

AGREEMENT

Agreement made and entered into by and between
_____, known as party of first part, and
Local No. 407 of the I. B. T. C. S. and H. of A., party of the
second part.

ARTICLE I. The employer, party of the first part agrees to employ only members of Local Union No. 407 in good standing and carrying the regular working card of the above organization when available. When not available the employer shall have the right to employ a man and agree that they will notify the office of Union No. 407 to the effect that they have employed said man and who has voluntarily signed an order on his pay in favor of Local Union No. 407 to deduct one dollar (\$1.00) a day from his wages to be turned over to Local No. 407, and Local Union No. 407 assumes all legal liabilities for said deductions, the same to be applied to the Initiation Fee is said man proves efficient. The Union agrees at all times to furnish competent help when available.

ARTICLE II. Wage Scale for Grocery Drivers and Helpers shall be as follows:-

Auto Drivers	\$ 33.00
Trucks less than one ton	27.00
Helpers	25.00
Team Drivers	30.00
Light Doubles	28.00
Drivers when requested to haul trailers shall receive \$1.00 per day extra.	
Barn man to receive	30.00
per week for six days work. When requested to work on the seventh day, shall be paid at the rate of double time.	

ARTICLE III. Working hours to be 10 hours per day, six days to constitute a week's work. Overtime shall be paid at the rate of time and one-half to 8 P. M. Double time after 8 P. M. No member to receive less than half day's pay.

ARTICLE IV. Employers requesting members to work on holidays, work not to exceed two hours, shall receive pay for full day. No members to work on Sundays, except barn men.

ARTICLE V. Barn and Garage rules not to conflict with this agreement.

ARTICLE VI. Members of Local 407 agree to work overtime when necessary.

ARTICLE VII. The Union has a right to appoint a steward in each barn or garage. To see that members live up to the rules of both Union and employer when such rules are not in direct conflict with Article of this agreement.

ARTICLE VIII. Members of Local No. 407 except Barn men shall be paid double time when requested to work on Sundays and the following Holidays:- Decoration Day, Fourth of July, Labor Day, Thanksgiving, Christmas and New Year's. No member to be paid less than half day's pay at double time when working on Sundays or the above Holidays.

ARTICLE IX. Members of Local No. 407 reporting for work and not having been notified the day before of a layoff shall receive half day's pay.

THIS CONTRACT shall remain in force from June 1st, 1921 until June 1st, 1922, and shall continue for another year thereafter unless notice to the contrary has been given by either party hereto in writing thirty (30) days prior to the expiration of this agreement.

_____	_____
_____	_____
_____	_____
Employees	Officials.

Handwritten notes and signatures on the right side of the page, including a large '6' and a signature.

Chauffeurs
407



Cleveland, Ohio 407

Chauffeurs, teamsters² & drivers
In effect May 15, 1922
Grocery.
In effect May 15/23

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