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UNITED STATES DEPARTMENT OF LABOR  
*Frances Perkins, Secretary*  
BUREAU OF LABOR STATISTICS  
*Isador Lubin, Commissioner*

Union Wages, Hours, and Working Conditions  
of Motortruck Drivers June 1, 1939

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Prepared by  
INDUSTRIAL RELATIONS DIVISION  
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*Bulletin No. 676*

UNITED STATES  
GOVERNMENT PRINTING OFFICE  
WASHINGTON : 1940

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For sale by the Superintendent of Documents, Washington, D. C. . . . . Price 10 cents



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## Letter of Transmittal

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UNITED STATES DEPARTMENT OF LABOR,  
BUREAU OF LABOR STATISTICS  
*Washington, D. C., March 29, 1940.*

*Madam Secretary:* I have the honor to transmit herewith a report covering a study made by the Bureau of Labor Statistics of the wages, hours, and other provisions in the union agreements for motortruck drivers, as of June 1, 1939.

ISADOR LUBIN, *Commissioner.*

HON. FRANCES PERKINS,  
*Secretary of Labor.*

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## PREFACE

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The Bureau of Labor Statistics has made surveys of union wages and hours of truck drivers in selected cities each year since 1914. In the earliest studies 41 cities were visited by the Bureau's agents. This coverage has been gradually extended and the present report includes wage and hour quotations from 69 of the 72 cities visited in 1939.

The great majority of the quotations secured in the early studies were for teamsters rather than for motortruck drivers. With the change in methods of transportation the quotations of rates for teamsters became so few that in recent years the survey has been restricted to the union scales for motortruck drivers only.

Nearly all of the quotations collected in this survey have come from local unions of the International Brotherhood of Teamsters, Chauffeurs, Stablemen, and Helpers of America. This union was organized in 1899 as the Team Drivers' International Union which in 1903 became the International Brotherhood of Teamsters. As motortruck drivers became an important part of the membership, the name was changed in 1909 to the present designation, the International Brotherhood of Teamsters, Chauffeurs, Stablemen, and Helpers of America.

In addition to averages of the wage and hour scales effective in the 69 cities, this report shows the average changes in union rates and hours that occurred during the 1938-39 period, and lists the actual wage and hour scales for the various classes of truck driving in each city. Because of the great variety of truck-driving occupations, and the expansion in union organization which resulted in frequent changes in the occupational classifications during recent years, no index series for truck drivers' rates or hours have been computed. The general trend, however, may be determined from the yearly percentages of change given in this and in previous reports.

The present report also includes a detailed analysis of the general provisions contained in the union agreements of motortruck drivers. Among other matters, this part of the report discusses the contractual relationship between the unions and the employers, the methods provided for adjusting disputes, and the working rules governing employment.

This survey was under the general direction of Florence Peterson, Chief of the Industrial Relations Division of the Bureau. Frank S. McElroy was in immediate charge of the field work and the preparation of the wage and hour section of the bulletin. Harry Cannon prepared the analysis of other agreement provisions.

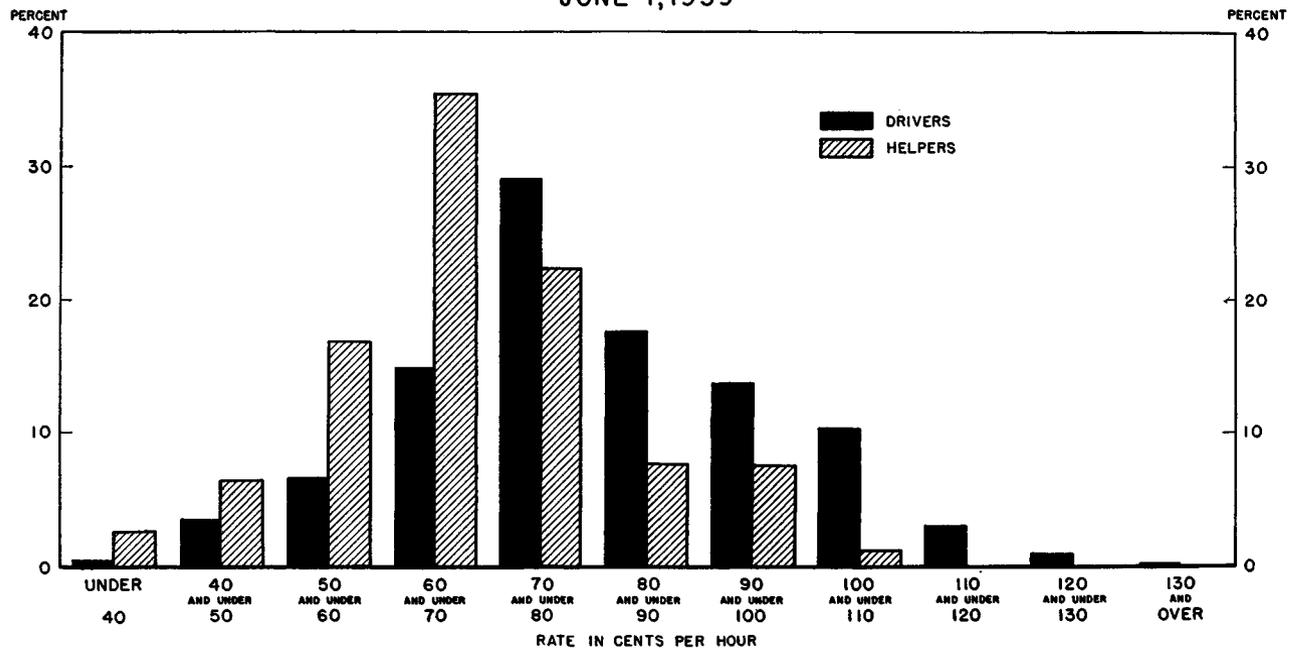
MARCH 1940

ISADOR LUBIN,  
*Commissioner of Labor Statistics.*

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# WAGE RATE DISTRIBUTION OF UNION MOTORTRUCK DRIVERS AND HELPERS

JUNE 1, 1939



U. S. BUREAU OF LABOR STATISTICS

## Union Wages, Hours, and Working Conditions of Motortruck Drivers, June 1, 1939

### Part I.—Wages and Hours

#### Union Wage Rates, 1939

The average union wage rate on June 1, 1939, for motortruck drivers in 69 cities was 79.3 cents per hour, and for their helpers 66.5 cents per hour. For drivers and helpers combined the average was 77.4 cents per hour.

During the year from June 1, 1938, to June 1, 1939, there was an extension of union organization throughout the country and union agreements were signed in a number of new cities, as well as for many types of delivery and trucking which had not previously been unionized. The quotations covering these new union scales have been included in the above averages, which are, therefore, representative of all union truck driving in the 69 cities on June 1, 1939.

Although the new agreements usually provided higher wage scales than had existed before the agreements were signed, these wage rates were, on the average, not so high as the wages provided in those areas of the industry which had been organized for several years or more. For the purpose of determining the movement of strictly union rates between 1938 and 1939, the new scales should be excluded from the averages and the comparison based only upon those quotations which reported effective union rates for both years. Including only the comparable quotations for 1938 and 1939, the averages for 1939 were 80.8 cents per hour for drivers, 67.5 cents for helpers, and 78.8 cents for drivers and helpers combined, as compared with 79.1 cents per hour for drivers, 65.7 cents for helpers, and 77.1 cents for drivers and helpers combined in 1938.

The term "truck drivers" covers a heterogeneous group of occupations, such as drivers of building and excavating trucks, coal trucks, ice trucks, general hauling and transfer trucks, delivery trucks hauling various and miscellaneous commodities, and express and freight trucks. In each of these classifications different types and sizes of trucks are likely to be used. Each truck-driving occupation and each size and

type of truck usually has a different wage rate. Furthermore, there is a great variation among cities as to commodities handled, types of trucks, and the terminology used to describe these different occupations. For these reasons it is impossible to make an intercity classification by types. The data on all truck driving in all cities studied, therefore, are treated as for one trade in this study, division being made only between drivers and helpers.

TABLE 1.—Percentage distribution of union motortruck drivers and helpers, by hourly rates, June 1, 1939

Classified hourly rate	Drivers and helpers	Drivers	Helpers
	\$0.774	\$0.793	\$0.665
Average hourly rate.....			
Percent of members whose rates were—			
Under 35 cents.....	0.2	0.1	0.7
35 and under 40 cents.....	.4	.2	1.8
40 and under 45 cents.....	1.5	1.3	2.6
45 and under 50 cents.....	2.4	2.1	3.8
50 and under 60 cents.....	8.2	6.6	16.8
60 and under 70 cents.....	13.0	14.9	35.6
70 and under 80 cents.....	27.9	29.1	22.3
80 and under 90 cents.....	16.2	17.7	7.7
90 cents and under \$1.00.....	12.9	13.8	7.6
\$1.00 and under \$1.10.....	9.0	10.4	1.1
\$1.10 and under \$1.20.....	2.5	2.9	(1)
\$1.20 and under \$1.30.....	.7	.8	
\$1.30 and over.....	.1	.1	

<sup>1</sup> Less than 1/10 of 1 percent.

The union rates for motortruck drivers ranged from \$0.296 to \$1.50 per hour. The great majority of the drivers had rates between 50 cents and \$1.10 per hour. Over 14 percent were receiving at least \$1.00 per hour; 31.5 percent were receiving between 80 cents and \$1 per hour; 44 percent were receiving between 60 and 80 cents; and only 10.3 percent of the drivers had rates below 60 cents per hour.

Hourly rates for union truckdrivers' helpers ranged from \$0.25 to \$1.125. Over 90 percent of the helpers reported had rates of 50 cents per hour or higher, although only 1.1 percent were receiving as much as \$1 per hour. Nearly three-fourths of the helpers were reported as having rates between 50 and 80 cents per hour, and less than 9 percent had rates of under 50 cents per hour.

### Overtime Rates

Time and a half was specified as the overtime rate in over two-thirds of the quotations, covering 64.1 percent of all the drivers reported and 60.6 percent of the helpers. Time and one-third was specified for 7.7 percent of the drivers and for 13.7 percent of the helpers.

Double time was reported as the rate for excess hours in 4 quotations applying to a very minor proportion of the membership. Other penalty rates, most of which were specific monetary rates, not in any particular ratio to the normal rates, were specified for 18.9 percent of the drivers and 17.7 percent of the helpers. Seventeen drivers'

quotations and 3 helpers' quotations indicated that overtime work was entirely prohibited.

TABLE 2.—Overtime rates provided for motortruck drivers and helpers in union agreements, June 1, 1939

Overtime rate	Drivers and helpers		Drivers		Helpers	
	Number of quotations	Percent of members covered	Number of quotations	Percent of members covered	Number of quotations	Percent of members covered
No penalty rate provided.....	267	8.4	226	8.6	41	7.3
Time and one-third.....	68	8.6	50	7.7	18	13.7
Time and one-half.....	1,255	63.5	981	64.1	274	60.6
Double time.....	4	.2	3	.2	1	( <sup>1</sup> )
Other penalty rates.....	173	18.7	152	18.9	21	17.7
Overtime prohibited.....	20	.6	17	.5	3	.7

<sup>1</sup> Less than  $\frac{1}{10}$  of 1 percent.

### Union Scales of Hours, 1939

The average full-time weekly hours in effect for union drivers and helpers in the 69 cities were 47.7. For the drivers the full-time week averaged 47.8 hours and for the helpers it averaged 47.1 hours. The drivers' average slightly exceeded that of the helpers, largely because helpers were frequently not used on over-the-road trips where the drivers' hours were generally quite long.

Over half of the drivers had a 48-hour week; nearly 14 percent were working on a 44-hour basis; and 10.5 percent were limited to 40 hours in any week, without overtime. Only a very small proportion of the drivers were restricted to less than 40 hours. Nearly 5 percent, however, had scales of 60 hours a week, and 14.3 percent had hour scales ranging above 48 but under 60 hours.

Over 58 percent of the helpers had 48-hour scales; over 15 percent had 44-hour scales; and over 9 percent had 40-hour scales. Less than 1 percent of the helpers had hour scales of under 40 hours per week. The 60-hour week was in effect for 2.1 percent of the helpers, and scales of over 48 but under 60 hours per week were specified for 8.3 percent.

TABLE 3.—Distribution of union motortruck drivers and helpers, by hours per week, June 1, 1939

Classified hours per week	Drivers and helpers	Drivers	Helpers
Average weekly hours.....	47.7	47.8	47.1
Percent of members whose hours per week were—			
Less than 40 hours.....	0.4	0.4	0.5
40 hours.....	10.3	10.5	9.4
Over 40 and under 44 hours.....	.2	.3	.1
44 hours.....	14.0	13.7	15.4
Over 44 and under 48 hours.....	3.6	3.2	5.9
48 hours.....	53.7	52.8	58.3
Over 48 and under 54 hours.....	5.3	5.9	1.9
54 hours.....	6.4	6.4	6.2
Over 54 and under 60 hours.....	1.7	2.0	.2
60 hours.....	4.3	4.7	2.1
Over 60 hours.....	.1	.1	.....

## Changes Between June 1, 1938, and June 1, 1939

## Changes in Wage Rates

Hourly wage rates for union motortruck drivers in the 69 cities studied increased 2.2 percent on the average, between June 1, 1938, and June 1, 1939. The helpers had an average increase of 2.6 percent. For drivers and helpers combined, the average increase amounted to 2.2 percent.

These average increases are based upon 1,410 quotations which furnished comparable data as of both June 1, 1938, and June 1, 1939, for identical occupations.

Over 26 percent of these quotations for both drivers and helpers showed rate increases effective during the year. The increases applied to 32.1 percent of the union membership covered by all of the comparable quotations. Only 13 quotations, covering 1.5 percent of the membership, showed rate reductions during the year.

Slightly more than one-fourth of the comparable quotations for drivers showed rate increases. These increases benefited 31.3 percent of the drivers for whom 2-year reports were received. Eight drivers' quotations showed rate decreases, but these applied to only 1.3 percent of the drivers.

The helpers had a somewhat larger proportion of increases during the year than did the drivers, over 30 percent of their 2-year quotations showing advances in wage rates. The proportion of their members benefited also exceeded that of the drivers, 36.2 percent of the helpers having higher rates in 1939 than in 1938. Five helpers' rates were reported to have been reduced between June 1, 1938, and June 1, 1939, affecting 2.5 percent of the total helpers covered by the comparable quotations.

TABLE 4.—Number of changes in union rates of motortruck drivers and helpers and percent of members affected, June 1, 1939, as compared with June 1, 1938

Type of change	Drivers and helpers		Drivers		Helpers	
	Number of quotations	Percent of members affected	Number of quotations	Percent of members affected	Number of quotations	Percent of members affected
Increase.....	375	32.1	288	31.3	87	36.2
Decrease.....	13	1.5	8	1.3	5	2.5
No change.....	1,022	66.4	826	67.4	196	61.3

Increases amounting to 30 percent or more of the 1938 wage rates were reported in two drivers' quotations and one helpers' quotation. The great majority of the increases, however, represented advances of less than 10 percent over the 1938 scales. Nearly a third were increases of less than 5 percent and over two-fifths were increases

of 5 to 10 percent. Those in the 5- to 10-percent range applied to nearly 70 percent of the union members who benefited from rate increases during the year. The distribution of the wage-rate increases according to the amount of increase is shown in table 5.

TABLE 5.—Number and percent of increases in union rates of motortruck drivers and helpers and percent of members affected, June 1, 1939, as compared with June 1, 1938

Increase of—	Drivers and helpers		Drivers		Helpers	
	Number of quotations	Percent of members affected	Number of quotations	Percent of members affected	Number of quotations	Percent of members affected
Less than 5 percent.....	123	6.2	98	6.5	25	4.9
5 and under 10 percent.....	167	21.8	132	21.3	35	24.1
10 and under 15 percent.....	49	2.6	34	2.1	15	4.9
15 and under 20 percent.....	12	.6	9	.6	3	.4
20 and under 25 percent.....	14	.6	7	.4	7	1.7
25 and under 30 percent.....	7	.2	6	.3	1	(1)
30 percent and over.....	3	.1	2	.1	1	.2

<sup>1</sup> Less than  $\frac{1}{10}$  of 1 percent.

#### Changes in Hours

Based upon comparable quotations, the average full-time weekly hours provided in the union agreements for drivers in the cities studied declined 0.8 percent between June 1, 1938, and June 1, 1939. For helpers the reduction in average weekly hours was 1.2 percent. For drivers and helpers combined the reduction was 0.9 percent.

There were 112 decreases and 10 increases in full-time weekly hours reported among the 1,105 drivers' quotations showing hour scales for both years. The 285 quotations of comparable hour scales for helpers included 4 showing increases and 30 showing decreases in allowed weekly hours.

The reductions in hour scales affected 11.9 percent of the drivers and 16.1 percent of the helpers, for whom 2-year reports were received. The increases in weekly hours affected 1.1 percent of the drivers and 1.3 percent of the helpers.

TABLE 6.—Number of changes in union hours of motortruck drivers and helpers and percent of members affected, June 1, 1939, as compared with June 1, 1938

Type of change	Drivers and helpers		Drivers		Helpers	
	Number of quotations	Percent of members affected	Number of quotations	Percent of members affected	Number of quotations	Percent of members affected
Increase.....	14	1.1	10	1.1	4	1.3
Decrease.....	142	12.5	112	11.9	30	16.1
No change.....	1,234	86.4	983	87.0	251	82.6

Nearly three-fourths of the reductions in weekly hours represented a curtailment of Saturday working time rather than a reduction in the

length of the normal workday. Most of these were changes from a 6-day to a 5½-day week. The reductions reported as affecting the normal workday were most frequently changes from 10 to 9 hours per day, or from 9 to 8 hours per day. In a few instances the daily hours were reduced from 10 to 8.

### Hours Per Day and Days Per Week

The basic workday was predominately reported as 8 hours, although 9- and 10-hour days were not uncommon.<sup>1</sup> Although a limitation is frequently placed on the maximum daily hours in route-servicing industries, drivers serving regular routes can quit for the day as soon as their deliveries have been completed and accounts settled. A few reports indicated that, in the handling of seasonal commodities, longer daily hours were allowed in some months than in others. For some classifications of driving, restrictions were placed only upon the total weekly hours and not upon the time worked in any one day. Saturday work was frequently reported as being restricted to a half day or to somewhat less than the normal hours.

A majority of the unions reported their basic workweeks as either 6 or 5½ days. A 5-day week was reported for some members, however, in all but 11 of the cities visited.

### Scope and Method of the Study

The wage and hour data summarized above are based on information obtained by the Bureau of Labor Statistics as of June 1, 1939. Effective union agreements covering one or more types of truck driving were reported in 69 of the 72 cities visited.

Agents of the Bureau visited 336 union representatives, obtaining 1,787 quotations of scales, 1,410 of which included comparable data for both 1938 and 1939. These contractual scales of wages and hours covered 165,968 drivers and 29,604 helpers, of whom 148,994 drivers and 26,695 helpers were included in the reports which gave comparable rates and hours for 1938.

In addition, 528 quotations of rates consisting, entirely or in part, of commissions were obtained. These commission scales applied to 108,071 drivers and 1,927 helpers. The commission quotations have not been included in the data summarized above.

*Averages.*—The averages and percentages of change given in this report are based upon aggregates which are weighted according to the number of union members covered by the respective scales of wages and hours. Thus the averages reflect not only the actual rates

<sup>1</sup> Under the regulations of the Interstate Commerce Commission no interstate trucker may require employees to remain on duty for more than 60 hours a week. An exception is made in cases of adverse weather conditions, when drivers may operate vehicles for a period of 12 hours a day in order to complete a run. Also, carriers operating vehicles on every day of the week may permit drivers to remain on duty for 70 hours a week.

and hours provided in the union agreements but also the number of persons presumably benefiting from these scales. The membership weights used in both of the aggregates from which the percent of change over the year was computed are those reported for the second year. The averages may be used in comparing the general wage level of union motortruck drivers and helpers, as of June 1, 1939, with the general levels for other occupations. For the purpose of establishing the trend of wages and hours of drivers and helpers, however, it is better to use the yearly percentages of change given in this and in previous reports, since they are based only upon comparable quotations for the 2 years considered in each report, and are not affected by the fluctuating union membership covered in the surveys.

## Part II.—Union-Agreement Provisions

The following discusses provisions in agreements other than the wage rates and weekly hours described above. This analysis is not restricted to the agreements in the cities from which wage and hour data were obtained, but is based on 932 current union agreements in 194 cities and towns, which are on file in the Bureau of Labor Statistics.

### Parties to the Agreement

Most union truck drivers are organized in the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America.<sup>2</sup> Agreements of certain other unions, such as the Amalgamated Clothing Workers of America, and some local industrial unions affiliated with the C. I. O., sometimes cover truck drivers as well as plant workers. In a number of cities, drivers in the brewery industry work under agreements signed by the International Union of the United Brewery, Cereal and Soft Drink Workers.

The Teamsters' Union organizes drivers connected with all industries—dairies, building-materials dealers, bake shops, department stores, etc. In small cities all the drivers belong to a single city-wide local. In larger cities separate locals are formed for the drivers working for employers in a single industry. These locals are frequently brought together through the medium of a joint union council, which develops uniform policies and seeks to standardize conditions for all drivers throughout the city or metropolitan area. Although the larger locals each have as their representative a full-time officer, smaller locals join together to employ one business agent. In small cities and towns a single business agent represents all union truck drivers in the city. In addition, the joint union councils generally have full-time officers who take part in the negotiations. The full-time officers of the union are supplemented by committees from the membership.

Most of the truck drivers' agreements are negotiated with groups of employers in a given industry. These groups may be organized into formal employers' associations, with full-time officers who carry on most of the negotiations with the union for the member companies. In a number of instances, however, the employers are informally associated for collective-bargaining purposes, each sending a representative to a joint conference with the union. When the union is

<sup>2</sup> In some places of employment, such as dairies and warehouses, the International Brotherhood of Teamsters organizes inside workers as well as the drivers. Agreement provisions covering inside workers, however, are not included in this article.

unable to negotiate with all the employers as a group, the agreement is determined upon by the union and as many employers as can be brought together in a joint conference. Identical agreements are then presented separately for signature to each of the remaining employers in the area. One example of standardizing working conditions without a formal employers' association to parallel the union organization is the uniform over-the-road motor freight agreement concluded with large-scale operators in 14 Midwestern States, covering more than 100,000 employees. Other instances of standardizing conditions over a large area are found in the Pacific Northwest and in New England.

### Duration and Renewal

The agreements generally run for a period of a year and with few exceptions are renewed automatically without change, unless written notice of a contrary intention is given by one of the parties. Written notice of a desire to modify the existing agreement must usually be given at least 30 days prior to the annual date of expiration. If notice is given by either party, negotiations will take place on the proposed new terms.

### Union Status and Hiring

The closed union shop is the general rule in the truck drivers' agreements. In some of the companies operating under their first union agreement, however, any person who does not wish to join the union may be exempted if he was employed when the agreement was signed. In most cases, new employees are required to join the union at the time they are employed. Foremen, having the right to hire and fire, and working employers are regularly exempted from the union-membership provision, although such exemption is ordinarily restricted to not more than two owners. Farmers delivering produce in their own trucks are not required to join the union. Where extra help is needed, however, union men must be hired.

New drivers must usually be obtained from the union, the employer being permitted to select the men from the union's roster. Rules governing the hiring of employees apply not only to regular drivers but to relief and extra men as well. Nonmembers may be hired only when there are no qualified union men available, and, when union men become available, are to be replaced by the latter upon receipt of notice. If not displaced, the nonmembers must join the union within a designated period, varying from 24 hours to 3 months but most commonly 30 days. In the brewing industry, permit cards are issued to extra workers during the rush season. These cards are good for 1 month only, but may be renewed unless a union member is available.

Permit card holders cannot be made regulars until a vacancy exists, and then only if no union member is unemployed.

The check-off method of collecting dues is made a requirement in nearly one-fifth of the agreements. In some cases the check-off is automatically applied to all employees; in others, each employee must give his consent in writing. In a number of instances the check-off is applied only to members behind in their dues payments to the union.

### Wage Regulations

*Wage payment.*—Most of the agreements specify that wages must be paid once a week. In a few agreements the payment of wages semimonthly is permitted. As an additional protection, payment of wages in cash is specifically required in a few instances. Some agreements permit the withholding of a few days' pay for accounting purposes, but most agreements prohibit this practice.

*Call pay.*—Drivers reporting for work and not assigned to duty are universally granted a minimum amount of call pay unless previously notified not to report. Four hours' minimum pay is the most common, although the amount varies in other cases from 1 hour to a full day's pay. Quite common, also, is the provision which allows a driver 2 hours' minimum call pay and increases the minimum to 4 hours if the driver actually starts to work. Where employees are required to report every day, a few agreements provide a weekly guaranty; for example, 90 percent of the full-time weekly earnings or 36 hours' pay when the full-time week is 40 hours.

*Dead time.*—With few variations, the regular rate of pay is allowed for "dead time"; i. e., time spent in waiting in cases of road blockade or because of machinery breakdown. For building-materials drivers, when machines break down and are repaired before quitting time, it is uncommon for pay to be allowed for the waiting period and, if necessary, accumulated work must be finished after hours at the regular rate of pay.

Over-the-road drivers are sometimes paid at a lower than regular rate for "dead-heading"; i. e., the return of a truck without cargo or return of a driver on other than his own truck. This pay is usually at one-half the normal rate or on the basis of an allowance of 2 cents per mile plus the cost of transportation if the employee is not transported in company equipment. In a few cases, however, the regular hourly pay is given.

Special compensation is also provided for employees on lay-over away from the home terminal. Many of the agreements specify a minimum of 6 hours' pay in each 24 hours of lay-over. On Sundays and holidays spent away from the terminal, wages are not paid, but meals and comfortable sanitary lodging must be provided by the employer. Enforced lay-overs away from home which occasion the

loss of a second trip are compensated for by paying the driver for the lost trip.

*Wage guaranties.*—Weekly wage guaranties are most often applied to driver-salesmen working on a commission basis in route-servicing industries—baking, laundry, dairy, etc.

In these industries when an employer finds it advantageous to split routes, driver-salesmen are ordinarily permitted a choice of either route and guaranteed their past average earnings for a specified period, varying from 4 to 16 weeks. Such a provision prevents a loss in earnings while drivers are building up a new route.

