



1958

Area Agreements with the International Brotherhood of Teamsters Made By One National Company, 1940 to 1957

Edward William Sexton
Loyola University Chicago

Recommended Citation

Sexton, Edward William, "Area Agreements with the International Brotherhood of Teamsters Made By One National Company, 1940 to 1957 " (1958). *Master's Theses*. Paper 1440.
http://ecommons.luc.edu/luc_theses/1440

This Thesis is brought to you for free and open access by the Theses and Dissertations at Loyola eCommons. It has been accepted for inclusion in Master's Theses by an authorized administrator of Loyola eCommons. For more information, please contact ecommons@luc.edu.



This work is licensed under a [Creative Commons Attribution-Noncommercial-No Derivative Works 3.0 License](https://creativecommons.org/licenses/by-nc-nd/3.0/).
Copyright © 1958 Edward William Sexton

AREA AGREEMENTS WITH THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS MADE
BY ONE NATIONAL COMPANY
1940 to 1957

by

Edward William Sexton

A Thesis Submitted to the Faculty of the Graduate School
of Loyola University in Partial Fulfillment of
the Requirements for the Degree of
Master of Social and
Industrial Relations

February

1958

LIFE

Edward William Sexton was born in Chicago, Illinois, January 24, 1935.

He graduated from DePaul Academy, Chicago, Illinois, June 1952 and from Loyola University, June 1956 with the degree of Bachelor of Science.

Upon graduation the author worked for Arthur Anderson as a Management Consultant. He left them in November, 1956 to go to work for the Commonwealth Edison Company. He is presently employed there as an Industrial Relations Assistant.

TABLE OF CONTENTS

Chapter	Page
I. INTRODUCTION	1
A. Purpose	1
B. Method and Areas of Research	1
C. Historical Background	3
II. EASTERN AGREEMENTS	4
A. Comparison of Rates by City	4
B. Comparison of Rates by Industry	7
C. Percentage of Wage Changes	9
D. Comparison of Other Provisions	11
III. MIDWESTERN AGREEMENTS	15
A. Comparison of Wage Rates by Industry	16
B. Comparison by Population Groups	17
C. Comparison of Rate Increases	19
D. Comparison of Other Provisions	21
IV. WESTERN AGREEMENTS	23
A. Comparison of Wages by Population Groups	23
B. Comparison of Rate Increases	27
C. Comparison of Other Provisions	29
V. SOUTHWESTERN AGREEMENT	32
A. Comparison by Industry	32
B. Comparison of Wages by Population Group	34
C. Comparison of Wage Increases	35
D. Comparison of Other Provisions	36
VI. CONCLUSION	38
APPENDIX I	40
BIBLIOGRAPHY	106

LIST OF TABLES

Table	Page
I. COMPARISON OF WAGES BY LOCATION	6
II. COMPARISON OF WAGES BY INDUSTRY	7
III. COMPARISON OF WAGES FOR HELPERS BY INDUSTRY	8
IV. COMPARISON OF WAGE INCREASES 1947-1956	10
V. COMPARISON OF WAGE RATES BY INDUSTRY	16
VI. COMPARISON OF WAGES BY POPULATION GROUPS	18
VII. COMPARISON OF WAGE INCREASES OF 1946-1956	20
VIII. COMPARISON OF WAGES BY POPULATION GROUPS	26
IX. COMPARISON OF WAGE INCREASES 1946-1956	28
X. COMPARISON BY INDUSTRY	33
XI. COMPARISON BY POPULATION GROUP	35
XII. INDEX OF WAGE INCREASES 1946-1956	36

The Company that is referred to in this paper is National Cylinder Gas Company, 820 North Michigan Avenue, Chicago, Illinois. They are a large corporation with plants spread throughout the country. Their main interest lies in compressed gases. They are the third largest corporation in this field ranking behind Union Carbide and Carbon Corporation and Linde Air Products Corporation. This, I feel, makes them a valid subject of study.

CHAPTER I
INTRODUCTION

Purpose

The author felt that the topic was particularly timely because of the amount of publicity that the International Brotherhood of Teamsters have received. His aim was to analyze the union - management agreements between the Company and the Teamsters Union, in order to illustrate first, the geographical differences in wages, for the same type of work, and secondly the difference in fringe benefits, all within one national company. He believed that this thesis would illustrate the growth of the Teamsters, from weakness to strength, from impotency to power on a national scale.

Method and Areas of Research

The method of research that the author used was simple and extensive. There are forty separate union - management agreements that the Company has with the International Brotherhood of Teamsters for each year. The author read each of these agreements through to determine which agreements had a complete history in the Company's files. This was necessary so that he could trace the agreements without interruption. The next step for the author was to determine which of these agreements were to be analyzed. The author set a maximum of twelve different locations to be analyzed. Since he wished to cover the whole country in this analysis the agreements had to be broken down by area.

The areas he desired to cover were the East, Mid-West, West, South, and Southwest. Unfortunately, there were no union - management agreements in the Company's Southwestern plants. After grouping the agreements by area the author then picked out those which covered the Company's more important plants, in order that the data obtained would be significant. These agreements then were surveyed so that each area selected would have proper coverage. This meant that the cities selected could not be located too near each other. Finally, certain agreements were selected for special reasons. North Bergen, New Jersey was selected because of a very unusual vacation plan and very liberal fringe benefits. Denver, Colorado was selected because it was a new agreement and the author wished to show what provisions a union seeks in its initial agreement.

The period of time that was covered began with either the first union - management agreement or the earliest information the Company had on file. In no case did this go back further than nineteen-forty. This investigation included the present agreements which extend through the year nineteen fifty-nine.

Then the author had to decide what data would be included in the survey. He used as samples other surveys which covered the same type of data. These included the Commonwealth Edison Survey of Wages, Hours, and Working Conditions 1956, which the author helped to prepare; the Western Electric Survey of Wages; 1956 the Ford Motor Company wage survey. The classifications in these surveys that were applicable to the Company's union - management agreements were used in this thesis.

Historical Background

The Company was organized in 1933 under the laws of the State of Delaware. Since that time it has expanded constantly either by merger or acquisition of other companies. In the 1950's the acquisition of Company C by merger was a major step in the Company's growth.

The Company either directly or through its subsidiaries is engaged principally in the manufacture and sale of oxygen - acetylene and other industrial gases and cutting supplies and equipment. The Company has forty-six oxygen plants and thirty-one acetylene plants in locations throughout the United States.

Since the Company was first organized in 1933 it has dealt with the International Brotherhood of Teamsters. The bargaining is done on an individual city-wide basis. At present there is no bargaining done on any wider basis. At these negotiations the Company is represented by the District Manager and the Labor Negotiator from the Company's main office. The workers are normally represented by their local representatives, though on occasion they may be assisted by someone from the international headquarters.

CHAPTER II

EASTERN AGREEMENTS

This chapter presents details of the union - management agreements between the Teamsters and the Company covering operations in four cities: Pittsburgh, Philadelphia, Buffalo, and North Bergen, (New Jersey). In all but Philadelphia the contracts cover just the Drivers and Helpers. In Philadelphia the plant is also organized by the Teamsters Union.

The pertinent provisions of the agreements have been laid out in chart form at end of the thesis (Appendix I) to help in visualizing details. The more important differences between the contracts and some of the possible explanations of these differences, are brought out.

To have some valid method of comparison with other agreements, the author has turned to the figures published by the Bureau of Labor Statistics, covering wages of the Teamsters for the four cities involved.

Comparison of Rates by City

A comparison of the rate paid by the Company in Philadelphia, Pittsburgh, Buffalo, and North Bergen and the average hourly rate of union truck drivers as reported by the Bureau of Labor Statistics is shown in Table I.¹

¹Union Wages and Hours: Motortruck Drivers and Helpers, 1956, United States Department of Labor Bulletin 1206, p. 7. All B.L.S. data quoted in Chapter II has been taken from this bulletin.

In Philadelphia, the Company's drivers received an hourly rate which was below average for the area. In Pittsburgh the story was different. There the Company's drivers received a wage well above average. In Buffalo the Company was slightly below the average reported for that city. The closest area to North Bergen, New Jersey, which was studied by the Bureau of Labor Statistics was Newark, New Jersey. The hourly rates were nearly identical in these two cities.

For the helpers working for the Company in Philadelphia the rate was slightly above average for helpers in the area. In Pittsburgh it was well above average; and in Buffalo it was slightly below average. In North Bergen, Company helpers received well above the average wage for helpers in Newark. See Table I.

This listing is further broken down by population groups and then their is a regional breakdown given. Philadelphia is in group one which is cities with population of one million or over. Pittsburgh and Buffalo are in group two which is cities with populations of five hundred thousand to one million. Newark is in group three which is cities with populations of two hundred and fifty to five hundred thousand.

All the cities are located in the Middle Atlantic area. In two of the four cities studied Company drivers were paid above the average and in two below it.

For helpers, the Company in three of the four cities paid above the average wage for the area.

TABLE I

COMPARISON OF WAGES BY LOCATION
JULY 1, 1956

City	Average ² hourly rate for union truck drivers	Wage pro- visions of company's union agreement	Average ² hourly rate for union helpers	Wage pro- visions of company's union agreement
Philadelphia	\$ 2.18	\$ 2.15	\$ 1.97	\$ 1.98
Group I	\$ 2.29	\$2.15	\$ 1.96	\$ 1.98
Pittsburgh	\$2.29	\$2.46	\$ 2.20	\$ 2.30
Buffalo	\$2.17	\$2.13	\$ 2.03	\$ 1.987
Group II	\$2.19	\$2.29	\$ 1.96	\$ 2.14
Newark	\$2.35		\$ 1.89	
North Bergen		\$2.36		\$ 2.08
Group III	\$2.19	\$2.36	\$ 1.97	\$ 2.08
Middle Atlantic Area	\$2.20 ³	\$2.27	\$ 1.95	\$ 2.09

²Bulletin 1206 Table 6

³Ibid Table 7

Comparison of Rates by Industry

Buffalo oxygen and acetylene drivers for the Company were slightly below the B.L.S. average for men in that occupation in both 1955 and 1956. In both Philadelphia and Newark there was no comparable category. In Pittsburgh Company drivers received slightly more than the average wage for gas cylinder drivers. See Table II

TABLE II
COMPARISON OF WAGES BY INDUSTRY

City	Industry	Average ⁴ hourly wages for all drivers		Provision of union agreements with the Company	
		July 1, 1955	July 1, 1956	July 1, 1955	July 1, 1956
Buffalo	Oxygen and acetylene	\$2.09	\$2.18	\$2.06	\$2.13
Pittsburgh	Gas Cylinder	\$2.35	\$2.35	\$2.35	\$2.46
Philadelphia		A	A	\$2.10	\$2.15
Newark		A	A		\$2.36
North Bergen					

A No comparable industry listed

⁴Bulletin 1206 Table 9

Helpers in the oxygen and acetylene field in Buffalo, as we found in the case of the drivers, were below the average wage. Philadelphia and Newark have no comparable job classifications. Helpers in Pittsburgh, as did the truck drivers, picked up ground in the 1956 negotiation over comparable helpers in the area. See Table III

TABLE III
COMPARISON OF WAGES FOR ALL HELPERS BY INDUSTRY

City	Industry	Average ⁵ hourly wages for all helpers		Provision of union agreements with the Company	
		July 1, 1955	July 1, 1956	July 1, 1955	July 1, 1956
Buffalo	Oxygen and acetylene	\$1.87	\$1.96	\$1.817	\$1.887
Pittsburgh	Gas Cylinder	\$2.20	\$2.20	\$2.20	\$2.36
Philadelphia		A	A		
Newark		A	A		
North Bergen					

A No comparable industry

⁵Bulletin 1206 Table 9

Percentage of Wage Changes

The author in table IV has compared the percentage of wage increases for union drivers in the company with those of all union drivers in their respective cities. This data was drawn from Bulletin 928 of the United States Department of Labor. Unfortunately no comparable information was available for helpers.

The author chose to compare the change in rates from 1947 to 1956. The choice of July 1, 1947 is based on the belief of the author that there should be a common cutoff date. Buffalo did not sign a union agreement until September 1, 1946. Since the data is compiled as of July 1, this meant that the earliest cutoff date would be July 1, 1947. North Bergen was not shown because from 1946 to 1956 the Company did not employ any truck drivers or helpers.

The figures computed show that the Company's drivers received varying percentages of increases. Buffalo was the only city where the percentage of increase for company drivers was higher than that for the general area.

