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# Wage Chronology: Martin Marietta Aerospace and the Auto Workers, March 1944—November 1975

U.S. Department of Labor  
Bureau of Labor Statistics  
1976

Bulletin 1884



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Julius Shiskin, Commissioner  
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## Preface

This bulletin is one of a series prepared by the Bureau of Labor Statistics that traces changes in wage scales and related benefits negotiated by individual employers or combinations of employers with a union or group of unions. Benefits unilaterally introduced by an employer generally are included. The information is obtained largely from collective bargaining agreements and related documents voluntarily filed with the Bureau. Descriptions of the course of collective bargaining are derived from the news media and confirmed and supplemented by the parties to the agreement. Wage chronologies, dealing only with selected features of collective bargaining or wage determination, are intended primarily as a tool for research, analysis, and wage administration. References to job security, grievance procedures, methods of piece-rate adjustment, and similar matters are omitted.

This chronology summarizes the changes in wage rates and supplementary compensation practices negotiated by Martin Marietta Aerospace, an operating company of the Martin Marietta Corporation, with the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America for the Baltimore plant since March 1944 and for the Denver and Orlando plants since 1963. This bulletin replaces *Wage Chronology: Martin-Marietta Corporation, 1944-64*, published in 1965 as BLS Bulletin 1449, and incorporates the supplement covering the 1965-68 period. Materials previously published have been supplemented in this report by contract changes negotiated in 1969 and 1972, which brings the chronology up to date through November 1, 1975. The analysis for the 1969-75 period was prepared in the Division of Trends in Employee Compensation by Jane E. Hall.

The U.S. Bureau of the Census has introduced new job titles in its Occupational Classification System to eliminate those that denote sex stereotypes. For purposes of this bulletin, however, old titles have been retained where they refer specifically to contractual definitions. Where titles are used in the generic sense, and not to describe a contract term, they have been changed to eliminate the sex stereotype.

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## Introduction

Martin Marietta Corp. was incorporated in Maryland on October 10, 1961, when the Martin Co. (formerly the Glenn L. Martin Co.) merged with the American-Marietta Co. The Martin Co. grew out of pioneering efforts in aviation by Glenn L. Martin, who founded the enterprise in Baltimore, Maryland, in 1928. Subsequently, the Martin Co. manufactured amphibious aircraft for commercial airlines and the Armed Forces, along with medium range bombers. Production of aircraft ceased in 1960. Following the merger, the former Martin Co. establishments became the Aerospace Division of Martin Marietta Corp., and in 1972 the division was designated an operating company—Martin Marietta Aerospace—of the corporation.

Martin Marietta Aerospace's efforts are focused on the design, development, and production of missiles, space launch vehicles, spacecraft and space systems, electronics, and communications. Major contracts come mostly from the Federal Government for space or defense systems. Currently, Martin Marietta Aerospace has plants in Baltimore City and Middle River, Maryland; Denver, Colorado; and Orlando, Florida. The company also operates test facilities at Vandenberg Air Force Base, California; Cape Canaveral, Florida; and White Sands, New Mexico.

Other endeavors of the parent corporation are in cement, stone, gravel, and sand aggregates, chemicals, and primary aluminum production. This chronology, however, is limited to the aerospace operations.

Employment at the former Martin Co. peaked at 20,000 production and maintenance workers in the early 1950's and then gradually declined to 14,000 in 1961. The reduction continued after the Aerospace Division was formed, largely because of cutbacks in the Nation's space exploration program. The division currently has 800 production and related workers in the Baltimore area plants and 1,000 each in Denver and Orlando plants.

Production, maintenance, and cafeteria employees of Martin Marietta Aerospace are represented by the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW). The union was certified as the exclusive bargaining representative on October 18, 1943, by the National Labor Relations Board.

The union held its founding convention, the first constitutional convention, in 1935. The new organization represented 20,000 to 30,000 workers and accepted a charter from the craft-oriented American Federation of Labor (AFL), with the provision that the charter's jurisdictional limitations be removed at the next AFL convention. The AFL Executive Council defined union jurisdiction as including only "employees directly engaged in the manufacture of parts (but not tools, dies, or machinery) and assembling of those parts into completed automobiles, but not including job or contract shops manufacturing parts or any other employees engaged in such automobile plants." However, the craft or industrial organization issue was left unsettled at the AFL's 1935 convention.

In July 1936, the UAW joined the Committee for Industrial Organization (CIO), which had been formed within the AFL in January of that year. The purpose of the CIO was to promote the organization of mass production industries on an industrial basis and encourage their AFL affiliation. The CIO unions were suspended from the AFL later in 1936 on a charge of engaging in "dual unionism" and in May 1938 they were expelled. These unions held their first constitutional convention in November 1938 and formed the Congress of Industrial Organizations.