### Hour and Leave Regulations

Because many drivers are engaged in the distribution of products requiring early delivery, agreements often specify reporting hours, the overtime rate applying to deliveries prior to those hours. Milk drivers have the earliest starting hours, though the agreements generally forbid deliveries before 2 or 3 a. m. in the summertime and 5 and 6 a. m. in the winter. Bakery drivers also report early, men serving country routes arriving sufficiently in advance to make deliveries on schedule. The delivery of other products does not normally begin until 7 or 8 o'clock.

*Overtime.*—Many agreements forbid overtime work until all union members on the seniority list have worked a full quota of hours. In isolated instances permission of the business agent is required before overtime may be worked.

Nearly 10 percent of the agreements, however, allow as much as 6 hours' overtime a week before the usual penalty rate of time and a half applies. Seasonal industries specify longer hours during the busy months, with a consequent requirement of longer work periods before overtime is paid for at the higher rate. Similarly, many of the bakery and laundry agreements provide for suspension of the overtime rate for a period of 6 days before and after holidays, when increased business necessitates longer hours.

*Split shifts.*—Split shifts for truck drivers are not common, but when such occur, the agreement regulates the practice. Split shifts are allowed, in some cases, only on permission of the business agent or when business conditions warrant. When splitting shifts has been the practice, some agreements virtually eliminate the practice by requiring payment for the intervening hours. If a split is permitted, it is commonly limited to no more than 2 hours' duration. Many bakery agreements limit return trips to one per day, while in a number of milk drivers' agreements a prohibition is placed on serving customers twice a day during winter months.

*Sick leave.*—The granting of sick leave with pay occurs in only a few instances. Where established, such leave is generally restricted

to employees with 1 year's service and extends for a period of 1 or 2 weeks. Although the agreement may not make such provision, the granting of sick leave without pay is generally the practice. Most agreements provide that the employee is to receive his former position when he returns from sick leave. In several agreements, injured employees with 1 year's seniority are paid their regular rates, until payments under the State workmen's compensation laws begin.

*Leave of absence without pay.*—The granting of leave without pay is a fairly frequent practice. It is granted for both personal and union business such as attendance at conventions and service as a full-time union officer. The employer must generally give written permission in advance before leave for union business can be taken. Before employees are granted leave, they must usually have completed a minimum length of service. The amount of leave allowed varies from several days to 1 year. In some cases the number of employees who may be on leave at a given time is also limited—5 or 10 percent of the force being frequently specified.

### Holidays and Vacations

*Vacations.*—Annual vacations with pay are granted to employees in about 40 percent of the agreements. The most common provision establishes a 1-week vacation with pay after a year's service. In some cases an additional week of vacation is granted to employees with 2 years or more of continuous service. It is frequently stipulated that vacations are to be taken during the spring and summer months and at such times as the employer deems most suitable. Preferences among employees as to the time of vacation are settled in accordance with seniority.

Generally, employees are forbidden to accept additional pay in lieu of vacations. Any employee who resigns or is discharged, however, is entitled to pay for accumulated leave. For employees paid on an hourly or commission basis, vacation pay is computed on the basis of average earnings over a specified period, which in most cases is 4 weeks.

*Holidays.*—The holidays most frequently observed are: New Year's Day, Memorial Day, Thanksgiving, July 4th, Labor Day, and Christmas. A number of agreements specify other days recognized as holidays in the State or locality. Sunday deliveries are generally prohibited except in such essential services as milk and newspaper deliveries.

When it is not possible to grant the time off on a holiday, employees must be compensated at the overtime rates for all work performed, except in the few essentially 7-day industries where holiday work is usually limited to less than the normal daily hours. In addition, any employee called to work on a holiday is frequently guaranteed at

least half a day's pay. Any work whatsoever on Labor Day, except in extreme emergencies, is commonly prohibited. Where Sunday deliveries are essential, 1 day of rest in 7 is prescribed, with the added requirement that off-days be rotated among employees. In the bakery agreements, Sunday deliveries are restricted to trains, ships, hotels, and restaurants, and the overtime rate for holidays is applied.

Except for employees on a weekly salary basis, time off on holidays is generally without pay. In a few cases holiday pay is granted to regular employees, if they have worked a specified number of days during the holiday week.

### Seniority

When lay-offs are necessary, most truck drivers are laid off and rehired on the basis of their seniority. Only in isolated instances are there provisions for sharing or rotating available work, except in brewery drivers' agreements where such provisions are the rule.

Fairly common, also, is the use of length of service as a guide to promotions. Opportunities for promotions are usually posted and the promotion is given to the person having the highest seniority standing. In large companies consideration may be restricted to those formally applying for the job after it is posted. The agreements provide that employees be given a reasonable amount of time on the new job to prove themselves capable.

In the bus and taxi agreements, seniority is frequently used to make shift assignments. Bakery, milk, and laundry drivers are invariably selected for more desirable route vacancies in accordance with their length of service.

Special seniority protection is afforded to employees working for a company which turns its hauling over to a contract trucker. In such a case, employees may elect to transfer to the company taking the contract and be placed at the bottom of the seniority list with first preference on all work done for their former employer. No such protection, however, is given to employees transferring from one contract hauler to another.

Seniority is lost in case of discharge, extended lay-off, or failure to report to work when recalled after a lay-off. The lay-off period resulting in a loss of seniority varies in different agreements from 30 days to 2 years. Seniority does not accumulate when a worker is off the job on account of illness or leave for union business, but previously acquired seniority is retained.

### Working Rules

*Extra men.*—There are a number of provisions governing the employment of extra workers in periods of seasonal expansion or when necessary to relieve regular workers. In some cases extras may not

be employed until all regular employees have had a full week's work. A special seniority roster for extra employees is often maintained and promotions to the regular ranks are made in accordance with positions on the list. The number of extra workers is generally limited to a percentage of the regular employees, usually 10 percent.

Extra men are generally granted the same rates as regular drivers. They are ordinarily guaranteed a minimum of 4 hours' pay for each day they are called to work, though guaranties varying from 2 hours to a full day also occur in some agreements.

*Discharges and quits.*—Virtually all agreements make drunkenness and dishonesty sufficient cause for immediate discharge. Other grounds for discharge, such as incompetency, insubordination, carrying unauthorized persons on trucks, and shortages, are often specified. Many agreements list no specific grounds but merely have a general provision authorizing discharges for any just cause.

Agreements usually require the giving of 1 to 2 weeks' advance notice for all discharges except those for drunkenness and dishonesty. The employer, however, may omit such notice if he pays the discharged employee the amount he would have earned during the notice period. The employers are commonly required to give similar notice in case of lay-off. In turn, employees are generally required to give an equal amount of notice in case they intend to quit the job.

In the route-servicing industries it is commonly recognized that the employer has gone to some expense in building up a route, and drivers leaving the employer are, therefore, generally forbidden to solicit customers on the same route either for themselves or any other employer for a specific future period. Such period may be as short as 30 days, but is most commonly 1 year.

*Accounts.*—The practice in route-servicing industries of delivering on a credit basis has led to the adoption of rules safeguarding the employee against charges for bad accounts. In nearly all instances employers must assume responsibility for charge accounts. A driver's liberty to extend credit is restricted to cases authorized by the employer. When a driver is quitting his route, accounts must be fully settled, but in no event may part of a driver's wages be withheld for uncollected accounts where credit has previously been authorized by the employer.

*Uniforms.*—Uniforms, under the majority of agreements, must be supplied by the employer, who is usually restricted in his purchases to uniforms bearing the union label. Maintenance of uniforms is an obligation also imposed largely on the employer. In the few instances where employees are to pay for laundering, a maximum weekly cost is usually set.

*Miscellaneous working rules.*—Over-the-road trucking agreements occasionally require that at least one man, in addition to the driver,

be carried on the truck for each trailer. In other agreements covering intracity trucking, assistance to the driver is required when necessary to unload the cargo.

Bakery and milk agreements regularly prohibit charging stale or returned goods to employees. Unavoidable breakage or loss must also be borne by the employer.

The burden of paying for accident damages is placed upon the employer unless the employee has been negligent. The determination of the question of negligence is sometimes delegated to special joint boards of employer and union representatives, with resort to arbitration if necessary.

Nearly all agreements provide that the employer must pay the cost of bonding his employees. In a few cases, employers are permitted to demand cash deposits as security, with the understanding that employees who cannot deposit the entire amount requested may pay the deposit in installments out of regular earnings. Employers in these cases are usually required to pay the employees a specified interest rate (varying from 4 to 6 percent) on the deposits. The deposits are to be returned within a specified period, usually 30 days, whenever an employee resigns or is discharged.

Meetings to discuss sales conditions are generally scheduled on company time. When they are held after hours, the company is ordinarily restricted to one or two hourly meetings a month. Meetings on Sundays and holidays are prohibited.

Drivers and helpers, in all but a few cases, are freed from the responsibility of greasing and washing trucks. They are expected, however, to keep the inside of their cars in clean condition and to make minor repairs in cases of emergency. Several agreements require that repair work necessary because of an employee's negligence must be done on the employee's time.

### Safety and Health

The Interstate Commerce Commission's regulations contain a number of safety regulations for over-the-road trucking. Such trucks must be equipped with special protective devices against road hazards and adverse weather conditions. The Commission also attempts to eliminate reckless driving or driving at speeds in excess of the legal limits, in addition to cautioning drivers against taking out trucks while ill or fatigued.

Safety is promoted through union agreements by an almost universal requirement that no driver is obliged to take out a vehicle not in safe operating condition and equipped with safety appliances as prescribed by law. Employees are charged with the responsibility of reporting immediately all defects in equipment.

A considerable number of agreements stress the employer's duty to take out workmen's compensation insurance as provided by State laws and, should accidents occur, to facilitate the payment of an employee's compensation award.

Except for employees engaged in interstate trucking and the delivery of food products, physical examinations as hiring prerequisites are rare. The Interstate Commerce Commission has established physical standards for drivers, and every interstate employer is required to file a physical examination certificate for each of his drivers. The Commission also limits interstate driving to men of more than 21 years of age who have had at least 1 year's experience in driving throughout all seasons of the year. Cost of physical examinations, where required, is assumed by the company. The union occasionally reserves the right to employ its own physician should conflict develop over the company physician's findings.

### Settlement of Disputes

About half of the agreements provide that grievances which arise in the course of employment shall be first handled by a steward or committee elected from their number by the union members working for a given employer. If the steward or committee is unable to secure a satisfactory adjustment, the matter will then be referred to the full-time business agent of the local union. In the other agreements the business agent negotiates the adjustment of the grievance as soon as it arises.

Special protection is generally given to the shop representatives by provisions which prohibit discrimination against stewards and by requirement that the steward shall be the last person to be laid off in slack periods.

*Discharge.*—The appeal of a discharge grievance is generally expedited by the fixing of time limits at various stages in the adjustment procedure. The discharged employee must usually present his case to the union within 48 hours and the union must start negotiations within 5 days. If the case goes to arbitration, the arbitrator's decision must be handed down within 10 days. Should investigation disclose that an employee was unjustly discharged, most agreements provide for his reinstatement with back pay for all time lost.

*Arbitration.*—With few exceptions, the agreements provide for the reference of unsettled cases to arbitration. The typical arbitration procedure is the selection of a 5-man board after the union and the employer have failed to negotiate an adjustment. Two representatives on the committee are selected by the union and two by the employer. These four select an impartial person to act as chairman of the committee. Should both sides fail to agree on the impartial chairman, a number of agreements refer the selection to a county

judge, the United States Conciliation Service, or the National Labor Relations Board.

Variations from this typical procedure are found in some agreements. About one-fourth defer the selection of a chairman until the 4-man committee makes an attempt to adjust the matter.

In a few agreements, signed with large employers or employers' associations, and covering a great number of employees, permanent joint committees are established to hear all disputes arising during the life of the agreement. These permanent bodies may occasionally formulate supplementary working rules designed to help stabilize the industry. The standing committees may enlarge themselves into arbitration boards by the appointment of an impartial chairman.

Time limitations are frequently specified for various stages in the arbitration proceedings. Unadjusted disputes must commonly be submitted to arbitration within 48 hours after the parties have failed to agree. Selection of an impartial chairman must usually be completed within 5 days and arbitration decisions must be announced within 10 days.

*Strikes and lock-outs.*—Most agreements prohibit strikes and lock-outs until all peaceful means of settlement have been tried. Drivers may not be compelled, however, to haul products through a picket line. Sympathetic strikes are specifically prohibited in a considerable number of agreements. Several agreements, on the other hand, merely require that advance notice be given the employer before a sympathetic strike is called.

*Aids to enforcement.*—A common aid to enforcement is the provision granting business agents access to garages and other places of work. A few also permit the business agent to examine pay roll and time records, and, in some cases, they may examine employees' pay envelopes.

A number of agreements deal with the problem of checking wage violations. This is a considerable problem to truck drivers because of variations in working hours and size of commissions. Some agreements call for the installation of time clocks by the company. Others permit the union to install its own timekeeping system. Posting of the agreement, with wage rates, is frequently required, and in a few instances agreement violations resulting in loss of pay to an employee may be punished by an order against the employer requiring the payment of twice the amount.

Union members failing to comply with working rules or intentionally violating the agreement may be removed from the job or fined by the union.

Hours of drivers in interstate commerce are checked by the Interstate Commerce Commission's requirement that drivers keep a daily record of time spent on and off duty. In addition, the employers must file monthly reports of time worked in excess of the prescribed hours.

## Part III.—Union Scales of Wages and Hours by Cities

### Time Rates and Hour Scales

Union rates per hour and hours per week for motortruck drivers and helpers, by city and occupation, on June 1, 1939, and June 1, 1938, are shown in table 7. (See table 8 for commission, mileage, and trip rates.)

Many of the agreements specify wage rates on a daily or weekly basis rather than by the hour. For comparability these daily and weekly wage scales have been converted to an hourly basis and are so shown in table 7.

TABLE 7.—Union scales of wages and hours of motortruck drivers and helpers, by cities, June 1, 1939, and June 1, 1938

City and classification	1939		1938		City and classification	1939		1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Atlanta, Ga.</i>					<i>Baltimore, Md.—Con.</i>				
Contract haulers.....	\$0.594	48			Grocery, wholesale:				
Produce haulers.....	.417	48			Regular drivers.....	\$0.501	44	\$0.521	48
Helpers.....	.364	44			Helpers.....	.409	44	.333	48
Taxi drivers:					Extra drivers.....	.650	44		
Group A.....	.400	54	\$0.400	54	Helpers.....	.500	44		
Group B.....	.350	54	.350	54	Heavy hauling and rig-				
<i>Baltimore, Md.</i>					ging:				
Bakery:					Regular drivers.....	.600	48		
Special delivery.....	.417	48			Extra drivers.....	.625	48		
Supply trucks.....	.500	48			Helpers.....	.500	48		
Beer, keg.....	.825	40	.825	40	Ice:				
Helpers.....	.625	40	.625	40	Route foremen.....	.833	48		
Building material and					Route delivery.....	.719	48		
supplies:					Helpers.....	.469	48		
Regular drivers.....	.600	48			City transfer.....	.688	48		
Extra drivers.....	.650	48			Refrigerator.....	.667	48		
Helpers.....	.500	48			Helpers.....	.646	48		
Coal.....	.600	48			Platform dealer, deliv-				
Helpers.....	.530	48			ery and extra.....	.625	48		
Concrete-mixer trucks.....	1.650	54			Meat packers:				
Distributors, wholesale:					Regular drivers.....	.739	44		
Regular drivers.....	.521	48			Helpers.....	.455	44		
Helpers.....	.333	48			Extra drivers.....	.650	44		
Extra drivers.....	.600	48			Helpers.....	.400	44		
Helpers.....	.500	48			Milk, special delivery.....	.479	48		
Dump trucks:					New car trailer.....	6.850	60		
Regular drivers.....	.600	48			Oil.....	7.625	60		
Extra drivers.....	.600	48			Paper, wholesale:				
Helpers.....	.600	48	.450	48	Group A.....	.600	40		
Fuel oil.....	.600	48			Helpers.....	.500	40		
Furniture, retail:					Group B.....	.600	42		
Regular drivers.....	.471	51	.417	54	Helpers.....	.500	42		
Helpers.....	.373	51	.324	54	Group C.....	.600	44		
Extra drivers.....	.471	51	.417	54	Helpers.....	.500	44		
Helpers.....	.376	51	.324	54	Extra drivers.....	.600	48		
					Helpers.....	.500	48		

See footnotes at end of table.

TABLE 7.—Union scales of wages and hours of motortruck drivers and helpers, by cities, June 1, 1939, and June 1, 1938—Continued

City and classification	1939		1938		City and classification	1939		1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Birmingham, Ala.</i>					<i>Boston, Mass.—Con.</i>				
Bakery, relay drivers.....	\$0.425	40	\$0.425	48	Oil—Continued.				
<i>Boston, Mass.</i>					Company B:				
Baggage transfer:					1 to 6 months.....	\$0.750	40	\$0.750	40
Class 1.....	.615	48	.615	48	7 to 18 months.....	.800	40	.800	40
Class 2.....	.553	48	.553	48	19 to 30 months.....	.875	40	.875	40
Helpers.....	.500	48	.500	48	Over 30 months.....	.950	40	.950	40
Bakery:					Railway Express:				
Drop shipment:					Under 1½ tons.....	.691	48	.690	48
Company A.....	.739	44			1½ to 5 tons.....	.811	48	.810	48
Company B.....	.729	48			Helpers:				
Special delivery.....	.573	48			Under 5 tons.....	.643	48	.642	48
Transport trucks:					5 tons.....	.667	48	.666	48
Up to 3 tons.....	.688	48			Scrap iron and metal.....	.636	44		
3 to 5 tons.....	.708	48			Telephone, stockmen.....	1.171	35	1.171	35
5 tons and over.....	.781	48			<i>Buffalo, N. Y.</i>				
Route helpers.....	.463	54			Air reduction.....	.800	44	.800	44
Beer, keg or bottle.....	.925	40	.925	40	Helpers.....	.650	44	.650	44
Helpers, keg.....	.850	40	.850	40	Bakery:				
Building material:					Retail, extra.....	.500	60	.500	60
1½ tons and under.....	.650	44	.650	44	Wholesale, extra.....	.550	60	.550	60
Over 1½ tons.....	.750	44	.750	44	Beer:				
Tractors.....	1.000	44	1.000	44	Keg.....	.925	40	.900	40
Helpers.....	.625	44	.625	44	Helpers.....	.900	40	.875	40
Carbonated beverage and					General utility drivers.....	.900	40	.875	40
liquor.....	\$ .583	48	.583	48	Building supply.....	.650	54	.650	54
Helpers.....	9.438	48	.438	48	Helpers.....	.525	54	.525	54
Coal.....	10.850	40	.850	40	Concrete-mixer trucks.....	.700	40	.700	40
Helpers.....	11.770	40	.800	40	Dump trucks.....	.700	60	.650	48
Concrete-mixer trucks.....	.800	44	.750	44	Lynn (caterpillar				
Food, retail.....	.479	48			wheels).....	.750	60		
Fuel oil.....	12.880	40	.900	40	Carry-all.....	.850	60		
Helpers.....	11.780	40	.800	40	Freight:				
General:					City drivers.....	.700	48	.650	48
Under 3 tons.....	.729	48	.688	48	Helpers.....	.525	48	.525	48
3 to 5 tons.....	.750	48	.708	48	Over-the-road drivers.....	13.760	60		
5 tons and over.....	.813	48	.771	48	Lumber.....	.700	45	.650	(14)
Helpers.....	.708	48	.667	48	Milk, special delivery.....	.542	48	.542	48
Laundry:					<i>Butte, Mont.</i>				
Linen supply.....	.722	48½	.722	48½	Beer.....	1.000	40	1.000	40
Helpers.....	.515	48½	.515	48½	Food:				
Wholesale delivery.....	.688	1248	.688	48	¾ ton or under.....	.455	48	.455	48
Helpers.....	.479	1248	.479	48	Over ¾ ton.....	.719	48	.719	48
Lumber.....	.700	44	.650	44	Freight:				
Tractormen.....	1.000	44	1.000	44	Contract A:				
Helpers.....	.650	44	.650	44	¾ ton or under.....	.831	48	.831	48
Milk:					¾ to 3 tons.....	.875	48	.875	48
Under 1 ton.....	.750	48	.750	48	3 to 6 tons.....	.906	48	.906	48
1 or 2 tons.....	.792	48	.792	48	6 tons and over.....	1.069	48	1.069	48
Over 2 tons.....	.813	48	.813	48	Helpers.....	.831	48	.831	48
Route foremen.....	.824	54	.815	54	Contract B:				
Helpers.....	.521	48	.521	48	Over-the-road:				
Moving:					Over 6 tons with				
Piano and household.....	.729	48	.729	48	trailer.....	1.000	48	1.000	48
Helpers.....	.625	48	.625	48	Over 6 tons, semi-				
Retail store movers.....	.588	51	.588	51	trailer.....	.969	48	.969	48
Helpers.....	.471	51	.471	51	6 wheel trucks.....	.969	48	.969	48
Newspaper:					City drivers, over 6				
Route.....	.848	48	.848	48	tons with trailer.....	1.100	48	1.100	48
Mail, relay, and carriers.....	.785	48	.785	48	Laundry.....	.831	40	.831	40
Oil:					¾ ton.....	.875	40		
Company A:					Meat, packing house				
1 to 6 months.....	.750	40	.750	40	drivers.....	.955	44	.875	48
7 to 12 months.....	.779	40	.779	40	Soft drink.....	.831	48	.831	48
13 to 18 months.....	.837	40	.837	40	Taxi drivers.....	.556	54	.556	54
19 to 24 months.....	.866	40	.866	40	Textile, retail store.....	.786	42	.786	42
25 to 30 months.....	.923	40	.923	40					
Over 30 months.....	.981	40	.981	40					

See footnotes at end of table.

TABLE 7.—Union scales of wages and hours of motortruck drivers and helpers, by cities, June 1, 1939, and June 1, 1938—Continued

City and classification	1939		1938		City and classification	1939		1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Charleston, W. Va.</i>					<i>Chicago, Ill.—Con.</i>				
Beer:					Building material—Con.				
Road drivers.....	\$0.650	54			Roofing material; supply firms—Con.				
Helpers, special delivery.....	.250	60	\$0.250	60	7 tons and under 10.....	\$0.667	60	\$0.667	60
Building material:					10 tons and over.....	.700	60	.700	60
Under 2 tons.....	.600	48			Tractors, under 5 tons.....	.583	60	.583	60
2 tons and over.....	.650	48			Bus drivers:				
Helpers.....	.500	48			Department store.....	.875	40	.875	40
Concrete-mixer trucks.....	.650	48			Gas and electric.....	1.120	40	1.120	40
Freight:					Passenger coach:				
Union A:					Regular.....	.598	54	.598	54
Under 100 miles, straight truck.....	.600	54	.550	54	Extra.....	.650	(14)	.650	(14)
Over 100 miles, tractor and trailer.....	.650	54	.650	54	School.....	.875	40	.875	40
Union B:					Butter and eggs.....	.865	48	.865	48
1½ ton or less.....	.450	60			Coal:				
Over 1½ ton.....	.600	60			1½ tons.....	.865	48	.865	48
Furniture, retail.....	.531	48			2 tons.....	.900	48	.900	48
Helpers.....	.427	48			Over 2 tons and tractors used continuously with same trailer.....	.925	48	.925	48
Grocery, wholesale.....	.650	52	.650	54	6-wheel trucks, over 12 tons.....	1.000	48	1.000	48
Helpers.....	.475	52	.475	54	Tractors with different trailers.....	1.060	48	1.060	48
<i>Chicago, Ill.</i>					Helpers.....	.600	48	.600	48
Armored car.....	.896	48	.896	48	Commission house:				
Auto supply:					1 ton.....	.865	48	.865	48
1 ton or less.....	.604	48	.604	48	2 tons.....	.885	48	.885	48
Over 1 ton.....	.667	48	.667	48	3 tons.....	.906	48	.906	48
Baggage.....	.662	54	.662	54	4 tons.....	.927	48	.927	48
Bakery:					5 tons or over.....	.948	48	.948	48
Commissary.....	.771	48	.771	48	Helpers.....	.740	48	.740	48
Cracker.....	.889	48	.889	48	Department stores:				
Special delivery.....	.813	48	.813	48	Union A:				
Beer:					Up to 2 tons.....	.771	48	.771	48
Brewery:					Trailer.....	.784	51	.784	51
Extra and transfer drivers.....	1.000	40			Union B; furniture.....	.781	48	.781	48
Bottle helpers.....	.813	40			Excavating, grading, and paving:				
Keg helpers.....	.913	40			Under 2 tons:				
Distributors:					Union A.....	.875	48	.875	48
Keg drivers:					Helpers.....	.813	48	.813	48
Regular.....	.963	40	.913	40	Union B.....	.938	48	.938	48
Extra.....	1.000	40	1.000	40	2 tons and over:				
Long-haul drivers.....	1.000	40			Union A:				
Helpers, bottle.....	.813	40	.667	40	4-wheel trucks.....	1.000	48	1.000	48
Bone and tallow.....	.980	48	.939	48	6-wheel trucks.....	1.250	48	1.250	48
Helpers.....	.807	48	.766	48	Union B:				
Routemen:					4-wheel trucks.....	1.000	48		
5-day routes.....	1.277	40	1.227	40	6-wheel trucks.....	1.250	48		
6-day routes.....	1.279	48	1.227	48	5 and 10 ton tractors:				
Building material:					Under 50 H. P.....	1.188	48	1.188	48
4 tons or less.....	.800	54	.750	60	Over 50 H. P.:				
Over 4 tons.....	.850	54	.800	60	Union A.....	1.375	48	1.375	48
Over 7 tons, 6 wheel.....	1.025	54	1.000	60	Union B.....	1.375	48	1.375	48
Helpers.....	.600	54	.500	60	Dinkie drivers.....	1.125	48	1.125	48
Helpers, cement.....	.650	54	.600	60	Blade men.....	1.375	48		
Brick hauling drivers.....	.900	54	.900	54	Hydraulic or mechanical equipment, scoops on pneumatic tires.....	1.500	48		
Helpers, face brick.....	.800	54	.750	60	Florists:				
Road spreaders:					Less than one ton.....	.514	55½		
6-wheel trucks.....	1.500	48	1.500	48	1 ton but less than 2 tons.....	.541	55½		
4-wheel trucks.....	1.000	48	1.000	48	2 tons but less than 3 tons.....	.559	55½		
Roofing-contractors' drivers.....	.900	60	.900	60	3 tons and up.....	.586	55½		
Roofing material; supply firms:					Funeral (drive only).....	.650	60	.650	60
1 ton and under 2.....	.542	60	.542	60	Also wash and polish cars.....	.700	60	.700	60
2 tons and under 3.....	.567	60	.567	60					
3 tons and under 5.....	.583	60	.583	60					
5 tons and under 7.....	.625	60	.625	60					

See footnotes at end of table.