TABLE IV
Comparison of Wage Increases 1947 - 1956

City	Wage rates ⁶ for union drivers		Amount of change	Percent of change	Wage provisions of Company's union agreement		Amount of change	Per- cent of change
	July 1, 1947	July 1, 1956			July 1, 1947	July 1, 1956		
Buffalo	\$1.24	\$2.17	\$.93	75%	1.16	2.13	\$.97	83%
Pittsburgh	\$1.29	\$2.29	\$1.00	78%	1.40	2.46	\$1.06	76%
Philadelphia	\$1.24	\$2.18	\$.94	76%	1.25	2.15	\$.90	72%

⁶Bulletin 928 Table 6

Comparison of Other Provisions

The form of union security existing now in all four cities is the union shop. Two cities have had the union shop from the first agreement on; Buffalo and North Bergen. Philadelphia had a closed shop with a union hiring hall from 1940 to 1947. Pittsburgh had a closed shop from 1942 to 1947. The Buffalo agreement contains provision for a paid lunch period, that was provided in 1946, their first agreement. See Appendix I pages 40, 50, 56, 62.

Initially the agreements all paid overtime after forty-four hours and later changed to overtime pay after forty hours. However, the years in which the provision was changed varies. In Philadelphia time and one half was paid after forty hours beginning in 1945. In Buffalo dockmen received time and one half after forty hours with their first agreement in 1946, but the drivers did not receive it until 1948. Pittsburgh drivers received time and one half after forty hours in 1945. North Bergen had time and one half after forty hours in 1942. From 1942 until 1956 the Company used outside haulers and there was no agreement. See Appendix I pages 41, 50, 57, 62.

All the agreements contain approximately the same provisions in regards to seniority. The wording of the agreement varies but it has been interpreted to mean that seniority will prevail in the layoff, promotion, and dismissal of employees. See Appendix I pages 41, 51, 57, 62.

The Philadelphia agreement has never had provision for lay-over pay. The first North Bergen agreement in 1942 had no such provision. However the 1956 agreement contained a provision for the cost of transportation home.

The 1957 agreement provides that the employee will be compensated for all his expenses. The first Pittsburgh agreement had no specific lay-over provision. It did pay supper money after twelve hours. The present reimbursement is one dollar and fifty cents. The first Buffalo agreement in 1946 paid four dollars and fifty cents a night, in case of a layover. This has never been changed. See Appendix I page s 41, 51, 58, 63 .

The first Philadelphia agreement in 1940 had a provision for eight hours pay on call-in's. This remained unchanged until 1954 when it was lowered to four hours per man if two men were used. The 1946 Buffalo agreement had a provision for four hours call-in pay. The North Bergen agreement contains a provision for eight hours call-in pay. Pittsburgh teamsters in 1942 with their first agreement received four hours call-in pay. This was raised to six in 1943 and to eight hours in 1945. See Appendix I page s 41, 51, 58, 63.

All agreements pay double time for holidays worked and straight time for those not worked. Pittsburgh has a total of seven holidays, Philadelphia has nine and Buffalo has six. North Bergen had seven and one-quarter holidays in 1942 and it was raised to eleven in 1956.

Sunday work is compensated for at double time except in Pittsburgh where the rate is time and one half. See Appendix I page s 42, 52, 58, 63.

Vacation plans vary from agreement to agreement. The North Bergen agreement has a graduated vacation provision beginning with one day after thirty days work to a maximum of fifteen days after two hundred thirty-five days worked. Philadelphia provides one week after six months service, two weeks after two years, and three weeks after twenty years of service.

Pittsburgh and Buffalo agreements both grant one week after one year, two weeks after two years and three weeks after fifteen years. Pittsburgh gives forty-six hours of pay for each week of vacation.

Pittsburgh alone, out of the four agreements has no grievance procedure. They have a board of equal number of Teamsters and employers to settle the grievance. If they fail to settle they turn to an outside arbitrator whose decision is binding. The variation comes in the method of choosing an arbitrator. In Philadelphia, the members of the grievance board make the selection. In North Bergen, the arbitrator shall be a member of the New Jersey State Mediation Board. In Buffalo an arbitration committee is set up composed of two men representing the union, two the employer and a fifth member is appointed by the Director of Conciliation of the U. S. Department of Labor. See Appendix I pages 43, 53, 60, 64.

The fringe benefits are shown in detail in Appendix I. All the agreements but the New Bergen agreement have time off for death in the family. In Philadelphia the employees are enrolled in the Teamster Union's, Health Welfare and Pension Plans. In Buffalo and Pittsburgh the employees are covered by the Company plan. See Appendix I pages 44, 54, 61, 65.

The length of the agreement varies by city. Pittsburgh has had nothing but one year agreements, but since 1953 the contract has been extended by addendum. Philadelphia with one exception, has had multi-year agreements and the current one runs for three years. Buffalo originally had one year contracts but since 1953 has had multi-year agreements. The first North Bergen agreement was for four years. After a one year agreement in 1956, they now have a two year contract.

One additional chart is shown in Appendix I on page 45. This is a summary of the Philadelphia plant agreement which was made with the Teamsters Union. The purpose of this is just to show that the plant agreement corresponds to the drivers agreements in most details.

CHAPTER III

MIDWESTERN AGREEMENTS

The agreements covering the Teamsters which have been selected for discussion in this chapter are Cleveland, Detroit and St. Paul.¹

Here the author again turns to the information supplied by the Bureau of Labor Statistics in Bulletin 1206 as his major source of valid comparison data.

The Bureau's breakdown by cities and then by occupation is the first basis of comparison. The current figures, those up to July 1, 1957, are now in their preliminary form so that complete information is not available. Thus although there is a preliminary listing for Cleveland, there is no classification comparable to the type of drivers the Company employs. For St. Paul the Bureau of Labor Statistics has not published even a preliminary data sheet. In Detroit, the closest related occupation is the air reduction classification. Table V shows the Company pays slightly below average. However the union agreement came up on September 1, 1957, and any changes made then are not incorporated here.

Thus it is readily apparent that we shall have to go back into the 1956 data to get more comprehensive comparisons. For Detroit in 1956, the author finds that the air reduction field is the closest occupation. Table V shows the Company below the rate reported by the B.L.S. For the cities of Cleveland and St. Paul the B.L.S. has listed no comparable occupations.

¹Chicago was omitted from this chapter for two reasons. First, Chicago used outside haulers up until four years ago and the author felt that he had other cities which would furnish more information. Secondly there are only a few drivers covered by the Chicago agreement.

TABLE V
COMPARISON OF WAGE RATES BY INDUSTRY

City	Industry	Average ² hourly wages for all union drivers		Provision of union agreements with the Company	
		July 1, 1956	July 1, 1957	July 1, 1956	July 1, 1957
Cleveland	A				
Detroit	Air Reduction	\$2.15	\$2.53	\$2.31	\$2.12
St. Paul	A				

City	Industry	Average ² hourly wages for all union helpers		Provision of union agreements with the Company	
		July 1, 1956	July 1, 1957	July 1, 1956	July 1, 1957
Cleveland	A				
Detroit	Air Reduction	\$2.27	\$2.35	\$2.19	\$2.27
St. Paul	A				

A No comparable industry listed

²Bulletin 1206 Table 9

Comparison By Population Groups

The next comparative basis is Table 6 in Bulletin 1206. This is a table which gives average union hourly wage rates for motortruck drivers and helpers by city and population groups. Detroit falls into group one which lists cities with populations of one million and over. Cleveland and St. Paul fall into group two which covers cities of five hundred thousand to one million people. The Bulletin lists the city's average wage and then the group average for the group in which the city falls. In addition to this the Bureau has a regional breakdown. By definition all three of the cities we are studying are located in the Great Lakes Region.

Table VI shows that in Detroit, Company drivers received below the average wage for drivers in that city, while Company helpers were above. However in both cases they received higher wages than the average for group one. Cleveland drivers received a wage slightly higher than that which the Company paid; while in St. Paul the opposite is true. In both cities the Company exceeded the group average for group two. In Cleveland the Company paid its helpers a great deal more than the average wage for union helpers. Company helpers in St. Paul received above the average rate for union helpers in that city. The average for helpers in group two was \$1.96 which was considerably below the rate of St. Paul and Cleveland.

Table VI shows that in comparison of drivers wages that the Company equals or exceeds the group average in all three cities, but in the comparison of individual cities in two cases it is slightly below the average and in one case slightly above. In the helper classification the Company exceeds the rate in all three cities and in the breakdown by groups the Company is also ahead.

Table VI also indicates that for the Great Lakes Region the Company paid just average wages to its drivers but paid well-above average wages to its helpers.

TABLE VI
COMPARISON OF WAGES BY POPULATION GROUPS
JULY 1, 1956

City	Average ⁴ hourly rate for union truck drivers	Provision of union - company agreement	Average ⁴ hourly rate for union helpers	Provision of union - company agreement
Detroit	\$ 2.37	\$ 2.34	\$ 2.13	\$ 2.19
Group I	\$ 2.29	\$ 2.34	\$ 1.96	\$ 2.19
Cleveland	\$ 2.31	\$ 2.29	\$ 1.84	\$ 2.30
St. Paul	\$ 2.16	\$ 2.21	\$ 2.11	\$ 2.21
Group II	\$ 2.21	\$ 2.25	\$ 1.96	\$ 2.26
Great Lakes Region	\$ 2.28 ⁵	\$ 2.28	\$ 2.05 ⁵	\$ 2.26

⁴Bulletin 1206 Table 6

⁵Ibid Table 7

Index of Rate Increases

The next step is the comparison of wages which was used in the preceding chapter to ascertain the rate of increase. Once again we try to establish a common cutoff date. Detroit was the last city to sign a union management agreement. This was done on October 1, 1945. Since the Bureau data is calculated as of July 1, this meant that the cutoff date was July 1, 1946.

In two of the three cities cited the rate of increase for Company drivers was slower than the rate of increase for all union drivers. See Table VII.

The Bureau had no information available on helpers wages in 1946 so no comparison could be made.

TABLE VII
COMPARISON OF WAGE INCREASES 1946 - 1956

City	Wage Rates ⁶ for union truck drivers		Amount of change	Per cent of change	Company wage rates for truck drivers		Amount of change	Per cent of change
	July 1, 1946	July 1, 1956			July 1, 1946	July 1, 1956		
Cleveland	1.20	2.31	\$1.11	92%	\$1.20	\$2.29 / \$1.09	91%	
Detroit	1.26	2.37	\$1.11	88%	\$1.20	\$2.34 / \$1.14	95%	
St. Paul	1.04	2.16	\$1.12	107%	\$2.21	\$2.21 / \$1.11	101%	

6 Bulletin 928 Table 6

Comparison of Other Provisions

All three cities had the union shop. The overtime provisions are time and one-half after forty hours per week or eight hours per day in St. Paul; time and one-half is given in Detroit only after a forty hour week. In Cleveland time and one-half is paid after eight hours a day; after noon on Saturday; from the forty-fifth through the fifty-third hours. Double time is paid after that. See Appendix I pages 66, 71, 72, 78.

All the agreements contain the common provision that seniority shall prevail, in layoff, rehiring and promotion. The Detroit agreement provision for layover pay calls for the reimbursement of the employee for reasonable expenses. Under the Cleveland agreement the man gets only two dollars and fifty cents for a night's lodging.

Call-in pay in Detroit is presently eight hours with double time for holidays. St. Paul guarantees eight hours also; except four hours on Saturday and Sunday. In Cleveland in 1944 the call-in pay was four hours, in 1947 it was raised to eight hours and then in 1956 it was cut back to six hours. See Appendix I pages 67, 73, 79.

The three cities all have the basic six holidays; in St. Paul they have an additional half day on Christmas Eve and a half day on New Year's Eve. In Detroit they added Good Friday in 1955 to reach a total of seven days. St. Paul pays double time for work performed on a holiday. In both Detroit and Cleveland the present contract calls for triple time for work performed on a holiday which is not a regularly scheduled work day. See Appendix I pages 67, 68, 73, 74, 79, 80.

All three cities have common vacation provisions beginning with one week after one year and reaching a maximum of four weeks in twenty years. The men under the Detroit agreement must have worked sixty per cent of the total working days in a twelve month period to be eligible for a vacation. See Appendix I pages 68, 74, 80, 81.

In all three cities there is a formal grievance procedure, calling for the submission of grievances to a board consisting of an equal number of union and management representatives. If they cannot settle the case it will be submitted to arbitration. The method of selection is spelled out in each agreement. See Appendix pages 69, 75, 82.

In Cleveland and Detroit the employes are covered by the Teamsters Health and Welfare Plan, while in St. Paul they are covered by the Company sick pay plan. In Detroit and St. Paul jury pay provisions have been added with the last agreement. The Detroit agreement contains a provision that the union has the right to examine the time sheets of employees whose pay is in dispute. See Appendix I pages 70, 76, 77, 83, 84.

A trend toward long term agreements is shown in these three cities. In Cleveland, which has had a number of multi-year agreements since 1945, they signed a five year agreement in 1955. St. Paul has had a history of one year agreements since 1945, but in June of 1957 they signed a two year agreement. Detroit started off with one year agreements in 1945, in 1950 they signed a two year agreement, and then in 1952 and 1956 they signed a three year agreement. See Appendix I pages 70, 76, 77, 83, 84.

