

To the Retail Merchants' Association
Retail Delivery Drivers' Union, Local 278,
San Francisco.

The Committee suggested by the Retail Merchants' Association for the consideration of the wage for the Retail Delivery Drivers of Local 278 consisting of Judge Frank M. Angelotti, Henry U. Brandenstein and H. Clay Miller has met with representatives of the Retail Merchants' Association and of the Retail Drivers' Union and has carefully weighed all statements made by them, and through its own investigations has endeavored to arrive at a judgment which will at once be just and fair to all concerned.

The present wage in effect and unchanged since June 15th, 1920 is \$5.50 per day. The advance asked for is 50¢ per day.

On the theory of increase in the cost of living since 1920, the Committee does not believe that any increase could fairly be granted.

However, in consideration of the general wage scale effective in San Francisco for the same general sort of work in which these men are engaged, the Committee is satisfied that these particular employees are not receiving as high a wage as the others similarly engaged, and to produce equality in the matter in view of the character and responsibility of the service required of the men that the wage should be \$6.00 per day. Solely on that ground we recommend:

That the wage for Retail Delivery Drivers of Local 278 under present prevailing conditions should be \$6.00 per day, effective November 1st, 1923.

This recommendation is made in view of present day conditions. In making it the Committee believes that the \$6.00 wage is full and adequate compensation for the service performed and that any future consideration of wage revision, upward or downward, should be considered with an active appreciation of the conditions confronting both employer and employee and in a spirit of co-operation for the maintenance of industrial welfare and tranquility.

San Francisco, October 31st, 1923.

F. M. ANGELLOTTI

H. U. BRANDENSTEIN

H. CLAY MILLER

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