TABLE 7.—Union scales of wages and hours of motortruck drivers and helpers, by cities, June 1, 1939, and June 1, 1938—Continued

City and classification	1939		1938		City and classification	1939		1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Chicago, Ill.—Continued.</i>					<i>Chicago, Ill.—Continued</i>				
Furniture.....	\$0.833	48	\$0.833	48	Meat—Continued.				
Tractor drivers.....	.865	48			Packing houses:				
Helpers.....	.721	48	.721	48	Union A:				
General hauling:					Less than 1 ton.....	\$0.826	48		
Union A:					1 and under 3 tons.....	.886	48		
1 ton or less.....	.658	48	.658	48	3 to 5 tons, inclusive.....	.945	48	\$0.945	48
1½ tons.....	.684	48	.684	48	Over 5 tons.....	.965	48		
2 tons.....	.723	48	.723	48	Union B:				
3 tons.....	.741	48	.741	48	1 ton or less.....	.826	48	.826	48
5 tons.....	.771	48	.771	48	Over 1 but under 3 tons.....	.886	48	.886	48
Unions B and C:					3 to 5 tons, inclusive.....	.945	48	.945	48
1 and under 2 tons.....	.667	51	.627	51	Over 5 tons.....	.965	48	.965	48
2 and under 3 tons.....	.696	51	.657	51	Helpers.....	.866	48	.866	48
3 and under 5 tons.....	.716	51	.676	51	City tractors.....	.965	48	.965	48
5 and under 7 tons.....	.765	51	.725	51	Dump cart tractors.....	.741	48	.741	48
7 and under 10 tons.....	.814	51	.775	51	Long distance drivers:				
10 tons and over.....	.853	51	.814	51	Under 3 tons.....	.995	48	.995	48
Tractor and semi-trailer:					3 tons and over.....	1.045	48	1.045	48
1 and under 7 tons.....	.765	51			Milk:				
7 and under 10 tons.....	.814	51	.775	51	Day drivers.....	.963	54	.963	54
10 tons and over.....	.853	51	.814	51	Night drivers.....	1.104	48	1.104	48
Electric trucks:					Route foremen.....	1.019	54	1.019	54
1 and under 3 tons.....	.667	51	.627	51	Assistant route foremen.....	.981	54	.981	54
3 and under 5 tons.....	.716	51	.667	51	Special delivery.....	.870	54	.870	54
5 and under 7 tons.....	.765	51	.706	51	Wholesale drivers, no commissions.....	.963	54	.963	54
Motorcycles:					Moving:				
½ ton or less.....	.608	51	.569	51	Furniture.....	.854	48	.854	48
Over ½ ton.....	.667	51	.627	51	Helpers.....	.771	48	.771	48
"Steady House," non-contract drivers:					Helpers, part time.....	.750	48	.750	48
2 to 5 tons.....	.850	40	.850	40	Piano.....	.979	48	.979	48
5 tons and over.....	.900	40	.900	40	Helpers.....	.917	48	.917	48
Grease.....	.852	54	.852	54	Helpers, part time.....	.906	48	.906	48
Helpers.....	.778	54	.778	54	Newspaper and magazines:				
Groceries and meat, retail:					Afternoon papers.....	17.957	51	1.912	51
Delivery from store.....	.426	54	.426	54	Morning papers.....	171.063	45	1.011	45
Market pick-up.....	.481	54	.481	54	Magazines.....	17.957	51	.912	51
Hay, grain, feed, flour, and rock salt.....	.925	40	.925	40	Nursery and landscape:				
Helpers.....	.600	40			Less than 1 ton.....	.500	18 54	.500	54
Ice.....	.852	54	.852	54	1 and under 2 tons.....	.528	18 54	.528	54
Ice cream, special delivery.....	.833	45	.833	45	2 and under 3 tons.....	.546	18 54	.546	54
Laundry and dye house:					3 to 5 tons, inclusive.....	.574	18 54	.574	54
Commercial flat work and hotel guest service.....	.708	60	.708	60	Oil:				
Livery.....	.467	60	.467	60	Union A:				
Lumber, box, and shavings:					First 3 months.....	.841	48	.841	48
1½ to 2½ tons.....	.667	54	.667	54	Thereafter.....	.878	48	.878	48
2½ to 4 tons.....	.685	54	.685	54	Union B.....	.906	48	.878	48
Over 4 tons.....	.722	54	.722	54	Parcel delivery:				
Machinery movers:					Under 3 tons.....	.686	51	.686	51
Less than 1 ton.....	.657	51	.638	52½	3 to 4 tons, inclusive.....	.725	51	.725	51
1 and under 2 tons.....	.716	51	.695	52½	Railway express:				
2 and under 3 tons.....	.735	51	.714	52½	Chauffeurs, 1 to 2½ tons.....	.761	48	.761	48
3 and under 5 tons.....	.775	51	.752	52½	Chauffeurs, 3 to 5 ton trucks or tractors and chauffeur-conductors on 1 to 2½ ton trucks.....	.857	48	.857	48
5 and under 7 tons.....	.824	51	.800	52½	Passenger chauffeurs.....	.713	48	.713	48
7 and under 10 tons.....	.873	51	.848	52½	Helpers, 1 to 2 tons.....	.664	48	.664	48
10 tons and over.....	.912	51	.886	52½	Helpers, 2½ to 5 tons.....	.737	48	.737	48
Meat:					Sanitary (not municipal):				
Delicatessen and special delivery.....	.826	48	.826	48	3 tons or less.....	.875	44	.875	44
Jobbers, wholesale:					Over 3 tons.....	1.000	44	1.000	44
Small firms.....	.833	48	.833	48	Seavenger, private.....	.889	54	.889	54
Large firms.....	.896	48	.896	48	Helpers.....	.722	54	.722	54

See footnotes at end of table.

TABLE 7.—Union scales of wages and hours of motortruck drivers and helpers, by cities, June 1, 1939, and June 1, 1938—Continued

City and classification	1939		1938		City and classification	1939		1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Chicago, Ill.—Continued</i>					<i>Cincinnati, Ohio—Con.</i>				
Scrap iron and metal:					Gasoline and oil—Con.				
2 and under 3 tons.....	\$0.688	48	\$0.688	48	Oil trucks, 2 tons and over.....	\$0.938	40	\$0.938	40
3 and under 5 tons.....	.740	48	.740	48	Tractors and trailers.....	1.050	40		
5 and under 7½ tons.....	.781	48	.781	48	Grease or freight trucks:				
Soda, mineral water, and soft drinks:					1 ton.....	.925	40		
Extra drivers.....	.602	54	.602	54	1½ tons.....	.950	40		
Helpers.....	.469	48	.469	48	2 tons.....	.975	40		
Street railway:					3 tons.....	1.000	40		
Wrecking trucks.....	.780	48	.780	48	4 or 5 tons.....	1.050	40		
Helpers.....	.724	48	.724	48	Ice.....	.722	54	.704	54
Other than wrecking.....	.657	57	.657	57	Helpers.....	.685	54	.667	54
<i>Cincinnati, Ohio</i>					<i>Cincinnati, Ohio—Con.</i>				
Bakery:					Ice cream:				
Bread:					Truck or motorcycle.....	.713	54		
1 ton or less.....	.620	54			Special delivery.....	.639	54		
1½ tons.....	.685	54			Laundry, hotel trade.....	.673	52	.673	52
2 or 3 tons.....	.704	54			Helpers.....	.442	52	.442	52
4 or 5 tons.....	.759	54			Milk (no sales):				
Helpers:					With trailers.....	.694	54		
Under 3 tons.....	.593	54			Moving:				
3 tons and over.....	.611	54			Union A:				
Crackers:					Furniture.....	.776	48	.776	48
1 ton or less.....	.667	54			Helpers.....	.714	48	.714	48
1½ or 2 tons.....	.694	54			Piano.....	.839	48	.839	48
3 tons.....	.722	54			Helpers.....	.755	48	.755	48
4 or 5 tons.....	.778	54			Union B:				
Helpers:					1 ton or less.....	.615	48	.594	48
Under 3 tons.....	.611	54			1½ tons.....	.635	48	.615	48
3 tons and over.....	.630	54			2 tons.....	.656	48		
Substitute drivers, bread or crackers.....	.528	54			3 tons.....	.677	48		
Special and substitute route drivers.....	.781	48			4 tons and over.....	.719	48		
Beer:					Helpers.....	.563	48	.542	48
Keg drivers.....	.863	40	.863	40	Railway express.....	.760	48	.760	48
Helpers, keg.....	.800	40	.800	40	Soft drinks and mineral water:				
Helpers, bottle.....	.775	40	.775	40	All drivers other than route drivers.....	.625	48		
Cleaning and dyeing:					Route helpers.....	.563	48		
Interstore and carpet.....	.552	48			<i>Cleveland, Ohio</i>				
Helpers.....	.375	48			Bakery:				
Coal and excavation trucks.....	.800	48	.800	48	Bread:				
Commission house.....	.568	19 44			Special delivery.....	.556	48	.556	48
Department store:					Heavy trucks.....	.694	48	.694	48
Furniture, pick-up, stove, and bus drivers.....	.708	48			Cracker.....	.729	48	.729	48
Helpers.....	.604	48	.583	48	Extra drivers, day.....	.625	44	.625	44
Package.....	.677	48	.656	48	Extra drivers, night.....	.670	44	.625	44
Junior helpers or parcel delivery boys.....	.500	48	.500	48	Pretzel (not sales).....	.625	48	.625	48
Freight:					Yeast:				
1 ton or less.....	.725	51	.725	51	Rate A.....	.769	48	.721	48
1½ tons.....	.745	51	.745	51	Rate B.....	.729	48	.677	48
2 tons.....	.765	51	.765	51	Brewery:				
3 tons.....	.784	51	.784	51	Union A:				
4 tons and over.....	.824	51	.824	51	Helpers:				
Helpers:					Beverage.....	.535	54	.450	54
Under 3 tons.....	.667	51			Case beer.....	.545	44	.500	40
3 tons and over.....	.686	51	.686	51	Keg beer.....	.650	44	.700	40
Pick-up drivers.....	.700	60			Union B:				
Road drivers.....	.750	60			Helpers, keg or bottle beer.....	.600	40	.650	40
Funeral.....	.688	48	.688	48	Building supplies.....	.750	44	.750	44
Gasoline and oil:					Coal.....	.750	20 40	.750	40
Oil trucks, under 2 tons, or filling station trucks.....	.875	40	.875	40	Commission house.....	.836	44	.740	48
					Extra drivers.....	.850	44	.800	48
					Helpers.....	.720	44	.640	48
					Concrete-mixer trucks.....	.850	44	.800	50
					Dairy, heavy duty.....	.750	48	.750	48

See footnotes at end of table.

TABLE 7.—Union scales of wages and hours of motortruck drivers and helpers, by cities, June 1, 1939, and June 1, 1938—Continued

City and classification	1939		1938		City and classification	1939		1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Cleveland, Ohio—Con.</i>					<i>Davenport, Iowa</i>				
Excavating:					(See Rock Island (Ill.) district.)				
Under 2 tons.....	\$0.800	54	\$0.800	54	<i>Dayton, Ohio</i>				
2 tons and over.....	.950	54	.950	54	Beer and soft drinks (bottles).....	\$0.875	40	\$0.875	40
Tractor.....	1.200	54	1.200	54	Special drivers.....	.825	40	.825	40
General:					Helpers.....	.825	40	.825	40
Single unit.....	.800	48	.750	48	Coal.....	.650	54	.....	.....
Truck and trailer, semi-trailer, or tractor:					Concrete-mixer trucks:				
City man.....	.880	48	.830	48	1½ or 2 tons.....	.700	44	.700	44
Road man.....	.830	48	.830	48	2½ or 3 tons.....	.850	44	.850	44
Helpers.....	.800	48	.750	48	Freight:				
Jumpers.....	.475	48	.425	48	City (within 50 miles).....	24.550	54	.550	54
Carry-all and winch trucks, drivers and helpers.....	.950	48	.900	48	Road (over 50 miles).....	.750	60	.600	54
Ice:					Meat:				
Under 3 tons.....	.833	48	.833	48	Beginners.....	.475	44	.400	54
3 tons and over.....	.875	48	.875	48	Experienced.....	.600	44	.500	54
Special delivery.....	.708	48	.708	48	<i>Denver, Colo.</i>				
Route foremen.....	.938	48	.938	48	Baggage.....	.505	48	.505	48
Meat.....	.800	48	.750	48	Helpers.....	.421	48	.421	48
Moving:					Bakery:				
Furniture.....	.750	48	.750	48	Working supervisors.....	.833	48	.833	48
Helpers.....	.650	48	.650	48	Beer.....	.784	40	.784	40
Vans.....	.900	48	.900	48	Helpers.....	.743	40	.743	40
Helpers.....	.850	48	.850	48	Building construction:				
Long distance:					½ tons or less.....	.750	35	.750	35
Without helpers.....	21.750	48	.750	48	Over 1½ tons.....	1.000	35	1.000	35
With helpers.....	22.650	48	.650	48	Building materials.....	.700	48	.625	48
Helpers.....	22.600	48	.600	48	Brick only.....	.625	44	.....	.....
Petroleum:					Coal:				
City drivers:					Group A:				
First year.....	.757	40	.757	40	2 or 3 tons.....	.544	48	.544	48
1 to 4 years.....	.815	40	.815	40	3½ tons.....	.575	48	.575	48
After 4 years.....	.873	40	.873	40	4 tons.....	.609	48	.600	48
County drivers.....	.721	40	.721	40	Group B.....	.550	48	.....	.....
Transport.....	.830	60	.780	48	Freight:				
Railway express.....	.795	48	.795	48	Pick-up and delivery.....	.550	50	.....	.....
Helpers.....	.771	48	.771	48	Local runs (up to 75 miles).....	.600	60	.....	.....
<i>Columbus, Ohio</i>					Denver to Los Angeles.....	.750	60	.....	.....
Brewery.....	.825	40	.800	40	Helpers.....	.667	60	.....	.....
Helpers.....	.650	40	.625	40	Furniture.....	.573	48	.573	48
Building material and excavating.....	.650	48	.650	48	Helpers.....	.448	48	.448	48
Freight:					Highway construction.....	.750	48	.750	48
City drivers, trucks or vans.....	23.525	54	.525	54	Music house.....	.604	41½	.604	41½
Road drivers, single body.....	.575	54	.575	54	Helpers.....	.503	41½	.503	41½
Double body.....	.600	54	.600	54	Package delivery and pick-up:				
Soft drinks, special delivery.....	.500	48	.500	48	City drivers.....	.542	48	.542	48
<i>Dallas, Tex.</i>					Suburban drivers.....	.573	48	.573	48
Freight:					Helpers.....	.365	48	.365	48
Company A:					Delivery hoppers.....	.323	48	.323	48
City.....	.433	48	.....	.....	Tank trucks.....	.625	48	.....	.....
Road.....	.529	48	.....	.....	Taxi.....	.363	54	.363	54
Helpers.....	.300	48	.....	.....	Transfer and warehouse:				
Company B, road.....	.416	60	.....	.....	Less than 1 ton.....	.525	54	.....	.....
Helpers.....	.350	60	.....	.....	1 and under 2 tons.....	.570	54	.550	50
Company C, city.....	.444	54	.....	.....	2 to 5 tons.....	.620	54	.600	50
Company D, city.....	.370	54	.....	.....	Helpers.....	.530	54	.525	50
Company E, city.....	.350	54	.....	.....	Heavy duty:				
Company F, city.....	.458	48	.....	.....	2 to 5 tons.....	.650	54	.....	.....
					5 tons and over.....	.700	54	.....	.....
					Vans, furniture.....	.675	54	.650	50
					Helpers.....	.625	54	.600	50
					Winch operators.....	.750	54	.....	.....

See footnotes at end of table.

TABLE 7.—Union scales of wages and hours of motortruck drivers and helpers, by cities, June 1, 1939, and June 1, 1938—Continued

City and classification	1939		1938		City and classification	1939		1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Des Moines, Iowa</i>					<i>Detroit, Mich.—Con.</i>				
Ambulance.....	\$0.500	54			Milk:				
Bakery:					Farmer to dairy.....	\$0.830	(14)	\$0.830	(14)
Cracker.....	.568	44	\$0.521	48	Dairy to distributor.....	.850	(14)	.850	(14)
Yeast.....	<sup>25</sup> .509	54	.509	54	Special delivery.....	.750	(14)	.750	(14)
Beer:					Transport.....	.750	40	.750	40
Special drivers, after 1 year.....	.594	48	.594	48	Moving:				
Helpers.....	.550	48			Furniture:				
Building materials.....	.788	40	.738	40	Vans.....	.750	48	.750	54
Helpers.....	.750	40	.700	40	Helpers.....	.700	48	.700	54
Concrete-mixer trucks.....	.650	48	.630	48	Long distance.....	.700	48	.700	54
Cleaning and dyeing, after 120 days.....	.600	50			Helpers.....	.600	48	.600	54
Coal.....	.600	48	.550	48	Piano.....	.648	54	.648	54
Freight, city drivers and helpers.....	.575	48	.525	60	Helpers.....	.602	54	.602	54
Furniture.....	.575	48	.575	48	Oil:				
Helpers.....	.550	48	.500	48	Company A.....	.800	40		
Ice:					All others.....	.952	40	.952	48
First year, drivers.....	.500	<sup>28</sup> 56	.500	56	Helpers.....	.800	40	.800	48
Thereafter, drivers and helpers.....	.571	<sup>28</sup> 56	.536	56	Plumbing supplies.....	.682	44	.682	44
Helpers, first year.....	.429	<sup>28</sup> 56	.429	56	Soft drinks:				
Milk, special delivery.....	<sup>27</sup> .531	48	.531	48	Helpers.....	.550	<sup>28</sup> 60	.550	60
Oil, tank trucks.....	.635	40	.635	40	<i>Duluth, Minn.</i>				
Package:					Beer.....	.805	40	.780	40
Route.....	.565	(14)			Coal, retail.....	.690	<sup>29</sup> 40	.690	40
Special delivery.....	.515	(14)			Coal and ice.....	.650	48	.650	48
Packing house, after 1 year.....	.525	48			Helpers.....	.550	48		
Soft drinks:					Department store.....	.595	42		
Helpers.....	.550	48	.500	48	Dump trucks:				
<i>Detroit, Mich.</i>					City.....	.900	40		
Bakery:					County and State.....	.800	40		
Relay drivers.....	.688	48	.688	48	Freight, city.....	.600	48		
Special delivery.....	.583	48	.583	48	Helpers.....	.550	48		
Yeast.....	.766	48	.708	48	Furniture.....	.600	48		
Beer:					Meat.....	.659	44		
Double-bottom drivers.....	1.243	35	1.143	35	Milk:				
Semidriviers.....	1.100	35	1.000	35	Special.....	.500	48		
Building supplies.....	.750	54	.750	(14)	Out of town.....	.550	48		
Brick.....	.900	48	.900	48	Oil.....	<sup>30</sup> .700	40		
Gravel:					Paper, wholesale.....	.625	45		
2 tons.....	.750	60	.750	60	Soft drinks.....	.805	40	.780	40
Over 2 tons.....	.850	(14)	.850	(14)	Transfer.....	.600	48		
Limestone:					<i>El Paso, Tex.</i>				
2 tons.....	.750	40	.750	40	Beer:				
Over 2 tons.....	.850	40	.850	40	Brewery.....	.688	40	.688	40
Coal:					Distributors.....	.631	48		
2 tons.....	.750	(14)	.750	(14)	Freight, dock and pick-up.....	.426	54		
Over 2 tons.....	.850	(14)	.850	(14)	<i>Erie, Pa.</i>				
Concrete-mixer trucks.....	.850	48	.850	(14)	Beer:				
Excavating and road construction:					Special delivery, city.....	.600	48	.550	48
2 tons.....	.750	40	.750	40	Rural drivers.....	<sup>31</sup> .700	54	.700	54
Over 2 tons.....	.850	40	.850	40	Helpers.....	<sup>32</sup> .600	54	.600	54
Freight, local:					Helpers, salesmen drivers'.....	.600	48	.500	48
Single bottom.....	.600	60	.600	60	Cement block delivery.....	.650	48		
Double bottom.....	.650	60	.650	60	Dump trucks.....	.650	48	.650	48
Hospital:					Parcel and pick-up.....	.650	48	.650	48
Ambulance.....	.865	40			<i>Grand Rapids, Mich.</i>				
Commercial trucks.....	.769	40			Freight:				
Ice cream:					City delivery.....	.600	60	.600	60
Special delivery.....	.700	48	.700	48	<i>Houston, Tex.</i>				
Transport.....	1.146	48	1.146	48	Airco products.....	.650	48	.650	48
Lumber.....	.750	(14)	.750	(14)	Helpers.....	.550	48	.550	48
Magazines.....	.780	48	.780	48					

See footnotes at end of table.

TABLE 7.—Union scales of wages and hours of motortruck drivers and helpers, by cities, June 1, 1939, and June 1, 1938—Continued

City and classification	1939		1938		City and classification	1939		1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Houston, Tex.—Continued</i>					<i>Kansas City, Mo.</i>				
Bakery:					Bakery:				
Special delivery.....	\$0.463	54			Yeast.....	\$0.602	54	\$0.602	54
Beer:					Beer:				
Hot-shot drivers.....	.713	40	\$0.713	40	Keg.....	.900	40	.900	40
Keg route.....	.825	40	.825	40	Helpers, bottle and keg.....	.688	40	.688	40
Helpers.....	.575	40	.575	40	Building material:				
Confectionery.....	.370	54			Flat-bed or 4- or 6-wheel heavy haulers.....	\$4.650	44		
Freight:					6-wheel trailer.....	.700	44		
Local.....	.370	54			Coal.....	.475	54		
Helpers.....	.333	54			Department store.....	.583	48	.583	48
Pick-up and delivery:					Dump or concrete-mixer trucks.....	.700	44		
Contract A.....	.417	54	.417	54	Flour:				
Helpers.....	.370	54	.370	54	Company A.....	.635	44	.620	48
Contract B.....	.417	48			Company B.....	.640	44	.640	48
Furniture, retail.....	.417	54	.389	54	Freight:				
Helpers.....	.361	54	.333	54	City pick-up and delivery.....	.550	54	.500	54
Ice:					Helpers.....	.500	54	.450	54
Special delivery and supply.....	.400	56	.400	56	Grocery.....	.615	44	.550	48
Milk:					Ice cream:				
Relief drivers.....	.573	48	.500	48	Special delivery.....	.525	48	.513	48
Special delivery.....	.443	48			Route relief.....	.744	48	.731	48
<i>Indianapolis, Ind.</i>					Truck.....	.546	48	.533	48
Beer:					Lumber.....	.500	44		
Union A:					Milk:				
Long distance.....	.750	48	.700	48	Special delivery.....	.438	48	.438	48
Telephone.....	.600	48	.600	48	Warehouse and supply.....	.533	48	.533	48
Helpers.....	.550	40	.550	40	Can and tank trucks.....	.596	48	.596	48
Union B:					Moving:				
6-wheel road drivers.....	.750	48	.750	48	Local, truck or tractor.....	\$5.550	54	.525	54
Telephone.....	.500	48	.500	48	Long distance, tractor.....	\$5.575	54	.550	54
Coal.....	.500	54	.500	54	Helpers.....	\$5.500	54	.475	54
Commission house:					Transfer:				
Route drivers.....	.510	44	.469	48	Trucks.....	\$6.475	54	.450	54
Over-the-road.....	.570	44	.521	48	Tractors.....	\$6.500	54	.475	54
Excavating:					Helpers.....	\$6.425	54	.400	54
Up to 3 tons.....	\$3.650	49	.650	49	<i>Little Rock, Ark.</i>				
Freight:					Concrete-mixer trucks:				
City:					Less than 10 tons.....	.450	44		
4-wheel trucks.....	.625	48	.625	48	10 tons and over.....	.500	44		
6-wheel trucks.....	.700	48	.700	48	Freight:				
Road:					City pick-up.....	.430	44	.430	48
6-wheel trucks.....	.750	48	.750	48	Helpers.....	.350	44	.300	48
Heavy haulers.....	.750	48	.750	48	Over-the-road.....	.530	60	.530	60
Grocery:					<i>Los Angeles, Calif.</i>				
City:					Baggage.....	.750	48	.750	48
4-wheel trucks.....	.650	48	.650	48	Helpers.....	.625	48	.625	48
6-wheel trucks.....	.700	48	.700	48	Bakery, cracker.....	\$7.677	48	.677	48
Road:					Beer:				
4-wheel trucks.....	.750	48	.750	48	Bottle.....	.955	44	.932	44
6-wheel trucks.....	.750	48	.750	48	Draft or keg.....	.955	44	.955	44
Helpers.....	.650	48	.650	48	Helpers.....	.932	44	.932	44
Moving.....	.625	48			Building material:				
Helpers.....	.575	48			Under 5 tons.....	.700	60	.700	60
<i>Jacksonville, Fla.</i>					Over 5 tons, single.....	.750	60	.750	60
Beer (all but route drivers).....	.713	40	.713	40	Over 5 tons, trailer.....	.800	60	.800	60
Dump trucks.....	.550	48			Over 15 tons.....	1.000	44	1.000	44
Grocery:					Dump trucks:				
Long distance.....	.509	56			4 yards or less.....	.700	60	.700	60
Helpers.....	.321	56			Over 4 yards.....	.750	60	.750	60
Winch trucks.....	.800	48			Over 4 yards with trailer.....	.800	60	.800	60

See footnotes at end of table.