CHAPTER IV

WESTERN AGREEMENTS

The three cities analyzed for the Western area are Los Angeles, San Francisco, and Denver¹ a recent agreement. The latter therefore provides more limited information. Unfortunately for the cities under study here there is no current data for comparison. For the cities of Los Angeles and San Francisco the Bureau's preliminary data, for the year 1957, is not available. For Denver, although the data is available there is no comparable occupation listed. The same situation occurs in Bulletin 1206, for the July 1, 1956 data, by city and by occupation within the city.

Comparison of Wages by Population Groups

Table 6 in the same bulletin provides data on the average hourly wage rates for motortruck drivers and helpers by city and population groups, as of July 1, 1956.

Los Angeles falls into group one; cities with populations over one million people, all union truck drivers were on an hourly wage slightly higher than that paid by the Company to its' drivers. In San Francisco, which was a group two city, one of five hundred thousand to a million people, the Company paid a rate below the average hourly wage for union drivers. The first union contract for Company facilities in Denver was signed in November 1956. The Company drivers in Denver received a rate well below the average hourly wage for truck drivers in that city. See Table VIII

¹Denver was selected because the author wished to show the provisions that a union seeks in a new agreement.

In comparing the group averages for drivers, the author found that the average for group one was well above the rate that Company drivers received. The average for cities in group two, which includes San Francisco was well below the rate provided Company drivers by their agreement. Group three, cities of two-hundred and fifty thousand to five hundred, in which Denver falls the average was well above the rate that Company drivers were receiving. See Table VII. The vast difference might be due to the fact that this was a first agreement and that the establishment of a union was more important than wages at this juncture.

Of these three cities only San Francisco employs helpers. In San Francisco, the average wage for union helpers was nearly identical with the rate that the Company paid its helpers. See Table VIII

Because San Francisco was the only city which had helpers working for the Company the only group we can compare is group two. The Company's wage rate for helpers was well above the average wage for group two cities. See Table VIII

In reviewing the information we have gathered we find that for drivers the Company was well below the rate in all three cities and in comparison of group averages the Company is well below the group average in two of the three cities. The only city in which we compared helpers was San Francisco; there we found the Company nearly identical with the average wage, and well ahead of the group average.

Table 7 in Bulletin 1206 is a breakdown of average union hourly rates by region for drivers and helpers. San Francisco and Los Angeles both fall into the Pacific region. The average rate for truck drivers in the Pacific region was above the rate that Company drivers received in Los Angeles and below the

rate they received in San Francisco. Company helpers in San Francisco received a rate which was well above that received by drivers in the Pacific region.

In Los Angeles the Company does not have any helpers.

Drivers in the Mountain region, in which Denver falls, received a rate well above that of Company drivers. The Company has no helpers in Denver.

COMPARISON OF WAGES BY POPULATION GROUPS
JULY 1, 1956

City	Average ² hourly rate for union truck drivers	Provision of union - company agreement	Average ² hourly rate for union helpers	Provision of union - company agreement
Los Angeles	\$ 2.31	\$ 2.20		A
Group I	\$ 2.29	\$ 2.20		A
San Francisco	\$ 2.45	\$ 2.40	\$ 2.28	\$ 2.275
Group II	\$ 2.21	\$ 2.40	\$ 1.96	\$ 2.275
Pacific Region	\$ 2.33 ³	\$ 2.30	\$ 2.17	\$ 2.275
Denver	\$ 2.05	\$ 1.82		A
Group III	\$ 2.19	\$ 1.82		A
Mountain Region	\$ 2.02 ³	\$ 1.82		A

A Company employs no helpers

²Bulletin 1206 Table 6

³Ibid Table 7

Index of Rate Increases

The next base of comparison is Table 6 in Bulletin 928. As in the other chapters the author has shown the percentage of increase from a common cutoff point. San Francisco had its first agreement written in June, 1946 and Los Angeles in April 1946. Since Denver did not have any agreement until November, 1956 it was not considered in establishing a cutoff date. The cutoff date was established as July 1, 1946.

Table IX shows that drivers in both Los Angeles and San Francisco have received increases at above the average rate. Neither city had helpers in 1946 so no comparison was made.

COMPARISON OF RATE INCREASE 1946 - 1956

City	Wage rates ⁴ for union truck drivers		Amount of change	Per cent of change	Company wage rates for truck drivers		Amount of change	Per cent of change
	July 1, 1946	July 1, 1956			July 1, 1946	July 1, 1956		
Los Angeles	1.47	2.31	\$.84	57%	\$1.125	\$2.20	\$1.075	95%
San Francisco	1.54	2.45	\$.91	59%	\$1.475	\$2.40	\$.925	62%

⁴Bulletin 928 Table 6

Comparison of Other Provisions

Following the procedure used in the other chapters, the author next compares other provision of the agreements.

Under the form of union security we find that Los Angeles has always had the union shop; but in San Francisco the closed shop endured until 1952. Denver has the union shop at the present time. All three cities pay time and one-half after forty hours a week or eight hours a day.

The agreements all have a seniority clause but they vary in the amount of protection given. The Los Angeles agreement says that, "Seniority will prevail in all matters of employment or promotion," while San Francisco specifies only that seniority will govern layoffs. The Denver agreement's wording is that "Seniority will be used when ability is substantially equal. See Appendix I pages 85, 86, 91, 92, 96, 97.

Los Angeles has no provision for layover pay. In Denver the Company will absorb all reasonable expenses. In San Francisco they have always paid a flat sum; in 1946 they paid five dollars a night, this went to seven dollars in 1951 and was reduced to six dollars in 1954. See Appendix I pages 87, 92, 97.

On call-in provisions they vary quite a bit. In Denver there is four hours on a call-in, while in San Francisco once an employee takes out his truck he receives a full days pay. In Los Angeles call-outs bring eight hours pay, except when it is overtime, then the guarantee is for four hours only. See Appendix I pages 87, 92, 97.

The number of paid holidays varies slightly. There are six in Denver, seven in Los Angeles, and eight in San Francisco. In both Los Angeles and Denver there is double time for holiday work and Sunday work. Straight time is paid for holidays not worked. In San Francisco holiday pay and Sunday work is paid for at two and one-half times the regular rate.

Vacation provisions vary a little also. In San Francisco the employee receives one day for each month worked during the year. In Denver and Los Angeles there is one week's vacation after one year's service. The latter has two weeks after two years and three weeks after ten years. Denver has two weeks after three years and three weeks after twelve years. See Appendix I pages 87, 88, 93, 97, 98.

In Los Angeles the grievance procedure specifies that the Company and union shall each select a representative and together they pick the third party. If they cannot agree the U. S. Department of Labor shall appoint an arbitrator whose decision is binding.

The San Francisco agreement merely specifies equal representation by each party on a ten man board to investigate the grievance. Arbitration is not provided. The Denver agreement has a three step procedure to try to settle grievances before they can be submitted to arbitration for a binding decision. See Appendix I pages 89, 94, 95, 99.

The miscellaneous provisions do not differ much from the other agreements previously discussed. Details can best be examined on the charts in Appendix I. However, a few items bear special attention. In both Los Angeles and Denver the employees are covered by the Teamsters Pension Fund, and in Denver the employees are also covered by the Teamsters Health and Welfare fund. In San Francisco the employer and union agreed to set up a trust for Health and Welfare

Benefits but not a pension plan. One unusual provision is that the drivers in San Francisco must have breakfast before driving. These drivers are also supplied with union label caps and uniforms. See Appendix I page s 90, 94, 95, 99.

In Los Angeles after years of one-year agreements, in 1957 they negotiated one to run for two years. Denver's first agreement in 1956 was to continue in effect for three years. San Francisco has varied between single and multi-year agreements. They are now on their longest, a three year agreement. See Appendix I page s 90, 94, 95, 99.

CHAPTER V

SOUTHWESTERN AGREEMENT

In the final area of study, the Southwest, we are limited to one city. The reasons for this are first, the Company has very few physical properties in that area; second the plants that do employ drivers are generally non-union. The city selected is New Orleans. Other cities which contain plants but have non-union drivers are Tulsa, Oklahoma, and Houston, Texas which is now in the process of drawing up its first contract.

The B.L.S. has released a preliminary listing for New Orleans, for the year 1957. It has the occupation of air products drivers and helpers.

Comparison By Industry

The Bureau figures show that union drivers in the air products field were receiving slightly under the rate for Company drivers. The Bureau's figures and the Company's rate for helpers as of July 1, 1957 were identical. For 1956 we have the same relationship between the Bureau's figures and Company wages.

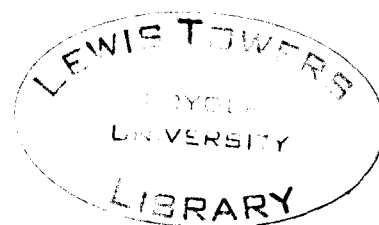
TABLE X
COMPARISON BY INDUSTRY

City	Industry	Average hourly wages for all union drivers		Provision of union agreement with the Company	
		July 1, 1956 ¹	July 1, 1957 ²	July 1, 1956	July 1, 1957
New Orleans	Air Products	\$1.75	\$1.90	\$1.77	\$1.92

City	Industry	Average hourly wages for all union helpers		Provision of union agreement with the Company	
		July 1, 1956 ¹	July 1, 1957 ²	July 1, 1956	July 1, 1957
New Orleans	Air Products	\$1.60	\$1.75	\$1.60	\$1.75

¹Bulletin 1206 Table 9

²Preliminary Listing July 1, 1957



Comparison of Wages by Population Group

New Orleans is in group two; cities between five hundred thousand and one million people. On July 1, 1956 the average wage for drivers in New Orleans was below that which the Company paid its drivers. However the average wage for drivers in group two is well above that which the company pays.

The average wage for union helpers in New Orleans, on July 1, 1956, was well below that which the Company paid its helpers. However the average wage for helpers in group two was well above the Company's rate for helpers. See Table XI

By the definitions set up by the Bureau of Labor Statistics, New Orleans is in the Southwestern region. Drivers in the Southwestern region received almost identically the same wage as Company drivers in New Orleans. However helpers in the Southwestern region received considerably more than did Company helpers in New Orleans.

TABLE XI
COMPARISON BY POPULATION GROUP

City	Average hourly ³ rate for union truck drivers	Provision of union-company agreement	Average hourly ³ rate for union helpers	Provision of union-company agreement
New Orleans	\$ 1.61	\$ 1.77	\$ 1.45	\$ 1.60
Group II	\$ 2.21	\$ 1.77	\$ 1.96	\$ 1.60
Southwestern Region	\$ 1.78 ⁴	\$ 1.77	\$ 1.70 ⁴	\$ 1.60

Index of Wage Increases

In choosing our cutoff date for our index we follow the same procedure we used in the other chapters. We go back to the first agreement which in New Orleans was written in February, 1946. This made our cutoff date July 1, 1946.

³Bulletin 1206 Table 6

⁴Ibid Table 7

For Company drivers the rate of increase in New Orleans is above average.

TABLE XII
INDEX OF WAGE INCREASES 1946 - 1956

City	Wage rates for union truck drivers		Net change	Per- cent of change	Company wage rates for truck drivers		Amount of change	Per- cent of change
	July 1, 1946	July 1, 1956			July 1, 1946	July 1, 1956		
New Orleans	\$.95	\$1.61	\$.66	69%	\$.97	\$1.77	\$.80	83%

Comparison of Other Provisions

New Orleans has had a union shop since it was organized in 1946. It pays time and one-half after eight hours a day or forty hours a week. The agreement also specifies that seniority rights shall prevail. It does not elaborate on this statement. See Appendix I pages 100 and 101.

New Orleans has the basic six holidays. The agreement calls for double time for all work performed on holidays and Sundays. The agreement calls for one week of vacation after one year's service; two weeks after two year's and three weeks after fifteen years. See Appendix I pages 101 and 102.

The grievance procedure states that any issue that cannot be settled shall be submitted to a board of arbitration. The board will consist of five members, two representing the union and two representing management, the fifth member shall be appointed by the U. S. Conciliation Service. The decision of the board is binding. See Appendix I page 103.

The New Orleans contract has been a one year contract since the first one, in 1946; but since 1952 they have extended the contract by addendum.

CHAPTER VI

CONCLUSION

In the matter of union security we have found that the locals studied seemed to have established themselves rather securely. All the cities studied had the union shop, the maximum union security permitted by law.

Wage wise the company shows up rather inconclusively. For drivers the study of individual cities showed Company drivers ahead of the average wage in only four of the eleven cities studied. In the group studies Company drivers in six out of ten cities received wages that were above average for their group and in one city the Company's wage was identical with the group average. Drivers in six out of the eleven cities received wages that were below average for their region.

For helpers the picture was more favorable. The study of the individual cities showed Company helpers ahead of the average wage in seven out of nine cities. In two cities the Company did not employ helpers. In the group studies the Company helpers received higher than the average wage for their group in eight out of the nine cities that employed helpers.

Helpers in eight out of the nine cities that employed helpers received wages above the regional average.

Overtime and seniority provisions did not vary a great deal from city to city. However, there was some variance among them, with the Cleveland overtime provision being the most unusual.

