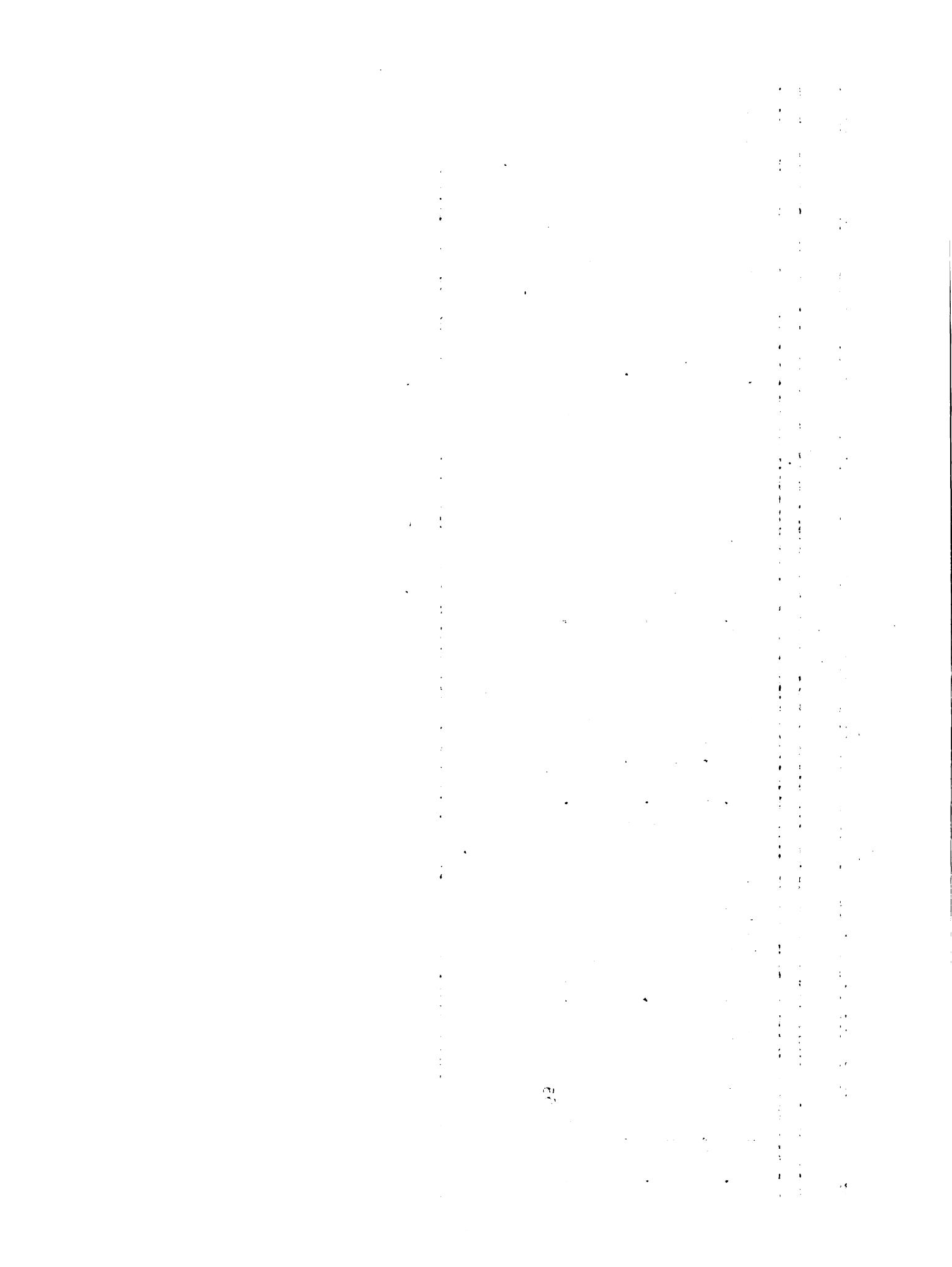
I am also attaching the old ones so that you can see
what we have been doing. I am sure that we can make them workable.
I am also attaching the old ones so that you can see
what we have been doing. I am sure that we can make them workable.
I am also attaching the old ones so that you can see
what we have been doing. I am sure that we can make them workable.

Table 8

Labor Classifications and Wage Rates for Teamster Union
Members Working in the Meat Packing Industry in Michigan

	Labor Classifications and Wage Rates		
	Heavy Beef & Pork Industry	Lamb & Veal Industry	Helpers
A) Truck drivers will be paid \$2.85 between May 17, 1962 and May 17, 1963	A) Truck drivers will be paid \$2.75 between May 17, 1962 and May 17, 1963		A) Helpers who are defined as men without extensive driving experience or without chauffeurs licenses, employed mainly to assist drivers shall be paid thirty cents (30¢) less than scale for regular drivers.
B) Truck drivers will be paid \$2.93 between May 17, 1963 and May 17, 1964	B) Truck drivers will be paid \$2.83 between May 17, 1963 and May 17, 1964		B) Helpers are to be used as drivers only in cases of emergency or as relief drivers for reasonably limited periods, when driving they are to be paid drivers scale.
C) Truck drivers will be paid \$3.00 between May 17, 1964 and May 17, 1965	C) Truck drivers will be paid \$2.90 between May 17, 1964 and May 17, 1965		C) Truck drivers will be paid \$2.90 between May 17, 1964 and May 17, 1965
D) New drivers shall be employed at forty cents (.40) per hour less than the established rate.		D) Same as Heavy Beef and Pork Industry.	D) Same as Heavy Beef and Pork Industry.

Source: Actual Teamster Contract covering period May 17, 1962 - May 17, 1965.