TABLE 7.—Union scales of wages and hours of motortruck drivers and helpers, by cities, June 1, 1939, and June 1, 1938—Continued

City and classification	1939		1938		City and classification	1939		1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Los Angeles, Calif.—Con.</i>					<i>Madison, Wis.</i>				
Freight, highway	\$1.000	55	\$1.000	55	Beer and soft drinks:				
Furniture and linoleum	.625	48	.625	48	Bottle or keg	\$0.750	40	\$0.750	40
Furniture, office	.650	48	.650	48	Building material	.650	50	.600	48
Helpers	.600	48	.600	48	Coal	.620	48	.600	48
General:					Fruit	.550	48	.550	48
108"-bed, or less	.700	48	.700	48	Grocery, wholesale	.550	48	.550	48
7½ tons or less	.750	48	.750	48	Moving, furniture	.600	48	.550	48
Over 7½ but not over 16 tons	.825	48	.825	48	<i>Manchester, N. H.</i>				
Over 16 but not over 22 tons	.875	48	.875	48	General:				
Winch, rigging, low bed, or trucks carrying over 22 tons	1.000	48	1.000	48	3 tons or less	.550	48	.495	54
Grocery:					Over 3 but under 5 tons	.610	48	.550	54
108"-bed or less	.700	48			5 tons and over	.670	48	.605	54
Over 108"-bed, less than 7½ ton	.750	48			Helpers	.500	48	.440	54
Over 7½ but not over 16 tons	.825	48			<i>Memphis, Tenn.</i>				
Over 16 tons	.875	48			Freight:				
Helpers	.650	48			Long haul:				
Livery:					Rate A	.530	60	.530	
Limousine	.625	48	.625	48	Rate B	.500	60		60
Sight-seeing bus:					City pick-up	.430	48	.430	
Rate A	.600	48			Helpers	.300	48	.300	
Rate B	.625	48			Gasoline tank trucks:				
Rate C	1.050	48			First 6 months	.525	44		
Lumber:					Second 6 months	.551	44		
Less than 8 tons	.713	44	.713	44	Second year	.577	44		
8 to 26 tons	.750	44	.750	44	Third year	.603	44		
Over 26 tons or truck and trailer	.938	44	.938	44	Fourth and fifth years	.629	44		
Milk haulers	.750	48	.750	48	After 5 years	.656	44		
Moving:					<i>Milwaukee, Wis.</i>				
Van and storage	.750	48	.750	48	Beer, keg	.925	40	.900	40
Helpers	.650	48	.650	48	Extra drivers	.888	40	.863	40
Highway drivers	1.000	55	1.000	55	Helpers	.888	40	.863	40
Package	.600	48	.600	48	Building material, sand, gravel	.750	48	.750	48
Produce:					Bus drivers, school	.786	35	.786	35
Rate A	.568	44	.521	48	Cartage	.670	48	.670	48
Rate B	.795	44	.729	48	Helpers	.600	48	.600	48
Rate C	.981	40	.981	40	Coal, coke, or oil	.800	40	.800	40
Tank trucks, city	.981	40	.981	40	Helpers	.680	40	.680	40
Warehouse:					Concrete-mixer trucks:				
Under 1½ tons	.700	44	.700	44	Private work	.900	48	.900	48
1½ tons and over:					Public work	1.000	48	1.000	48
Rate A	.750	44	.750	44	Department store	.750	48	.667	48
Rate B	.725	44	.725	44	Fruit and vegetable	.670	48	.670	48
<i>Louisville, Ky.</i>					Helpers	.600	48	.600	48
Beer:					Furniture	.670	48	.604	48
Bottle	.869	40	.700	40	Helpers	.597	48	.531	48
Keg	.869	40	.838	40	Gasoline and oil tank trucks:				
Shipping and special delivery	.769	40	.738	40	First 6 months	.779	40	.779	40
Helpers	.606	40	.575	40	Thereafter	.808	40	.808	40
Building material	.600	48	.600	48	Ice cream:				
Helpers:					Special delivery	39 .677	48	.677	48
Rate A	.550	48			Station to station	40 .729	48	.729	48
Rate B	.500	48			Special store route	.875	48	.875	48
Dump trucks:					Laundry:				
2½ tons or less	.650	48			Industrial wipers	.667	45	.667	45
Over 2½ but under 5 tons	.750	48			Milk:				
Freight, local:					Can route	.833	48	.833	48
Drivers and helpers	38 .481	52			Plant to plant	.708	48	.708	48
Newspaper	.720	44	.660	44	Relief drivers	.875	48	.875	48
					Route foremen	.979	48	.979	48
					Special delivery	.656	48	.656	48
					Tractor	.766	48	.766	48

See footnotes at end of table.

TABLE 7.—Union scales of wages and hours of motortruck drivers and helpers, by cities, June 1, 1939, and June 1, 1938—Continued

City and classification	1939		1938		City and classification	1939		1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Milwaukee, Wis.—Con.</i>					<i>Minneapolis, Minn.—Con.</i>				
Moving, furniture	\$0.750	48	\$0.750	48	Package	\$0.700	48	\$0.700	48
Helpers	.700	48	.700	48	Helpers	.600	48	.600	48
Faving and excavating:					Paper, wholesale	.700	45	.700	45
3½ tons or less	.850	40	.850	40	Helpers	.600	45	.600	45
Over 3½ tons	1.000	40	1.000	40	Printing	.700	44	.700	44
Public work:					Produce	.700	48	.700	48
3½ tons or less	.850	48	.850	48	Helpers	.600	48	.600	48
Over 3½ tons	1.000	48	1.000	48	Soft drinks	.800	40	.800	40
Soft drinks	.682	44	.625	48	Spring water	.700	48	.700	48
Waste paper and junk	.670	48	.670	48	Helpers	.600	48	.600	48
<i>Minneapolis, Minn.</i>					<i>Moline, Ill.</i>				
Ambulance	.400	60	.400	60	Tent and awning	.750	41 44	.750	41 44
Private ambulance	.481	60	.481	60	Helpers	.600	41 44	.600	41 44
Bakery:					Wholesale, miscellaneous	.700	48	.700	48
Special delivery	.602	44	.602	44	Helpers	.600	48	.600	48
Transport	.739	44	.739	44	Wrecking	.700	45	.700	45
Beer:					Helpers	.600	45	.600	45
Regular and special route	.863	40	.838	40	<i>Nashville, Tenn.</i>				
Material trucks	.838	40	.813	40	(See Rock Island (Ill.) district.)				
Helpers	.763	40	.738	40	<i>Newark, N. J.</i>				
Building material	.750	48	.750	48	Armored car:				
Concrete block	.750	48	.725	48	Chauffeurs and conductors				
Sand and gravel	.750	48	.725	48	Guards				
Helpers (material)	.750	48	.750	48	Beer:				
Coal	.750	48	.750	48	Bottle				
Helpers	.650	48	.650	48	Keg				
Department store	.700	48	.700	48	Freight, city				
Helpers	.550	48	.550	48	Helpers				
Drugs, wholesale	.764	44	.700	48	Bottle				
Fish	.700	48	.700	48	Keg				
Helpers	.600	48	.600	48	Interplant:				
Furniture	.700	48	.700	48	Group A				
Helpers	.650	48	.650	48	Group B (4-wheel)				
General:					Group C (6-wheel)				
Commercial and household transfer	.700	48	.700	48	Dump truck				
Commercial helpers	.600	48	.600	48	Fruit:				
Household helpers	.650	48	.650	48	2 tons or less (2-axle)				
Heavy hauling	.725	48	.725	48	Over 2 tons (2-axle)				
Helpers	.625	48	.625	48	3-axle truck				
Greenhouse	.600	48	.600	48	General:				
Helpers	.500	48	.500	48	4-wheel unit				
Grocery, wholesale	.700	48	.700	48	Tractor or trailer				
Helpers	.600	48	.600	48	Helpers				
Ice, retail or wholesale	.750	48	.750	48	Market:				
Helpers	.650	48	.650	48	3 tons or less				
Laundry:					Over 3 tons				
Route superintendents	.625	48	.625	48	3-axle trailer				
Special drivers	.448	48	.448	48	Tractor and trailer				
Livery	.400	60	.400	60	Helpers				
Liquor	.700	45	.700	45	Milk:				
Helpers	.600	45	.600	45	Retail:				
Milk:					Senior foremen				
Retail	.813	48	.813	48	Junior foremen				
Wholesale, relief, route foremen, or depot drivers	.833	48	.833	48	Special delivery				
Special delivery	.743	48	.743	48	Wholesale:				
Newspaper:					Senior foremen				
Company A:					Junior foremen				
Drivers and helpers:					Non commission routes:				
Group 1	.900	30	.850	30	First 6 months				
Group 2	.900	30	.850	36	7 to 12 months				
Company B:					Thereafter				
Drivers and helpers:									
Group 1	.850	40	.850	40					
Group 2	.850	36	.850	36					

See footnotes at end of table.

TABLE 7.—*Union scales of wages and hours of motortruck drivers and helpers, by cities, June 1, 1939, and June 1, 1938—Continued*

City and classification	1939		1938		City and classification	1939		1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Newark, N. J.—Con.</i>				<i>New York, N. Y.—Con.</i>					
Milk—Continued.					Beer:				
Wholesale—Con.					Bottle	\$1.100	40	\$1.100	40
Special delivery:					Helpers	.975	40	.975	40
First 6 months	\$0.450	60	\$0.450	60	Keg	1.125	40	1.125	40
7 to 12 months	.492	60	.492	60	Helpers	1.050	40	1.050	40
Thereafter	.600	60	.600	60	Bookbinding and printing	.936	47	.936	47
Railway express	.713	48	.713	48	Helpers	.532	47	.532	47
Helpers	.617	48	.617	48	Building material:				
Soft drink:					1 ton or less	1.000	44	.936	47
Company A:					2 tons	1.023	44	.957	47
Route drivers	.648	54	.648	54	3 tons	1.045	44	.979	47
Special delivery	.556	54	.556	54	4 tons	1.068	44	1.000	47
Helpers	.444	54	.444	54	5 tons	1.091	44	1.021	47
Company B:					7½ tons	1.148	44	1.074	47
Special delivery	.625	48	.625	48	Helpers	.886	44		
Helpers	.500	48	.500	48	Brick, second hand:				
Company C:					5-ton dump truck	1.250	48	1.250	48
Utility drivers	1.000	40	.875	40	Cloak and dress:				
<i>New Haven, Conn.</i>				<i>New York, N. Y.—Con.</i>					
Beer:					Drivers	.865	48	.844	48
Regular drivers	.938	40	.938	40	First helpers	.615	48	.594	48
Extra drivers	.863	40	.863	40	Second helpers	.510	48	.490	48
Helpers	.863	40	.863	40	Contractors' drivers	.885	48	.855	48
Freight:					Helpers	.615	48	.615	48
5 tons or less	.660	48			Clothing	1.070	46½	1.070	46½
Over 5 tons	.680	48	.650	48	Helpers	.898	46½	.898	46½
Shuttle run	.725	48			Clothing and general merchandise	.920	46½	.920	46½
Helpers	.570	48	.550	48	Cloth sponging	1.125	40	1.125	40
<i>New Orleans, La.</i>				<i>New York, N. Y.—Con.</i>					
Beer:					Helpers	1.500	40	1.500	40
Keg or long haul	43.713	40	.688	40	Coal:				
Utility	.638	40	.513	40	Less than 4 tons	.965	45	.965	45
Building material	.400	44			4 tons and over	1.000	45	1.000	45
Dump truck	.450	44			Rail yards:				
Funeral	.333	63	.333	63	Less than 4 tons	.925	46	.925	46
Lumber	.400	44			4 tons and over	.958	46	.958	46
Miscellaneous	.500	44			Water yards:				
Moving and transfer:					Less than 4 tons	.965	46	.965	46
2½ tons or less, or stake body	.450	60			4 tons and over	1.000	46	1.000	46
Over 2½ tons, or trailer	.500	60			Commissary	.833	48	.833	48
Helpers	.400	60			Commission house:				
<i>New York, N. Y.</i>				<i>New York, N. Y.—Con.</i>					
Armored car:					3 tons or less	1.091	44	1.000	48
Contract A:					4 tons	1.136	44	1.042	48
Chauffeurs or conductors	1.047	43	1.023	44	5 tons	1.159	44	1.063	48
Guards	.814	43	.795	44	7½ tons	1.216	44	1.118	48
Contract B:					Purveyors	.813	48	.771	48
Chauffeurs or conductors	1.048	40	1.023	40	Helpers	.542	48	.500	48
Guards	.816	40	.796	40	Flour:				
Bakery:					4-wheel	1.222	45	1.222	45
Union A	.729	48	.708	48	Helpers	1.044	45	1.044	45
Union B	.750	48	.708	48	6-wheel	1.333	45	1.289	45
Union C:					Helpers	1.089	45	1.089	45
Special delivery	.583	48			Fur	471.143	35	1.143	35
Union D:					Helpers	48.857	35	.857	35
Supply trucks:					Furniture:				
Up to 3½ tons	1.023	44	.947	47½	Union A	491.094	48	1.094	48
5 tons	1.091	44	1.011	47½	Helpers	49.990	48	.990	48
Helpers	.864	44	.800	47½	Union B	.886	46	.837	46
					Helpers	.609	46	.576	46
					General:				
					1 ton or less	1.000	44	.936	47
					1½ tons	1.011	44	.947	47
					2 tons	1.023	44	.957	47
					2½ tons	1.034	44	.968	47
					3 tons	1.045	44	.979	47
					4 tons	1.068	44	1.000	47
					5 tons	1.091	44	1.021	47
					7½ tons	1.148	44	1.074	47

See footnotes at end of table.

TABLE 7.—Union scales of wages and hours of motortruck drivers and helpers, by cities, June 1, 1939, and June 1, 1938—Continued

City and classification	1939		1938		City and classification	1939		1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>New York, N. Y.—Con.</i>					<i>Norfolk, Va.</i>				
General—Continued.					Beer (long distance).....	\$0.625	40	\$0.600	40
Tractor:					Dairy:				
Help unload.....	\$1.284	44	\$1.202	47	Special delivery, Norfolk.....	.333	54		
No unloading.....	1.148	44	1.074	47	Special delivery, Portsmouth.....	.375	48		
Three axle:					Moving:				
Help load and unload.....	1.284	44	1.202	47	Local.....	.521	48		
No loading nor unloading.....	1.148	44	1.074	47	Long distance.....	\$1.417	60		
Helpers on machinery trucks.....	.886	44	.830	47	Helpers.....	.400	48		
Grocery:					Produce.....	.521	48		
Rate A.....	1.045	44	.958	48					
Helpers.....	.955	44	.875	48					
Rate B.....	.932	44	.854	48					
Helpers.....	.773	44	.708	48					
Hotel supply.....	.886	44	.750	48					
Helpers.....	.602	44	.531	48					
Importers.....	.896	50	.854	48					
Helpers.....	.813	50	.771	48					
Milk:					<i>Oklahoma City, Okla.</i>				
Agreement A:					Beer:				
Retail:					Long haul.....	.863	40	.844	40
Route foremen.....	.917	48	.917	48	Helpers.....	.844	40		
Special delivery, 1 ton.....	.781	48	.781	48	Rural route.....	.688	40	.669	40
Over 3½ tons.....	.938	48	.938	48	All other drivers.....	.675	40	.656	40
Wholesale:					Helpers.....	.563	40	.544	40
Route foremen.....	1.167	48	1.167	48	Freight:				
Agreement B:					Pick-up and delivery.....	.500	54	.450	54
Retail:					Intrastate.....	.444	54		
Senior foremen.....	.981	54	.981	54	Warehouse and transfer.....	.450	44	.450	54
Junior foremen.....	.926	54	.926	54	Helpers.....	.400	44	.400	54
Special delivery.....	.781	48	.781	48					
Wholesale:					<i>Omaha, Nebr.</i>				
Route foremen.....	1.019	54	1.019	54	Bakery:				
Special delivery.....	.781	48	.781	48	Special delivery.....	.521	52	.521	48
Over 3½ tons.....	.938	48	.938	48	Transport.....	\$3.700	48	.700	48
Helpers.....	.333	54	.333	54	Beer.....	.700	40	.700	40
Moving:					Permit drivers.....	.550	40	.550	40
Express trucks.....	.818	44	.774	46½	Freight:				
1½ tons or more.....	.909	44	.860	46½	Commercial, city.....	.525	54	.450	54
Electric trucks.....	.841	44	.795	46½	Heavy hauling.....	.604	55		
Helpers.....	.773	44	.730	46½	Furniture.....	.750	48	.525	60
Package:					Helpers.....	.700	48	.475	60
Special delivery.....	.852	46	.783	46					
Helpers.....	.582	46	.549	46	<i>Peoria, Ill.</i>				
Paper and twine:					Acetylene:				
1 ton.....	.844	45	.844	45	City.....	\$6.778	45	.778	45
1½ to 4½ tons.....	.956	45	.956	45	Helpers.....	\$7.533	45	.533	45
Helpers, light.....	.600	45	.600	45	Over-the-road.....	.601	48	.601	48
5 to 7½ tons.....	1.022	45	1.022	45	Bakery:				
Helpers, heavy.....	.711	45	.711	45	Cracker service.....	.739	44		
Kings and Bronx:					Material truck.....	.625	48	.625	48
1½ tons.....	.778	45	.778	45	Beverage.....	\$8.683	48	.625	48
3 to 4½ tons.....	.833	45	.833	45	Brewery.....	.863	40	.838	40
Helpers.....	.556	45	.556	45	Building and road construction:				
Poultry.....	1.042	48	1.042	48	Up to 3½ yards or 5 tons.....	.800	48		
Extra drivers.....	1.250	48	1.250	48	3½ to 5 yards or 5 to 7 tons.....	1.000	48		
Helpers.....	1.042	48	1.042	48	Over 5 yards or over 7 tons.....	1.100	48		
Railway express:					Tractors, 50 H. P. or less.....	1.000	48		
Gas or electric trucks.....	.967	44	.886	48	Blade holder.....	1.250	48		
Helpers.....	.783	44	.718	48	Building material.....	\$9.650	48	.625	48
Money delivery men.....	1.019	44	.934	48	Bus:				
Money delivery drivers.....	.967	44	.742	48	Charter.....	.500	48		
Refrigeration.....	1.053	47	.957	47	School.....	.375	48		
Helpers.....	.913	47	.830	47	Concrete-mixer trucks.....	\$6.775	48	.750	48
Theatrical.....	1.250	48	1.250	48	Department store.....	.542	48	.542	48
Helpers.....	1.125	48	1.125	48	Helpers.....	.500	48	.500	48
Wine and liquor.....	.813	48	.781	48	Distillery.....	.750	44	.750	48
Helpers.....	.510	48	.490	48	Electrical supplies.....	\$1.563	48	.563	48
Motorcycle drivers.....	.729	48	.677	48	Freight and cartage, city.....	.675	48	.625	48

See footnotes at end of table.

TABLE 7.—Union scales of wages and hours of motortruck drivers and helpers, by cities, June 1, 1939, and June 1, 1938—Continued

City and classification	1939		1938		City and classification	1939		1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Peoria, Ill.—Continued</i>					<i>Philadelphia, Pa.—Con.</i>				
Grocery:					Linen supply:				
Rate A.....	\$1.542	48	\$0.542	48	Towel.....	\$0.625	44	\$0.625	44
Rate B:					Wholesale.....	.727	44	.727	44
City.....	.623	48	.593	48	Helpers.....	.557	44	.557	44
Road.....	.700	48	.670	48	Lumber.....	.750	44	.....	.....
Hardware.....	62.667	45	.667	45	Helpers.....	.600	44	.....	.....
Ice:					Meat:				
Supply drivers.....	.550	48	.500	48	Route servers.....	1.023	44	1.023	44
Route helpers.....	.450	48	.400	48	Special delivery.....	.739	44	.739	44
Junk yard.....	61.591	44	.542	48	Salesmen's helpers.....	.625	44	.625	44
Linen and towel supply.....	.625	52	.580	56	Milk:				
Meat, city.....	38.573	48	.573	48	Special delivery.....	.667	48	.667	48
Milk:					Truck service.....	.833	48	.833	48
Heavy trucks.....	.646	48	.625	48	Wholesale.....	.795	44	.....	.....
Special delivery.....	.521	48	.500	48	Moving and storage:				
Moving:					Local.....	.729	(14)	.729	(14)
City.....	.625	48	.625	48	Helpers.....	.583	(14)	.583	(14)
Helpers.....	.550	48	.550	48	Long distance:				
Road.....	.700	60	.700	60	"Lone eagle".....	.730	(14)	.730	(14)
Newspaper.....	63.575	44	.575	48	With relief driver.....	.600	(14)	.600	(14)
Oil:					Relief driver.....	.550	(14)	.550	(14)
First year.....	.525	64	.481	48	Helpers.....	.600	(14)	.500	(14)
Second year.....	.603	64	.553	48	Newspaper and magazine:				
Thereafter.....	.682	64	.625	48	Rate A.....	.909	44	.833	48
Paint and glass.....	65.636	44	.542	48	Rate B.....	.943	44	.833	48
Paper.....	66.542	48	.542	48	Rate C.....	.865	48	.865	48
Produce, city.....	67.542	48	.542	48	Night drivers.....	.909	44	.909	44
Yeast and coffee:					Supplymen:				
Route salesmen (mini-					Rate A.....	.909	44	.833	48
mum).....	.688	48	.688	48	Rate B.....	.875	40	.838	40
Junior route salesmen.....	.698	48	.698	48	Rate C.....	.838	40	.838	40
Senior route salesmen.....	.781	48	.781	48	Magazine distributors.....	.833	48	.833	48
Yeast only.....	.677	48	.....	.....	Railway express.....	.807	48	.807	48
					Helpers.....	.680	48	.680	48
<i>Philadelphia, Pa.</i>					<i>Phoenix, Ariz.</i>				
Bakery:					Beer:				
Restaurant special de-					Local.....	.625	48	.625	48
livery.....	.727	44	.727	44	Over-the-road.....	.771	48	.771	48
Supply and 5-ton trucks.	.773	44	.773	44	Dump trucks:				
Truck and trailer.....	.818	44	.818	44	1½ tons.....	.688	69	.688	40
Beverage:					Over 1½ tons but under				
Distributors' drivers.....	.795	44	.795	44	7 yards.....	.750	69	.750	40
Helpers.....	.636	44	.636	44	7 to 13 yards.....	1.000	69	.850	40
Special delivery.....	.636	44	.636	44	Over 13 yards.....	1.125	69	.....	.....
Brewery:					Freight:				
Bottle.....	.925	40	.925	40	Interstate, solo.....	.875	60	.....	.....
Keg.....	1.000	40	1.000	40	Intrastate.....	.700	48	.....	.....
Helpers.....	.925	40	.925	40	Pick-up and delivery,				
Building material.....	.750	68	.750	48	regular.....	70.520	48	.520	48
Helpers.....	.650	48	.650	48	Extra drivers.....	71.650	48	.650	48
Cleaning and dyeing:					Produce.....	.750	(14)	.....	.....
Relay drivers.....	.682	44	.682	44	Transfer.....	.520	(14)	.....	.....
Helpers, retail.....	.511	44	.511	44					
Coal and fuel.....	.750	48	.720	48	<i>Pittsburgh, Pa.</i>				
Helpers.....	.630	48	.600	48	Bakery:				
Dump trucks.....	.710	48	.710	48	Delivery (no sales).....	.635	48	.635	48
Excavating.....	.710	48	.710	48	Feeder trucks.....	.750	48	.750	48
Freight:					Bedding.....	.750	44	.....	.....
City (within 40 miles).....	.729	48	.729	48	Helpers.....	.650	44	.....	.....
Over-the-road:					Beer.....	1.050	40	1.025	40
40 to 60 miles.....	.875	48	.875	48	Helpers.....	.980	40	.955	40
Over 60 miles.....	.947	48	.947	48	Building supply.....	.750	48	.750	48
Helpers.....	.583	48	.583	48	Helpers.....	.650	48	.650	48
Laundry:									
Extra drivers.....	.795	44	.795	44					
Overall rental and laun-									
dry:									
Special delivery.....	.614	44	.568	44					
Extra drivers.....	.682	44	.682	44					

See footnotes at end of table.

TABLE 7.—Union scales of wages and hours of motortruck drivers and helpers, by cities, June 1, 1939, and June 1, 1938—Continued

City and classification	1939		1938		City and classification	1939		1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Pittsburgh, Pa.—Con.</i>					<i>Portland, Oreg.—Con.</i>				
Cleaning and dyeing (chain stores)	\$0.688	40	\$0.688	40	Freight:				
Commission house	.764	44	.700	48	125 miles or less:				
Helpers	.656	44	.600	48	Under 4 tons	\$0.844	48	\$0.844	48
Department store	72.761	46	.761	46	4 to 6 tons	.875	48	.875	48
Helpers, furniture	72.620	46	.620	46	6 to 8 tons	.906	48	.906	48
Helpers, package	72.522	46	.522	46	Over 8 tons	.938	48		
General transfer	.750	48	.750	48	Truck and trailer, tractor or semi-trailer	.969	48	.969	48
Trailer	.800	48	.800	48	Over 125 miles:				
Helpers	.650	48	.650	48	Under 4 tons	.875	48	.875	48
Heavy hauling:					4 to 6 tons	.906	48	.906	48
Trailer or winch truck	1.000	48	1.000	48	6 to 8 tons	.938	48	.938	48
Helpers	.700	48	.700	48	Over 8 tons	.969	48		
Trucks using dolly	.850	48	.850	48	Truck and trailer, tractor, or semi-trailer	1.094	48	1.094	48
Winch truck not on winch job	.750	48	.750	48	City pick-up and delivery	.781	48	.781	48
Linen supply:					General:				
Helpers	.540	50	.500	50	Under 1,500 pounds	.688	48	.688	48
Lumber	.750	48	.750	48	¾ to 1 ton	.719	48	.719	48
Trailer	.800	48	.800	48	1½ to 2½ tons	.750	48	.750	48
Meat	.864	50 <sup>44</sup>	.792	48	3 tons and over	.781	48	.781	48
Helpers, A	.700	44	.650	48	6-wheel or semitrailer	.813	48	.813	48
Helpers, B	.650	48	.650	48	Helpers	.719	48	.719	48
Milk:					Grocery:				
Bottle and supply trucks	.700	48	.700	48	First 6 months	.392	51	.392	51
Dairy to company-owned stores	.750	48	.750	48	7 to 18 months	.441	51	.441	51
Interplant	.700	48	.700	48	After 18 months	.490	51	.490	51
Semitrailer or 6-wheel truck	.800	48	.800	48	Lumber:				
Special delivery and Eskimo pie	.675	48	.675	48	Small trucks	.725	40	.725	40
Tank or can trucks	.750	48	.750	48	Trailer	.750	40	.750	40
Semitrailer or 6-wheel truck	.850	48	.850	48	Meat:				
Tank truck and trailer	.950	48	.950	48	Delivery	.625	48		
Moving	.800	(14)	.750	(14)	Salesmen drivers:				
Helpers	.700	(14)	.650	(14)	First year	.625	48		
Newspaper	1.000	56	1.000	56	Thereafter	.729	48		
Helpers	.850	56	.850	56	<i>Providence, R. I.</i>				
Paint	.750	54	.44		Bakery:				
Plumbing	.750	44	.750	44	Special delivery	.564	44		
Helpers	.650	44	.650	44	Extra drivers	.509	54		
Soft drinks	.750	73	.675	54	Beer:				
Helpers	.600	54	.550	54	Brewery	.938	40	.913	40
<i>Portland, Maine</i>					Helpers	.838	40	.838	40
Coal:					Jobber	.708	48	.563	48
3 tons and under	.550	74	.550	40	Helpers	.646	48	.521	48
Over 3 tons	.600	74	.600	40	Freight, city:				
Freight:					5 tons or less	.630	48	.605	48
Local:					Over 5 tons	.680	48	.660	48
Less than 10 wheels	.500	48	.500	48	Helpers	.570	48	.528	48
10 or more wheels	.550	48			<i>Reading, Pa.</i>				
Road:					Beer:				
Under 5 tons	.550	48	.542	48	Distributors:				
5 to 8 tons	.630	48	.625	48	City	.625	48	.625	48
8 tons and over	.670	48	.667	48	Road	.950	48	.950	48
Helpers	.500	48	.500	48	Helpers	.520	48	.520	48
<i>Portland, Oreg.</i>					Brewery	.900	40	.900	40
Auto parts:					Dump trucks	.550	48	.550	48
¾ to 1 ton	.719	44			Freight:				
Mortorcycle	.500	44			Slow jobs to New York City	75.813	76	.792	48
Beer	1.000	40	1.000	40	Fast or turn-around jobs	751.075	77	1.050	40
Dairy and ice cream	.649	48	.649	48	Terminal to terminal runs	.677	78	.625	48
Relief drivers	.697	48	.697	48					

See footnotes at end of table.