In other areas such as call-in pay, and vacations there wasn't any standard allowance. Layover pay provisions were present in some contracts and absent in others.

The procedure for handling grievances varied quite a bit from city to city. The basic idea was the same but the approach was different. In other areas there could be found the same variations in provisions. Different cities have different pension plans and sick pay benefits.

The most likely explanation for these differences in the agreements is the fact that negotiations are done on local level. Each local union deals with the Company individually which would indicate that each agreement is drawn to reflect two things. The first is the comparative position of strength that the union occupies in its' jurisdiction, secondly, the desires of its particular membership.

There are two trends which are discernible. The first is the swing away from straight negotiation for wages and the second is increased emphasis placed on longterm agreements. This is readily apparent in surveying the agreements. The author found no specific evidence to illustrate the growth of the Teamsters.

In general we find that the Teamsters are a dynamic union which gains something out of each negotiation it enters into with the Company.

APPENDIX I

PROVISIONS FROM AGREEMENTS COVERING PHILADELPHIA

DRIVERS AND HELPERS

<u>Location and Effective Date</u>	<u>Form of Union Security</u>	<u>Drivers Rates</u>	<u>Helpers</u>	<u>Lunch Periods</u>
Philadelphia December 1940	Closed shop with union hiring hall	\$.80 hour	\$28 for forty- four hour week	Thirty minutes period. No pay given.
Philadelphia December 1942	Same as above	\$.95 hour	\$.80 hour	Same as above
Philadelphia December 1945	Closed Shop	\$1.15 hour	\$1.00 hour	Same as above
December 1946	Closed Shop	\$1.25 hour	\$1.10 hour	No Change
Philadelphia December 1947	Union Shop after thirty days	\$1.35 hour	\$1.20 hour	No Change
Philadelphia December 1948	Union Shop	\$1.53 hour	\$1.38 hour	No Change
Philadelphia December 1950	Union Shop	\$1.63 hour	\$1.48 hour	No Change
December 1951	Union Shop	\$1.71 hour	\$1.56 hour	No Change
Philadelphia December 1952	Union Shop dues by checkoff	\$1.80 hour	\$1.65 hour	No Change
December 1954	Union Shop	\$2.10 hour	\$1.93 hour	No Change
January 1956	Union Shop	\$2.15 hour	\$1.98 hour	No Change
January 1957	Union Shop	\$2.30 hour	\$2.13 hour	No Change
January 1958	Union Shop	\$2.35 hour	\$2.18 hour	No Change
January 1959	Union Shop	\$2.45 hour	\$2.28 hour	No Change

PROVISIONS FROM AGREEMENTS COVERING PHILADELPHIA

DRIVERS AND HELPERS

<u>Location and Effective Date</u>	<u>Overtime</u>	<u>Seniority</u>	<u>Lay over Pay</u>	<u>Call-in Pay</u>
Philadelphia December 1940	Time and one half over forty-four hours. Saturday work will be time and one half.	Ordinary rules of seniority shall be followed in regard to the engagement promotion and dismissal of all employes.	No provision	Eight hours
Philadelphia December 1942	Same as above	No change	No change	No change
Philadelphia December 1945	Time and one half after forty hours; work week will continue to be forty hours.	Same as above	No change	No change
Philadelphia December 1947	No change	No change	No change	No change
Philadelphia December 1948	No change	No change	No change	No change
Philadelphia December 1950	No change	No change	No change	No change
Philadelphia December 1952	Same as above and employe will receive \$1.25 meal money for over twelve hours continuous work.	No change	No change	No change
Philadelphia December 1954	Work week reduced to forty hours. Time and one half after eight hours a day.	No change	No change	Four hours if two men are used.
Philadelphia January 1956	Meal money goes to \$1.50	No change	No change	No change

PROVISIONS FROM AGREEMENTS COVERING PHILADELPHIA

DRIVERS AND HELPERS

<u>Location and Effective Date</u>	<u>Holidays</u>		<u>Holidays</u>	<u>Sundays worked</u>
	<u>Worked</u>	<u>Not worked</u>		
Philadelphia December 1940	Double time	Straight time	New Years Day Washington's Birthday Decoration Day Independence Day Labor Day Christmas Day Total - Six	Double time unless regular work day
Philadelphia December 1942	Same as above		Thanksgiving Day is added for total of seven.	After three Sundays at straight time - double time
Philadelphia December 1945	Same as above		Victory Day is added for total of eight. Any day falling on a Sunday shall be celebrated the following day.	Double time
Philadelphia December 1947	No change		Armistice Day will be substituted for Victory Day.	Double time
Philadelphia December 1948	No change		No change	Double time
Philadelphia December 1950	No change		No change	Double time
Philadelphia December 1952	No change		No change	Double time
Philadelphia December 1954	When holiday falls on non-scheduled work day this will not be counted in computing overtime.		No change	Double time
Philadelphia January 1956	No change		Good Friday is added for a total of nine.	No change

DRIVERS AND HELPERS

<u>Location and Effective Date</u>	<u>Vacations</u>	<u>Grievance Procedure</u>
Philadelphia December 1940	One weeks paid vacation after six months. Two weeks after two years.	A committee of two union members and two employer members shall try to settle all disputes. Failing, they will select a fifth disinterested party whose decision shall be binding.
Philadelphia December 1942	Same as above	Same as above
Philadelphia December 1945	Same as above. In addition to which there are four days of sick leave a year.	Same as above
Philadelphia December 1947	Vacation the same. Sick benefits raised to four weeks. Six months service to qualify. Employe will receive 60 per cent of base pay not to exceed \$35.	Same as above
Philadelphia December 1948	Three weeks vacation after twenty years.	Same as above
Philadelphia December 1950	When holiday falls during a man's vacation he gets extra day of vacation. Three weeks vacation after fifteen years. The rest is the same.	Same as above
Philadelphia December 1952	Vacation provisions remain the same except for the allowing of four weeks vacation after twenty-five years.	Same as above
Philadelphia December 1954	To be eligible for vacation employe must be at work during qualifying year.	A grievance is defined as an alleged violation of this contract. It must be in writing and presented to the Company five days after it occurred.
Philadelphia January 1956	No change	No change

PROVISIONS FROM AGREEMENTS COVERING PHILADELPHIA

DRIVERS AND HELPERS

<u>Location and Effective Date</u>	<u>Strikes; Welfare Fund, Pensions</u>	<u>Length of Contract</u>
Philadelphia December 1940	Union will not engage in sympathy strikes unless called by Teamsters. Employe shall not have to drive any vehicle in violation of any law.	Two years
Philadelphia December 1942	No change	Three years
Philadelphia December 1945	No change	Two years
Philadelphia December 1947	No change	One year
Philadelphia December 1948	No change	Two years
Philadelphia December 1950	The union has a welfare plan which will go into effect January 1, 1952. Company will pay to trustee of plan $2\frac{1}{2}\phi$ an hour for forty hours each week for each employe. If plan has disability benefits, Company sick benefits will be withdrawn.	Two years
Philadelphia December 1952	Company will raise contribution to union welfare fund to $7\frac{1}{2}\phi$ per hour. Also employes will be permitted to withdraw from Company pension plan.	Two years
Philadelphia December 1954	Employe will receive three days pay for time lost from work due to death of father, mother, sister, brother, wife or child. In case of father-in-law or mother-in-law it will be one day.	Two years
Philadelphia January 1956	Effective March 1, 1957 the Company agrees to pay in 5ϕ per straight time hour to Teamsters Pension Fund, this contribution will be raised to eight cents in March 1958 if employes participate in Teamsters Plan they cannot participate in Company plan.	Three years

PROVISIONS OF UNION AGREEMENTS FOR PHILADELPHIA PLANT

<u>Location and Effective Date</u>	<u>Form of Union Security</u>	<u>Acetylene</u>		<u>Rates Oxygen</u>		<u>Laborer</u>	<u>Mechanic</u>
		<u>Oper.</u>	<u>Filler</u>	<u>Oper.</u>	<u>Filler</u>		
Philadelphia Plant	Union Shop (Thirty day grace period)	\$1.10	\$.95	\$1.10	\$.95	\$.85	\$1.15
Philadelphia Plant December 1945	Union Shop	\$1.25	\$1.08	\$1.25	\$1.08	\$.95	\$1.30
Philadelphia Plant December 1946	Union Shop	\$1.36	\$1.19	\$1.36	\$1.19	\$1.06	\$1.41
Philadelphia Plant December 1947	Union Shop	\$1.46	\$1.29	\$1.46	\$1.29	\$1.16	\$1.51
Philadelphia Plant December 1948	Union Shop	\$1.61	\$1.44	\$1.61	\$1.44	\$1.31	\$1.61
Philadelphia Plant December 1950	Union Shop	\$1.71	\$1.54	\$1.71	\$1.54	\$1.41	\$1.76
December 1951		\$1.79	\$1.62	\$1.79	\$1.62	\$1.49	\$1.84
January 1952		\$1.79	\$1.62	\$1.84	\$1.62	\$1.49	\$1.84
December 1952		\$1.87	\$1.70	\$1.92	\$1.70	\$1.57	\$1.97
December 1954		\$2.02	\$1.85	\$2.07	\$1.85	\$1.72	\$2.12
January 1956		\$2.07	\$1.90	\$2.12	\$1.90	\$1.77	\$2.17
January 1957	Union Shop	\$2.24	\$2.05	\$2.27	\$2.05	\$1.92	\$2.32
January 1958		\$2.32	\$2.13	\$2.35	\$2.13	\$2.00	\$2.40
January 1959		\$2.42	\$2.23	\$2.45	\$2.23	\$2.10	\$2.50

PROVISIONS OF UNION AGREEMENTS FOR PHILADELPHIA PLANT

<u>Location and Effective Date</u>	<u>Overtime</u>	<u>Seniority</u>	<u>Call-in Pay</u>
Philadelphia Plant December 1944	Time and one half for over forty hours a week and eight hours a day.	Ordinary rules of seniority shall prevail, in hiring, layoff and dismissal.	Four hours
December 1945	Same as above	Same as above	Four hours
December 1946	Same as above	Same as above	Four hours
December 1947	Same as above	Same as above	Four hours
December 1948	Same as above	Same as above	Four hours
December 1950	Same as above	Same as above	Four hours
January 1957	Same as above \$1.50 meal money after twelve hours.	Same as above	Four hours

PROVISIONS OF UNION AGREEMENTS FOR PHILADELPHIA PLANT

<u>Location and Effective Date</u>	<u>Holidays</u>	<u>Not Scheduled Work Days</u>		<u>Sundays Worked</u>
		<u>Worked</u>	<u>Not Worked</u>	
Philadelphia Plant December 1944	New Year's Day Decoration Day Independence Day Labor Day Thanksgiving Day Christmas Day Total - Six Days	Double time	Straight time	Double time
December 1945	Add: Armistice Day Washington's Birthday Employee has to work ninety days to get paid.	Double time	Straight time	Double time
December 1946	Victory Day dropped. Holiday not used in computing overtime.	Double time	Straight time	Double time
December 1947	Armistice Day added - Victory Day dropped. Employee has to work sixty days to get paid.	Double time	Straight time	Double time
December 1948	Same eight as above	Double time	Straight time	Double time
December 1950	Same eight as above	Double time	Straight time	Double time
January 1957	Good Friday added to make nine.	Double time	Straight time	Double time

PROVISIONS OF UNION AGREEMENTS FOR PHILADELPHIA PLANT

<u>Location and Effective Date</u>	<u>Vacations</u>	<u>Grievance Procedure</u>
Philadelphia Plant December 1944	One week vacation after year of service and two weeks after two years.	To settle Grievances an arbitration committee of four men; two selected by the employer and two by the union will consider the matter. Failing to agree they will pick a fifth member whose decision will be binding.
December 1945	One week vacation after six months. Two weeks after two years.	Decision has to be rendered within ten days. A Grievance must be in writing and presented to the Company within five days.
December 1946	Same as above	No change in above provisions
December 1947	Same as above	No change
December 1948	The employe will receive three weeks vacation after twenty years.	No change
December 1950	The employe will receive three weeks vacation after fifteen years.	No change
January 1957	One year to two years-One week Two years to ten years-Two weeks Ten to Twenty-five years-Three weeks Twenty-five years-Four weeks	No change

