



# Retail Delivery Drivers Union

No. 278

*San Francisco, Calif.*

## SCHEDULE GOVERNING PACKAGE, HARDWARE AND DEPARTMENT STORES

The following is the wage and hour schedule and trade rules of the Retail Delivery Drivers' Union, Local 278, I. B. of T. C. S. and H., drawn up at a Special Meeting of the said Local Union in meeting assembled to govern Package, Hardware and Department Store Drivers:

### WAGES

To Take Effect June 15, 1920

Double Teams, per week.....	\$ 30.00	Double Teams, half monthly.....	\$ 65.00
Double Teams, per month.....	130.00	Single Teams, per week.....	27.00 30.00
Single Teams, half monthly.....	58.50	Single Teams, per month.....	117.00
Chauffeurs, per week.....	\$33 36	Half monthly.....	\$71.50
		Per month.....	143.00

### HOURS

Eight (8) hours shall constitute a day's work. One hour shall be allowed for lunch, covering a period of nine (9) hours altogether, not to commence later than 9:00 A. M.

### TIME FOR LEAVING

All Drivers shall not leave their respective firms later than 4:00 P. M. on their last trip.

### OVERTIME

Overtime at the rate of \$1.00 per hour. That is, referring to continuance of the eight-hour day. Any driver called back to their respective firm shall receive an extra trip.

### EXTRA TRIPS

Extra trips shall be \$2.50 each, and not to exceed two and one-half hours (2½) in time. If more than 2½ hours, one day's pay.

### LATE TRIPS

8:00 P. M. trips on Saturdays and the day before holidays shall be made at \$2.50 each.

### WEEK'S WORK

Six (6) days shall constitute a week's work.

### SUNDAY AND HOLIDAY WORK

Sunday and holiday work shall be at the rate of double time.

### PAY DAYS

Pay days are to be left to the option of the various firms, but not to cover more than one month's pay.

### CASH DEPOSITS AND BONDS

No cash deposits of any amount shall be furnished by any member of this Union to his employer as security.

Any employer desiring security from drivers shall place them under bonds at their (the employer's) expense.

### UNIFORMS

If any firm requires caps or uniforms for its drivers, they shall be furnished only at the firm's expense.

### RESPONSIBILITY

No responsibility for loss of packages shall be held against any member of this Union, if his respective employer does not furnish a wagon boy.

If, after the period of thirty (30) days, no complaint has been lodged against a member of this Union in regard to non-delivery of packages or non-collection of C. O. D., then no responsibility shall be attached to such driver involved.

### HOLIDAYS

New Year's Day, Washington's Birthday, Decoration Day, Fourth of July, Labor Day, Admission Day, Thanksgiving Day and Christmas shall be observed as holidays by this Union.

Where clean-up trips are to be made on holidays, the driver must not leave later than 9:00 A. M.

No driver shall work on Labor Day.

### STABLE AND GARAGE WORK

No member of this Union shall perform stable or garage work (except) that as member of this Union shall dust the wagon and harness and polish the metal on same.

### AGE

No person shall be eligible to membership in this Union who is under eighteen (18) years of age.

### NON-UNION DRIVERS

Any employer engaging drivers not members of this Union shall see that said drivers shall become members of this Union within 15 days.

### CITIZENSHIP

No person shall become a member of this Union other than American citizens.

San Francisco  
Chauffeurs, teamsters & Drivers  
Packers, Hardware & Dept stores  
Local # 278

In effect May 15, 1921

In effect May 15, 1922

In effect May 15, 1923

as revised  
Cancel: See copy  
~~of~~ obtained by Agent  
May 15, 1925 with complete  
revisions, E.T.M.



No. 218

