



A G R E E M E N T

Between the \_\_\_\_\_  
party of the first part, hereinafter called the Employer, and  
the Tea, Coffee, Butter & Egg Salesmen's Union, Local 772, I.  
B. of T., C., S. & H. of A., party of the second part, herein-  
after called the Union.

WITNESSETH:

THAT WHEREAS, both parties are desirous of preventing strikes and lockouts, and to maintain a uniform wage scale, working hours and conditions among the members of the Union, concerns, individuals and corporations hiring and employing tea, coffee, butter and egg salesmen and others in like employment and occupation, and to facilitate a peaceful adjustment of all grievances and disputes which may arise from time to time between the employer and his individual employees;

NOW, THEREFORE, the Union agrees that each member of the same hired and employed by the Employer will work for the Employer, and the Employer agrees that he will hire and employ members of the Union under the following conditions:

ARTICLE I.

(1) The Employer agrees to hire members of the Union in good standing, or those who will become members within thirty (30) days after hiring out to the Employer.

ARTICLE II.

(1) It is understood and agreed that route foremen, route inspectors, route men, extra men and special delivery men shall become members of the Union who spend fifty-one (51%) per cent of their time driving and selling, except in case of sickness.

ARTICLE III.

(1) The wage scale for salesmen on butter and egg routes shall be as follows:

(2) Salesmen shall receive a minimum of Forty-four (\$44.00) Dollars per week, payable weekly, and in addition shall be paid a commission as follows: Two (\$2.00) Dollars per thousand units from twelve thousand to fifteen thousand units. Two Dollars and Fifty Cents (\$2.50) per thousand units from sixteen thousand units to twenty thousand units. Two Dollars and Seventy-five Cents (\$2.75) per thousand units from twenty thousand units to twenty-five thousand units. Three (\$3.00) Dollars per thousand units over and above twenty-five thousand units a month. One pound of butter, one pound of cheese or one dozen of eggs, each to be counted as a unit.

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(3) Commission payable monthly, it being understood that thirty (30) days' commission to be held back. Helpers to receive Twenty-six Dollars and Fifty Cents (\$26.50) per week. Any employee receiving more than the above scale of wages shall not suffer any reduction through the signing of this agreement.

ARTICLE IV.

(1) When a route is split by the Employer, employee is to receive his commission on the amount of business taken away from him for a period of four (4) months; this commission is to be paid over and above the regular salary and a commission; no reduction to be made in case route reaches its former base within this period.

ARTICLE V.

(1) Employees driving automobiles are to have their license fee refunded to them by the Employer after one year; provided, they remain in his employ during said first year. License fee for all succeeding years to be paid by the Employer.

ARTICLE VI.

(1) Salesmen shall report at garage or barn not later than 7:00 A. M., and return when route is properly completed.

ARTICLE VII.

(1) A student's period of probation shall be fixed at thirty (30) days; during this period he shall receive Thirty-five (\$35.00) Dollars per week - no commission to be paid. Experienced men not to be considered students.

ARTICLE VIII.

(1) All salesmen shall give the employer one week's notice before leaving his employ. The employer is also to give all salesmen one week's notice previous to their discharge after sixty days' service, except for just cause; dishonesty to be considered sufficient cause for discharge without notice.

ARTICLE IX.

(1) No salesman shall work on Christmas, New Year's, Memorial Day, July 4th, Thanksgiving or Labor Day, except in case of emergency, and receive extra pay.

ARTICLE X.

(1) The Union agrees to expel any member for just and sufficient cause, when proof of the same is submitted to the Trial Board of the Union and passed upon by such Trial Board, according to the By-laws of the Union.

ARTICLE XI.

(1) The Salesmen will furnish to the employer a fidelity bond, if required; the fidelity bond to be furnished by a surety company designated by the employer. The premium on said bond shall be paid by the employer.

ARTICLE XII.

(1) There shall be a Steward at each barn to see that each member of the Union lives up to the rules of the Union; such Steward shall be elected by the salesmen of the firm that are members of the Union.

ARTICLE XIII.

(1) In case of lockouts or strikes of any Union, it shall not be considered a violation of this agreement for any member of the Union to refuse to deliver goods where such controversy is on.

ARTICLE XIV.

(1) The Union agrees that at all times, as far as it is in its power, to further the interests of the Employer.

ARTICLE XV.

(1) It is agreed that all employees coming under the jurisdiction of this agreement shall at the end of any fifty-two (52) weeks' service with one firm be entitled to one week's vacation with full pay and commission. If at the end of fifty two weeks a salesman either resigns or is discharged, he shall have one week's pay and commission in lieu of his vacation. Salesmen to pick their vacation period by order of seniority.

(2) It is further agreed that salesmen have option of an extra week's vacation when it is possible to arrange or make provision for same; the second week to be without pay.

ARTICLE XVI.

(1) Should any controversy arise between the parties, not provided for in these articles, it shall be submitted to a committee of three (3) persons for arbitration; one to be selected by the Union, one by the Employer, and the third by the two so selected by the Union and the Employer, During such time as the matter is pending before the Arbitration Board there shall be no lockouts or strikes. The decision of the Arbitration Board to be final.

ARTICLE XVII.

This agreement shall go into effect March 1st, 1926, and continue in full force and effect to March 1st, 1928. It is further agreed and understood that on March 1st, 1928, this agreement shall automatically be renewed for one year from such date and thereafter upon each anniversary of the said date, without any further act of either parties hereto, provided, that either party may terminate this agreement on March 1st, 1928, or on any anniversary of said date by giving thirty (30) days' previous notice in writing.

Firm Name \_\_\_\_\_

By \_\_\_\_\_

TEA, COFFEE, BUTTER & EGG SALESMEN'S UNION,  
LOCAL 772, I. B. of T., C., S. & H. of A.

By \_\_\_\_\_

Chicago Ill  
Chauffeurs-Teamsters and Drivers  
Butter and Egg Salesmen Local 772  
In effect May 15, 1926  
Not in effect May 15, 1928