CHAPTER IV

A Pilot Study of Labor Practices and Labor Costs in Michigan's Meat Packing Plants

Introduction

This chapter summarizes information obtained from a sample of eleven Michigan meat packers who were personally interviewed to: (1) obtain detailed information on labor utilization practices that would be useful in planning a national study on geographical differences in wage rates and labor costs, and (2) to determine the nature of labor problems currently confronting the Michigan meat packing industry.

In addition, it was hoped that the pilot study might help define areas where later studies could be conducted by Michigan State University which would be of service to the meat packing industry in the state.

Selection of Plants and Development of Questionnaire

Work on the pilot study was initiated during August 1963. Representatives of each of the major unions were interviewed to determine the types of information that could best be obtained from the unions and from the packers. A judgement sample of eleven wholesale packers was then selected. Six of the packers were located in Detroit and the remaining five were located Outstate. The sample was selected so as to include plants that slaughtered one species primarily, because it was believed that more accurate labor cost data could be obtained when only one species was slaughtered. No attempt was made to select "average" plants.

102
The following table gives the results of the experiments.

• 100 •

¹ See also the discussion of the relationship between the two concepts in the section on "The concept of 'cultural capital'".

¹ See also the discussion of the relationship between the two concepts in the section on "The Concept of Social Capital."

19. The following table shows the number of hours worked by each employee.

1. The following table summarizes the results of the study. The first column lists the variables, the second column lists the descriptive statistics, and the third column lists the regression coefficients.

For more information about the study, please contact Dr. Michael J. Koenig at (412) 248-7141 or via e-mail at koenig@cmu.edu.

10. The following table shows the number of hours worked by 1000 employees in a company.

10. The following table shows the number of hours worked by 1000 employees in a company.

The questionnaire which was drawn up was designed to yield the following types of information: (1) general information regarding plant size, degree of specialization, nature and extent of processing; (2) labor contract and labor relations data; (3) labor utilization and labor cost figures; and (4) labor problem areas. A copy of the questionnaire is included in the appendix.

The first six questions on the questionnaire were general in nature and provided classification data primarily.

Labor Contracts and Labor Relations Practices

Questions seven through fourteen were designed to give information on: (1) variations in labor contract provisions for wages etc. among the Detroit packers and between the Detroit and Outstate packers, (2) indications of deviations in actual wages and fringe benefits from contract provisions, and (3) to determine the extent to which there are local or company unions operating in most packing plants in the state of Michigan.

In response to question seven, "With what unions do you have labor contracts?", five of the Detroit packers reported having contracts with both the M.C.B.W. and the Teamsters. Two reported having contracts with the Engineers²¹ and one was organized under the U.P.W.A. One Outstate packer was organized under the M.C.B.W., three had contracts with both the U.P.W.A. and the Teamsters. The other Outstate packer said he had his own verbal agreement with his employees. He said no formal contract existed but that he took good care of his employees so that they were happy and had

²¹/Many of the larger packing plants have a member of the Engineers Union in charge of the maintenance and operation of refrigeration equipment.

10. The following is a list of the names of the members of the Board of Directors of the Company as of January 1, 1958:

and the corresponding θ values are plotted in Figure 10. The results are summarized in Table 1.

no desire to join a formal union such as the M.C.B.W. or U.P.W.A.

Question ten read as follows: "What are the major worker classifications and the pay scales provided for in existing labor contracts?" Answers to this question were not comparable between plants because of a lack of uniformity in the kinds of operations included in a given worker classification. This question was further complicated because some packers pay on a hourly basis while others pay by the head.

Question eleven, "Describe the procedure you follow in recruiting workers. Identify any particular difficulties in recruitment.", was answered in practically the same way by all three plants operating under a union contract. Both M.C.B.W. and U.P.W.A. plants indicated that the union required job posting and advancement of the men with the most seniority if they were qualified. Comments of packers indicated that the M.C.B.W. Union was more helpful in supplying skilled employees when needed. The M.C.B.W. also appeared to be more liberal in allowing a packer to bring in a skilled worker when a good replacement wasn't available within the plant. The most common complaint, especially among the U.P.W.A. plants, is that better men could be hired if the manager was not bound by the union contract to advance men with seniority. Specific comments were:

"I wish the union had a labor pool."

"The union keeps the supply of skilled knifemen short."

The Outstate packer said:

"There is a shortage of skilled knifemen in this area."

"I could hire better men if I didn't have to move men up in line with seniority."

The packer who has his own verbal labor agreement indicated no labor recruitment problems. He hires his own men and if they are capable of

performing the work, they are put on the permanent payroll.

The answers given to question twelve, "What are the fringe benefits provided in your labor contract?", were quite uniform among the ten unionized plants. They stated that they followed the union contract almost to the letter. Since the other packer interviewed had no formal union, he was not bound to pay the usual fringe benefits. However, he stated that he paid fringes equal to eight percent of the employee's annual salary plus holiday and vacation pay. The fringe benefits included six paid holidays, one week's vacation, time and one-half for all time worked in excess of forty hours per week, health and accident insurance in addition to Workman's Compensation Insurance, a Christmas bonus and a clothing allowance.

Only one Detroit packer and one Outstate packer said "no" to the question, "Do you have incentive programs (bonuses etc.) or fringe benefits that operate outside of your union contract?". The comments were as follows among Detroit packers:

"Profit sharing for salaried employees".

"Give food stamp books at Christmas".

"Give turkey for Thanksgiving and a ham for Christmas".

"I give a Christmas bonus".

Comments from Outstate packers were:

"Give a Christmas bonus and party".

"I give employees work clothing and Christmas bonus".

