

This agreement is made and entered into this day of February 1919, between the firm of

party of the first part, and the International Brotherhood of Teamsters, Local Union 285, party of the second part, to govern wages, hours, and conditions herein set forth for Drivers, Chauffeurs, Helpers and Inside Men, under strictly Union conditions.

This agreement to go into effect on the 15 day of February 1919 and continue until the 15 day of February 1920.

Art. 1. Minimum Scale of Wages.

Drivers on horse trucks, per week,	\$29.00	30
Helpers on horse trucks, per week,	\$24.00	30
Chauffeurs, per week,	\$32.00	10
Loaders on auto trucks, per week,	\$29.00	10
Helpers on auto trucks, per week,	\$26.00	5
Counter man, per week,	\$29.00	20
Inside help, per week,	\$27.00	30

Art. 2. The hours of labor shall be from 8 A. M. to 6 P. M. which shall constitute a days work for drivers, chauffeurs, helpers, and inside men with one hour for meals to be given as near the middle of the day as possible, and under no consideration shall an employee be compelled to work more than nine hours for a days work, overtime to be paid at the rate of one and one-half times the regular day.

Art. 3. No work will be performed on Saturdays and Hebrew Holidays, such as the first two days Passover, last two days Passover, both days Shovous, two days Rosh Ashona, one day Yom Kipur, the first two days Succoth, and the last two days Succoth, also Labor Day and Independence Day. Employers who resume business on Saturday shall, for the purpose of this agreement substitute the provisions the same will read no work will be performed on Sunday, etc. During the months of June, July and August, the hours of labor on Sunday shall be until 1 P. M., and in the event of non-observance of Saturday by the employer, the employee shall work until 1 P.M. on Saturday.

Art. 4. All of the aforementioned holidays to be paid for.

Art. 5. That it is understood that no employee shall be laid off while this agreement is in force except for dishonesty when ample proof is given.

Art. 6. If any employer shall desire to cut down the number of help then he shall have the privilege to do so provided that the Union shall have the option either to withdraw one or more men as the case may be, or to apportion the work among the number of men then in his

employ and payment for such work shall be reduced or apportioned accordingly; provided, however that the remaining employees are not called upon to work overtime more than five hours per week for the total of such remaining employees and not individually.

If any employer shall desire to substitute any employee then he shall have the privilege to do so upon application to the Union. The foregoing provision shall have no effect in so far as extra men are concerned and shall only apply to the regular help employed.

Art. 7. Member of I.B. of T.C.S. & H. with paid cards to be employed or those who are not members must become member within seven days, if not they must be replaced.

Art. 8. If any employee receives more salary than this agreement calls for he shall not be affected by this agreement or the scale of wages as mentioned herein.

Art. 9. Employers desiring extra help should first be applied for to Local 285 and if unavailable said employer can hire outside help as they see fit.

Art. 10. It is further agreed that the local Union will appoint one of the members to act as Shop Chairman whose duty it shall be to see that the conditions of this agreement are not violated by either employer or employee, and under no consideration shall he be discriminated against.

Art. 11. In the event of a dispute arising between employer and employee, then such dispute shall be submitted to the business agent of the Union and a representative of the Greater New York Wholesale Grocers' Association, who shall be designated for that purpose, and the aforementioned two parties shall choose a third competent and disinterested person who shall act as umpire, and the decision of any two shall be binding upon the parties to this agreement with respect to any matters submitted to such arbitration, for adjustment, and it is agreed that no strike or lock-out shall be declared pending such adjustment.

Art. 12. In the event that the employer shall actually retire from the business in which he is now engaged and shall not require the services of the employees who are members of the Union, then in such event this agreement shall be of no force and affect with respect to such employer.

For the firm of

For Local 285, I.B. of
T.C.S. & H. of A.

B. E. Freedman

Bus. Agent

FURNITURE, FLOUR AND GROCERY
DRIVERS, CHAUFFEURS AND HELPERS
Local Union No. 285,
NEW YORK CITY, N. Y.

New York, N. Y.
Chauffeurs + drivers # 285
Grocery -
In effect May 15, 1919.

Void May 15, 1920



CHAUFFEURS