PROVISIONS OF UNION AGREEMENTS FOR PHILADELPHIA PLANT

<u>Location and Effective Date</u>	<u>Strikes, Welfare Funds and Pensions</u>	<u>Length of Contract</u>
Philadelphia Plant December 1944	Local union agrees not to join in any sympathetic strikes against any employer unless strike is called by Teamsters. Any employe receiving over scale will continue to do so.	One year
December 1945	There will be four days of sick leave in any year. Union representative is permitted to check dues when on duty.	Two years
December 1946	Sick leave benefits for employes with six months service. Benefits begin at the end of the seventh day. Benefits are to be 60 per cent of base pay, not to exceed \$35 a week. Successive disabilities are deemed one if they are not fourteen days apart, \$.03 night shift premium.	
December 1947	No new provisions	One year
December 1948	The employer shall not request or instruct any employe to go through a picket line that has not been authorized by a representative of such striking employes, whom such employer is required to recognize by the Labor Management Act of 1947.	Two years
December 1950	It is mutually agreed that since certain employes do not desire to remain in the Employes Pension Fund they may withdraw without loss of any other rights.	Two years
January 1957	Company agrees to pay 7 $\frac{1}{2}$ ¢ for forty straight time hours each week into the union's Health and Welfare Fund. Effective March 1st, the Company agrees to put 5¢ per straight time hour into the union's Pension Fund. On March 1, 1958 this contribution will be raised to 8¢.	Three years

PROVISIONS FROM UNION AGREEMENTS COVERING PITTSBURGH

DRIVERS AND HELPERS

<u>Location and Effective Date</u>	<u>Form of Union Security</u>	<u>Rates</u>		<u>Overtime</u>
		<u>Drivers</u>	<u>Helpers</u>	
Pittsburgh September 1942	Closed Shop	\$.90 hour	\$.75 hour	Forty-four hours is work week; and time and one half after forty-four hours.
September 1943	Closed Shop	\$1.00 hour	\$.85 hour	No change
September 1944	Closed Shop	\$1.03 hour	\$.88 hour	No change
September 1945	Closed Shop	\$1.15 hour	\$1.00 hour	Forty hours is a weeks work; and time and one half after forty hours.
September 1946	Closed Shop	\$1.40 hour	\$1.25 hour	Employer guarantees forty-four hour week when work is available.
September 1947	Union Shop (Thirty days to join)	\$1.55 hour	\$1.40 hour	No change
September 1948	Union Shop	\$1.68 hour	\$1.53 hour	No change
September 1949	Union Shop	\$1.78 hour	\$1.63 hour	No change
September 1950	Union Shop	\$1.905 hour	\$1.755 hour	No change
September 1951	Union Shop	\$2.03 hour	\$1.88 hour	No change
September 1952		\$2.155 hour	\$2.005 hour	No change
September 1953	14½¢ increase	\$2.30 hour	\$2.15 hour	
September 1954		\$2.35 hour	\$2.20 hour	

Contract extended from year to year with just minor changes

Pittsburgh	\$9.55	\$2.46	\$2.30
	\$9.56	\$2.56	\$2.40

PROVISIONS FROM UNION AGREEMENTS COVERING PITTSBURGH

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Seniority</u>	<u>Layover Pay</u>	<u>Call-in Pay</u>
September 1942	Seniority shall prevail at all times.	Supper money after twelve hours.	Four hours
September 1943	No change	No change	Six hours
September 1944	No change	No change	Six hours
September 1945	No change	No change	Eight hours
September 1946	No change	Supper money will be \$1.00	Eight hours
September 1947	No change	No change	Eight hours
September 1948	No change	No change	Eight hours
September 1949	No change	No change	Eight hours
September 1950	No change	No change	Eight hours
September 1951	No change	Supper money raised to \$1.50	Eight hours
September 1952	No change	No change	Eight hours

PROVISIONS FROM UNION AGREEMENTS COVERING PITTSBURGH

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Holidays</u>	<u>Worked</u>	<u>Not Scheduled</u>	
			<u>work</u>	<u>Days</u>
				<u>Not worked</u>
September 1942	New Year's Day Memorial Day Independence Day Labor Day Thanksgiving Day Christmas Day Total - Six	Double time		Straight time
September 1943	Same six as above. No work permitted on Labor Day unless emergency only.	Double time		Straight time
September 1944	Same six as above	Double time		Straight time
September 1945	Same as above	Double time		Straight time
September 1946	No change	Double time		Straight time
September 1947	No change	No change		No change
September 1948	No change	No change		No change
September 1949	Same six as above. Armistice Day to be in- cluded when Congress makes it a legal holiday	No change		No change
September 1950	Same as above	No change		No change
September 1951	Same as above	No change		No change
September 1952	Same as above	No change		No change

PROVISIONS FROM UNION AGREEMENTS COVERING PITTSBURGH

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Sundays Worked</u>	<u>Vacations</u>	<u>Grievance Procedure</u>
September 1942	No Provision	One year's service: One week paid vacation, five years two weeks vacation. Schedule of vacations to be set up by employer and employes.	No formal provisions - but union officials shall have admission at any time during working hours for discussing grievances.
September 1943	Time and one half and a guarantee of eight hours	Two weeks paid vacation after two years service; weeks pay forty-four hours	No formal provisions
September 1944	Sunday work not to be included in work week.	Same as above	No change
September 1945	Same as above	Vacation pay: week wages will be forty-six hours.	No change
September 1946	Same as above	Same as above	No change
September 1947	No change	Same as above	No change
September 1948	No change	Same as above	No change
September 1949	No change	Same as above	No change
September 1940	No change	Same as above but, after fifteen years of service three weeks paid vacation.	No change
September 1951	No change	Same as above	No change
September 1952	No change	No change	No change

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Strikes, Pensions, and Welfare Provisions</u>	<u>Length of Contract</u>
September 1942	Sixty day grace period after discharge from military service. When employer hires he will hire only those that have union drivers.	One year
September 1943	It will not be deemed violation of this contract to refuse to work at any place where there is labor trouble, unless ordered by the local union. Transportation allowance will be given to employes transferred from one plant to another. Daily work schedule will be set up the night before.	One year
September 1944	Any employe covered by contract receiving above scale will not have his wages reduced.	One year
September 1945	No additions to the above clauses.	One year
September 1946	Grace period after military discharge to be extended to ninety days. When employer hires outside truckers he will hire only those who belong to Local #249.	One year
September 1947	No additions to the above clauses.	One year
September 1948	No change	One year
September 1949	No change	One year
September 1950	If any member of an employes immediate family shall die he will be guaranteed three days leave of absence with pay. Immediate family includes wife, children, parents, brothers and sisters.	One year
September 1951	The employer will furnish to the employes a sick and welfare plan, and the employer will pay the cost. Three weeks sick pay will be granted to employes with six months or more continuous service. Such employe will receive sixty per cent of his Base Pay for a forty hour week. But not to exceed fifty dollars a week. The maximum period in any one year will be three weeks. The Company has the right to require employe to be examined by a physician of its own choice.	One year

PROVISIONS FROM UNION AGREEMENTS COVERING PITTSBURGH

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Strikes, Pensions, and Welfare Provisions</u>	<u>Length of Contract</u>
September 1952	Death in family, time off raised to four days off.	One year
September 1954	Employees covered by this contract will be included in the overall Company Health and Welfare. This will be in lieu of any previous sick leave or overlapping benefits.	Extended by addendum from year to year.

PROVISIONS FROM AGREEMENTS COVERING BUFFALO

DRIVERS AND HELPERS

<u>Location and Effective Date</u>	<u>Form of Union Security</u>	<u>Rates</u>	
		<u>Truck Driver</u>	<u>Truck Helper</u>
Buffalo September 1946	Union Shop (Fifteen Days to join)	\$1.16 hour	\$.98 hour
September 1947	Union Shop (Thirty Days to join)	\$1.29 hour	\$1.11 hour
September 1948	Union Shop	\$1.39½ hour	\$1.21½ hour
September 1949	Union Shop	\$1.54 hour	\$1.31½ hour
September 1950	Union Shop	\$1.57 hour	\$1.345 hour
September 1951	Union Shop	\$1.68 hour	\$1.455 hour
September 1952	Union Shop	All wage increases will be based on the cost of living index with January 1951 as base	
September 1953	Union Shop	\$1.92	\$1.677
September 1954		\$1.98	\$1.737
March 1, 1955	Union Shop	\$2.06	\$1.817
March 1, 1956	Union Shop	\$2.13	\$1.887
March 1, 1957		\$2.23	\$1.987
September 1, 1957		\$2.33	\$2.087

PROVISIONS FROM UNION AGREEMENTS COVERING BUFFALO

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Lunch Period</u>	<u>Overtime</u>	<u>Seniority</u>
September 1946	Paid for lunch period of thirty minutes.	Time and one half after forty-four hours.	Men shall be laid-off according to seniority and transferred and promoted in order of seniority. In case of layoff seniority shall be continuous.
September 1947	Same as 1946 Contract	Time and one half after forty-four hours work week will be forty-eight hours.	Same as above
September 1948	Same as above	Same as above	Same as above
September 1949	Same as above	Forty hours will constitute normal work week. Time and one half after forty.	No change
September 1950	Same as above	Same as above	No change
September 1951	No change	No change	No change
September 1952	1951 Contract extended all provisions remain the same. No change in wage structure except as indicated by cost of living index.		
September 1953	Paid for thirty minute lunch period.	No change	No change
September 1955		Same as above	Same as above

PROVISIONS FROM UNION AGREEMENTS COVERING BUFFALO

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Layover Pay</u>	<u>Call-in Pay</u>	<u>Holiday Pay</u>		<u>Sunday Work</u>
			<u>Not Scheduled Worked</u>	<u>Not Scheduled Not worked</u>	
September 1946	\$4.50 a day	Four hours	Double time	Straight time	Double time
September 1947	\$4.50 a day	No change	No change	No change	No change
September 1948	No change	No change	No change	No change	No change
September 1949	No change	No change	No change	No change	No change
September 1950	No change	No change	No change	No change	
September 1951	No change	No change	No change	No change	
September 1953	No change	No change	No change	No change	Double time
September 1955	No change	Eight hours	No change	No change	No change

PROVISIONS FROM UNION AGREEMENTS COVERING BUFFALO
DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Vacation Pay</u>	<u>Holidays</u>
September 1946	For one week of vacation, one year of service; forty-four hours pay. For two weeks eighty-eight hours of pay and two years of service.	New Year's Day Decoration Day Independence Day Labor Day Thanksgiving Day Christmas Day Total - Six
September 1947	Same as above	Same six as above
September 1948	No change	No change
September 1949	One weeks vacation at the end of one year. Two weeks at the end of two years. Three weeks at the end of fifteen years. Forty hours of pay for each week of vacation.	No change
September 1950	Same provisions as above	No change
September 1951	No change	No change
September 1952	No change	No change
September 1953	Same as above only vacations cannot be accumulated from year to year. Changed, two years for two weeks; twelve years, three weeks; twenty-five years, four weeks.	No change No change

PROVISIONS FROM UNION AGREEMENTS COVERING BUFFALO

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Grievance Procedure</u>
September 1946	Any difference that cannot be settled by representatives of both parties shall be submitted to an arbitration committee of five members. Two selected by the union and two by management and the fifth member shall be appointed by United States Department of Labor. The decision of the arbitration committee shall be final.
September 1947	Same procedure
September 1948	Same procedure as 1946 Contract
September 1949	Same as above
September 1950	No change
September 1951	No change
September 1952	No change
September 1953	No change
September 1955	No change

PROVISIONS FROM UNION AGREEMENTS COVERING BUFFALO
DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Fringe Benefits</u>	<u>Length of Contract</u>
September 1946		One year
September 1947		One year
September 1948		One year
September 1949		One year
September 1950		One year
September 1951		One year
September 1952		One year and can be extended
September 1953	Three days funeral pay on death of father, mother, brother, sister, wife or child. Same procedure as 1946 Contract for grievance. Two weeks sick leave will be given to an employe with one year of service. He will receive 60 per cent of his base pay not to exceed \$50 a week.	Two years
September 1955	Funeral allow one day for father and mother- in-law. May 1, 1955 employes will come under Company Pension Plan.	Three years

PROVISIONS FROM UNION AGREEMENTS COVERING NORTH BERGEN
DRIVERS AND HELPERS

<u>Location and Effective Date</u>	<u>Form of Union Security</u>	<u>Rates</u>		<u>Overtime</u>	<u>Seniority</u>
		<u>Drivers</u>	<u>Helpers</u>		
North Bergen 1942	Union Shop (Three week grace period)	\$1.00 hour	\$.875 hour	Paid after eight hours a day or forty-eight hours a week.	Lay offs will be according to senior- ity.

Between 1946 and 1956 the Company used outside haulers.

North Bergen April 1, 1956	Union Shop (Thirty day grace period)	\$2.36 hour	\$1.965 hour	Overtime after eight hours a day or forty a week.	Seniority shall pre- vail.
North Bergen April 1, 1957	Union Shop	\$2.52 hour	\$2.083	Same as above	No change

PROVISIONS FROM UNION AGREEMENTS COVERING NORTH BERGEN

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Layover Pay</u>	<u>Call-in Pay</u>	<u>Holidays</u>	<u>Not Scheduled Work Days</u>	
				<u>Worked</u>	<u>Not Worked</u>
1942	No Provision	Eight hours	New Year's Day Decoration Day Independence Day Labor Day Presidential Election Armistice Day Thanksgiving Day Christmas Day Total - 7½ Days	Double time	Straight time

Between 1946 and 1956 the Company used outside haulers.