"Have an incentive pay plan based on efficiency of over 100 percent. Company ran study and determined 100 percent efficiency. So now pay men for every percentage point over 100 percent. If efficiency one day is 110 percent, a man making \$3.00 per hour gets \$3.30 and a man making \$2.00 gets \$2.20".

A similar question, "What other labor relations activities are carried on by your organization?", gave the following. The only Detroit packer answering the question positively said he sponsored a bowling team. The other five Detroit packers answered the question negatively. Among the Outstate packers, three answered positively and two answered negatively. Comments were as follows:

"I sponsor softball, golf and bowling teams".

"Sponsor a bowling team and a suggestion system".

"I have a suggestion box but employees never use it".

Labor Utilization and Labor Costs

Seven of the eleven packers interviewed answered question 17, "What was the number of man hours worked and the labor cost for different phases of plant operation last week?" and 18, "Volume of livestock slaughtered last week?". These two questions were designed to give the approximate labor cost of killing, cutting into wholesale cuts and placing carcasses of the various species in the cooler ready for shipment. Due to the small number of plants sampled and the exploratory nature of the study, the costs obtained may not represent industry averages.

Direct labor cost figures from six plants for killing cattle and placing the split carcasses in the cooler ready for shipment ranged from \$3.06 to \$3.89 per head. An additional cost of 25 cents per head is required to "Koob" each cattle. The above costs exclude the cost of purchasing and transporting livestock from the stockyards to the slaughter plant.

The direct labor cost for killing hogs and breaking them into the skinned and trimmed primal cuts in two plants varied from \$1.30 per head in one plant to \$1.69 per head in the other. A large volume and highly

Consequently, the first step in the analysis of the data is to determine the
number of individuals in each age group. This is done by dividing the total
population of each country into five-year age groups. The number of individuals
in each age group is then determined by multiplying the total population of
the country by the percentage of the population in each age group. The
percentage of the population in each age group is determined by dividing
the number of individuals in each age group by the total population of the
country.

• **What is the relationship between the two variables?**

"I am not a man who has had a secret."

and the other is the first and earliest of the two.

But I do not like to let go of a good idea, so I will go ahead and publish it now, even though I don't have a lot of time to work on it. I will add some more details as I can find time.

mechanized plant may help explain the low figure of \$1.30. The plant quoting the \$1.69 figure, although not as highly mechanized, was very well managed and kept an extremely complete set of cost figures. The plant manager could not only quote \$1.69 as the labor cost of processing each hog but broke the \$1.69 down into its component parts of \$.86 per head to kill and \$.83 to cut.

Usable labor cost data for lamb and veal slaughter was obtained from only one packer; but due to the small number of firms slaughtering these species and the high degree of uniformity between their labor contracts, this cost data is probably representative of veal and lamb slaughters. His direct labor costs were \$.67 per head when slaughtering in the ratio of one calf to two lambs. Since the \$.67 was not subdivided, the actual slaughter cost per calf and per lamb could not be determined. However, M.C.B.W. rates give a cost of \$.82 for killing and skinning each calf and \$.38 for killing each lamb. The cost of semi-skilled and common labor must be added to these per head costs to give the total direct labor costs, however.

Question nineteen, "What is the extent and nature of the adjustments in size of labor force with fluctuations in volume of livestock for slaughter?", was answered as follows: Only two Detroit firms and one Outstate firm indicated they made any sizable reduction in their labor force during the year. Adjustments within any given week were practically nonexistent because the union contract contains a guaranteed work week clause. Workers are paid for a full week if they perform any work at all that week. Week to week and seasonal adjustments were made by two of the Detroit packers and the one Outstate packer by laying off these nonessential workers with the least seniority. The other Detroit packer said he varied his labor force by firing nonessential workers. The reasons given by the other packers for not varying their labor force were:

1. The first step in the process of creating a new culture is to identify the values and beliefs that will guide the organization's actions.

2. The second step is to communicate these values and beliefs to all members of the organization.

3. The third step is to reward behaviors that align with the organization's values and beliefs.

4. The fourth step is to punish behaviors that do not align with the organization's values and beliefs.

5. The fifth step is to reinforce the desired behaviors through positive feedback and recognition.

6. The sixth step is to evaluate the effectiveness of the new culture and make adjustments as needed.

7. The seventh step is to maintain the new culture over time through continuous reinforcement and communication.

8. The eighth step is to measure the success of the new culture by tracking key performance indicators (KPIs) and comparing them to previous performance levels.

9. The ninth step is to celebrate successes and acknowledge contributions from all members of the organization.

10. The tenth step is to repeat the process as needed to further refine and strengthen the organization's culture.

11. The eleventh step is to ensure that the new culture is aligned with the organization's mission and vision.

12. The twelfth step is to communicate the new culture to external stakeholders, such as customers and partners.

13. The thirteenth step is to monitor the impact of the new culture on the organization's performance and make any necessary adjustments.

14. The fourteenth step is to evaluate the overall success of the new culture and make any final adjustments.

15. The fifteenth step is to maintain the new culture over time through continuous reinforcement and communication.

16. The sixteenth step is to measure the success of the new culture by tracking key performance indicators (KPIs) and comparing them to previous performance levels.

17. The seventeenth step is to celebrate successes and acknowledge contributions from all members of the organization.

18. The eighteenth step is to repeat the process as needed to further refine and strengthen the organization's culture.

19. The nineteenth step is to ensure that the new culture is aligned with the organization's mission and vision.

20. The twentieth step is to communicate the new culture to external stakeholders, such as customers and partners.

21. The twenty-first step is to monitor the impact of the new culture on the organization's performance and make any necessary adjustments.