The UAW's affiliation with the AFL-CIO (merged in December 1955) continued until July 1, 1968, when it became independent. Differences over matters of organizing the unorganized, unemployment and poverty, civil rights, and foreign policy led to the disaffiliation. In 1974, the UAW was the second largest union in the United States, with about 1.5 million members. The membership is concentrated in the automobile, aerospace, agricultural implement, and construction equipment industries.

Union bargaining goals by industry are set by convention approval following extensive consultation throughout the union. Constitutional conventions are held regularly to discuss wide-ranging issues affecting workers and their families. When the convention falls in the year in which major contracts expire, it also sets goals for the upcoming negotiations in the industry. Otherwise, a special bargaining convention is scheduled for the expiration year to finalize contract demands.

Before designation of goals by the convention, various regional and area meetings are held at which local union leaders present issues affecting their memberships. Locals also transmit resolutions and contract proposals to the convention for consideration.

The Martin Marietta-UAW contract terms generally are influenced by agreements negotiated by other major aerospace firms such as McDonnell-Douglas, Lockheed, Ling-Temco-Vought Aerospace, and Boeing. These corporations conduct negotiations approximately 1 year earlier than Martin Marietta. Negotiations in the aerospace industry also are influenced by the results of UAW negotiations with the automobile manufacturers.

This chronology describes the changes in wages and related practices provided in the collective bargaining agreements negotiated between the company and UAW, and by Directive Orders of the National War Labor Board, since March 1944, when the first working agreement was signed in Baltimore. Provisions of that contract as reported in this chronology do not necessarily represent changes in prior conditions of employment. Martin Marietta acquired its Denver and Orlando facilities in 1956 and 1957, respectively. These divisions joined with the Baltimore bargaining unit and, in 1963, the first multiplant agreement was negotiated. Subsequent to that date, contract provisions covered in this chronology apply to employees at all three locations.

## Summary of Contract Negotiations

### March 1944–December 1951

A working agreement between the Martin Co. and the United Automobile, Aircraft and Agricultural Implement Workers of America (UAW) was signed on March 27, 1944. The parties failed to reach agreement on issues relating to wages, vacations, and sick-leave provisions. Consequently, these issues were submitted to the National War Labor Board for decision.

The first comprehensive written agreement between the company and the union was signed on March 11, 1946. The practice of pay for holidays not worked was established in this contract. An agreement dated October 10, 1948, dealt primarily with wage increases and additional paid holidays, and the October 9, 1949, contract improved the holiday and vacation provisions. A company-financed retirement benefit plan was incorporated in the November 13, 1950, agreement and became effective on May 15, 1951.

### December 1951–June 1958

During the period from 1952 to 1956, wage rates at the Martin Co. were increased as a result of deferred and cost-of-living wage adjustment contract clauses negotiated in 1951 with the UAW and supplemented by interim memoranda of agreement, and liberalized provisions covering wages and supplementary benefits negotiated late in 1954 and 1955.

An agreement dated December 22, 1951, and scheduled to remain in effect until December 31, 1954, provided both for 4-cent-an-hour annual improvement factor increases in June of 1952, 1953, and 1954, and a 5-cent deferred wage increase to become effective in April 1953, as well as for quarterly cost-of-living escalator adjustments.

The agreement stated that "continuance of the cost-of-living allowance . . . is dependent upon the continued availability of the official monthly [Consumer Price] Index in its present form and calculated on the same basis as the [interim] Index for September 15, 1951, unless otherwise agreed upon by the company and the union." A formula for converting the escalator clause from the interim Consumer Price Index to the

revised series, introduced by the Bureau of Labor Statistics in January 1953, was agreed upon by the parties in June 1953. The new memorandum incorporated in the agreement provided for wage adjustments of 1 cent for each 0.6-point change in the revised index. In addition, it changed the index months on which adjustments were to be based, thus avoiding a reduction of 1 cent in wages that would have been due in June 1953 under the previous formula. At the same time, it was agreed that regardless of changes in the index, 3 cents out of the existing cost-of-living allowance of 4 cents would continue to be paid for the duration of the agreement. It was also agreed to continue consideration of an increase in the annual improvement factor by 1 cent an hour (from 4 to 5 cents). This change in the factor was subsequently made effective June 30, 1954.