April 1, 1956	Cost of transportation home.	No change	Add: Columbus Day Election Day Washington's Birthday Lincoln's Birthday New total - Eleven Days	Double time and over eight hours triple time.	Straight time
April 1, 1957	Employee shall be compensated for all expenses.	No change	Same eleven days plus any days called a holiday by proclamation.	Double time	Straight time

PROVISIONS FROM UNION AGREEMENTS COVERING NORTH BERGEN
DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Sundays Worked</u>	<u>Vacations</u>	<u>Grievance Procedure</u>
1942	Double time	Any one employed over one year shall receive one weeks vacation.	In any case where employer and union cannot agree on the administration of this contract a board of an equal number of Teamsters and employers will arbitrate the matter. If they fail to reach they shall mutually select and umpire and his decision shall be final.

Between 1946 and 1956 the Company used outside haulers.

April 1, 1956	No change	30 Days	1 day of vacation	One change: If employer and union cannot accept an impartial arbitrator they shall have an arbitrator regularly appointed by New Jersey State Mediation Board.
		60 Days	2 days of vacation	
		90 Days	3 days of vacation	
		120 Days	4 days of vacation	
		125 Days	5 days of vacation	
		145 Days	7 days of vacation	
		155 Days	8 days of vacation	
		175 Days	10 days of vacation	
		187 Days	11 days of vacation	
		199 Days	12 days of vacation	
April 1, 1957	No change	211 Days	13 days of vacation	Same as above
		223 Days	14 days of vacation	
		235 Days	15 days of vacation	
		Same as above		
		Same as above		

PROVISIONS FROM UNION AGREEMENTS COVERING NORTH BERGEN

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Strikes, Pensions and Welfare Provisions</u>	<u>Length of Contract</u>
1942	Foreman are sole judges of ability to perform work.	Four years
April 1, 1956	The employers agree to contribute 10¢ each straight time hour, for every hour the employe works not in excess of forty into a Welfare Fund. Such a fund will be administered by trustees, who will be an equal number of employers and union men. The fund will be set up and administered by the trustees and they shall not be liable or accountable to anyone. Part of the contribution will be put into a Pension Fund, part into a Welfare Fund.	One year
April 1, 1957	Contributions raised to 19¢ with 10¢ going into welfare and nine cents into Pension Fund.	Two years

PROVISIONS FROM UNION AGREEMENTS COVERING CLEVELAND

DRIVERS AND HELPERS

<u>Effective Date of Contract</u>	<u>Form of Union Security</u>	<u>Rates</u>		<u>Overtime</u>
		<u>Drivers</u>	<u>Helpers</u>	
Cleveland June 1, 1944	Union Shop	\$1.05	\$.97	Time and one half in excess of nine hours a day or forty- five hours a week.
June 1, 1946	Union Shop	\$1.20	\$1.12	
June 1, 1947	Union Shop	\$1.325	\$1.245	
June 1, 1949	Union Shop (Thirty day grace period)	\$1.50	\$1.42	No change
June 1, 1950	Union Shop	\$1.60	\$1.52	No change
June 1, 1951	Union Shop	\$1.65	\$1.57	
July 16, 1951		\$1.685	\$1.605	No change
May 8, 1952	Union Shop	1.70	1.62	Time and one
June 1, 1952	(Check off of	1.89 /C.O.L.	1.81 /C.O.L.	half after
June 1, 1953	monthly dues	1.965 /C.O.L.	1.895 /C.O.L.	eight hours a
December 1, 1953	and initiation	-	1.905 /C.O.L.	day and after
June 1, 1954	fees)	2.04 /C.O.L.	1.99 /C.O.L.	noon on Satur- day and time and one half for the forty- fifth through the fifty-third hours. Double time after that.
June 1, 1955	Union Shop	2.16	2.15	No change
June 1, 1956		2.29	2.30	
June 1, 1957		2.39	2.39	

PROVISIONS FROM UNION AGREEMENTS COVERING CLEVELAND

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Seniority</u>	<u>Layover Pay</u>	<u>Call-in Pay</u>	<u>Holidays</u>
June 1, 1944	Seniority shall prevail in matters of employment, promotion and transfer.	No provision	Four hours	New Year's Day Decoration Day Independence Day Thanksgiving Day Christmas Day Total - Five days plus Labor Day
June 1, 1946	No other change in other Contract provisions			
June 1, 1949	No change	No change	Minimum of eight hours exception Saturday when it will be four hours.	No change
June 1, 1950	No change	No change	No change	Same six
July 16, 1951	No change	No change	No change	No change
May 8, 1952	Seniority not lost on leaves of absence if it is mutually agreed to.	Lodging Pay of \$2.50 a night.	Must start work on Saturday to receive call-in pay.	No change
June 1, 1955	No change	No change	Six hours	Same six

PROVISIONS FROM UNION AGREEMENTS COVERING CLEVELAND

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Not Scheduled Work Days</u>		<u>Sundays Worked</u>	<u>Vacations</u>
	<u>Worked</u>	<u>Not Worked</u>		
June 1, 1944	Double time	Straight time. Must have one year's service.	Double time	A paid vacation of six consecutive days shall be given to all employes with a year's service. Employee will receive one fifty-second of his year's earnings as pay. Two year's service, two weeks.
June 1, 1949	No change	No change	No change	A weeks vacation will be forty-eight hours with pay. Vacations cannot be held over from one year to the next.
June 1, 1950	No change	No change	No change	No change
July 16, 1951	No change	No change	No change	No change
May 8, 1952	No change	Thirty days service to be eligible.	No change	Employes must have worked 60 per cent of total working days in twelve month period. One week, one year, two weeks, three years, three weeks, twelve years. Employee paid vacation due on retirement or termination.
June 1, 1955	Triple time	Straight time	No change	Twenty years service four weeks vacation. Vacation pay forty hours a week.

PROVISIONS FROM UNION AGREEMENTS COVERING CLEVELAND

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Grievance Procedure</u>
June 1, 1944	Their shall be permanent arbitration board created consisting of three members representing the union and three representing the employer. In event these members cannot agree, a chairman shall be appointed by the Secretary of Labor. Then the decision of the Board will be binding.
June 1, 1949	No change in grievance procedure
June 1, 1950	No change
July 16, 1951	No change
May 8, 1952	No change
June 1, 1955	No change

PROVISIONS FROM UNION AGREEMENTS COVERING CLEVELAND

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Strikes, Pensions and Welfare Provisions</u>	<u>Length of Contract</u>
June 1, 1944	Members of the Local shall not be responsible for items stolen from their trucks. Employees shall not have to operate any vehicle which violates any state law. Union members will promptly comply with all regulations of I.C.C. Any member receiving above scale shall not have his pay reduced.	Two years
June 1, 1946		One year
June 1, 1947		Two years
June 1, 1949	Time clocks shall be installed by the employer and time shall be recorded by members. All drivers shall be required to check bills of lading carefully.	One year
June 1, 1950	Employer to pay sixty cents per week for each employee into union Welfare Fund.	One year
July 16, 1951	The Union Welfare Plan dropped. The Company had never paid any money into the Fund. Employees covered under Group Life Insurance Policy issued by Prudential Life Insurance Company.	One year
May 8, 1952	Union Health and Welfare Plan effective January 4, 1953. Company contributes \$2.00 a week after employe has been on payroll thirty days. Employe must arrange Health and Welfare payments when on Leave of Absence. When performing two classes of work in a day. Employe will receive pay scale of highest wage scale for the entire day. Lunch period between the fourth and sixth hour each day. Minimum half hour, Maximum one hour.	Three years
June 1, 1955	Contribution to Welfare Fund raised to \$2.25 a week for each employe. Employes will be covered by Company Pension Plan until June 1, 1958, when the Contract is open to negotiation.	Five years

PROVISIONS FROM UNION AGREEMENTS COVERING DETROIT

DRIVERS AND HELPERS

<u>Effective Date of Contract</u>	<u>Form of Union Security</u>	<u>Rates</u>		<u>Overtime</u>
		<u>Drivers</u>	<u>Helpers</u>	
Detroit October 1, 1945	Union Shop (Fifteen day probationary period)	\$1.20 New employes receive twenty cents under scale for first thirty days, and ten cents for the second thirty regular rate thereafter.	\$1.05	Time and one half after forty hours a week or ten hours a day.
Detroit, 1946 August 1, 1946	Union Shop Dues checkoff added.	\$1.35	\$1.20	\$1.25 expense allowance for over twelve hours work.
Detroit, 1947 August 1, 1947	Union Shop (Thirty day grace period)	\$1.40	\$1.25	
Detroit, 1948 August 1	Union Shop	\$1.55 New employes get ten cents under scale for first thirty days and five cents for second thirty. Regular rate thereafter.	\$1.40	Meal allowance raised to \$1.50
Detroit, 1949 August	Union Shop	\$1.65	\$1.50	No change
Detroit, 1950 August	Union Shop	\$1.80	\$1.65	No change
August, 1951		\$1.85	\$1.70	
March 1, 1952		\$1.89	\$1.74	
Detroit August, 1952	Union Shop	\$2.04 Cost of living index added December 1, 1952 with quarterly adjustments.	\$1.89	Time and one half after forty hours a week or eight hours a day.
September 1, 1953		\$2.09	\$1.94	
September 1, 1954		\$2.14	\$1.99	

PROVISIONS FROM UNION AGREEMENTS COVERING DETROIT

DRIVERS AND HELPERS

<u>Effective Date of Contract</u>	<u>Form of Union Security</u>	<u>Rates</u>		<u>Overtime</u>
		<u>Drivers</u>	<u>Helpers</u>	
September 1, 1955	Union Shop	\$2.34	\$2.19	Meal allowance of \$2.00 after eleven hours.
September 1, 1956		\$2.42	\$2.27	
September 1, 1957		\$2.50	\$2.35	

PROVISIONS FROM UNION AGREEMENTS COVERING DETROIT

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Seniority</u>	<u>Layover Pay</u>	<u>Call-in Pay</u>	<u>Holidays</u>
October 1, 1945	Seniority shall prevail in layoff, rehiring, and promotion.	Lodging, supper and breakfast; if longer than normal layover employe shall get regular rate.	Four hours	New Year's Day Decoration Day Independence Day Labor Day Thanksgiving Day Christmas Day Total - six
August 1, 1946	No change	No change	No change	Same six as above
August 1, 1947	No change	No change	No change	No change
August 1, 1948	No change	No change	Six hours and if four hours work is done then eight hours.	No change
August 1, 1949	No change	No change	Guaranteed eight hours double time on holiday.	No change
August 1950	No change	No change	No change	No change
August 1952	No change	No change	No change	No change
September 1, 1956	No change	Reads: Employe shall be reimbursed for reasonable expenses.	No change	Good Friday added, total of seven

PROVISIONS FROM UNION AGREEMENTS COVERING DETROIT
DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Holidays</u>		<u>Sundays Worked</u>	<u>Vacations</u>
	<u>Not Scheduled Worked</u>	<u>Work Days Not Worked</u>		
October 1, 1945	Double time	Straight time	No Pro- vision	One year of service one week's vacation. Two years, two weeks
August 1, 1946	No change	No change	No change	Add: Three weeks vacation after twenty years of service.
August 1, 1947	No change	No change	No change	No change
August 1, 1948	No change	No change	Double time	No change
August 1, 1949	Double time for hours worked.	No change	No change	Holidays observed during employes vacation, he will get extra day. Three weeks after fifteen years.
August 1950	No change	No change	No change	Any employe entitled to vaca- tion and leaving the Company shall be paid compensation in the proportion he merits.
August 1952	No change	No change	No change	No change
September 1, 1956	Triple time	Straight time if day before and day follow- ing holiday is worked.	No change	One weeks vacation after one year. Two weeks - Two years. Three weeks- Twelve years. Four weeks - Twenty years.

PROVISIONS FROM UNION AGREEMENTS COVERING DETROIT
DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Grievance Procedure</u>
October 1, 1945	An employe shall seek adjustment with his immediate supervisor. Failing in this he shall submit the grievance in writing to the Company. If this fails the shop steward will submit the issue to the union and the Company if this fails, state and federal mediation services shall be used.
August 1, 1946	No change
August 1, 1947	Same grievance procedure. No one may call a strike without approval of the executive board of the local union.
August 1, 1948	No change
August 1, 1949	No change
August 1950	If grievance cannot be settled between Company and union, either party may submit it to arbitration. The Arbitration Board shall consist of one man chosen by the union and one by the employer and a third member chosen by the other two. The Board's decision is binding.
August 1952	No change
September 1, 1956	If the first two members of the Arbitration Board cannot agree on the third member the third person shall be designated by the Michigan Labor Board.