TABLE 7.—Union scales of wages and hours of motortruck drivers and helpers, by cities, June 1, 1939, and June 1, 1938—Continued

City and classification	1939		1938		City and classification	1939		1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Reading, Pa.—Continued</i>					<i>Rock Island (Ill.) district</i>				
Freight—Continued.					Beer and soft drinks:				
Local (18-mile radius).....	\$0.583	48	\$0.552	48	Brewery drivers and helpers.....	\$0.800	40	\$0.800	40
Pick-up and delivery (over 18-mile radius).....	.677	48	.656	48	Wholesale distributors.....	.800	40	.800	40
Helpers.....	.531	48	.521	48	Building material.....	.600	54	.....	.....
Meat.....	.625	48	.625	48	Concrete-mixer trucks.....	.680	48	.....	.....
Produce.....	.750	48	.750	48	Dump trucks:				
<i>Richmond, Va.</i>					Up to 3 yards.....	.700	48	.700	48
Beer, special delivery.....	.500	40	.....	.....	6-wheel, 6 yards and over.....	.900	48	.900	48
Freight:					Tractor, under 50 h.p.....	1.000	48	1.000	48
Union A:					Freight, city.....	.600	54	.563	48
Local.....	79 .450	48	.450	48	Transfer and storage.....	.600	54	.560	54
Union B:					Helpers.....	.550	54	.500	54
First 3 months.....	80 .600	40	.....	.....	<i>St. Louis, Mo.</i>				
Second 3 months.....	80 .650	40	.....	.....	Bakery:				
Third 3 months.....	80 .700	40	.....	.....	Bread, special delivery.....	.537	54	.537	54
Thereafter.....	80 .750	40	.....	.....	Cracker.....	.729	48	.729	48
Milk, special delivery.....	.463	54	.....	.....	Yeast.....	.731	54	.731	54
<i>Rochester, N. Y.</i>					Yeast and food products.....	.717	60	.717	60
Beer.....	.875	40	.850	40	Beer.....	.863	40	.863	40
Helpers.....	.793	40	.768	40	Helpers.....	.700	40	.....	.....
Cement block.....	.650	50	.650	50	Building material.....	.800	54	.800	54
Helpers.....	.600	50	.600	50	Cleaning and dyeing:				
Coal and coke.....	.650	81 40	.650	40	Relay drivers.....	.521	48	.....	.....
Helpers.....	.600	81 40	.600	40	Coal:				
Concrete-mixer trucks.....	.700	40	.545	44	Under 5 tons.....	.594	48	.594	48
Dump trucks.....	.650	50	.650	50	5 tons or more.....	.656	48	.656	48
Helpers.....	.600	50	.600	50	Commission house.....	82 .688	48	.580	48
General:					Helpers.....	82 .480	48	.480	48
City drivers.....	.650	48	.630	48	Concrete-mixer trucks.....	.850	54	.850	54
Contract drivers.....	583 80 48	48	.563	48	Department store:				
Helpers.....	.642	48	.521	48	Under 1 ton.....	.646	48	.646	48
Rigger drivers.....	.670	48	.650	48	1 ton and over.....	.667	48	.667	48
Foremen.....	.850	48	.730	48	Large trucks.....	.688	48	.688	48
Semidriers (trailers).....	.670	48	.....	.....	Junior helpers.....	.354	48	.354	48
Helpers.....	.600	48	.580	48	Dump trucks.....	1.000	54	1.000	54
General contractors.....	.700	40	.....	.....	Freight:				
Helpers.....	.600	40	.....	.....	Under 2 tons.....	.563	48	.563	48
Grocery:					2 to 5 tons.....	.688	48	.688	48
1½ tons or less.....	.659	44	.583	48	5 to 7½ tons.....	.746	48	.746	48
Over 1½ tons.....	.732	44	.625	48	7½ tons and over.....	.792	48	.792	48
Lumber.....	.700	40	.....	.....	City pick-up and delivery.....	.600	60	.....	.....
Helpers.....	.600	40	.....	.....	Helpers.....	.598	48	.....	.....
Meat:					Funeral.....	.625	60	.625	60
City.....	.604	48	.604	48	Furniture.....	.750	48	.750	48
Country:					Helpers.....	.678	48	.678	48
Junior drivers.....	.719	48	.719	48	Grocery, chain store.....	.792	48	.792	48
Senior drivers.....	.760	48	.760	48	Ice.....	.688	48	.688	48
Milk:					Helpers.....	.563	48	.563	48
Special delivery.....	.733	48	.733	48	Ice cream, special delivery.....	.688	48	.....	.....
Route foremen.....	.988	48	.988	48	Laundry:				
Moving, piano.....	.750	48	.730	48	Wholesale linen and towel.....	.680	50	.....	.....
Newspaper.....	.604	48	.583	48	Helpers, all services.....	.360	50	.....	.....
Parcel.....	.604	48	.583	48	Mattress, wholesale.....	.684	82 48	.638	48
Plumbing.....	.700	40	.....	.....	Milk:				
Helpers.....	.600	40	.....	.....	Special delivery.....	.688	48	.550	60
Produce.....	.604	48	.583	48	Station drivers.....	.833	48	.....	.....
Road construction.....	.650	50	.....	.....	Tractor.....	.675	60	.....	.....
Sand and gravel.....	.650	50	.650	50	Wholesale.....	.800	60	.....	.....
Helpers.....	.600	50	.600	50	Motorcycle.....	.719	48	.719	48
Specialty contractors.....	.700	40	.....	.....					

See footnotes at end of table.

TABLE 7.—Union scales of wages and hours of motortruck drivers and helpers, by cities, June 1, 1939, and June 1, 1938—Continued

City and classification	1939		1938		City and classification	1939		1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>St. Louis, Mo.—Continued</i>					<i>San Antonio, Tex.</i>				
Moving:					Beer:				
Furniture and piano	\$0.750	48	\$0.750	48	City route	\$0.850	40	\$0.850	40
Helpers, piano	.700	48	.700	48	Special delivery	.800	40	.800	40
Long distance	.550	48			Helpers	.600	40	.600	40
Newspaper:					Freight:				
Day	.719	48	.719	48	Local	.400	54		
Night	.802	48	.802	48	Helpers	.350	54		
Oil	.975	40	.925	40	Pick-up and delivery	.417	54		
Packing house	.813	48	.729	48	Helpers	.389	54		
Poultry	.530 <sup>83</sup>	48	.500	48	Grocery, wholesale	.296	54		
Railway express	.734	48	.727	48	Helpers	.259	54		
Helpers	.553	48	.546	48	Moving, furniture	.450	54		
Service car: <sup>84</sup>					Helpers	.400	54		
First 3 years	.525	48	.525	48					
Thereafter	.550	48	.525	48					
Taxi	.41 <sup>85</sup>	58½	.444	54					
<i>St. Paul, Minn.</i>					<i>San Francisco, Calif.</i>				
Beer	.863	40	.838	40	Baggage	.875	48	.875	48
Helpers	.763	40	.738	40	Bakery	1.000	48	1.000	48
Butter (other than sales)	.549	51	.549	51	Beer:				
Coal	.750	48	.750	48	Bottle	1.000	44	.917	48
Helpers	.650	48	.650	48	Helpers	.955	44	.875	48
Concrete-mixer trucks, dump trucks, sand and gravel trucks	.750	48	.750	48	Keg	1.000	44	1.000	44
Florist	.500	48	.500	48	Helpers	.955	44	.955	44
Freight and meat	.700	48			Shipping	1.100	40	1.000	44
Fruit	.700	48	.700	48	Helpers	1.050	40	.955	44
General hauling	.700	48	.700	48	Butter and egg, retail	.841	48	.841	48
Grocery:					Building material	.875	40	.875	40
Retail	.500	48	.458	48	Tractor, 50 H. P. or less	1.500	30	1.500	30
Wholesale	.700	48	.700	48	Concrete-mixer truck:				
Ice	.630 <sup>85</sup>	54	.639	54	2 yards or less	1.000	40	1.071	40
Ice cream, special delivery	86.700	48	.700	48	3 yards	1.071	40	1.143	40
Milk:					4 or 5 yards	1.143	40	1.214	40
Special delivery	.713	48	.713	48	6 yards	1.214	40	1.285	40
Relief	.889	48	.889	48	Delivery salesmen	1.000	40	.800	45
Package	.700	48	.700	48	Dump trucks, excavating:				
Soft drinks	.800	40	.800	40	2 yards or less	.875	40	.875	40
Yeast	.648	54			3 yards	.938	40	.938	40
					4 or 5 yards	1.000	40	1.000	40
					6 yards	1.063	40	1.063	40
					Filter water	.963	40	.875	40
					Fish:				
					City	.802	48	.802	48
					Highway	.927	48	.927	48
					Freight:				
					Under 2,500 pounds	.788	47½	.788	47½
					2,500 but under 4,500 pounds	.848	47½	.848	47½
					4,500 but under 6,500 pounds	.909	47½	.909	47½
					6,500 but under 15,500 pounds	.970	47½	.970	47½
					15,500 but under 20,500 pounds	1.030	47½	1.030	47½
					20,500 pounds and over	1.091	47½	1.091	47½
					Helpers	.788	48½	.788	48½
					Ross carrier	.970	47½	.970	47½
					Motorcycle:				
					Under 1,000 pounds	.727	47½	.727	47½
					1,000 pounds and over	.788	47½	.788	47½
					Fruit:				
					Union A	.970	47½	.970	47½
					Union B:				
					Going to market	.537	54	.537	54
					Not going to market	.463	54	.463	54

See footnotes at end of table.

TABLE 7.—Union scales of wages and hours of motortruck drivers and helpers, by cities, June 1, 1939, and June 1, 1938—Continued

City and classification	1939		1938		City and classification	1939		1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>San Francisco, Calif.—Con.</i>					<i>Scranton, Pa.—Continued</i>				
Furniture:					Department store:				
Union A:					Package.....	\$0.574	54	\$0.574	54
Responsible for routing and delivery.....	\$0.909	48	\$0.909	48	Furniture.....	.667	54	.667	54
Responsible for truck only.....	.848	48	.848	48	Helpers.....	.574	54	.574	54
Helpers.....	.788	48	.788	48	Dump trucks.....	.700	54	.....	54
Union B.....	.833	48	.833	48	Freight, local.....	.500	54	.481	54
Helpers.....	.833	48	.833	48	Ice cream:				
Grocery.....	.625	48	.625	48	Special delivery.....	.550	87 60	.550	60
Ice:					Laundry:				
Retail.....	.889	48	.889	48	Hotel and restaurant.....	.850	50	.850	50
Wholesale.....	.938	48	.938	48	Utility.....	.600	50	.600	50
Helpers.....	.889	48	.889	48	Milk:				
Ice cream:					Route foremen.....	.806	54	.806	54
Special, 1 ton.....	.875	48	.875	48	Special delivery.....	.556	54	.556	54
2 tons, route.....	.938	48	.938	48	Small trucks other than special delivery.....	.648	54	.648	54
3 tons.....	1.000	48	1.000	48	3 tons and over.....	.685	54	.685	54
Laundry, hotel and restaurant.....	.802	48	.781	48	Produce:				
Livery:					City.....	.463	54	.463	54
Sedan or limousine.....	.750	40	.625	40	Road.....	.500	60	.455	66
Sight-seeing bus.....	.778	45	.639	54	Soft drinks.....	.963	40	.963	40
Meat:					Transfer, liquor, and furniture.....	.625	54	.625	54
Retail:					Helpers.....	.500	54	.500	54
Jobbing.....	.771	48	.771	48	<i>Seattle, Wash.</i>				
Market.....	.563	48	.563	48	Baggage.....	.813	48	.813	48
Combination drivers and cutters.....	.698	48	.698	48	Bakery.....	.858	48	.858	48
Provisions.....	.769	48	.769	48	Special delivery.....	.854	48	.854	48
Wholesale:					Beer.....	1.025	40	1.000	40
Butcher.....	.913	48	.913	48	Beer and wine.....	1.000	40	1.000	40
Jobbing:					Extra drivers.....	1.025	40	1.025	40
Large trucks:					Helpers.....	.950	40	.925	40
Driver only.....	.792	48	.792	48	Building material.....	1.000	35	1.000	35
With helper.....	.854	48	.854	48	Concrete-mixer trucks.....	1.100	35	1.100	35
Small trucks.....	.677	48	.677	48	Dump trucks:				
Relief drivers.....	1.000	48	1.000	48	5 yards or less.....	1.200	30	1.200	30
Milk.....	.949	45	.949	45	Over 5 yards.....	1.400	30	1.400	30
Relief drivers.....	1.013	45	1.013	45	Freight:				
Mineral water.....	.875	44	.875	44	Up to 125 miles:				
Moving:					Under 4 tons.....	.844	48	.844	48
Furniture.....	.938	48	.938	48	4 to 6 tons.....	.875	48	.875	48
Helpers.....	.813	48	.813	48	6 to 8 tons.....	.906	48	.906	48
Piano.....	1.000	48	1.000	48	8 tons and over.....	.938	48	.938	48
Newspaper.....	.885	48	.850	50	Truck and trailer or tractor and semi-trailer.....	.969	48	.969	48
Oil:					Pick-up and delivery, 125 miles and over:				
Short run.....	.875	60	.875	60	Under 4 tons.....	.875	48	.875	48
Long run.....	1.000	55	1.000	55	4 to 6 tons.....	.906	48	.906	48
Helpers.....	.875	60	.875	60	6 to 8 tons.....	.938	48	.938	48
Parcel delivery.....	.833	48	.833	48	8 to 10 tons.....	.969	48	.968	48
Motorcycle.....	.771	48	.771	48	10 tons and over.....	1.031	48	1.031	48
Poultry, wholesale:					Truck and trailer or tractor and semi-trailer.....	1.094	48	1.094	48
Under 2 tons.....	.833	48	.833	48	Fuel, solid (retail):				
2 tons and over.....	.938	48	.938	48	1 to 2½ tons inclusive.....	.813	48	.783	48
Refuse collection.....	.889	54	.889	54	Over 2½ but not over 4 tons.....	.844	48	.813	48
Helpers.....	.611	54	.611	54	Over 4 but not over 5 tons.....	.875	48	.844	48
Soft drinks.....	.875	48	.875	48	Steady helpers.....	.750	48	.750	48
Special delivery.....	.750	48	.750	48	Broken time drivers or helpers.....	.900	48	.900	48
Tallow.....	.793	48	.....	.....	Furniture.....	.813	48	.813	48
Helpers.....	.721	48	.....	.....	Gasoline tank truck.....	.950	48	.....	.....
Taxi.....	.588	51	.588	51					
Tea and coffee.....	.750	48	.750	48					
<i>Scranton, Pa.</i>									
Beer:									
Keg.....	.963	40	.963	40					
Helpers.....	.888	40	.888	40					
Beer and soft drinks.....	.963	40	.963	40					

See footnotes at end of table.

TABLE 7.—Union scales of wages and hours of motortruck drivers and helpers, by cities, June 1, 1939, and June 1, 1938—Continued

City and classification	1939		1938		City and classification	1939		1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Seattle, Wash.—Con.</i>					<i>Spokane, Wash.—Con.</i>				
General:					Freight:				
Under 1500 pounds.....	\$0.750	48	\$0.750	48	125 miles or less:				
$\frac{3}{4}$ to 1 ton.....	.781	48	.781	48	Under 4 tons.....	\$0.844	48	\$0.750	48
1 to 2½ tons.....	.813	48	.813	48	4 to 6 tons.....	.875	48	.781	48
2½ to 4 tons.....	.844	48	.844	48	6 tons and over.....	.906	48	.813	48
4 to 5 tons.....	.875	48	.875	48	Truck and trailer or tractor and semi-trailer.....	.969	48	.938	48
5 tons and over.....	.906	48	.906	48	Over 125 miles:				
Helpers:					Under 4 tons.....	.875	48	.781	48
Regular.....	.750	48	.750	48	4 to 6 tons.....	.906	48	.813	48
Extra.....	.900	48	.900	48	6 tons and over.....	.938	48	.844	48
Grocery, retail:					Truck and trailer or tractor and semi-trailer.....	1.094	48	1.094	48
First month.....	.357	49	.357	49	Pick-up and delivery.....	.688	45	.688	45
2 to 12 months.....	.408	49	.408	49	Extra men.....	.800	45	.800	45
Second year.....	.459	49	.459	49	Transfer, city:				
Thereafter.....	.510	49	.510	49	Under 1½ tons.....	.625	45	-----	-----
Salesmen drivers.....	1.000	40	1.000	40	1½ tons.....	.641	45	-----	-----
Ice (downtown routes):					Over 1½ tons to 2½ tons.....	.688	45	.688	45
Retail.....	.875	48	.875	48	Over 2½ tons.....	.719	45	.719	45
Helpers.....	.750	48	-----	-----	Helpers.....	.625	45	.625	45
Wholesale.....	.896	48	.896	48	<i>Springfield, Mass.</i>				
Fish.....	.625	48	.625	48	Beer.....	.925	40	.925	40
Ice cream.....	.906	48	.906	48	Helpers.....	.875	40	.875	40
Helpers.....	.844	48	.844	48	Coal, oil, and coke.....	.660	<sup>90</sup> 48	.660	48
Limousine.....	.688	48	.688	48	Helpers.....	.560	<sup>90</sup> 48	.560	48
Milk.....	.875	<sup>88</sup> 44	.875	44	Concrete-mixer truck.....	.750	48	-----	-----
Relief drivers.....	.938	44	.938	44	General:				
Motorcycle:					Local.....	.660	48	.660	48
Auto parts.....	.625	44	.625	44	Helpers.....	.550	48	.550	48
Drugs.....	.688	48	.688	48	Road.....	.800	48	.800	48
Ice cream.....	.844	48	.844	48	<i>Toledo, Ohio</i>				
Miscellaneous delivery.....	.688	48	.688	48	Auto plant.....	.720	40	.720	40
Oil.....	.950	48	.950	48	Beer.....	.900	40	.900	40
Packing house:					Helpers.....	.750	40	.750	40
$\frac{3}{4}$ ton or less.....	.850	40	-----	-----	Building supply.....	.650	50	.650	50
Over $\frac{3}{4}$ but not over 1 ton.....	.888	40	-----	-----	Carry-all and winch trucks.....	.800	48	.800	48
Over 1 but not over 2½ tons.....	.925	40	-----	-----	Coal.....	.650	<sup>91</sup> 40	.650	40
Over 2½ but not over 4 tons.....	.963	40	-----	-----	Concrete-mixer truck.....	.750	50	.750	50
Over 4 but not over 5 tons.....	1.000	40	-----	-----	Dump truck (asphalt, building material, rubbish).....	.700	54	.650	54
Over 5 tons.....	1.038	40	-----	-----	Excavating and grading.....	.750	54	-----	-----
Sight-seeing cars.....	.813	48	.813	48	Freight, city:				
Taxi.....	.625	48	.625	48	Helpers.....	.525	48	.525	48
<i>South Bend, Ind.</i>					Furniture.....	.680	48	.680	48
Beer.....	.863	40	.863	40	Helpers.....	.630	48	.630	48
Helpers.....	.688	40	.688	40	General.....	.650	48	.650	48
Cheese, helpers.....	.600	60	-----	-----	Helpers.....	.600	48	.600	48
Dump trucks:					Glass:				
3 yards and over.....	.750	48	-----	-----	City.....	.890	42	.890	42
Factory service.....	<sup>89</sup> .830	44	.830	48	Inside yard.....	.810	42	.810	42
Freight, city.....	.600	48	-----	-----	Machinery moving (foremen).....	.900	48	.900	48
Meat, local.....	.650	44	.600	48	Helpers.....	.700	48	.700	48
Moving, local:					Milk:				
Drivers and helpers.....	.573	48	.469	48	Cream truck.....	.600	(14)	.600	(14)
Oil (after 1 year).....	.837	40	.708	44	Special delivery or supply truck.....	.682	<sup>92</sup> 44	.625	48
Whisky:					Moving:				
Wholesale.....	.660	48	.600	48	Local.....	.709	48	.700	48
Warehouse.....	.700	44	.650	48	Helpers.....	.650	48	.650	48
Helpers.....	.600	44	.550	48	Long distance.....	.650	48	.650	48
<i>Spokane, Wash.</i>					Helpers.....	.600	48	.600	48
Beer.....	.925	40	.925	40					
Dump truck:									
Under 3 yards.....	.800	45	.800	45					
3 yards and over.....	.900	45	.900	45					

See footnotes at end of table.

TABLE 7.—Union scales of wages and hours of motortruck drivers and helpers, by cities, June 1, 1939, and June 1, 1938—Continued

City and classification	1939		1938		City and classification	1939		1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Toledo, Ohio—Continued</i>					<i>Washington, D. C.—Con.</i>				
Newspaper	\$0.685	44	\$0.625	48	Oil—Continued.				
Oil:					Third 6 months	\$0.692	40		
First year	.721	<sup>93</sup> 40	.721	40	Fourth 6 months	.721	40		
Second year	.750	<sup>93</sup> 40	.750	40	Third year	.750	40		
Thereafter	.779	<sup>93</sup> 40	.779	40	Fourth year	.779	40		
Package	.650	48	.650	48	Thereafter	.808	40		
Jumpers	.400	48	.400	48	Transfer	.688	48		
Produce:					Extra drivers	.800	48		
Local	.600	<sup>94</sup> 46 <sup>1</sup>	.600	44	Yeast	.875	40	\$0.875	40
Long distance	.673	<sup>94</sup> 46 <sup>1</sup>	.673	44					
Shuttle truck	.650	48	.650	48	<i>Wichita, Kans.</i>				
Theatrical equipment:					Dairy, special delivery	.417	54		
Driver and crew	.800	48	.800	48	Freight	.500	54		
<i>Washington, D. C.</i>					Helpers	.450	54		
Bakery, route agent	.979	48	.938	48	Moving:				
Beer, special delivery	.563	48	.563	48	Over-the-road, furniture	<sup>95</sup> 5.000	60		
Building supply	.659	44	.600	48	Transfer and storage	.450	60		
Helpers	.845	44	.450	48	Helpers	.400	60		
Extra drivers	.750	44			<i>Worcester, Mass.</i>				
Extra helpers	.650	44			Beer				
Coal	.683	48			Helpers	.863	40	.925	40
Extra drivers	.680	48			General hauling:				
Helpers	.469	48			Under 5 tons	.640	48		
Concrete-mixer truck	.688	48	.611	54	5 but under 8 tons	.690	48		
Dump truck:					8 tons and over	.740	48	.737	48
Public work:					Helpers	.570	48	.550	48
2 tons and under	.650	48	.650	48	Grocery, wholesale:				
Over 2 tons	.750	48	.750	48	1½ tons or less	.500	<sup>96</sup> 40	.500	40
Private work:					Over 1½ tons	.550	<sup>96</sup> 40	.550	40
2 tons and under	.600	48	.550	48	Helpers	.390	<sup>96</sup> 40	.390	40
Over 2 tons	.700	48	.650	48	<i>York, Pa.</i>				
Freight:					Beer	.750	40	.750	40
Regular city drivers	.583	48	.550	48	Drivers-in-charge	.825	40	.825	40
Helpers	.469	48	.450	48	Dump truck:				
Extra city drivers	.600	48			Building material	.650	40	.650	40
Helpers	.500	48			General:				
Regular road drivers	.885	48			Local	.530	48	.430	48
Extra road drivers	.875	48			Road:				
Grocery, retail:					Over 35 miles but no layover	.625	48		
First 2 years	.583	48	.588	48	With out-of-town layover	.700	48		
Thereafter	.625	48			Tractor or trailer	<sup>97</sup> 7.500	48		
Helpers	.490	48	.458	48	Helpers	.500	48		
Trailer drivers	.667	48			<i>Youngstown, Ohio</i>				
Extra drivers	.625	48	.625	48	Bakery:				
Extra helpers	.500	48	.500	48	Biscuit	.675	48	.675	48
Heavy hauling	1.000	44	.850	48	Helpers	.575	48	.575	48
Helpers	.750	44	.700	48	Beer:				
Ice or oil route	.719	48			Brewery:				
Extra drivers	.820	48			Route	.750	48	.729	48
Ice cream	.660	60	.660	60	Short order	.625	48	.625	48
Meat:					Helpers	.521	48	.521	48
Retail	.667	48			Distributor:				
Wholesale:					Local or long distance (regular)	.750	<sup>98</sup> 48		
Company A	.682	44			Special delivery	.521	<sup>98</sup> 48		
Company B	.521	48			Helpers:				
Milk, special delivery	.463	54	.400	60	Company A	.500	<sup>98</sup> 48		
Newspaper:					Company B	.500	44		
Company A:					Cleaning and dyeing, special delivery	.417	48	.417	48
First year	.450	44	.450	44					
Thereafter	.500	44	.500	44					
Company B:									
Headmen	.550	48	.550	48					
Others	.525	48	.525	48					
Oil:									
First 6 months	.606	40							
Second 6 months	.663	40							

See footnotes at end of table.

