



# 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

Automobiles, per working day.....Three Dollars and Fifty Cents (\$3.50)  
Double Teams, per working day.....Three Dollars and Fifty Cents (\$3.50)  
Single Teams, per working day.....Three Dollars (\$3.00)

## HOURS

Ten (10) hours shall constitute a day's work. One hour shall be allowed for lunch, covering a period of eleven hours altogether, not to commence later than 9:00 A. M.

## TIME FOR LEAVING

All drivers shall not leave their respective firms later than 9:30 A. M., 1:00 P. M. and 4:30 P. M.

## EXTRA TRIPS

Extra trips shall be \$1.50 each, and not to exceed three hours in time. If more than three hours, one day's pay.

## LATE TRIPS

9:00 P. M. trips on Saturdays and the day before holidays shall be made at \$1.50 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 or 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 employers') 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 for the purpose of watching the wagon.

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 trip is to be made on holidays, the driver must leave not later than TEN A.M. No driver shall work on Labor Day.

## STABLE OR GARAGE WORK

No member of this Union shall perform stable or garage work (except) that a 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 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 30 days.

San Francisco - Cal

Local No 278

Package, Hardware + Department Store China

In effect May 15, 1917

In effect May 15, 1918

Valid after Nov 20, 1918

BUREAU OF LABOR STATISTICS

JUL 30 1917

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