22. The twenty-second step is to evaluate the overall success of the new culture and make any final adjustments.

23. The twenty-third step is to maintain the new culture over time through continuous reinforcement and communication.

24. The twenty-fourth step is to measure the success of the new culture by tracking key performance indicators (KPIs) and comparing them to previous performance levels.

25. The twenty-fifth step is to celebrate successes and acknowledge contributions from all members of the organization.

26. The twenty-sixth step is to repeat the process as needed to further refine and strengthen the organization's culture.

27. The twenty-seventh step is to ensure that the new culture is aligned with the organization's mission and vision.

28. The twenty-eighth step is to communicate the new culture to external stakeholders, such as customers and partners.

29. The twenty-ninth step is to monitor the impact of the new culture on the organization's performance and make any necessary adjustments.

30. The thirtieth step is to evaluate the overall success of the new culture and make any final adjustments.

31. The thirty-first step is to maintain the new culture over time through continuous reinforcement and communication.

32. The thirty-second step is to measure the success of the new culture by tracking key performance indicators (KPIs) and comparing them to previous performance levels.

33. The thirty-third step is to celebrate successes and acknowledge contributions from all members of the organization.

34. The thirty-fourth step is to repeat the process as needed to further refine and strengthen the organization's culture.

35. The thirty-fifth step is to ensure that the new culture is aligned with the organization's mission and vision.

36. The thirty-sixth step is to communicate the new culture to external stakeholders, such as customers and partners.

37. The thirty-seventh step is to monitor the impact of the new culture on the organization's performance and make any necessary adjustments.

38. The thirty-eighth step is to evaluate the overall success of the new culture and make any final adjustments.

"We prefer to keep a labor force matched to our low volume season and pay overtime during the high volume season".

"My crew is specialized so I can't lay off anybody".

"I don't lay off anyone for fear of losing them, just cut hours to 36 and suggest they take vacations."

The Outstate packer having a company union said "I work my employees twelve months a year. We do maintenance, etc., during the slow season between December and March."

Question twenty, "What has been the rate of turnover in your labor force this past year? (July 1962 - July 1963)", was partly answered by question nineteen. The smaller plants both in Detroit and Outstate indicated that their labor force was quite stable. Many of the packers quoted with pride that many of their employees had ten years or more of seniority. The larger plants in Detroit quoted turnover rates of 10-15 percent among their laborer class workers and 5 percent or less among their more highly skilled labor classes.

Problems of Measuring Input-Output Relationships

Many of the factors affecting input-output relationships vary between firms. It is imperative that these factors be recognized and held constant if possible, when future studies are undertaken. Even within the relatively limited scope of this pilot study, the following factors influencing input-output relationships were encountered:

- 1) A lack of clearly defined job descriptions within firms.
- 2) A lack of uniform job descriptions between firms.
- 3) A lack of uniform labor classifications between plants. For example: are livestock buyers and supervisory people classified as production workers?

A large number of individuals have been reported to have been exposed to the virus, but the exact number is unknown.

The following is a brief description of some of the

cases reported to date, and it must be pointed out that I

have no personal knowledge of any of them.

According to Dr. T. H. Blamey, who has reported a general review of the

epidemic situation in the United Kingdom, there are approximately 500 cases among the children and young

people who have been

seen at the Children's Hospital in London and the Royal Children's Hospital

in London, the former having a capacity of 1,000 children - 200 of whom are under

one year of age, and the latter having a capacity of 1,000 children - 200 of whom are under

one year of age. According to Dr. Blamey, 100 children under one year of age have

been admitted to the hospital, and 100 children under one year of age have

been admitted to the Royal Children's Hospital, and 100 children under one year of age have

been admitted to the Royal Children's Hospital, and 100 children under one year of age have

been admitted to the Royal Children's Hospital, and 100 children under one year of age have

been ad-

mitted to the Royal Children's Hospital, and 100 children under one year of age have

been admitted to the Royal Children's Hospital, and 100 children under one year of age have

been admitted to the Royal Children's Hospital, and 100 children under one year of age have

been admitted to the Royal Children's Hospital, and 100 children under one year of age have

been admitted to the Royal Children's Hospital, and 100 children under one year of age have

been admitted to the Royal Children's Hospital, and 100 children under one year of age have

been admitted to the Royal Children's Hospital, and 100 children under one year of age have

been admitted to the Royal Children's Hospital, and 100 children under one year of age have

been admitted to the Royal Children's Hospital, and 100 children under one year of age have

been admitted to the Royal Children's Hospital, and 100 children under one year of age have

been ad-

- 4) Is cost of clean-up charged against kill crew or cutting crew or both?
- 5) Is the size and grade of animals slaughtered comparable between plants? Plants slaughtering swamp bulls wouldn't be expected to have same output in head per hour as would a plant slaughtering prime steers.
- 6) Degree of mechanization.
- 7) Are the animals broken down into the same cuts? Wholesale or retail? Rough or trimmed?
- 8) Is part or all of the livestock "Koshered"?
- 9) Does the same crew kill and cut?
- 10) What is the rate of labor turnover?
- 11) Is absenteeism rate high or low?
- 12) Are workers paid by the hour or by the head?
- 13) What is the state of union-company relations at time study is made?
- 14) Does labor force fluctuate directly with fluctuations in slaughter volume?

Problems of Measuring Labor Costs Per Head

Many factors make it difficult to derive comparable labor costs on a per head basis. Those factors that became evident during the course of the pilot study are:

- 1) Lack of a uniform pay plan among packers. Some packers pay their skilled employees by the piece (head) while others pay by the hour or by some combination of hourly and piece work rates. Many piece work employees are paid a given percentage of their gross pay for vacations while hourly employees are paid vacation pay based on a 40 hour week at regular pay scale.

• 100% of the time, the system will be able to identify the target object with 95% confidence.