PROVISIONS FROM UNION AGREEMENTS COVERING DETROIT

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Miscellaneous</u>	<u>Length of Contract</u>
October 1, 1945	Every covered employe shall be entitled to five, eight hour days of sick leave. Military Service shall be considered a leave of absence and will accumulate seniority while in service. Employe must report ninety days after discharge. An employe moved from higher classification to a lower one temporarily shall receive rate of the higher classification. If moved permanently, he shall receive lower rate after thirty days.	One year
August 1, 1946	The Company shall not instruct or request any employe to go through a picket line of a striking union, or to unload merchandise of any Company involved in a strike.	One year
August 1, 1947	Unused sick leave may not be accumulated from year to year. Three weeks of sick leave after eighth day of disability. Maximum payment forty dollars a week.	One year
August 1, 1948	Two eight hour days of sick leave less than eight day illness with pay, instead of five leaves of absence to be granted for union business. Shift premium of four cents for second shift and six cents for third.	One year
August 1, 1949	Company agrees to deduct initiation fees in addition to dues. For illness of less than eight days, sick leave will be paid only for less than forty-two hours of work per week. Maximum pay per week of sick leave for illness of over seven day \$45.	One year
August 1950	The employer agrees to pay into the Michigan Conference of Teamsters Welfare Fund, one dollar and seventy-five cents per week for each employe. The Company will not require members of the union to take on the street any vehicle not fulfilling state safety requirements.	Two years

PROVISIONS FROM UNION AGREEMENTS COVERING DETROIT

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Miscellaneous</u>	<u>Length of Contract</u>
August 1952	Increased Health and Welfare Plan payments from \$1.75 to \$2.00 per week. Funeral allowance of three days in event of death in immediate family. Work will be scheduled by seniority. Leave of absence for union business changed to read "Reasonable time off and limited to two employes at one time." If injured on the job employe will receive a maximum of forty hours pay.	Three years
September 1, 1956	The employe shall receive the difference between his regular rate of pay and jury pay. Increased union welfare payments to \$2.25 a week. All employes with one year's service allowed five days of sick leave at straight time. It shall not be considered a violation of this agreement for an employe to refuse to cross a picket line or handle unfair goods. The local union shall have the right to examine time sheets of individuals whose pay is in dispute.	Three years

PROVISIONS FROM UNION AGREEMENTS COVERING ST. PAUL

DRIVERS AND HELPERS

<u>Effective Date of Contract</u>	<u>Form of Union Security</u>	<u>Rates</u>		
		<u>Drivers</u>	<u>Helpers</u>	<u>Overtime</u>
St. Paul May, 1945	Union Shop (Thirty day grace period)	\$1.00	\$0.90	Regular work week is forty-eight hours. Time and one half to Drivers after forty-eight. To Dockmen after forty.
St. Paul May, 1946	Union Shop	\$1.10	\$1.00	Regular work week reduced to forty- four hours.
St. Paul May, 1947	Union Shop	\$1.25	\$1.15	No change
St. Paul May, 1948	Union Shop	\$1.35	\$1.25	Time and one half after forty hours.
St. Paul May, 1949	Union Shop	\$1.42	\$1.32	No change
May, 1950 September, 1950	Union Shop	\$1.50 \$1.52	\$1.40 \$1.42	No change
May, 1951	Union Shop	\$1.56	\$1.46	No change
May, 1952	Union Shop	\$1.77	\$1.67	No change
May, 1953	Union Shop	\$1.89	\$1.89	No change
		Hiring rate first ninety day \$1.79.		
May, 1954	Union Shop	\$1.99 Hiring rate	\$1.99 \$1.89	Work week reduced to forty-two hours.
May, 1955	Union Shop	\$2.09 Hiring rate	\$2.09 \$1.99	
May 16, 1956	Union Shop	\$2.21 Hiring rate	\$2.21 \$2.11	No change
June 16, 1957	Union Shop	\$2.36 Hiring rate	\$2.36 \$2.26	Beginning June 16, 1958 work week re- duced to forty hours.

PROVISIONS FROM UNION AGREEMENTS COVERING ST. PAUL

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Seniority</u>	<u>Layover Pay</u>	<u>Call-in Pay</u>	<u>Holidays</u>
May, 1945	Seniority rights shall prevail in all matters relating to employment.	No Provision	No Provision	New Year's Day Memorial Day Independence Day Labor Day Thanksgiving Day Christmas Day Total - six
May, 1946	No change	No change	Four hours	No change
May, 1947	No change	No change	Eight hours Monday through Friday. Four hours Saturday and Sunday.	No change
May, 1948	No change	No change	No change	No change
May, 1949	No change	No change	No change	No change
May, 1950	No change	No change	No change	No change
May, 1951	Contract extended by addendum. No change in any provisions except for wage increase.			
May, 1952	No change	No change	No change	No change
May, 1953	No change	No change	No change	No change
May, 1954	No change	No change	No change	No change
May, 1955	No change	No change	No change	No change
May, 1956	No change	No change	No change	Half holiday on Christmas Eve and New Year's Eve.
June 16, 1957	No change	No change	No change	No change

PROVISIONS FROM UNION AGREEMENTS COVERING ST. PAUL

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Holidays</u>		<u>Sundays Worked</u>	<u>Vacations</u>
	<u>Not Scheduled Worked</u>	<u>Work Days Not Worked</u>		
May, 1945	Time and one half	Straight time	Time and one half.	One week paid vacation during first year and two weeks after; if holiday falls during the vacation period the employe will receive an extra day of vacation week's pay will consist of forty-eight hours at straight time.
May, 1946	No change	No change	If Sunday is seventh consecutive day, double time.	Week's pay will consist of forty-four hours pay.
May, 1947	Double time	No change	Double time	No change
May, 1948	No change	No change	No change	No change
May, 1949	No change	No change	No change	Add three weeks of vacation after fifteen years.
May, 1950	No change	No change	No change	No change
May, 1952	No change	No change	No change	No change
May, 1953	No change	No change	No change	No change
May, 1954	No change	No change	No change	Vacation pay will be calculated at forty- two hours a week.
May, 1955	No change	No change	No change	Employes shall be eligible for three weeks vacation after twelve years.

PROVISIONS FROM UNION AGREEMENTS COVERING ST. PAUL
 DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Holidays</u>		<u>Sundays</u> <u>Worked</u>	<u>Vacations</u>
	<u>Not Scheduled</u> <u>Worked</u>	<u>Work Days</u> <u>Not Worked</u>		
May, 1956	No change	No change	No change	Employees shall receive four weeks vacation after twenty years.
June 16, 1957	No change	No change	No change	No change

PROVISIONS FROM UNION AGREEMENTS COVERING ST. PAUL

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Grievance Procedure</u>
May, 1945	Any controversy arising in the interpretation of the Contract shall be settled promptly by negotiations between the employer and the union if the matter cannot be settled it will be submitted to a Board of Arbitration composed of two management and two union representatives and a fifth member chosen by the others. The decision of the Board is final.
May, 1946	No change
May, 1947	No change
May, 1948	No change
May, 1949	No change
May, 1950	No change
May, 1952	No change
May, 1953	No change
May, 1954	No change
May, 1955	No change
May, 1956	No change
June 16, 1957	No change

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Miscellaneous</u>	<u>Length of Contract</u>
May, 1945	The employer shall furnish the employe with at least three uniforms. The employer shall pay the premium on any bond he shall require. Any employe desiring a leave of absence shall secure written permission and a copy of same shall be filed with the union for approval. Company agrees to grant time off without pay to any employe on official union business. To file claim of a grievance it must be filed within ten days of the pay period in which the violation took place.	One year
May, 1946	Six days of sick leave pay in each year. Employes required to be available six days in any one week shall be guaranteed forty hours pay.	One year
May, 1947	Sick leave days may be accumulated until a maximum of twelve is reached. Change from semimonthly paydays to weekly.	One year
May, 1948	Sick leave may be used to cover first week's time off due to an injury received at work. This time is not ordinarily covered by Working Men's Compensation.	One year
May, 1949	Six weeks of sick leave after six months service commencing with the eighth day. Weekly payment sixty per cent of base pay based on a forty hour week. The maximum is forty dollars a week.	One year
May, 1950	Any employe who is injured on the job shall be paid his regular straight time rate on any necessary visits to the doctor which cause him to lose time from work.	One year
May, 1951	No change	One year
May, 1952	Five days sick leave benefit for each year shall be granted to each employe with six months service. Payments on sick leave after eighth day disability shall be raised to \$50 a week. The Company agrees to provide at its expense Blue Cross and Blue Shield Insurance covering only the employe.	One year

PROVISIONS FROM UNION AGREEMENTS COVERING ST. PAUL
DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Miscellaneous</u>	<u>Length of Contract</u>
May, 1953	Employees shall receive three days leave of absence with pay on the death of father, mother, sister, brother, wife or child. One day shall be granted on the death of a mother-in-law or father-in-law.	One year
May, 1954	Maintenance work on Company trucks will come under jurisdiction of this agreement.	One year
May, 1955	It shall not be violation of this agreement for an employe to refuse to cross a picket line or to handle unfair goods. Beginning July 1, 1955 employes will be covered by the Company Pension Plan.	One year
May, 1956	No change	One year
June 16, 1957	Any employe called to jury duty shall receive the difference between jury pay and his regular earnings not to exceed eighty hours in calendar year.	Two years

85

PROVISIONS FROM UNION AGREEMENTS COVERING LOS ANGELES

DRIVERS AND HELPERS

<u>Effective Date of Contract</u>	<u>Form of Union Security</u>	<u>Rates</u>		<u>Overtime</u>
		<u>Drivers</u>	<u>Helpers</u>	
Los Angeles April 16, 1946	Union Shop (Seven Day grace period)	\$1.125 (First thirty days \$1.075)	-	Time and one half after forty hours a week or eight hours a day.
May 16, 1947	Union Shop	\$1.35 (First thirty days \$1.25)		No change
May 16, 1948	Union Shop	\$1.45 (First thirty days \$1.35)		No change
May 16, 1949	Union Shop	\$1.575 (First thirty days \$1.475)		No change
May 15, 1950	Union Shop	\$1.625 (First thirty days \$1.525)		
February 4, 1951	Union Shop	\$1.70 (First thirty days \$1.60)		
January 16, 1952	Union Shop (Thirty day grace period)	\$1.85 (\$1.75 first thirty days)		No change
January 16, 1953	Union Shop	\$1.95 (\$1.85 first thirty days)		
January 16, 1954	Union Shop (Thirty-one day grace period)	\$2.01 (\$1.91 first thirty days)		No change

PROVISIONS FROM UNION AGREEMENTS COVERING LOS ANGELES

DRIVERS AND HELPERS

<u>Effective Date of Contract</u>	<u>Form of Union Security</u>	<u>Rates</u>		<u>Overtime</u>
		<u>Drivers</u>	<u>Helpers</u>	
January 16, 1955	Union Shop	\$2.09 (\$1.99 first thirty days.)		No change
January 16, 1956	Union Shop	\$2.20 (First thirty days \$2.10)		No change
January 16, 1957		\$2.30 (First thirty days \$2.20)		

PROVISION FROM UNION AGREEMENTS COVERING LOS ANGELES

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Seniority</u>	<u>Layover Pay</u>	<u>Call-in Pay</u>	<u>Holidays</u>
April 16, 1946	Seniority shall prevail in all matters of employment and promotion.	No Provision	Four hours	New Year's Day Memorial Day Independence Day Labor Day Thanksgiving Day Christmas Day
May 16, 1947	No other changes in Contract Provisions			
May 16, 1948	No change	No change	Eight hours except when on overtime then four hours.	Same six
May 16, 1949	No change	No change	No change	No change
May 15, 1950	No other changes in the Contract			
February 4, 1951	No other changes in the Contract			
January 16, 1952	No change	No change	No change	No change
January 16, 1953	No changes except wage changes			
January 16, 1954	No change	No change	No change	No change
January 16, 1955	No change	No change	No change	No change
January 16, 1956	No change	No change	No change	No change Add: Washington's Birthday

PROVISIONS FROM UNION AGREEMENTS COVERING LOS ANGELES

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Holidays</u>		<u>Sundays Worked</u>	<u>Vacations</u>
	<u>Not Scheduled Worked</u>	<u>Work Days Not Worked</u>		
April 16, 1946	Double time	Straight time	Double time	One week at forty hours. Pay for one year of service and two weeks for two years of service.
May 16, 1947	No change	No change	No change	No change
May 16, 1947	No change	No change	No change	No change
May 16, 1949	No change	No change	No change	In case of severence after one year, vacation pay shall be pro-rated.
May 15, 1950	No changes in the Contract			
February 4, 1951	Same as above			
January 16, 1952	No change	No change	No change	Add: After ten years three weeks vacation
January 16, 1953	No change except wage changes			
January 16, 1954	No change	No change	No change	No change
January 16, 1955	No change	No change	No change	No change
January 16, 1956	No change	No change	No change	No change

PROVISIONS FROM UNION AGREEMENTS COVERING LOS ANGELES

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Grievance Procedure</u>
April 16, 1946	If the parties cannot amicably settle a dispute, a Board of Arbitration of three members shall be selected. One representative shall be selected by the Company and one by the union. They shall select the third member. If they cannot agree on a selection the chairman will be appointed by the United States Department of Labor. The decision of the Board shall be binding.
May 16, 1948	No change
May 16, 1949	No change
January 16, 1952	No change
January 1954	No change
January 1955	No change
January 1956	No change