TABLE 7.—Union scales of wages and hours of motortruck drivers and helpers, by cities, June 1, 1939, and June 1, 1938—Continued

City and classification	1939		1938		City and classification	1939		1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours p.r week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Youngstown, Ohio—Con.</i>					<i>Youngstown, Ohio—Con.</i>				
Feed.....	\$0.600	48	\$0.600	48	Package.....	\$0.646	<sup>50</sup> 48	\$0.625	48
Helpers.....	.550	48	.550	48	Helpers.....	.458	<sup>50</sup> 48	.417	48
Freight.....	.700	60	.700	60	Paper.....	.667	<sup>50</sup> 48	.646	48
3-unit drivers.....	.750	60	.750	60	Helpers.....	.500	<sup>50</sup> 48	.500	48
Helpers.....	.535	60	.535	60	Plumbing.....	.709	<sup>50</sup> 44	.650	48
Furniture:					Helpers.....	.545	<sup>50</sup> 44	.500	48
Rate A.....	.646	<sup>50</sup> 48	.625	48	Printing.....	.625	40	.625	40
Rate B.....	.625	48	.625	48	Produce.....	.625	<sup>50</sup> 48	.625	48
Helpers.....	.500	<sup>50</sup> 48	.500	48	Helpers.....	.490	<sup>50</sup> 48	.490	48
Gasoline:					Scrap:				
First year.....	.779	40	.779	40	Straight truck.....	.715	48	.715	48
Thereafter.....	.837	40	.837	40	Semitrailer.....	.850	48	.850	48
Grocery, wholesale.....	.646	48	.646	48	Double.....	.950	48	.950	48
Helpers.....	.500	48	.500	48	Towel supply:				
Hardware, special deliv- ery.....	.667	<sup>50</sup> 48	.646	48	Special delivery or relay men.....	.650	48	—	—
Helpers.....	.667	<sup>50</sup> 48	.646	48	Transfer.....	.750	48	.750	48
Ice supply house.....	.650	48	.650	48	Helpers.....	.625	48	.625	48
Meat:					Yeast:				
City.....	.667	48	.667	48	First 3 months.....	.521	48	.521	48
Out of town.....	.708	48	.708	48	4 to 12 months.....	.573	48	.573	48
Moving.....	.800	48	.800	48	After 1 year.....	.625	48	.625	48
Helpers.....	.700	48	.700	48					

<sup>1</sup> 70 cents per hour after June 9, 1939.

<sup>2</sup> \$30 per week after Sept. 1, 1939.

<sup>3</sup> 48-hour week during January, February, March, July, August, and September at same daily or weekly pay.

<sup>4</sup> \$27.50 per week of 42 hours after Sept. 1, 1939.

<sup>5</sup> \$20 per week of 42 hours after Sept. 1, 1939.

<sup>6</sup> 90 cents per hour when pay at 85 cents would not amount to \$40 for the week.

<sup>7</sup> 72½ cents per hour when driving "double bottoms."

<sup>8</sup> \$29.20 per week after Nov. 1, 1939.

<sup>9</sup> \$22.20 per week after Nov. 1, 1939.

<sup>10</sup> 75 cents per hour and 48-hour week October 1 to April 1.

<sup>11</sup> 66½ cents per hour and 48-hour week October 1 to April 1.

<sup>12</sup> 54 hours allowed at same weekly rate.

<sup>13</sup> Plus \$1 per day for lodging and \$1.50 for meals.

<sup>14</sup> Not specified.

<sup>15</sup> 60 cents per hour during first year of employment.

<sup>16</sup> 60 hours allowed; drivers paid 10 cents above regular rate for tenth hour on any day, helpers paid 5 cents above regular rate.

<sup>17</sup> Hourly-rate basis for afternoon and magazine drivers is \$0.89596 for 44 hours and \$1.34394 for 7 hours; for morning paper drivers \$1.0512 for 44 hours and \$1.5768 for 1 hour.

<sup>18</sup> 60-hour week during April, May, October, and November at same weekly pay.

<sup>19</sup> 42-hour week after Oct. 1, 1939.

<sup>20</sup> 48-hour week October 1 to May 1.

<sup>21</sup> Plus \$3.50 per day for expenses when away from home.

<sup>22</sup> Plus \$3 per day for expenses when away from home.

<sup>23</sup> 55 cents per hour after June 15, 1939.

<sup>24</sup> 60 cents per hour after June 24, 1939.

<sup>25</sup> 55½ cents per hour after June 12, 1939.

<sup>26</sup> 48-hour week at the following weekly rates from October 1 to May 1: Drivers, under 1 year \$25; helpers under 1 year \$24; drivers and helpers, over 1 year \$27.

<sup>27</sup> 55½ cents per hour after June 28, 1939.

<sup>28</sup> 48-hour week, October 1 to March 15.

<sup>29</sup> 44-hour week, September 1 to May 1.

<sup>30</sup> 75 cents when driving trailer units with a capacity of over 2,000 gallons.

<sup>31</sup> 75 cents per hour after June 15, 1939.

<sup>32</sup> 65 cents per hour after June 15, 1939.

<sup>33</sup> 75 cents per hour after July 13, 1939.

<sup>34</sup> 75 cents per hour after July 1, 1939.

<sup>35</sup> 2¼ cents per hour increase after Sept. 1, 1939.

<sup>36</sup> 2¼ cents per hour increase after July 1, 1939.

<sup>37</sup> 77¼ cents per hour and 44-hour week after July 10, 1939.

<sup>38</sup> Guaranteed \$25 per week.

<sup>39</sup> \$29 for 40-hour week during winter months.

<sup>40</sup> 44-hour week during winter months.

<sup>41</sup> 40-hour week, July 15 to April 15.

<sup>42</sup> \$18 per week, December 1, to April 1.

- <sup>43</sup> 72½ cents per hour after Jan. 1, 1940.
- <sup>44</sup> Contract of Sept. 1, 1939 separates cloak and dress contractors. New rates: Dress contractors' drivers \$40 per week; helpers \$27.50; no change in salaries of cloak contractors' drivers or helpers.
- <sup>45</sup> 48-hour week, November 1 to April 30 at same hourly rate.
- <sup>46</sup> 48-hour week, October 1 to April 15, at same hourly rate.
- <sup>47</sup> \$1.20 per hour after July 1, 1939.
- <sup>48</sup> 91½ cents per hour after July 1, 1939.
- <sup>49</sup> Guaranteed 5 days per week for 8 months and 4 days for 4 months each year. 5 days' pay for 4 days' work during July and August.
- <sup>50</sup> Full time guaranteed.
- <sup>51</sup> Plus \$2.50 per night for expenses.
- <sup>52</sup> 44-hour week at same weekly pay after July 8, 1939.
- <sup>53</sup> Guaranteed \$30 per week after July 8, 1939.
- <sup>54</sup> Guaranteed 40 hours per week.
- <sup>55</sup> Guaranteed 60 hours per week.
- <sup>56</sup> 80 cents per hour for less than 37 hours in 1 week.
- <sup>57</sup> 55 cents per hour for less than 37 hours in 1 week.
- <sup>58</sup> 75 cents per hour for less than 40 hours in 1 week.
- <sup>59</sup> Full week's pay for 39 or more hours; 80 cents per hour for less than 39 hours in 1 week.
- <sup>60</sup> Full week's pay for 35 or more hours; 87½ cents per hour for less than 35 hours in 1 week.
- <sup>61</sup> 65 cents per hour for less than 40 hours in 1 week.
- <sup>62</sup> 80 cents per hour for less than 37 hours in 1 week.
- <sup>63</sup> 62½ cents per hour for less than 40 hours in 1 week.
- <sup>64</sup> 42-hour week with same monthly pay after Oct. 24, 1939.
- <sup>65</sup> 70 cents per hour for less than 40 hours in 1 week.
- <sup>66</sup> 60 cents per hour for less than 40 hours in 1 week.
- <sup>67</sup> 68 cents per hour for less than 40 hours in 1 week.
- <sup>68</sup> Guaranteed 32 hours per week.
- <sup>69</sup> 48 hours straight time allowed.
- <sup>70</sup> 58 cents per hour after Oct. 1, 1939.
- <sup>71</sup> 70 cents per hour after Oct. 1, 1939.
- <sup>72</sup> Minimum increased 50 cents per week after each year of service up to the following weekly maximums: Drivers, \$40; furniture helpers, \$34.50; and package helpers, \$30.
- <sup>73</sup> 48-hour week, October 1 to March 31.
- <sup>74</sup> 40 hours guaranteed, June 1 to September 30; 45 hours, October 1 to May 31.
- <sup>75</sup> \$2 per trip extra when trailer is used.
- <sup>76</sup> Limited to 3 trips per week.
- <sup>77</sup> Limited to 5 trips per week.
- <sup>78</sup> Limited to 6 trips per week.
- <sup>79</sup> Regular drivers guaranteed \$21.60 per week.
- <sup>80</sup> Guaranteed 40 hours' pay for up to 4 trips. Each trip in excess of 4 paid, 100 miles or more \$5; 75 to 100 miles, \$3; up to 75 miles, \$2.50.
- <sup>81</sup> 48-hour week, October 1 to May 31.
- <sup>82</sup> Time and one-half after 44 hours.
- <sup>83</sup> Time and one-half after 42 hours.
- <sup>84</sup> Public transportation over regular routes, using sedan-type automobiles.
- <sup>85</sup> 42-hour week, October 1 to April 1.
- <sup>86</sup> \$2.50 per day extra on out-of-town routes.
- <sup>87</sup> 48-hour week, October 1 to May 1.
- <sup>88</sup> Work 2 weeks of 48 hours, then 2 weeks of 40 hours.
- <sup>89</sup> 87 cents per hour after June 19, 1939.
- <sup>90</sup> 40-hour week, June 15 to September 30.
- <sup>91</sup> 54-hour week from October 1 to April 30.
- <sup>92</sup> Work 40 and 48 hours in alternate weeks.
- <sup>93</sup> 48 hours allowed in any 1 week but not over 80 hours in any 2 consecutive weeks.
- <sup>94</sup> Guaranteed 46½ hours, 44 at straight time and 2½ at time and one-half.
- <sup>95</sup> Plus expenses.
- <sup>96</sup> Guaranteed 192 hours work every 4 weeks with 32 at the rate of time and one-half.
- <sup>97</sup> Put on trip basis after second run.
- <sup>98</sup> 5-day week, November 1 to April 1.

### Commission, Mileage, or Trip Rates and Hour Scales

Table 8 shows the union rates and other pertinent data relating to motortruck drivers and helpers who are paid on a commission, salary and commission, mileage, or trip basis. These data were not included in the averages or other statistical data shown in the preceding tables.

TABLE 8.—*Union wage and hour scales of motortruck drivers and helpers who are paid on a commission, mileage, or trip basis, June 1, 1939*

City and classification	Hours per week	Weekly guarantees, commissions, or rates per mile, etc.
<i>Baltimore, Md.</i>		
<b>Bakery:</b>		
Route foremen .....	Unlimited	\$47.50.
Driver-salesmen:		
Gentile routes .....	Unlimited	\$18 plus 5 percent on all sales.
Jewish routes .....	Unlimited	\$40.
Relief drivers:		
Gentile routes .....	Unlimited	\$40.
Jewish routes .....	Unlimited	\$7 per day.
Beer, bottle .....	40	\$20 plus 5 cents for each case delivered.
Freight, road operations:		
Regular drivers .....	Unlimited	\$40 for 3 regular round trips of 250 to 400 miles or 5 flyer trips of 150 to 250 round trip miles.
Extra drivers .....	Unlimited	\$14.17 per trip; 3 trips per week.
<b>Milk:</b>		
Salesmen-drivers .....	Unlimited	\$25 guaranteed: \$8 plus 8 percent on milk and 15 percent on bread without helper or 12 percent with helper.
Route foremen .....	Unlimited	\$43 guaranteed; \$7 plus average of routes supervised.
Swingmen .....	Unlimited	\$35.75 guaranteed: average of routes relieved.
Wholesale drivers .....	Unlimited	\$32.50 guaranteed; \$12 plus 5 percent on sales.
New car drive-away men .....	Unlimited	60 percent of freight rate plus return transportation.
Oil, extra drivers .....	60	Per trip.
<i>Birmingham, Ala.</i>		
Bakery .....	Unlimited	\$12.50 plus 5 percent on all sales.
Beer .....	54	\$21 plus 2½ cents per case (10-cent beer), 5 cents (15-cent beer).
Milk .....	Unlimited	\$3.50 per day plus 3 percent on milk sales and 4 percent on orange juice.
<b>Taxi:</b>		
1st year .....	72	\$1.50 per day plus 30 percent of receipts.
Thereafter .....	72	\$1.50 per day plus 35 percent of receipts.
<i>Boston, Mass.</i>		
<b>Bakery:</b>		
Retail route .....	54-64	\$26 guaranteed: 20 percent of collections to \$200 and 21 percent in excess.
Wholesale route .....	54-60	\$30 guaranteed: \$16 plus 7 percent of sales.
Food, wholesale .....	Unlimited	\$20 plus 3 percent on all sales up to \$600, or plus 3½ percent on all sales if over \$600, retroactive to first dollar.
Gasoline .....	Unlimited	\$28 plus 60 cents per trip outside city.
Laundry, overall drivers .....	54	20 percent of laundry receipts; 15 percent of rentals.
Milk, route salesmen .....	54	\$39 plus 2 cents per pound of butter sold retail or ¾ cent wholesale and 10 percent on monthly sales of ice cream.
<b>Taxi:</b>		
Union A .....	60	45 percent of receipts.
Union B .....	60	\$12.60 plus 40 percent of receipts over \$34.
<i>Buffalo, N. Y.</i>		
<b>Bakery:</b>		
Retail .....	54	\$27.50 guaranteed: 20 percent commission on net weekly sales plus bonus of 1 percent on sales from \$140 to \$175, 1½ percent on sales from \$175 to \$200, 2 percent on sales over \$200.
Wholesale .....	Unlimited	\$36 guaranteed: \$18 plus 6 percent on net weekly sales up to \$400, 8 percent over \$400.
Beer, bottle .....	40	\$34 plus 1½ cents per dozen on sales over 350 dozens per week.
<b>Milk:</b>		
Route pullers .....	Unlimited	\$25 per week.
Route foremen .....	Unlimited	\$35 per week.
Retail route .....	Unlimited	1¼ cents per point plus 6 percent of monthly retail collections, 8 percent on weekly retail collections and 3 percent on wholesale collections when price of milk is 12 cents per quart. Commissions are increased when price is under 12 cents; \$27 guaranteed.
Wholesale route .....	Unlimited	\$29 guaranteed: \$6 per week plus ½ cent per point on deliveries.
Hotel and restaurant route .....	Unlimited	\$37 per week if over \$900 load value per week and 50 percent of load volume is bulk. Otherwise classed as wholesale driver.
<b>New car transport:</b>		
Convoy drivers, city .....	Unlimited	50 cents per car delivered in city.
Drive-away drivers .....	Unlimited	3 cents per mile.
Tow-bar drivers .....	Unlimited	4½ cents per mile.
Tea and coffee, retail .....	50	\$27.50 guaranteed: 7 percent on sales, 8 percent on collections.

See footnotes at end of table.

TABLE 8.—Union wage and hour scales of motortruck drivers and helpers who are paid on a commission, mileage, or trip basis, June 1, 1939—Continued

City and classification	Hours per week	Weekly guarantees, commissions, or rates per mile, etc.
<i>Charleston, W. Va.</i>		
Beer:		
Route.....	60	\$25 plus 1 cent per case sold or delivered, 10 cents per ½ keg, 5 cents per ¼ or ⅓ keg and 1 cent on each returned case of acceptable bottles.
Special.....	60	\$25 plus 1 cent per empty case returned.
Bread:		
Retail.....	Unlimited	\$22.50 minimum; 16 percent on sales up to \$115, 17 percent from \$115 to \$140, 18 percent from \$140 to \$175, 19 percent from \$175 to \$195, 20 percent over \$195.
Wholesale.....	Unlimited	\$23 minimum; 3 percent on all sales under \$599 or flat 7 percent on all sales on route over \$599.
Milk.....	Unlimited	\$125 per month minimum; 8 percent on wholesale collections, 10 percent on retail.
<i>Charlotte, N. C.</i>		
Soft drinks.....	Unlimited	\$21.50 plus 2½ cents per empty case returned.
<i>Chicago, Ill.</i>		
Bakery:		
Bread.....	48	\$49 plus 5 percent of sales over \$390 and 7 percent over \$50
Cake.....	48	\$47 plus 4 percent of sales over \$275 and 7 percent over \$500.
Pie.....	48	\$48 plus 5 percent of sales over \$500.
Yeast.....	48	\$45 plus commission.
Beer:		
Bottle beer.....	40	\$31.50 plus 2 cents per dozen splits, 4 cents per dozen small bottles, 8 cents per dozen large bottles, 4 cents per dozen cans beer or malt tonic, 1½ cents per ½ gallon can or bottle sold and 1 cent per dozen splits, 2 cents per dozen small bottles, 4 cents per dozen large bottles, 2 cents per dozen malt tonic, ½ cent per ½ gallon can or bottle returned empty.
Keg beer.....	40	\$38.50 plus 6 cents per empty bbl. returned, 3½ cents per ½ bbl., and 2 cents per ¼ or ⅓ bbl.
Butter and eggs:		
Retail.....	Unlimited	\$35 plus 3 cents per point over base of 875 points—each dozen eggs or pound of butter representing a point.
Wholesale:		
Sales drivers.....	Unlimited	\$44 guaranteed; \$38 plus ¼ cent on first 25,000 units per month and ½ cent thereafter—unit equals 1 pound of butter or 1 dozen eggs.
Loop salesmen.....	Unlimited	\$48 per week.
Cheese, wholesale.....	Unlimited	\$40 plus commission of 3 percent on sales over \$500 per week.
Cleaning and dyeing:		
Retail.....	60	\$30 plus 6 percent on receipts over \$100 and 7 percent on receipts over \$300 per week.
Wholesale.....	60	\$30 plus 9 percent on receipts over \$100 per week.
Coffee and tea:		
Retail.....	Unlimited	\$37 plus 15 percent of sales over \$185.
Wholesale.....	Unlimited	\$47 plus 2 cents per pound over base of 2,150 pounds per week.
Ice:		
Union A:		
Route drivers and cube truck drivers.....	Unlimited	\$45 per week.
Truck drivers, misc.....	Unlimited	\$46 per week.
Helpers.....	Unlimited	\$42 per week.
Union B:		
Drivers.....	Unlimited	\$44 per week.
Helpers.....	Unlimited	\$42 per week.
Ice cream:		
May 1 to Sept. 30.....	Unlimited	\$18 plus 6 cents per gallon delivered plus other commissions, ¼ of week's earnings deducted for relief driver.
Oct. 1 to Apr. 30.....	Unlimited	\$23 per week.
Laundry:		
Private dry routes.....	60	\$33 plus 15 percent of dry wash from \$130 to \$180, 12 percent over \$180, and 20 percent of hydro or wet wash over \$180.
Private wet wash.....	60	\$33 plus 10 percent of wet or hydro wash from \$100 to \$125, 20 percent of all business from \$125 to \$150, 20 percent of wet or hydro over \$150, and 12 percent of dry wash over \$150.
Mixed routes.....	60	\$33 plus 15 percent on all business from \$130 to \$180, 10 percent on agency or branch office business, 5 percent on hotel agency business, 2 percent on commercial flat work, 5 percent on wholesale flat work, 12 percent on private dry wash over \$180, and 20 percent on damp or hydro wash over \$180.

See footnotes at end of table.

TABLE 8.—*Union wage and hour scales of motortruck drivers and helpers who are paid on a commission, mileage, or trip basis, June 1, 1939—Continued*

City and classification	Hours per week	Weekly guarantees, commissions, or rates per mile, etc.
<i>Chicago, Ill.</i>		
Laundry—Continued		
Mixed flat-work routes.....	60	\$33 plus 3¾ percent on commercial flat work and 5 percent on wholesale flat work over \$300.
Hotel agency routes.....	60	\$33 plus 10 percent on business from \$150 to \$200, 12½ percent on next \$20, and 5 percent on all over \$220.
Miscellaneous agency, branch offices, hand laundries, and laundry stores.	60	\$40.50 plus 2½ percent on all gross over \$250.
Route foremen.....	60	\$46 plus \$2.25 per route supervised over 6 and under 10; \$1 per route for all over 10.
Meat:		
Packing house sales.....	Unlimited	\$40 plus ¼ cent per pound on sales of 1,800 to 2,000 pounds, ½ cent over 2,000 to 6,000 pounds, 20 cents per hundredweight over 6,000, plus 20 cents per hundredweight of produce.
Wholesale:		
Peddler drivers and helpers.	Unlimited	\$34.50 plus commission of from 5 to 20 percent.
Milk:		
Retail.....	54	\$48 plus 75 cents per hundred units (qts. or pts.) over 1,333 in 7-day week or 1,142 in 6-day week, 90 cents per hundred for all over 4,000, and 1 cent per dozen eggs, pound of cheese, or pound of butter.
Wholesale.....	54	\$49.50 plus same commissions as retail.
Soda, mineral water and soft drinks.	48	\$28 plus 10 percent on sales of soda water, 5 percent on other soft drinks and 8 cents per case of beer delivered or 4 cents per empty case returned.
Taxicab:		
Double shift.....	60	39 percent of receipts.
Single shift.....	72	39 percent of receipts.
<i>Cincinnati, Ohio</i>		
Bakery:		
Bread.....	Unlimited	\$36.50 plus 8 percent on sales over \$350.
Cake.....	Unlimited	\$37.50 plus 8 percent on every additional \$100 over \$350.
Beer, bottle.....	40	\$34 plus optional commissions.
Dry cleaning and dyeing:		
Private trade.....	48	\$24 plus 5 percent on all business over \$150, collected or delivered, also 2 percent on agency work.
Agency.....	48	\$24 plus 2 percent on all work handled.
Ice cream.....	54	\$39.50 guaranteed: \$3.50 per day plus 3 cents per gallon sold, 1 cent per dozen novelty ice cream or ices sold, and 1 cent per empty can returned.
Laundry:		
Private trade.....	Unlimited	\$28 plus 10 percent on all private work in excess of \$150 plus 5 percent on agency work when private work averages \$150 or more per week.
Toilet supply and towel.....	Unlimited	\$35 plus 25 to 100 percent of total compensation received from new customers for 1st 4 weeks' service.
Milk:		
Retail.....	54	\$37.50 plus 1 cent per pound of butter or cheese and 1 cent per dozen eggs.
Wholesale.....	54	\$41.50 plus ½ cent per pound of butter or cheese, ½ cent per dozen eggs, and ¼ cent per point over 200.
Soft drinks and mineral water.....	48	\$30 plus 5 cents per gallon sold, 2 cents on empties returned, and 5 cents on syphons returned from domestic consumers.
Tea and coffee.....	48	\$25 plus 10 percent on all sales over \$175.
<i>Cleveland, Ohio</i>		
Bakery:		
Bread:		
Retail.....	54	\$30 guaranteed: \$12.50 plus 16 percent on net weekly sales. When sales exceed \$200 then the rate is \$2.50 plus 21 percent.
Wholesale.....	54	\$33.30 guaranteed: \$17.50 plus 7 percent commission.
Jewish.....	54	\$33.30 guaranteed: \$1 per week plus 12 percent on all sales
Cracker.....	44	\$151 per month plus 1 percent on all deliveries.
Pretzel.....	48	\$32.50 guaranteed: \$4 per week plus 12 percent on net sales

See footnotes at end of table.

TABLE 8.—*Union wage and hour scales of motortruck drivers and helpers who are paid on a commission, mileage, or trip basis, June 1, 1939—Continued*

City and classification	Hours per week	Weekly guarantees, commissions, or rates per mile, etc.
<i>Cleveland, Ohio—Continued</i>		
Beer:		
Union A:		
Bottle beer .....	44	\$34 plus 2 cents per case of nonreturnable package and 2 cents per empty case returned.
Keg beer .....	44	\$35 plus 4 cents on empty barrels returned, 2 cents on ¼ barrels, and 1 cent on ½ or ¾ barrels.
Beverage .....	54	\$38 plus 2 cents per case of nonreturnable packages delivered and 2 cents per empty case returned.
Union B:		
Bottle beer .....	40	\$37 plus 3 cents per empty case returned.
Keg beer .....	40	\$38 plus 3 cents per empty barrel returned, 2 cents per ½ barrel, and 1 cent per ¼ or ¾ barrel.
Dry cleaning and dyeing:		
Retail .....	Unlimited	\$16.50 plus 10 percent on gross business.
Wholesale .....	Unlimited	\$26.50 plus 5 percent on gross business.
Ice cream .....	Unlimited	\$4.60 per day in summer or \$5.50 in winter plus 1 cent per gallon bulk sold, 1 cent per empty gallon can returned, 2 cents per gallon brick sold, and ½ cent per dozen novelties sold.
Laundry:		
Industrial:		
Rate A .....	Unlimited	\$30 guaranteed: \$7 plus 10 percent of gross business.
Rate B .....	Unlimited	\$30 guaranteed: 15 percent on direct work, 10 percent on rented clothes, and 7 percent on agency work.
Linen .....	48	\$37 plus commissions.
Milk .....	Unlimited	\$2.50 per day plus 10 percent of weekly cash and 8 percent on all other collections.
New car transport:		
Single car drivers .....	1 70	4 cents per mile for first 100 miles; 3 cents per mile thereafter.
Trailer drivers .....	1 70	3¼ cents per tractor mile or 6½ cents per loaded mile.
Taxi .....	60	\$15 on bookings between \$35 and \$37.50. 40 percent of bookings over \$37.50 or under \$35.
<i>Columbus, Ohio</i>		
Soft drinks .....	48	\$24 plus 2 cents per case sold and delivered.
Taxi .....	68	35 percent of initial \$36 collected; 50 percent on all over \$36. 2 percent bonus on all gross bookings for having no accidents charged to their negligence.
<i>Dallas, Tex.</i>		
Beer, bottle .....	40	\$22 plus 2½ cents per case sold.
Freight, line drivers:		
Company A .....	60	2 cents per mile.
Company B .....	60	Per trip, otherwise 2 cents per mile.
Company C .....	60	2 cents per mile; \$20 weekly minimum.
Company D .....	60	2¼ cents per mile; \$20 weekly minimum.
Company E .....	60	2½ cents per mile.
Taxi .....	72	33½ percent of meter readings.
<i>Davenport, Iowa</i>		
(See Rock Island (Ill.) district)		
<i>Denver, Colo.</i>		
Bakery:		
Retail .....	54	\$27.50 guaranteed: 20 percent on sales averaging up to \$150. 21 percent over \$150 and 22 percent over \$200.
Wholesale .....	48	\$30.25 guaranteed: 11 percent on first \$275 and 7 percent on total gross sales thereafter.
Freight, line-haul drivers:		
Denver to Chicago or St. Louis .....	60	2¾ cents per mile.
New car transport:		
Driver with helper .....	60	2¼ cents per mile.
Helper .....	60	1¾ cents per mile.
Driver (one-man operation) .....	60	2¾ cents per mile.
<i>Des Moines, Iowa</i>		
Bakery:		
Retail .....	Unlimited	\$25 guaranteed: 22 percent on all sales; bonus of \$1 for each \$6 over \$100.
Wholesale .....	Unlimited	\$30 guaranteed: \$18 plus 5 percent on first \$300 and 6 percent thereafter.