Final step

At this point, we have identified the target object with 95% confidence.

Now, we need to take action based on the identified target object.

For example, if the target object is a car, we can stop the car or turn off the engine.

Conclusion

The final step is to conclude the process.

After identifying the target object, we can conclude the process and move on to the next step.

Next step

The final step is to conclude the process.

After identifying the target object, we can conclude the process and move on to the next step.

After identifying the target object, we can conclude the process and move on to the next step.

After identifying the target object, we can conclude the process and move on to the next step.

After identifying the target object, we can conclude the process and move on to the next step.

After identifying the target object, we can conclude the process and move on to the next step.

After identifying the target object, we can conclude the process and move on to the next step.

Final step

Finally, we have completed the entire process.

So, we can say that the system has successfully identified the target object.

That's it! We have successfully implemented a real-time object detection system.

Conclusion

We have successfully implemented a real-time object detection system.

With the help of this system, we can quickly and accurately identify objects in the environment.

So, if you want to build a real-time object detection system, follow the steps outlined in this article.

By following these steps, you can quickly and accurately identify objects in the environment.

So, if you want to build a real-time object detection system, follow the steps outlined in this article.

With the help of this system, we can quickly and accurately identify objects in the environment.

- 2) The cost of fringe benefits vary between plants, because employers often give fringe benefits in excess of those stated in the labor contract.
- 3) Different accounting procedures are used to prorate cost of fringes. Some plant managers prorate cost of holidays, vacations and explicit fringe costs over the entire fifty-two weeks while others figure them as lump sum payments.
- 4) Implicit costs such as free meals, clothing allowance, Christmas bonus, etc., should be converted to dollars and charged against the per head cost of slaughter. These implicit costs are numerous and varied and are oftentimes very difficult to measure accurately.

Current Labor Problems

The question, "How do you compare the quality of your labor force with packing house labor in other parts of the state?", was asked. The Detroit packers that responded to the question commented as follows:

"I think my men produce more than men I could hire outstate".

"You have a short-time advantage then the union catches you".

"I think my gang is as good as any".

The Outstate packers comments were:

"Can get better labor than Detroit for less money".

"Lack of skilled knifemen in this area".

Responses made by Detroit packers to the question, "Do you have any labor relations, or labor utilization problems that have not been covered by the questionnaire?" were:

"My biggest problem is high wages".

"Unions are too powerful today".

"Absenteeism and personal feuding between workers is the biggest headache".

¹ See also the discussion of the relationship between the two in the section on "Theoretical Implications."

¹ See also the discussion of the relationship between the two in the section on "Theoretical Approaches" above.

200

www.abb.com/industrial-automation | 10

¹ See, e.g., *United States v. Ladd*, 10 F.3d 1322, 1327 (11th Cir. 1993) (“[T]he term ‘knowingly’ is not limited to actual knowledge.”).

Figure 6: Effect of the initial condition and the role of the initial weight

and 30% of the H_2 and 83% of the

the author's name and the date of the book.

• [View all posts by Michael W. K. Hall](#) • [View all posts in category: Books](#)

卷之三十一

WILLIAM H. DODD, JR., UNIVERSITY OF CALIFORNIA, LOS ANGELES, CALIFORNIA

¹⁰ See also the discussion of the role of the state in the development of the market in the previous section.

the 1960s, the home was sold, and it became part of a larger building housing Dickens

• 12.200+ self-study exercises and 3,000+ study questions available online

MONITORING AND RECORDING

REFERENCES AND NOTES

Digitized by srujanika@gmail.com

1. The following are the most important long-term

• 每天吃一到兩次，並在餐後2小時左右吃

Karakteristik dan Pengembangan Sistem Pendukung Keputusan

and used to calculate model

©2014 Pearson Education, Inc.

2010-2011 学年第一学期期中考试卷

www.ijerph.com | ISSN: 1660-4601

"Could hire better men off streets than can get from Union".

The Outstate packers who commented said:

"Hiring skilled labor is a problem because must move up man with seniority".

"Some men are too old to be efficient but Union keeps them on".

"Can't fire a man"/

"Due to small size of some plants and lack of skilled knifemen, many small packers in the Grand Rapids area are using rotating kill gang".

"C.I.O. has so many stewards and committeemen they are democracy bound".

During the course of the interview several of the packers commented that they would like for Michigan State University to conduct a study on the "Cost of Slaughter". They indicated that they would like to have some relative cost figures so that they would have a basis for determining how their plant compares with other plants slaughtering the same species of livestock. Such a study would be of service to the individual meat packers in Michigan and would help set the stage for closer relations between Michigan State University and the meat packing industry.

• The following is a list of the names of the members of the Board.

• The following is a list of the names of the members of the Board.

• The following is a list of the names of the members of the Board.

• The following is a list of the names of the members of the Board.

• The following is a list of the names of the members of the Board.

• The following is a list of the names of the members of the Board.

• The following is a list of the names of the members of the Board.

• The following is a list of the names of the members of the Board.

• The following is a list of the names of the members of the Board.

• The following is a list of the names of the members of the Board.

• The following is a list of the names of the members of the Board.

• The following is a list of the names of the members of the Board.

• The following is a list of the names of the members of the Board.

• The following is a list of the names of the members of the Board.

BIBLIOGRAPHY

LIST OF REFERENCES

Books and Periodicals

American Meat Institute. Financial Facts About the Meat Packing Industry. Chicago, 1963.

Crowder, Richard T. and Monte E. Juillerat. Variations in Labor Efficiency and Selected Costs Among Virginia Meat Packing Firms. Virginia Agricultural Experiment Station, Bulletin 542, September, 1962.