20

PROVISIONS FROM UNION AGREEMENTS COVERING LOS ANGELES

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Miscellaneous</u>	<u>Length of Contract</u>
April 16, 1946	No employe shall have his wages reduced as result of this contract. The Company shall make reasonable provisions for the safety and health of its employes during the hours of their employment. It shall not be deemed a violation of this agreement for any member of the union to refuse to go through a picket line.	One year
May 16, 1947	The union is not in favor of sympathetic strikes and will do everything within its power to prevent such during the life of this agreement.	One year
May 16, 1948	No change	One year
May 16, 1949	Continuity of service shall not be interrupted by lay-off, illness, accident, or lay-off of less than thirty days.	One year
May 15, 1950	No change	One year
February 4, 1951	No change	One year
January 16, 1952	The Company that leased equipment shall be leased with the provision that the drivers of said equipment will operate under the provision of this Contract.	One year
January 16, 1953	No change	One year
January 16, 1954	This agreement shall take precedence and supersede all previous agreements between the Company and the union.	One year
January 16, 1955	No change	One year
January 16, 1956	Commencing January 1, 1957 the employer shall pay into the Western Conference of Teamsters Pension Trust Fund, for each employe working one hundred and sixty hours a month, seventeen dollars and thirty cents a month. The employer agrees to abide by such rules as may be established by the trustees of said Trust Fund. Failure to make payments specified herein shall be a breach of this agreement.	Two years

22

PROVISIONS FROM UNION AGREEMENTS COVERING SAN FRANCISCO

DRIVERS AND HELPERS

<u>Effective Date of Contract</u>	<u>Form of Union Security</u>	Rates		<u>Overtime</u>
		<u>Drivers</u>	<u>Helpers</u>	
San Francisco 1946	Closed Shop (Hiring Hall)	\$1.475	-	Time and one half over eight hours a day or forty hours a week.
San Francisco June 1947	Closed Shop	\$1.625	\$1.475	No change
San Francisco June 1948	Closed Shop	\$1.75	\$1.505	No change
San Francisco June 1949	Closed Shop	\$1.813	\$1.625	No change
San Francisco June 1951	Closed Shop	\$2.00	\$1.813	No change
San Francisco June 1952	Closed Shop	\$2.063	\$1.866	No change
San Francisco June 1953	Union Shop (Thirty day grace period)	\$2.187	\$2.00	No change
San Francisco June 1954	Union Shop	\$2.25	\$2.125	No change
June 10, 1955	Union Shop	\$2.40	\$2.275	No change

PROVISIONS FROM UNION AGREEMENTS COVERING SAN FRANCISCO

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Seniority</u>	<u>Layover Pay</u>	<u>Call-in Pay</u>	<u>Holidays</u>
1946	Seniority will govern lay-offs	\$5 a night	Once truck has been taken out full days pay	New Year's Day Washington's Birthday Decoration Day Independence Day Admission Day Thanksgiving Day Christmas Day Labor Day
June 1947	No change	No change	No change	Same eight holidays but pay for New Year's Day; Washington's Birthday; Thanksgiving Day; Christmas Day
June 1948	No change	No change	No change	No change
June 1949	No change	No change	No change	Add: Pay for July 4th, Decoration Day Labor Day Admission Day
June 1951	No change	\$7 a night	No change	No change
June 1952	No change	No change	No change	No change
June 1953	No change	No change	No change	No change
June 1954	No change	\$6 a night	No change	No change
June 10, 1955	No change	No change	No change	No change

PROVISIONS FROM UNION AGREEMENTS COVERING SAN FRANCISCO

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Holidays</u>		<u>Sundays Worked</u>	<u>Vacations</u>
	<u>Not Scheduled Worked</u>	<u>Days Not Worked</u>		
1946	No Pro- vision	No Pay	Double time	One day for each month of employment during the year.
June 1947	Double time	Straight time	No change	No change
June 1948	No change	No change	No change	No change
June 1949	No change	No change	No change	No change
June 1951	No change	No change	No change	No change
June 1952	No change	No change	No change	No change
June 1953	No change	No change	No change	No change
June 1954	Two and one half times regular rate.	No change	Two and one half times regular rate.	No change
June 10, 1955	No change	No change	No change	No change

PROVISIONS FROM UNION AGREEMENTS COVERING SAN FRANCISCO

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Grievance Procedure</u>	<u>Miscellaneous</u>	<u>Length of Contract</u>
1946	A grievance shall be referred to a committee of five which will meet with a like management committee. No action may be taken in any individual case without investigation by representatives of both sides.	Men are to be notified the night before when being laid off. All drivers must have breakfast before taking a vehicle out.	One Year
June 1947	No change	No change	One Year
June 1948	No change	No man is to have his wages reduced because of this contract.	One Year
June 1949	No change	No change	Two Years
June 1951	No change	No change	One Year
June 1952	No change	No change	One Year
June 1953	No change	All past practices of the Teamsters shall continue in effect.	Two Years
June 1954	No change	The employer agrees to furnish free of charge to each member of the union all required caps and uniforms and said uniforms shall bear union label of the A.F. of L. The employers and union agree to establish a trust fund for Health and Welfare benefits for employes and their dependents. Payments will be ten dollars and forty cents a month.	One Year

PROVISIONS FROM UNION AGREEMENTS COVERING SAN FRANCISCO

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Grievance Procedure</u>	<u>Miscellaneous</u>	<u>Length of Contract</u>
June 10, 1955	No change	Working time specified in this agreement shall be official unless it has been duly decreed by the Congress of the United States a shorter work day at no decrease in pay.	Three Years

PROVISIONS FROM UNION AGREEMENTS COVERING DENVER

DRIVERS AND HELPERS

<u>Effective Date of Contract</u>	<u>Form of Union Security</u>	<u>Rates</u>		<u>Overtime</u>
		<u>Drivers</u>	<u>Helpers</u>	
Denver November 1, 1956	Union Shop (Checkoff of dues)	\$1.82		Time and one half after eight hours a day, forty hours a week.
October 1, 1957		\$1.90		
October 1, 1958		\$1.98		

Employees at higher rates shall also get eight cents as the increase on the specified dates.

PROVISIONS FROM UNION AGREEMENTS COVERING DENVER

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Seniority</u>	<u>Layover Pay</u>	<u>Call-in Pay</u>	<u>Holidays</u>
November 1, 1956	Seniority will be used where ability is substantially equal.	All reason and able expenses	Four hours	New Year's Day Decoration Day Independence Day Labor Day Thanksgiving Day Christmas Day

PROVISIONS FROM UNION AGREEMENTS COVERING DENVER

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Holidays</u>		<u>Sundays Worked</u>	<u>Vacations</u>
	<u>Not Scheduled Work Days Worked</u>	<u>Not Scheduled Work Days Not Worked</u>		
November 1, 1956	Double time	Straight time	Double time	One year's service, one week Three year's, two weeks Twelve year's, three weeks Vacation pay will be figured at forty hours a week.

PROVISIONS FROM UNION AGREEMENTS COVERING DENVER

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Grievance Procedure</u>	<u>Miscellaneous</u>	<u>Length of Contract</u>
November 1, 1956	<p>Within five days of the occurrence of a grievance the employe and his steward shall submit in writing to the Distribution Supervisor. If they are not satisfied it will be submitted to the District Manager. If they still are not satisfied it will be submitted to the Company's Labor Relations Department. If the grievance is still not settled it will be submitted to an arbitrator selected by the two parties. The decision of the arbitrator will be binding.</p>	<p>A Health and Welfare Plan will be established. The employer will pay \$10.40 a month into the Denver Teamsters Welfare Fund. Employe must work eighty hours a month to qualify for the Plan.</p> <p>Effective October 1, 1956 the employer shall contribute to the trustees of Western Conference of Teamsters Pension Fund, \$17.30 a month for each employe who has worked 160 hours a month.</p>	Three years

PROVISIONS FROM UNION AGREEMENTS COVERING NEW ORLEANS

DRIVERS AND HELPERS

<u>Effective Date of Contract</u>	<u>Form of Union Security</u>	<u>Rates</u>		<u>Overtime</u>
		<u>Drivers</u>	<u>Helpers</u>	
New Orleans February 1946	Union Shop (Fifteen day grace period)	\$.97	\$.87	Time and one half after forty hours a week and eight hours a day.
New Orleans February 1947	Union Shop	\$1.06	\$.94	No change
New Orleans February 1948	Union Shop (Thirty day grace period)	\$1.14	\$1.02	No change
New Orleans February 1949	Union Shop	\$1.22	\$1.05	No change
New Orleans February 1950	Contract extended one year. No change in the provisions.			
New Orleans February 1951	Union Shop	\$1.27	\$1.10	No change
New Orleans October 1951	Union Shop	\$1.37	\$1.20	No change
New Orleans February 1953	Union Shop	\$1.52	\$1.35	No change
New Orleans February 1954	Union Shop	\$1.67	\$1.50	
September 1955		\$1.77	\$1.60	
September 1956		\$1.92	\$1.75	

PROVISIONS FROM UNION AGREEMENTS COVERING NEW ORLEANS

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Seniority</u>	<u>Layover Pay</u>	<u>Call-in Pay</u>	<u>Holidays</u>
February 1946	Seniority rights shall prevail.	Lodging and board at rate of \$.75 a meal.	Four hours	New Year's Day Mardi Gras July Fourth Thanksgiving Day Labor Day Christmas Day Total - Six
February 1947	No change	Reasonable expenses	No change	No change
February 1948	No change	No change	No change	No change
February 1949	No change	No change	No change	No change
February 1951	No change	No change	No change	No change
October 1951	No change	No change	Eight hours	No change
February 1953	No change	No change	No change	No change
February 1954	Contract extended by addendum, the only changes are in wage scale.			
September 1955	No change			
September 1956	No change			
	No contract negotiated at this time.			

PROVISIONS FROM UNION AGREEMENTS COVERING NEW ORLEANS

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Holidays</u>		<u>Sundays Worked</u>	<u>Vacation</u>
	<u>Not Scheduled Work Days Worked</u>	<u>Not Scheduled Work Days Not Worked</u>		
February 1946	Double time	No Provision	Eight hours pay at straight time.	One year of service, one week's vacation, two years, two weeks.
February 1947	No change	No change	No change	Vacations are not cumulative and must be taken year earned.
February 1948	No change	No change	No change	No change
February 1949	No change	Straight time	No change	No change
February 1951	No change	No change	No change	No change
October 1951	No change	No change	No change	Add: Fifteen years - three weeks vacation.
February 1953	No change	No change	No change	No change

PROVISIONS FROM UNION AGREEMENTS COVERING NEW ORLEANS

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Grievance Procedure</u>
February 1946	Any controversy which arises and cannot be settled shall be submitted to a Board of Arbitration consisting of five members. Two members shall be selected by employer, two by the union and the fifth by the United States Conciliation Service. The decision of the Board is binding.
February 1947	No change
February 1948	No change
February 1949	No change
February 1951	No change
October 1951	No change
February 1953	No change

PROVISIONS FROM UNION AGREEMENTS COVERING NEW ORLEANS

DRIVERS AND HELPERS

<u>Effective Date</u>	<u>Miscellaneous</u>	<u>Length of Contract</u>
February 1946	The employer agrees that none of his employes will be asked to enter into agreement which will be inconsistent with this agreement. One weeks notice to be given before discharge. There shall be no reduction in wage because of this contract. Employes shall not be asked to cross a picket line. Any employe employed sixty days shall be considered a regular employe. The union agrees to further the interest whenever possible.	One year
February 1947	If a worker fails to report for work for seven days he will be considered discharged.	One year
February 1948	All Company rules must be complied with unless they are in conflict with this agreement.	One year
February 1949	The use of a helper on a delivery shall be decided between the shop steward and the Distribution Superintendent.	One year
February 1950	No change	One year
February 1951	No change	One year
October 1951	No change	One year four months
February 1953	No change	One year
February 1954	No change	One year
September 1955	No change	One year
September 1956	No change	One year

Primary Source

Agreements of the International Brotherhood of Teamsters with the Company in selected cities.

Secondary Sources

Union Wages and Hours': Motortruck Drivers and Helpers, 1956,
United States Department of Labor, Bulletin 1206
Union Wages and Hours': Motortruck Drivers and Helpers, 1957,
Preliminary Listing, United States Department of Labor

APPROVAL SHEET

The thesis submitted by Edward William Sexton has been read and approved by three members of the faculty of the Institute of Social and Industrial Relations.

The final copies have been examined by the director of the thesis and the signature which appears below verifies the fact that any necessary changes have been incorporated and that the thesis is now given final approval with reference to content, form, and mechanical accuracy.

The thesis is therefore accepted in partial fulfillment of the requirements for the Degree of Master of Social and Industrial Relations.

February 17, 1958
Date

Philomena Mullooly
Signature of Adviser