See footnotes at end of table.

TABLE 8.—Union wage and hour scales of motortruck drivers and helpers who are paid on a commission, mileage, or trip basis, June 1, 1939—Continued

City and classification	Hours per week	Weekly guarantees, commissions, or rates per mile, etc.
<i>Des Moines, Iowa—Con.</i>		
Beer.....	48	\$28 for first 6 months, \$29 for second 6 months, and \$30 after 1 year; all plus 2½ cents for each case or carton, over 350, sold or delivered.
Dry cleaning and dyeing.....	50	\$25 plus 1 percent on gross sales.
Freight, over-the-road.....	60	On through runs, 2¾ cents per mile, guaranteed \$4.50 per day regular or \$6 per day on turn-around runs; on local runs (within 75 miles of city) 60 cents per hour, guaranteed \$3 per day.
Ice cream.....	2 Unlimited	\$26.40 plus 1 percent on all sales.
Milk:		
Retail.....	2 Unlimited	Guarantees of \$25.50 for first 6 months, \$28 for second 6 months, and \$29.50 thereafter. Commission basis of 5 percent on retail cash collections over \$600 per month and 2 percent on wholesale cash collections plus 10 cents per 100 bottles returned with additional 2½ cents if 99½ percent of all bottles are returned. <sup>3</sup>
Wholesale.....	2 Unlimited	\$29.50 guaranteed; same commissions as retail drivers. <sup>4</sup>
Soft drinks.....	54	\$28.12 plus 2½ cents per case or carton, above 350 per week, sold or delivered, Apr. 1 to Oct. 1; 48-hour week with \$25 base plus 2½ cents per case or carton, over 300, October to April 1.
Taxi.....	54	\$18 guaranteed; 43 percent of gross receipts.
<i>Detroit, Mich.</i>		
Bakery:		
Retail.....	Unlimited	\$38 plus 8 percent on all business over \$300.
Wholesale:		
Bread.....	54	\$34 guaranteed: \$6.50 per week plus 10 percent of net sales.
Cake and pie.....	54	\$33 guaranteed plus 7 percent of sales over \$250 but under \$300, 8 percent of sales over \$300 but under \$350, 9 percent of sales over \$350 but under \$400, and 10 percent of sales over \$400.
Biscuit.....	48	\$33 guaranteed: 1 percent of net invoice value.
Beer:		
Unions A and B:		
Bottle beer.....	40	\$38 guaranteed: 3 cents per case sold.
Keg beer.....	40	\$38.50 guaranteed: 10 cents per ½ barrel returned.
Helpers.....	40	\$34 guaranteed: ¼ of driver's commission.
Union C:		
Bottle beer.....	40	\$38 guaranteed: \$20 plus 5 cents per case delivered.
Keg beer.....	40	\$38.50 guaranteed: \$20 plus 15 cents per ½ barrel delivered.
Helpers.....	40	\$34 guaranteed: \$20 plus 2 cents per case or 5 cents per ½ barrel.
Food.....	50	\$30 plus 4 percent on sales over \$400 or 5 percent on sales over \$500.
Freight, long distance.....	60	3½ cents per mile on trips up to 150 miles, 3 cents per mile on trips up to 200 miles, and 2¾ cents on trips of 201 miles or over; guaranteed 6 hours per day at 75 cents per hour if accumulated mileage does not equal that amount.
Ice cream.....	Unlimited	\$25 guaranteed: 2 cents per gallon delivered or can returned.
Laundry:		
Linen.....	49	\$45 guaranteed: \$10 plus 10 percent.
Cabinet towel.....	49	\$35 plus 1 percent of business over \$200.
Sheet and pillow case.....	49	\$40 guaranteed: 10 percent on all business.
Cabinet installation.....	Unlimited	\$36 per week.
Special account.....	Unlimited	\$35 per week.
Relay.....	Unlimited	\$31 per week.
Special delivery.....	Unlimited	\$25 per week.
Wholesale sheet and pillow case.....	Unlimited	\$42.50 per week.
Wholesale towel.....	Unlimited	\$37.50 per week.
Milk:		
Union A:		
Retail.....	Unlimited	\$35 guaranteed: \$12 plus 14 percent.
Wholesale.....	Unlimited	\$35 guaranteed: \$15 plus 5 percent on bottled goods and 3 percent on bulk goods.
Union B.....	Unlimited	\$14 plus 12 percent.
Soft drinks:		
Rate A.....	5 60	\$15 plus 10 percent on sales and 2 cents per empty case returned.
Rate B.....	60	\$25 plus 2 cents per case delivered or returned.
Taxi.....	84	40 percent of all bookings.

See footnotes at end of table.

TABLE 8.—Union wage and hour scales of motortruck drivers and helpers who are paid on a commission, mileage, or trip basis, June 1, 1939—Continued

City and classification	Hours per week	Weekly guarantees, commissions, or rates per mile, etc.
<i>Duluth, Minn.</i>		
Dry cleaning.....	48	\$28.80 plus 10 percent on all business over \$200.
Freight, over-the-road.....	60	23½ cents per mile; guaranteed 75 cents per hour for 6 hours on through runs or 8 hours at 75 cents in any 24-hour period on turn-around runs.
Ice cream.....	48	55 cents per hour plus ½ cent per gallon sold.
Milk.....	48	\$90 per month guaranteed; 16 percent plus 2 cents per pound of butter and cheese, retail; 8 percent plus ½ cent per pound of butter and cheese, wholesale.
Taxi.....	60	\$15 plus 40 percent of all receipts over \$37.50 per week.
<i>El Paso, Tex.</i>		
Freight, line drivers.....	60	2½ cents per mile.
<i>Erie, Pa.</i>		
Beer.....	40	\$30 guaranteed: \$27 plus 2½ cents per case sold and 10 cents per barrel returned.
Freight, over-the-road:		
Truck, trailers, or semi-trailer.....	60	\$7 per trip to Buffalo or Cleveland.
Truck and 4-wheeler, tractor with semitrailer and 4-wheeler, tractor with 2 semitrailers and dolly.....	60	\$8 per trip to Buffalo or Cleveland.
Taxi.....	66	\$16 guaranteed: ⅓ of all revenues.
<i>Grand Rapids, Mich.</i>		
Beer.....	40	\$26 plus 2 cents per case, 10 cents per ¼ barrel, 5 cents per ⅓ barrel, or 2½ cents per ⅛ barrel delivered.
Freight, highway drivers.....	60	2¾ cents per mile plus 75 cents per hour for time spent in pick-ups and deliveries. Guaranteed 6 hours per day on through trips or 8 hours on turn-around trips at 75 cents per hour.
Ice.....	48	\$4.50 per day guaranteed: 22 percent of sales price of ice sold.
<i>Houston, Tex.</i>		
Bakery.....	54	\$30 plus 7 percent on sales over \$300.
Beer, bottle.....	40	\$22.50 plus 4 cents per case delivered.
Freight, cross-country.....	60	2 cents per mile; \$20 guaranteed.
Ice.....	56	Commercial routes—\$4 per day plus 5 cents per hundred pounds delivered in excess of 4,000. On combination routes the scale is \$2.25 per day plus a commission on sliding scale according to daily average.
Laundry.....	60	\$20 plus 20 percent on all business over \$100.
Milk:		
Retail.....	48	\$20 plus 13 percent on sales over \$140 and 3 cents per pound of butter or dozen eggs.
Wholesale.....	48	\$25 plus 8 percent on sales from \$350 to \$450; 6 percent from \$450 to \$575 or 8 percent of all sales over \$350 when route runs over \$575; all plus 1 cent per pound of butter or dozen eggs.
Soft drinks.....	Unlimited	\$25 plus 3 cents per case sold.
Helpers.....	Unlimited	\$18, of which \$3 is paid by driver.
Taxi.....	72	\$2 per day plus 40 percent of receipts over \$2.
<i>Indianapolis, Ind.</i>		
Beer:		
Union A.....	48	\$27 plus 4 cents per empty case returned, 5 cents per ½ barrel delivered or returned.
Union B.....	48	\$27 plus 4 cents per empty case returned, 10 cents per empty ½ barrel, and 5 cents per empty ¼ barrel returned.
Freight, over-the-road.....	Unlimited	\$40.60.
Extra drivers.....	Unlimited	\$7 per day.
Soft drinks.....	48	\$25 plus 4 cents per empty case returned.
Stock hauling, over-the-road.....	Unlimited	Per trip according to established schedule.
<i>Jacksonville, Fla.</i>		
Beer.....	40	\$22.50 plus 2½ cents per case sold.
Taxi.....	Unlimited	40 percent of receipts.

See footnotes at end of table.

TABLE 8.—Union wage and hour scales of motortruck drivers and helpers who are paid on a commission, mileage, or trip basis, June 1, 1939—Continued

City and classification	Hours per week	Weekly guarantees, commissions, or rates per mile, etc.
<i>Kansas City, Mo.</i>		
Bakery:		
Retail.....	48	\$35 plus 5 percent on sales from \$125 to \$200 and 20 percent on all over \$200.
Wholesale.....	48	\$33 plus 5 percent on sales from \$200 to \$300 and 8 percent on all over \$300.
Pie.....	48	\$33 plus 5 percent on sales from \$200 to \$300 and 8 percent on all over \$300.
Beer:		
Bottle beer.....	40	\$24 plus 5 cents per dozen cans of malt syrup delivered up to 25 cases and 5 cents per empty case returned.
Combination drivers.....	40	\$7.20 per day plus bottle beer drivers' commissions.
Freight, over-the-road.....	60	2¾ cents per mile without helper, 2¼ cents with helper plus room rent on stop-overs.
Helpers.....	60	1¾ cents per mile plus room rent on stop-overs.
Ice cream, wholesale.....	Unlimited	\$13.20 plus 2 cents per gallon sold.
Laundry:		
Domestic.....	Unlimited	\$22.50 plus 15 percent on pick-up and delivery over \$150.
Linen supply.....	Unlimited	\$20 plus 10 percent of gross amount and \$1 for each new customer.
Overall and towel (industrial)	Unlimited	23 percent on overall business, 20 percent on wiping cloth.
Milk:		
Retail.....	Unlimited	\$23 per week guaranteed for 1st 6 months, \$25 thereafter: basic rate of \$26.50 per month plus 10 percent on all collections except butter and eggs, 2 cents per pound of butter or dozen eggs, and bonus of 2 percent on pasteurized or certified milk.
Wholesale.....	Unlimited	\$25 guaranteed: 6 percent commission without helper; 5 percent with helper; 1 cent per pound of butter or dozen eggs.
Relief drivers.....	Unlimited	\$30 per week.
Helpers.....	Unlimited	\$2.50 per day.
Route riders and relief.....	Unlimited	\$32 per week.
New car freight drivers.....	48	\$27.50 guaranteed for loaders, \$25 for chainers: 5 cents a loaded mile, 2½ cents empty.
Soft drinks.....	54	\$24 plus 5 cents per case.
Taxi.....	60	25 cents per hour plus 35 percent on weekly bookings over \$43.
<i>Little Rock, Ark.</i>		
Taxi.....	84	30 percent of gross receipts.
<i>Los Angeles, Calif.</i>		
Bakery, wholesale:		
Bread.....	Unlimited	\$37.50 guaranteed: \$15 plus 7 percent on sales up to \$500 and 10 percent over \$500. <sup>6</sup>
Cake.....	Unlimited	\$36 guaranteed: 10 percent of all sales. <sup>7</sup>
Limousine.....	48	\$75 per month guaranteed: 23½ percent commission.
Milk:		
Retail.....	48	\$150 per month guaranteed: \$100 plus 6 percent.
Wholesale.....	48	\$150 per month guaranteed: \$100 plus 2¼ percent.
Tank trucks, transport.....	60	3½ cents per mile on valley runs or 4½ cents per mile on mountain runs for trucks of 5,750 gallons or less capacity—over 5,750 gallons, 3¾ cents for valley and 4¾ cents for mountain runs.
<i>Louisville, Ky.</i>		
Freight, over-the-road.....	60	2¾ cents per mile.
<i>Madison, Wis.</i>		
Dairy.....	Unlimited	\$28.50 plus 6 percent on all business over \$600 per week plus 1 cent per pound of butter or cheese or dozen eggs, retail; 3 percent on all business over \$1,200 per week, 2 percent on all bulk sales and ¼ cent per pound of butter or cheese or dozen eggs, wholesale.
Laundry.....	60	\$25 plus 10 percent on all business over \$250.
<i>Manchester, N. H.</i>		
Freight, Manchester to New York.....	48	\$16.50 per trip.

.. See footnotes at end of table.

TABLE 8.—Union wage and hour scales of motortruck drivers and helpers who are paid on a commission, mileage, or trip basis, June 1, 1939—Continued

City and classification	Hours per week	Weekly guarantees, commissions, or rates per mile, etc.
<i>Memphis, Tenn.</i>		
Beer:		
Bottle.....	40	\$20 plus 2 cents per empty case returned and 5 cents per case of canned beer sold.
Keg.....	40	\$25 plus 10 cents per empty $\frac{1}{2}$ barrel or 5 cents per empty $\frac{1}{4}$ barrel returned.
Dry cleaning.....	Unlimited	\$22.50 plus 15 percent of all collections from \$150 to \$300, and 10 percent over \$300.
<i>Milwaukee, Wis.</i>		
Bakery:		
Retail.....	Unlimited	\$25 guaranteed: 18 percent on all sales with bonus of \$1 on first \$100 and \$1 on each additional \$25.
Wholesale.....	Unlimited	\$32 plus 10 percent on sales over \$270.
Box lunch.....	Unlimited	\$18.75 plus 13 percent on sales from \$125 to \$200; 14 percent over \$200.
Beer, bottle.....	40	\$39 plus $\frac{2}{3}$ of commission on empties returned.
Helpers.....	40	\$32 plus $\frac{1}{3}$ of commission on empties returned.
Dry cleaning:		
Retail.....	50	\$20 plus 8 percent on all work over \$100.
Wholesale.....	50	\$20 plus 8 percent on all work over \$100.
Route foreman.....	50	\$35 plus \$1 for each route supervised.
Coverall drivers.....	50	\$30 guaranteed: \$15 plus 10 percent on all work plus 50 percent of second month's new business.
Ice.....	Unlimited	\$3.60 per ton retail, \$1.60 wholesale, \$1 on butcher deliveries.
Ice cream:		
City.....	48	\$28.50 plus 2 cents per gallon on package goods, 1 cent on bulk, 2 cents per gallon novelties, 1 cent per empty can or cover, 5 cents per tub or bag returned; all plus 5 percent.
Country.....	48	\$31.50 plus city commissions.
Relief.....	48	\$31.50 plus $\frac{1}{4}$ of the weekly commissions of the routes worked.
Laundry:		
Retail.....	Unlimited	\$22 plus 12 percent on business over \$100 and 5 percent on commercial work handled.
Commercial.....	50	\$25 plus 1 percent of gross sales.
Milk.....	48	\$34.50 plus 6 percent of retail collections over \$600 per month, 3 percent on wholesale; 1 cent per pound of butter or cheese sold retail or $\frac{1}{4}$ cent wholesale; \$1 for each new customer.
Soft drinks:		
Salesmen not handling franchise drinks or nickel sellers.....	48	\$25 on first \$200 sales plus 10 percent on all over \$200 and 3 cents for each case of empty bottles returned.
Franchise drinks or nickel sellers exclusively.....	48	\$30 guaranteed: \$24 plus 3 cents on each case of empty bottles returned.
<i>Minneapolis, Minn.</i>		
Bakery:		
Bread.....	54	\$32.50 plus 5 percent on sales from \$275 to \$375, 6 percent from \$375 to \$475, 7 percent on all over \$475.
Cake.....	54	\$32.50 plus 7 percent on all sales over \$225.
Doughnuts.....	54	\$25 plus 5 percent on all sales.
Dry cleaning.....	48	\$25 plus 10 percent on sales between \$100 and \$150, 5 percent between \$150 and \$200, 10 percent on all over \$200; minimum reduced to \$20 during December, January, and February.
Ice cream.....	48	\$32 plus $1\frac{1}{2}$ cents per gallon ice cream mix, 3 cents per gallon ice cream, 1 cent per dozen novelties.
Laundry:		
Dry routes.....	48	\$25 plus 10 percent of net volume over \$150.
Wet routes.....	48	\$25 plus 8 percent of net volume between \$100 and \$200 and 15 percent for all over \$200.
Commercial routes.....	48	\$25 plus $2\frac{1}{4}$ percent of net volume between \$500 and \$600. No commission for excess over \$600.
Di-Dee, rug, and linen supply.....	48	\$25 plus commission.
Industrial towel supply.....	48	\$26 plus 50 percent of 1st 4 weeks' business of new accounts.
Overall.....	48	12 percent on first \$50 net volume, 10 percent on rentals, 15 percent on C. O. D. volume over \$50, 10 percent on all charge-account business.
Sausage.....	Unlimited	\$35 per week.
Helpers.....	Unlimited	50 cents per hour.
Taxi.....	54	\$3 per day guaranteed: 40 percent of gross receipts.
Tea and coffee.....	48	\$25 plus $12\frac{1}{2}$ percent on collections between \$140 and \$200 and 15 percent on all over \$200.

See footnotes at end of table.

TABLE 8.—Union wage and hour scales of motortruck drivers and helpers who are paid on a commission, mileage, or trip basis, June 1, 1939—Continued

City and classification	Hours per week	Weekly guarantees, commissions, or rates per mile, etc.
<i>Moline, Ill.</i>		
(See Rock Island (Ill.) district)		
<i>Nashville, Tenn.</i>		
Taxi.....	54	\$2 per day guaranteed; 25 percent of bookings for drivers in employ less than 6 months, 30 percent for drivers in employ 6 months or over, 35 percent for drivers in employ 6 months or over and booking over \$90 in 13-day period, plus a bonus of \$4 per 13-day period for men who have complied with all rules for that period.
<i>Newark, N. J.</i>		
Bakery:		
Retail.....	66	\$31 guaranteed; 20 percent on all sales over \$15.
Wholesale.....	60	\$24 plus 6 percent on all sales.
Beer.....		
Helpers.....	40	\$40 guaranteed; \$4.50 per day plus 3 cents per case sold and ½ cent per empty case returned.
Milk:		
Retail salesmen.....	60	\$6 per day guaranteed; \$4.50 per day plus 1 cent per case delivered.
Vacation reliefmen.....	60	\$35 for first 6 months, \$37.50 for second 6 months, \$41 thereafter plus 2½ percent on retail collections and 1 percent on wholesale.
Route salesmen, special store.....	60	\$46 plus retail salesmen's commissions.
Wholesale salesmen.....	60	\$33 for first 6 months, \$35.50 for second 6 months, and \$39 thereafter plus 1½ percent on collections.
Vacation reliefmen.....	60	\$39 for first 6 months, \$42 for second 6 months, and \$43 thereafter plus 1½ percent on value of bottled sales and 1 cent per 40-quart can equivalent of bulk goods sold.
Soft drinks:		
Rate A.....	40	\$49.50 plus wholesale salesmen's commissions.
Rate B.....	Unlimited	\$33 guaranteed; minimum of 1½ cents on each case, empty or full.
<i>New Haven, Conn.</i>		
Freight, long distance.....	48	\$30 guaranteed; cases selling for less than 80 cents, ¼ cent commission; 80 to 90 cents, ½ cent; 90 to \$1.00, 1¼ cents; \$1.00 and over, 2 cents; empty bottles, 2 cents per case; other products ½ cent per case; deliveries of special or carbonated beverages, ½ cent per case; special and other products credited to route to which delivered, ½ of 1 percent of net price.
<i>New Orleans, La.</i>		
Beer, bottle.....	40	Per trip.
<i>New York, N. Y.</i>		
Bakery:		
Union A:		
White bread.....	Unlimited	\$21 plus 5 cents per case sold.
Hebrew bread.....	Unlimited	\$42 plus 8 percent on sales over \$325.
Mixed types:		
Grocery stores.....	Unlimited	\$42 plus 5 percent on total sales, less deductions for returns, stale bread, etc.
Restaurants.....	Unlimited	\$24 plus 6 percent on all sales.
Cake division.....	Unlimited	\$24 plus 5 percent on all sales.
Reeve division.....	Unlimited	\$24 plus 6 percent on all sales.
Special delivery.....	Unlimited	\$27.50 per week.
Pastry.....	Unlimited	\$27 per week.
Pie:		
Company A.....	48	Various minimums and commissions.
Company B.....	48	\$45 plus 5 percent on sales over \$400.
Company C.....	48	\$39 plus 5 percent on sales over \$250.
Company C.....	48	\$38 plus 5 percent on sales over \$250.
Union B:		
Bread.....	Unlimited	\$36 guaranteed; \$24 plus 6 percent on all sales.
Bread and cake.....	48	\$24 plus 6 percent on all sales.
Funeral:		
Manhattan and Bronx:		
Rate A.....	Unlimited	\$38 plus pall-bearing fees.
Rate B.....	Unlimited	\$35 plus pall-bearing fees.
Kings and Queens:		
Rate A.....	Unlimited	\$35 plus pall-bearing fees.
Rate B.....	Unlimited	\$32 plus pall-bearing fees.

See footnotes at end of table.

TABLE 8.—Union wage and hour scales of motortruck drivers and helpers who are paid on a commission, mileage, or trip basis, June 1, 1939—Continued

City and classification	Hours per week	Weekly guarantees, commissions, or rates per mile, etc.
<i>New York, N. Y.—Continued</i>		
Laundry:		
Family:		
Contract A:		
Retail.....	Unlimited	\$30 plus commission.
Wholesale.....	Unlimited	\$35 per week.
Helpers.....	Unlimited	\$14 per week.
Contract B:		
Retail.....	55	\$30 plus varying commissions.
Linen supply.....	Unlimited	\$35 per week.
Helpers.....	Unlimited	\$25 per week.
Office towel.....	Unlimited	\$30 plus 1 or 2 percent on collections.
Helpers.....	Unlimited	\$22.50 per week.
Milk:		
Agreement A:		
Retail.....	48	\$39.50 plus 2½ percent on collections.
Vacation riders.....	48	\$44 plus 1 percent on collections and ½ percent on sales.
Wholesale.....	48	\$40 plus 1 percent on collections and ½ percent on sales.
Route riders.....	48	\$44 plus 1 percent on collections and ½ percent on sales.
Vacation riders.....	48	\$44 plus 1 percent on collections and ½ percent on sales.
Agreement B:		
Retail.....	54	\$35 plus 2½ percent on retail collections and 1 percent on wholesale.
Vacation riders.....	54	\$46 plus regular commissions.
Wholesale.....	54	\$41 plus 1 percent on all collections and ½ percent on sales.
Route and vacation riders.....	54	\$45 plus regular commissions.
Sightseeing busses.....	Unlimited	Per trip according to scheduled rates.
Taxi.....	Unlimited	45 percent straight commission.
<i>Norfolk, Va.</i>		
Beer, local drivers.....	40	\$21 plus 2½ cents per case, 20 cents per half barrel, and 12 cents per quarter barrel delivered.
Dairy:		
Norfolk route.....	60	\$25 guaranteed plus 10 percent on wholesale and 7 percent on retail collections over \$25.
Portsmouth route.....	60	\$27.50 guaranteed plus 9 percent on wholesale and 6 percent on retail collections over \$27.50.
<i>Oklahoma City, Okla.</i>		
Freight, over-the-road.....	60	2¾ cents per mile going north, 2¼ cents per mile going south plus 75 cents per hour for nonoperating time.
Taxi.....	84	35 percent of gross receipts.
<i>Omaha, Nebr.</i>		
Bakery.....	Unlimited	\$31.50 plus 6 percent of sales over \$300 per week. <sup>16</sup>
Freight, over-the-road.....	60	2¾ cents per mile; guaranteed 6 hours at 75 cents on all through runs or 8 hours in 24 on turn-around runs.
Taxi.....	60	50 percent of gross receipts for first 60 days, 54 percent thereafter, less gasoline.
<i>Peoria, Ill.</i>		
Bakery:		
Retail.....	Unlimited	\$22.50 guaranteed: 20 percent on all collections.
Wholesale.....	Unlimited	\$35 plus 10 percent of all collections over \$325.
Cake.....	Unlimited	\$32.50 plus 10 percent on all sales over \$300.
Doughnut.....	Unlimited	\$30 plus 10 percent of all collections over \$225.
Beverage, over-the-road.....	60	2¾ cents per mile.
Cleaning and dyeing.....	Unlimited	\$18 plus 5 percent on first \$200 business, 6 percent on next \$100, 8 percent on next \$100, and 5 percent on all over \$400; guaranteed \$25.
Freight, over-the-road.....	60	2¾ cents per mile.
Ice.....	48	\$31.20 plus 1 cent per cwt. on retail and ¾ cent on wholesale deliveries of ice costing 40 cents per cwt.; ½ cent on commercial ice costing 30 cents per cwt.
Ice cream.....	Unlimited	\$36 guaranteed: \$15 plus 2 cents per gallon; 2 cents per dozen bars or novelties; 1 cent per dozen bars or novelties delivered to other plants; and 6 percent on miscellaneous supplies.
Laundry:		
Residential routes.....	Unlimited	\$19 plus 4 percent on first \$200 business; 6 percent on next \$100; 8 percent on next \$100; and 5 percent on all over \$400
Commercial routes.....	Unlimited	\$19 plus 4 percent on all business.
Milk:		
Tank trucks.....	Unlimited	\$31 guaranteed: 3 cents per mile.
Retail routes.....	Unlimited	\$36 guaranteed: 10 percent on retail sales and wholesale deliveries and 5 percent on retail collections; 1 percent bonus for 100 percent collections within following month; 5 percent premium on all commissions over \$156 per month.