Yoder, Dale and H. G. Heneman Jr. Labor Economics and Industrial Relations. Cincinnati, 1959.

Unpublished Material

Amalgamated Meat Cutters and Butcher Workmen of North America. Agreement between _____ and M.C.B.W. October 15, 1959 - October 15, 1961. (Typewritten)

_____. Agreement between _____ and M.C.B.W. May 20, 1962 - May 20, 1965. (Typewritten)

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. Agreement between _____ and Teamsters. May 17, 1962 - May 17, 1965. (Typewritten)

United Packinghouse, Food and Allied Workers. Agreement between _____ and U.P.W.A. October 19, 1961 - October 19, 1964. (Typewritten)

Other Sources

Amalgamated Meat Cutters and Butcher Workmen of North America. Personal interview with Mel Hoffman, President of Local 630. August, 1963.

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. Personal interview with Jimmy Cliff, Business Representative, Local 337. August, 1963.

United Packinghouse, Food and Allied Workers. Personal interview with business representatives, Local 569. August, 1963.

1. INTRODUCTION

1.1. Objectives

The main objective of this study is to evaluate the performance of a hybrid system consisting of a solar panel and a wind turbine connected to a battery bank.

The specific objectives are to determine the optimal size of the solar panel and wind turbine, to evaluate the system's efficiency under different weather conditions, and to assess its cost-effectiveness compared to conventional power sources.

The results of this study will provide valuable information for the design and implementation of hybrid power systems in remote areas.

1.2. System Components

The system consists of a solar panel, a wind turbine, a battery bank, and a load. The solar panel and wind turbine are connected in parallel to charge the battery bank. The battery bank provides power to the load.

The load consists of a pump, a water heater, and a refrigerator. The pump is used to move water from a well to a storage tank. The water heater is used to heat water for domestic purposes. The refrigerator is used to store food items.

The system is designed to operate independently of the grid. It can generate power even when there is no sunlight or wind. The battery bank stores energy generated by the solar panel and wind turbine during the day and releases it at night or during cloudy days.

The system is expected to reduce the cost of electricity by up to 50% compared to conventional power sources. It also reduces greenhouse gas emissions by reducing the need for fossil fuel combustion.

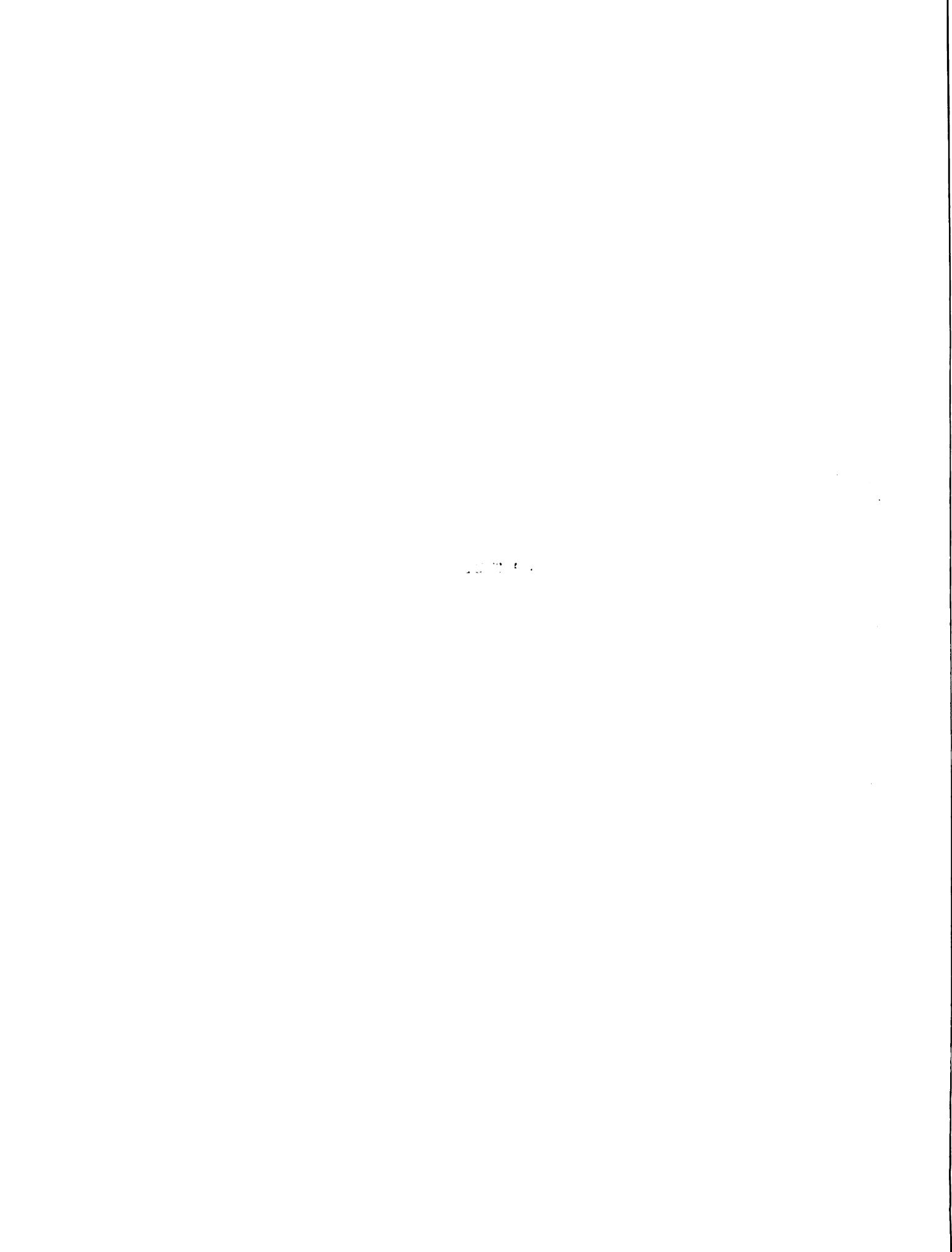
1.3. Methodology

The methodology involves the design and simulation of the system. The design phase involves determining the optimal size of the solar panel and wind turbine based on the available resources and the required power output.

The simulation phase involves running simulations to evaluate the system's performance under different weather conditions. The simulations include variations in solar radiation, wind speed, and temperature.

The results of the simulations are used to refine the system design and optimize its performance. The final system is expected to be highly efficient and cost-effective.

APPENDIX



Department of Agr. Econ.
Michigan State University
East Lansing, Michigan

Confidential
Plant No. _____

Packing Plant Questionnaire

A study of Labor Problems in the Michigan Meat Packing Industry.

General Information

1. Location of Plant _____

2. Type of livestock slaughtered--July 1962 - June 1963.

Percent of total dressed weight by types of livestock.

Cattle	_____ %	S&L	_____ %
Calves	_____ %	Hogs	_____ %
		Total	100%

3. Source of raw materials--Percent of total dressed meat handled.

	<u>Beef</u>	<u>Veal</u>	<u>I&M</u>	<u>Pork</u>
Plant Slaughter	_____	_____	_____	_____
Meat Purchases	_____	_____	_____	_____
Total	100	100	100	100

4. What percent of the livestock are slaughtered for "kosher" trade?

Cattle	_____ %
Calves	_____ %
S&L	_____ %

5. What is the extent and nature of processing operations carried on at this plant? (based on dressed weight)

	<u>Cattle</u>	<u>Calves</u>	<u>S&L</u>
(5.1) Percent boned	_____	_____	_____
(5.2) Percent retail cuts	_____	_____	_____
(5.3) Percent wholesale cuts	_____	_____	_____
 <u>Hogs</u>			
(5.4) Percent to primal cuts	_____		
(5.5) Percent cured	_____		

Sausage mfg.

(5.6) Percent of tonnage processed _____

(5.7) Do you render lard? _____ Yes _____ No _____ N.A.