See footnotes at end of table.

TABLE 8.—Union wage and hour scales of motortruck drivers and helpers who are paid on a commission, mileage, or trip basis, June 1, 1939—Continued

City and classification	Hours per week	Weekly guarantees, commissions, or rates per mile, etc.
<i>Peoria, Ill.—Continued</i>		
Milk—Continued.		
Wholesale routes.....	Unlimited	\$36 guaranteed: 6 percent on sales; 1½ percent on collections by driver, ½ percent on collections by office; plus ½ cent per pound of butter or dozen eggs.
Route foremen.....	Unlimited	\$39.60 guaranteed: 10 percent above average pay of routes supervised.
Route skippers.....	Unlimited	\$36 guaranteed: average of routes skipped.
Butter drivers.....	Unlimited	\$25 plus ½ cent per pound over 2,300 pounds.
Cream haulers.....	Unlimited	\$29 plus ¼ cent per pound butter fat over 6,000 per month and ½ cent per pound of butter sold or dozen eggs delivered to the plant.
New car transport:		
Leaders.....	90	3 cents per mile plus 1 cent per mile deadheading.
Tailmen.....	90	2 cents per mile plus 1 cent per mile deadheading.
Produce, road drivers.....	Unlimited	\$27.
Taxi.....	72	\$15 plus 33⅓ percent of receipts over \$45.
<i>Philadelphia, Pa.</i>		
Bakery:		
Union A.....	Unlimited	\$32 plus 10 percent on sales over \$200.
Union B:		
Retail.....	Unlimited	\$32.50 guaranteed: 20 percent on first \$100; 21 percent thereafter.
Wholesale.....	Unlimited	\$32.50 guaranteed: \$16.50 plus 6 percent on all business.
Cleaning and dyeing:		
Retail.....	50	\$17 plus 10 percent on total sales.
Wholesale.....	Unlimited	40 percent on gross business.
Freight, over-the-road:		
Philadelphia to New York or Baltimore—fast runs.	40	\$10.10 round trip plus \$3 each way when pulling trailer.
Philadelphia to New York—slow runs.	48	\$16.16 round trip plus \$3 each way when pulling trailer.
Laundry:		
Retail.....	Unlimited	\$19 plus 13 percent commission.
Wholesale.....	Unlimited	\$28 guaranteed: \$20 plus 1 percent of business.
Route foremen.....	Unlimited	\$40.
Linen supply.....	50	\$32 plus 4 percent on sales over \$300.
Overall rental and laundry	50	\$25 guaranteed: 10 percent of total rentals; 16 percent of laundry and dry cleaning; 10 percent of miscellaneous sales; 20 percent of soap sales.
Meat:		
Rate A.....	Unlimited	\$35 guaranteed: \$21 plus 1 per cent on all fresh meats and 2 percent on manufactured goods.
Rate B.....	Unlimited	\$35 guaranteed: \$24 plus 1 percent on all fresh meats and 2 percent on manufactured goods.
Milk.....		
	Unlimited	\$35 guaranteed: base pay of \$18, \$22.50, or \$25 plus 6 percent on all business and ¼ of 1 cent for each empty bottle returned.
Taxi:		
Rate A.....	54	\$15 plus 50 percent of earnings over \$30.
Rate B.....	54	\$18 plus 45 percent of earnings over \$40.
<i>Phoenix, Ariz.</i>		
Freight, over-the-road:		
Truck and trailer.....	11 60	3¾ cents per mile.
Milk:		
Retail.....	54	\$100 per month plus 5 percent on sales and 8 percent on collections.
Wholesale.....	54	\$110 per month plus 2½ cents per gallon of fluid product and ½ of 1 cent per pound of solid.
Relief.....	54	\$7.50 per month plus average of routes relieved.
Taxi.....	51	\$3 per day guaranteed: 35 percent of receipts.
<i>Pittsburgh, Pa.</i>		
Bakery:		
Union A:		
Retail.....	Unlimited	\$1 plus 25 percent on all sales plus \$1.50 allowance for bags.
Wholesale.....	Unlimited	\$28 plus 5 percent on all business.
Union B:		
Retail.....	60	\$2.50 plus 19 percent on sales up to \$150; 20 percent on sales up to \$200; 22 percent on sales over \$200. \$100 per 4 weeks guaranteed.
Wholesale.....	60	\$22.50 plus 5 percent on sales up to \$400; \$14.50 plus 7½ percent on sales from \$400 to \$500; \$14.50 plus 8 percent on sales from \$500 to \$600; \$14.50 plus 8½ percent on sales over \$600. \$30 guaranteed.

See footnotes at end of table.

TABLE 8.—*Union wage and hour scales of motortruck drivers and helpers who are paid on a commission, mileage, or trip basis, June 1, 1939—Continued*

City and classification	Hours per week	Weekly guarantees, commissions, or rates per mile, etc.
<i>Pittsburgh, Pa.—Continued</i>		
Cheese.....	Unlimited	\$21.50 plus 3 percent on net sales. Bulk cheese paid at rate of 1½ percent.
Cleaning and dyeing:		
Retail.....	44	\$12.50 plus 10 percent on all business.
Wholesale.....	44	\$22.50 plus 5 percent on all business.
Ice cream.....	Unlimited	\$5.25 per day plus 1½ cents per gallon ice cream, 3 cents per gallon Spumoni, 5 cents per 100 ice cream pails, ½ cent per dozen novelties, 1 cent per 100 cones, 1 cent per empty cone can or lid returned, and ½ cent per gallon on empty cans returned.
Linen supply.....	50	\$37 guaranteed: \$32 plus 3 percent on all business over \$300.
Meat.....	48	\$36 plus 1 cent per tray and 5 cents per barrel returned.
Milk:		
Retail.....	Unlimited	\$5.75 per day guaranteed: 6 percent on retail sales, 4½ percent on retail collections, 4 percent on wholesale sales; and ½ cent per empty bottle, and 1 cent per empty jug returned.
Wholesale.....	Unlimited	\$5.75 per day guaranteed: 4½ percent on wholesale bottle sales, 2 percent on bulk sales, 1 cent per pound of butter or dozen eggs; and 3 cents per empty can, ½ cent per empty bottle, and 1 cent per empty jug returned.
Downtown.....	Unlimited	\$5.75 per day guaranteed: 2 percent on wholesale bottle or bulk sales, ½ cent per pound of putter or dozen eggs; and ½ cent per empty bottle, 3 cents per empty can, and 1 cent per empty jug returned.
Route runners.....	Unlimited	\$6.60 per day.
Refuse:		
Company A:		
Complaint truck driver.....	Unlimited	\$5.25 per day.
Garbage: 3-man crew:		
Driver.....	Unlimited	\$2.50 per load—average load of 3 tons.
Helpers.....	Unlimited	\$2.375 per load.
Rubbish: 2-man crew.....	Unlimited	\$2.20 per load—average load 3,500 pounds.
Company B:		
Garbage: 2-man crew:		
Driver.....	Unlimited	\$2.25 per load plus 25 cents per day. Average load of 2 tons.
Helper.....	Unlimited	\$2.25 per load.
Rubbish: 2-man crew.....	Unlimited	\$1.15 per ton.
Soft drinks.....	Unlimited	Various commissions.
Taxi.....	60	40 percent of gross earnings.
<i>Portland, Oreg.</i>		
Bakery:		
City route.....	48	\$37.50 plus 3 percent on sales between \$200 and \$300; 4 percent on sales between \$300 and \$400; 7 percent on sales over \$400.
Country route.....	48	\$40.50 plus city commissions.
Dry cleaning.....	54	\$20 guaranteed; \$12 plus commission.
Laundry:		
Bundle route.....	54	\$25 guaranteed: \$12 plus 12 percent of net business.
Commercial route.....	54	\$30 plus 5 percent on all business between \$300 and \$400; 4 percent on all business between \$400 and \$500; 3 percent on all business over \$500; 12 percent on all accounts under \$5.00; 9 percent on linen supply.
Linen supply.....	54	\$25 guaranteed: \$12 plus 9 percent of net business.
Taxi.....	54	\$3.25 per day plus 40 percent of all day's business over \$8.15.
<i>Providence, R. I.</i>		
Bakery:		
Company A.....	48-54	\$14 plus 7 percent.
Company B.....	45	\$20 plus 3 percent.
Company C.....	45	\$27.50 plus 1 percent.
Company D.....	48-54	\$19 plus 6 percent on sales over \$100.
Company E.....	48-54	\$14 plus 6½ percent.
Freight—Providence to N. Y. C.....	44	\$17.85 per round trip.
<i>Reading, Pa.</i>		
Bakery.....	Unlimited	\$21 plus 6 percent on business over \$100.
Milk:		
Retail.....	Unlimited	\$26.50 plus 12 percent on all collections.
Wholesale.....	Unlimited	\$26.50 plus 5 percent on all collections.
Relief.....	Unlimited	\$35.50 plus 2½ percent on all collections.
Special delivery.....	Unlimited	\$26.50 per week. <sup>12</sup>
Utility men.....	Unlimited	\$38.50 per week.
Regular route men, also doing inside work.....	Unlimited	\$27 per week.

See footnotes at end of table.

TABLE 8.—Union wage and hour scales of motortruck drivers and helpers who are paid on a commission, mileage, or trip basis, June 1, 1939—Continued.

City and classification	Hours per week	Weekly guarantees, commissions, or rates per mile, etc.
<i>Richmond, Va.</i>		
Beer.....	48	\$20 guaranteed: 3 cents per case sold or empty case returned.
Freight, long distance.....	60	\$40.50 per week: three round trips to Baltimore or Havre de Grace to be made.
Extra drivers.....	Unlimited	\$14 per round trip to Baltimore or Havre de Grace.
Laundry.....	57	20 percent of business.
Milk:		
Retail.....	Unlimited	Individual route base pay plus 5 percent.
Wholesale.....	Unlimited	Individual route base pay plus 4 percent.
Taxi.....	84	33 percent of total receipts.
<i>Rochester, N. Y.</i>		
Bakery:		
Retail.....	55	\$25 guaranteed: 22 percent on all sales. <sup>13</sup>
Wholesale.....	55	\$36 guaranteed: \$18 plus 6 percent on sales up to \$400 and 8 percent over \$400. <sup>13</sup>
Freight, road drivers.....	60	76 cents per hour. Based on average of 20 miles per hour.
Ice.....	Unlimited	\$36 per week.
Milk.....	48	\$36.08 plus 2 percent of all collections from retail routes plus 70 cents per point for new retail customers and 35 cents per point for new wholesale customers.
Taxi.....	60	32½ percent on business up to \$35. If business exceeds \$35 the commission is 35 percent of entire amount. <sup>14</sup>
<i>Rock Island (Ill.) district</i>		
Freight, highway drivers.....	54	2¾ cents per mile; guaranteed 6 hours per day on through runs or 8 hours on turn-around runs at 75 cents per hour.
<i>St. Louis, Mo.</i>		
Bakery:		
Bread and cake salesmen.....	65	\$40 plus 5 percent on sales over \$200.
Bread delivery.....	54	\$42.50 plus 1½ cents per returned carton.
Pie salesmen.....	60	\$28 guaranteed: 5 percent on all pie sales, 8 percent on all cake sales up to \$75 per week and 5 percent thereafter.
Retail delivery shops.....	Unlimited	\$27 guaranteed: 20 percent on all sales.
Cleaning and dyeing.....	Unlimited	\$25 plus retail commission of 3 percent on all work collected and delivered in excess of \$150 or a wholesale commission of 3 percent on all work collected and delivered in excess of \$100.
Freight, over-the-road.....	60	2¾ cents per mile with hourly minimum of 75 cents while on job.
Ice cream.....	Unlimited	\$39 plus 3 cents per gallon in excess of 103 gallons per day.
Station drivers.....	Unlimited	\$33 per week.
Route riders (relief).....	Unlimited	\$45 per week.
Helpers.....	Unlimited	\$34 per week.
Laundry:		
Private trade.....	Unlimited	\$23.50 plus 10 percent on all work collected and delivered in excess of \$150.
Agency.....	50	\$26 plus 10 percent on all private work handled.
Linen and towel service.....	50	\$32 plus 3 percent on all work collected and delivered in excess of \$1,000 per month.
Milk:		
Retail.....	Unlimited	\$39 guaranteed plus 1 cent per point over 6,250 points per month.
Wholesale.....	Unlimited	\$40 guaranteed plus ½ cent per point over 12,500 points per month.
Route riders (relief).....	Unlimited	\$45 per week.
Helpers.....	Unlimited	\$34 per week.
New car transport:		
Metropolitan area.....	Unlimited	5 cents per loaded mile for 4-car load or 4 cents per mile for 3-car load with \$2.50 per day minimum.
Outside metropolitan area.....	Unlimited	Same mileage rates with \$4 per day minimum.
<i>St. Paul, Minn.</i>		
Bakery.....	54	\$32.50 plus 5 percent on sales from \$275 to \$375, 6 percent on sales from \$375 to \$475, and 7 percent over \$475.
Butter.....	54	\$27.50 plus ¼ cent per unit in excess of 3,000 units plus 5 percent on sales of mayonnaise and novelty cheese. (Unit = 1 pound of butter, cheese, or oleo or 1 dozen eggs.)
Ice cream.....	Unlimited	\$30 plus 1¾ percent on all sales.
Milk.....	48	\$125 per month plus 4 percent of retail sales and 1¼ percent of wholesale sales of milk and cream plus ¾ percent of other wholesale sales. \$165 minimum.

See footnotes at end of table.

TABLE 8.—Union wage and hour scales of motortruck drivers and helpers who are paid on a commission, mileage, or trip basis, June 1, 1939—Continued

City and classification	Hours per week	Weekly guarantees, commissions, or rates per mile, etc.
<i>St. Paul, Minn.—Continued</i>		
Taxi.....	60	\$12 plus 37½ percent on receipts over \$30 during June, July, and August and 40 percent over \$30 during other months.
Tea and coffee.....	48	\$25 plus 12½ percent on sales from \$140 to \$200 and 15 percent on sales over \$200.
<i>Salt Lake City, Utah</i>		
Bakery.....	54	\$30 guaranteed: 9 percent on net sales.
Freight, line haul.....	60	Per trip.
<i>San Antonio, Tex.</i>		
Beer, long haul.....	Unlimited	4½ cents per case sold; 2 cents per empty case returned.
Freight, line drivers.....	60	\$80 per month guaranteed: 2 cents per mile and 50 cents per hour for loading and unloading.
Taxi.....	72	35 percent of receipts.
<i>San Francisco, Calif.</i>		
Dry cleaning.....	48	\$25 plus 25 percent on collections over \$100.
Laundry.....	48	\$34 plus 17 percent on collections over \$800 per 4-week month or \$1,000 per 5-week month plus 8 percent additional on dry cleaning.
<i>Scranton, Pa.</i>		
Bakery:		
Retail.....	48	\$25 plus 18 percent on all sales over \$100.
Wholesale.....	48	\$25 guaranteed: \$22.50 plus 10 percent on all sales over \$166.67.
Beer, bottle.....	40	\$37.50 guaranteed: 3½ cents per empty case returned on city routes and 4 cents per case on suburban routes.
Dry cleaning:		
Rate A.....	51	\$13.50 plus 9 percent on total amount if over \$100.
Rate B.....	51	\$9 plus 18 percent on deliveries between \$50 and \$100.
Freight, road drivers.....	54	Per trip.
Gas and oil.....	Unlimited	\$27.50 per week.
Ice cream.....	16 60	\$33 plus 3 cents per gallon on bulk or cartons, 1 cent per gallon on packages, and 1 percent on novelties.
Laundry.....	50	\$22 plus 10 percent on sales over \$100.
Linen and towel supply.....	50	\$22 plus 8 percent on sales over \$120.
Milk:		
Route drivers.....	54	\$35 plus 1 percent of all collections.
Tank drivers:		
Under 125 miles:		
4- and 6-wheel units.....	54	\$5.83 per trip.
Semi-trailer.....	54	\$7 per trip.
Over 125 miles:		
4-wheel units.....	55	\$6.83 per trip.
6-wheel units.....	55	\$7 per trip (\$7.50 if Easton bridge is used).
Semi-trailer.....	55	\$8 per trip.
Taxi.....	72	\$2.75 per day plus 35 percent on all business over \$47 per week.
<i>Seattle, Wash.</i>		
Bakery.....	48	22 percent of sales.
Dry cleaning:		
Retail.....	48	\$32.50 guaranteed: \$12 plus 14 percent on gross business (15 percent if route runs more than \$175.)
Wholesale.....	48	\$40 plus 2½ percent of gross business.
Laundry and dry cleaning.....	48	\$35 guaranteed: \$12 plus 14 percent on family and commercial work plus 8 percent on linen supply on routes of under \$175; routes over \$175 pay 15 percent on family and commercial.
<i>South Bend, Ind.</i>		
Bakery.....	Unlimited	\$30 plus 10 percent on total sales over \$300.
Special delivery and helpers.....	Unlimited	\$25 per week.
Cheese.....	60	\$100 per month plus 2 percent on gross sales.
Cleaning and dyeing.....	Unlimited	15 percent on all sales.
Freight, over-the-road.....	60	2¼ cents per mile. Minimum of \$4.50 per through run or \$6 per day on turn-around runs.
Laundry.....	Unlimited	\$25 guaranteed; 13¼ percent on family trade and 6 percent on wholesale trade.
Linen supply.....	Unlimited	\$22.50 for first 6 months with \$2.50 increase for each succeeding 6-month period until minimum has increased to \$32.50; next 12 months at \$35 and \$37.50 thereafter; plus value of 2 months' service on new towel accounts and ½ of first 6 weeks' service on linen supply accounts.
Meat, over-the-road.....	Unlimited	\$15 per trip to Detroit and return; 65 cents per hour to Chicago for all time away.

See footnotes at end of table.

TABLE 8.—Union wage and hour scales of motortruck drivers and helpers who are paid on a commission, mileage, or trip basis, June 1, 1939—Continued

City and classification	Hours per week	Weekly guarantees, commissions, or rates per mile, etc.
<i>South Bend, Ind.—Continued</i>		
Milk.....	Unlimited	\$22 guaranteed: 13 percent on retail sales, 10 percent on wholesale or 13 percent on all if route is 51 percent retail plus 1 cent per pound of butter or dozen eggs retail or ¼ cent wholesale.
New car transport:		
Drive-away drivers.....	Unlimited	3 cents per mile.
" Fifth wheel " trucks.....	Unlimited	4 cents per mile.
Single trucks.....	Unlimited	3½ cents per mile.
Taxi.....	60	50 percent of meter less cost of gasoline, \$15 guaranteed during winter, \$14 during summer.
<i>Spokane, Wash.</i>		
Bread.....	48	\$25 plus 3 percent on net sales up to \$450 and 10 percent over \$450.
Butter.....	48	\$4 per day plus \$2 per 1,000 pounds of butter and cheese over 10,000 pounds.
Milk.....	48	\$130 per month plus commission on point system for regular drivers; \$140 plus commission for relief or wholesale drivers.
<i>Springfield, Mass.</i>		
Bakery:		
Company A:		
Retail.....	Unlimited	\$25 guaranteed: 20 percent on all collections.
Wholesale.....	Unlimited	\$25 guaranteed: \$14 plus 7 percent on all sales.
Company B—wholesale.....	Unlimited	\$25 guaranteed: \$15 plus 7 percent on all sales.
<i>Toledo, Ohio</i>		
Bakery:		
Union A.....	Unlimited	\$32 guaranteed: 20 percent of sales under \$100; 8 percent of all sales over \$100.
Union B—biscuit drivers:		
City routes.....		\$32 per week: hours highly irregular.
Rural routes.....		\$36 per week: hours highly irregular.
Long distance.....		\$37.50 per week: hours highly irregular.
Coal.....	16 44	Piece rates per ton: carload delivery from bin, yard, or by car, 45 cents; if company furnishes trimmer, 35 cents; 25-ton customer dump, chute, and trim, 50 cents; with trimmer, 40 cents; gondola retail, 40 cents; hopper retail, 75 cents; coke by car or machine, 70 cents. Minimum hourly guarantee of 65 cents. Workers retained by company on regular schedule are guaranteed \$15 per week.
Dry cleaning:		
Retail.....	48	\$21.50 plus 10 percent on collections.
Wholesale.....	48	\$22.50 plus 5 percent on collections.
Freight, road drivers.....	Unlimited	3½ cents per mile for first 100 miles, 3 cents per mile thereafter. Rate is 4 cents per mile regardless of length of trip if two or more trailers are used.
Ice.....	17 54	\$2 per ton on domestic ice, \$1 per ton on commercial ice. \$31.50 guaranteed May through September; \$30 October through April.
Ice cream:		
Company A.....	58	\$30 guaranteed: \$20 plus 1¼ cents per gallon of ice cream, 1¼ cents per gallon brick, 1 cent per dozen specialties, and ½ cent per empty can returned.
Company B.....	58	\$30 guaranteed: \$20 for city drivers, \$22.50 for out-of-city drivers plus 1½ cents per gallon of ice cream and 1½ cents per dozen novelties and "Big Shots."
Laundry.....	Unlimited	Work as helpers or special delivery boys for three months at \$18 per week, then become drivers with \$25 guaranteed per week for next 3 months. After 6 months' total service the guarantee is \$27.50. All drivers' wages are based on a fixed amount of \$20 plus 10 percent on net business.
Milk.....	Unlimited	\$30 guaranteed: retail routes, \$12 plus 12 percent of retail collections and 5 percent on wholesale bulk milk and 7 percent on resale milk; wholesale routes, \$15 plus 5 percent on all collections.
Taxi.....	60	\$15 plus 40 percent of fares in excess of \$35 per week.
<i>Washington, D. C.</i>		
Bakery:		
Retail.....	48	\$42 guaranteed: 22 percent on all sales, less double the amount for returns over \$10.
Wholesale.....	48	\$42 guaranteed: 10 percent on all sales.

See footnotes at end of table.

TABLE 8.—Union wage and hour scales of motortruck drivers and helpers who are paid on a commission, mileage, or trip basis, June 1, 1939—Continued

City and classification	Hours per week	Weekly guarantees, commissions, or rates per mile, etc.
<i>Washington, D. C.—Continued</i>		
<b>Beer:</b>		
<b>Union A:</b>		
Bottle.....	48	\$21 plus 7 cents per case sold.
Keg.....	48	\$25 plus 8 cents per ½ barrel and 4 cents per ¼ barrel sold or empty returned.
<b>Union B:</b>		
Bottle.....	56	\$18 plus 6 cents per case sold.
Keg.....	56	\$21 plus 12½ cents per ½ barrel and 7 cents per ¼ barrel sold.
Combination.....	56	\$21 plus 6 cents per case, 12½ cents per ½ barrel, and 7 cents per ¼ barrel sold.
<b>Meat:</b>		
Route agents.....	Unlimited	\$45 plus 2 percent on sales over \$800 and 1½ percent on sales over \$1,200.
Route salesmen.....	55	\$25 per week during first year, \$32.50 thereafter plus 2 percent on sales over \$800 and 1½ percent on sales over \$1,200.
<b>Milk:</b>		
Retail.....	56	\$35.50 guaranteed; \$22.50 plus 5 percent of collections.
Wholesale.....	56	\$37.50 guaranteed; \$12. plus 2 percent of collections.
Retail and wholesale.....	56	\$35.50 guaranteed; \$22.50 plus 5 percent of retail collections and 3 percent of wholesale collections.
Soda water.....	56	\$3 per day plus 6 cents per case sold.
<i>Wichita, Kans.</i>		
<b>Dairy:</b>		
Retail.....	54	\$6 per week guaranteed; 14 percent on collections plus 2 cents per pound of butter.
Wholesale.....	54	\$14 per week guaranteed; 3 percent on gross sales plus ½ cent per pound of butter.
Route salesmen.....	54	\$18 for first 6 months, \$20 thereafter plus commissions.
<i>Worcester, Mass.</i>		
General hauling, over-the-road.....	Unlimited	Specific rates provided for trips to particular cities
<i>Youngstown, Ohio</i>		
<b>Bakery:</b>		
Group A.....	Unlimited	6 percent of sales plus \$20 for sales up to \$250; 6 percent plus \$23 when sales exceed \$250.
Group B.....	Unlimited	21 percent of all sales if over \$175 per week; 20 percent of all sales if under \$175 per week.
Supervisors.....	Unlimited	\$40 per week.
Cracker.....	48	\$130 per month plus 1 percent of invoice value of goods delivered.
Beer.....	44	\$30 guaranteed; \$14 plus 5 cents per case delivered.
Dry cleaning.....	Unlimited	\$12.50 guaranteed; 10 percent of all deliveries.
Laundry.....	Unlimited	20 percent on first \$100 delivered plus 15 percent on all over \$100.
Towel supply.....	Unlimited	\$32.50 plus 10 percent on all collections over \$1,300 per month.
Soft drinks.....	Unlimited	\$14 plus 4 cents per case delivered.

<sup>1</sup> Hours limited by State law only.

<sup>2</sup> 54-hour week after June 28, 1939.

<sup>3</sup> Guarantees raised to \$27, \$30, and \$35, respectively, after June 28, 1939.

<sup>4</sup> \$35 guaranteed after June 28, 1939.

<sup>5</sup> 48-hour week, October 1 to March 15.

<sup>6</sup> Base pay increased to \$16 after July 10, 1939.

<sup>7</sup> \$38.50 guaranteed after July 10, 1939.

<sup>8</sup> 45-hour week, July 1 to September 1 and November 1 to April 1.

<sup>9</sup> 54 hours at straight time permitted.

<sup>10</sup> After July 8, 1939: bread, \$32.50 guaranteed; \$18 plus 5 percent on all sales up to \$300 and 6 percent on sales over \$300; cake, \$32.50 guaranteed; \$18 plus 5 percent on all sales up to \$250 and 6 percent on sales over \$250.

<sup>11</sup> Or 70 hours in 8 days.

<sup>12</sup> \$27.50 per week after June 15, 1939.

<sup>13</sup> Guarantee increased \$1 per week after July 13, 1939.

<sup>14</sup> After July 10, 1939: 35 percent on business up to \$35; if business exceeds \$35, commission will be 40 percent of entire amount.

<sup>15</sup> 48-hour week, October 1 to May 1.

<sup>16</sup> April 1 to Labor Day. Weekly hours for remainder of year determined by shop committee.

<sup>17</sup> 48-hour week, October 1 to April 30.