(5.8) Do you have an inedible rendering department? _____ Yes _____

No _____

6. What do you consider to be the effective slaughter capacity of this plant for a 40 hour week?

Cattle	_____ head
Calves	_____ head
S&L	_____ head
Hogs	_____ head

and the following

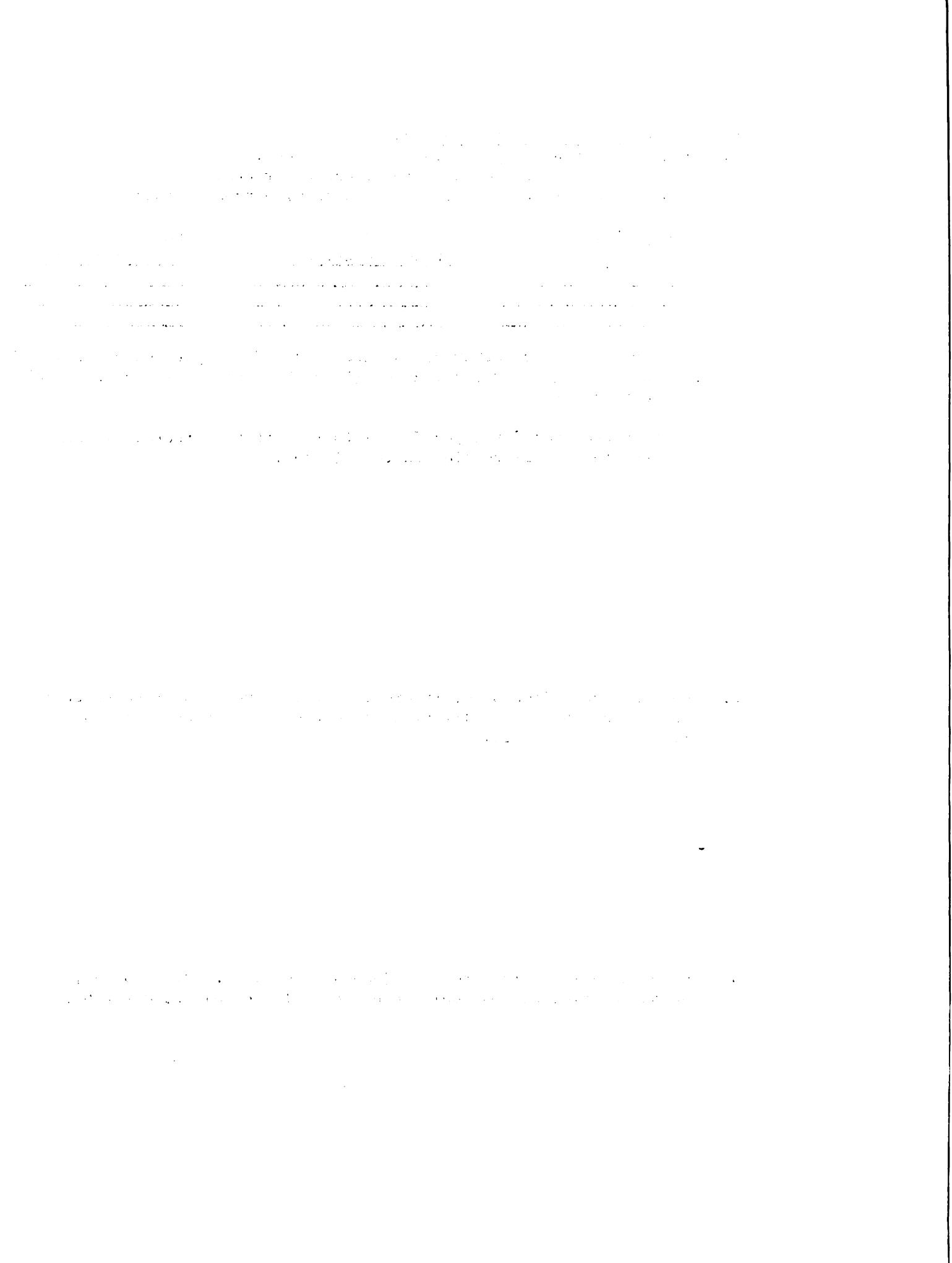
is the following

Labor Contracts and Labor Relations

7. With what unions do you have labor contracts?
8. What are the effective dates for these contracts?
9. When did you first enter into contracts with these unions?

<u>Name of Union</u>	<u>Dates for present contract</u>	<u>Dates of first contract</u>

10. What are the major worker classifications and the pay scales provided for in existing labor contracts? (Copy this information on the back of questionnaire).
11. Describe the procedures you follow in recruiting workers. Identify any particular difficulties in recruitment.
12. What are the fringe benefits provided for in your labor contracts? (pension plans, hospitalization, paid vacations, free meals, paid for time not worked, etc.)
13. Do you have incentive programs (bonuses, etc.) or fringe benefits that operate outside of your union contract? If so, please describe.



14. What other labor relations activities are carried on by your organization?

Labor Utilization

15. What was the size of your labor force last week? (Based on your contract classifications).

<u>Class of labor</u>	<u>No. of workers</u>
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
total	_____

16. How many additional persons are employed in Administrative positions?

17. What was the number of man/hrs. worked and the labor cost for different phases of plant operations last week?

	<u>Man hours</u>	<u>Payroll</u>
Yardmen	_____	\$ _____
Kill floor	_____	_____
Cooler	_____	_____
Cutting room (pork)	_____	_____
Sausage	_____	_____
_____	_____	_____
_____	_____	_____

18. Volume of livestock slaughtered last week.

<u>Class of livestock</u>	<u>No. head slaughtered</u>	<u>Approximate dressed wt.</u>
Cattle	_____	_____
Calves	_____	_____
S&L	_____	_____
Hogs	_____	_____

19. What is the extent and nature of the adjustments in size of labor force with fluctuations in volume of livestock available for slaughter?

100% of the total number of patients and 100% of the total number of patients with a history of stroke.

RESULTS

Table 1 shows the results of the study. The mean age of the patients was 61 years (range 18-85). There were 100 men and 100 women. The mean age of the patients with a history of stroke was 61 years (range 18-85) and the mean age of the patients without a history of stroke was 61 years (range 18-85). The mean age of the patients with a history of stroke was 61 years (range 18-85) and the mean age of the patients without a history of stroke was 61 years (range 18-85).

There was no significant difference between the patients with a history of stroke and the patients without a history of stroke.

Table 2 shows the results of the study. The mean age of the patients was 61 years (range 18-85). There were 100 men and 100 women. The mean age of the patients with a history of stroke was 61 years (range 18-85) and the mean age of the patients without a history of stroke was 61 years (range 18-85).

DISCUSSION

The results of the study show that there is no significant difference between the patients with a history of stroke and the patients without a history of stroke. The results of the study show that there is no significant difference between the patients with a history of stroke and the patients without a history of stroke.

The results of the study show that there is no significant difference between the patients with a history of stroke and the patients without a history of stroke. The results of the study show that there is no significant difference between the patients with a history of stroke and the patients without a history of stroke.

The results of the study show that there is no significant difference between the patients with a history of stroke and the patients without a history of stroke.

19.1 What was the largest volume of livestock slaughtered in any week during the period July 1962 through June 1963? (No. of head)

Cattle _____ Calves _____ S & L _____ Hogs _____

19.2 What was the smallest volume of livestock slaughtered during a non-holiday week during the July 1962 - June 1963 period?

Cattle _____ Calves _____ S & L _____ Hogs _____

19.3 What was the size of labor force and payroll during the high volume and low volume weeks?

	<u>High volume</u>	<u>Low volume</u>
No. of workers	_____	_____
Man hours	_____	_____
Payroll (\$)	_____	_____

19.4 What policy do you follow in making adjustments in the labor force within a given week?

19.5 What policy do you follow in making adjustments in the labor force from week-to-week?

19.6 Does your policy for making seasonal adjustments in the labor force differ from the policy for week-to-week adjustments? If so, how does it differ?

20. What has been the rate of turn over in your labor force this past year? (July 1962 - June 1963).

<u>Class of labor</u>	<u>No. of new employees</u>
<u>Skilled butchers</u>	_____
<u>Butchers</u>	_____
<u>Boners</u>	_____
<u>Semi-skilled</u>	_____
<u>Laborers</u>	_____
_____	_____
_____	_____

the first time in the history of the world, that the people of a country have been compelled to give up their language, and to learn another, in order to secure an education.

For the first time in the history of the country, the people of Mexico have been given the opportunity to elect their own president.

1976年1月1日，蘇聯總理柯西金在接見中國總理周恩來時說：「蘇聯人民和蘇聯政府對中國人民的抗擊美國侵朝戰爭表示支持。」

21. How would you compare the quality of your labor force with packing house labor in other parts of the state?

22. Do you have any labor relations, or labor utilization problems that have not been covered in this questionnaire? If so, what are they?

MICH. STATE UNIV.
AGR. ECON. DEPT.
REFERENCE ROOM

MICHIGAN STATE UNIVERSITY LIBRARIES



3 1293 03145 5714