A contract agreed to on November 6, 1954, nearly 2 months before expiration of the existing agreement, provided for a general wage increase averaging 7 cents on November 1, 1954, and 5-cent hourly deferred increases in June of 1955 and 1956. The cost-of-living escalator clause was continued, and intraplant inequity adjustments in wage rates were provided. Full automatic progression from the bottom to the top wage rate was made effective for all labor grades. (Previously, the top four labor grades were subject to quarterly merit reviews after midpoints were reached.) Other contract changes included liberalized pension and insurance plans and increased vacations.

The new contract was scheduled to remain in effect through June 30, 1957, with no provision for reopening. However, on December 19, 1955, the parties signed a supplemental agreement extending the termination date to June 30, 1958. The supplemental agreement provided for a general wage increase of 2 cents an hour effective immediately, raised the deferred increase due in June 1956 by 1 cent (to 6 cents), and stipulated an additional increase to go into effect in 1957. It also liberalized the group insurance and pension plans.

### July 1958–July 1962

Ratification of a new 3-year contract providing hourly wage increases of 4 to 13 cents, effective July 7,

1958, was announced by the Martin Co. and the UAW on July 4, 1958. The settlement also called for a 2-cent-an-hour increase in the cost-of-living allowance and incorporated the existing 15-cent allowance into the basic wage-rate structure. Other wage benefits included a 3-percent (minimum of 7 cents an hour) wage advance effective July 1959 and a revision of the cost-of-living escalator clause to provide quarterly adjustments of 1 cent an hour for each 0.5-point (instead of 0.6-point) change in the Bureau of Labor Statistics Consumer Price Index. Additional contract changes included liberalized vacation and sick leave plans and increased insurance benefits for employees and dependents.

The new contract, covering approximately 10,000 employees, was scheduled to remain in effect through June 30, 1961, with provision for wage reopenings in June 1959 for cafeteria employees and in June 1960 for all employees in the bargaining unit. The June 1959 wage reopening provided for a 4-cent increase for cafeteria workers.

In December 1959, the parties amended the pension plan. The amendment increased the level of benefits for future retirees as well as those already receiving pensions. Wages were not an issue at the time.

Negotiations, which the reopening clause of the July 8, 1958, agreement confined to wages, were terminated on July 11, 1960, when the parties signed a new 3-year agreement covering other subjects as well as wages. The settlement provided for a realignment of the electronics job ladder, by upgrading and consolidating some jobs and establishing two new wage-rate schedules for electronics occupations. A general wage increase for all employees was effective in the 2nd year, and provision was made for a wage reopening in July 1962.

Changes in related wage practices included an eighth paid "floating holiday" to be designated annually; increased vacations for long-service employees, effective in 1961; and liberalization of the health insurance program. An extended layoff benefit plan, financed solely by the company, was established to provide lump-sum payments of \$50 for each year of service up to 10 for employees laid off 4 weeks or more. The stated purposes of this plan were to "increase the security of eligible employees by providing benefits in the event of their layoff for an extended or indeterminate period" and to supplement State unemployment insurance.

The contract was effective from July 11, 1960, through July 15, 1963.

### **July 1962–November 1966**

Negotiations in the summer of 1962 under the wage reopening provided in the July 11, 1960, agreement

between the Martin Co. (the Aerospace Division of Martin-Marietta Corp.) and the UAW<sup>1</sup> increased wage rates 5 to 8 cents an hour for production workers at the company's Baltimore plant, retroactive to July 16, 1962, under an agreement signed September 29.

Negotiations opened at each of Martin's three major installations on September 6, 1963. Eleven days later, the company and the International Union signed an agreement extending the Baltimore contract, which was to have expired the preceding July, to October 31; at Orlando, the contract period was shortened from December to October 31. No change was necessary to make the termination date of the Denver agreement coincide with the new dates at the other two plants.

With these changes, negotiations for a consolidated agreement covering the three locations started on October 14. Demands for changes in an extensive list of economic and noneconomic contract provisions were submitted by the union. In addition to a request for "substantial" wage increases, the auto workers would have incorporated the entire cost-of-living allowance into basic rates and converted the escalator formula to the new CPI. They also requested liberalizations in the pension and insurance plans and an increase in the number of days of sick leave. The company was asked to guarantee full payment of extended layoff benefits regardless of the status of the fund and to establish a supplemental unemployment benefits plan. Improvements in the existing overtime, holiday, vacation, call-in, and shift-differential provisions were also provided in the union's package proposal.

On November 13, 9,000 UAW members walked off their jobs as negotiators failed to reach agreement by a 2 p.m. strike deadline, but later in the day, the parties agreed upon the first multiplant contract in the firm's history.<sup>2</sup> Workers at the Baltimore and Denver plants returned to their jobs the day after the settlement was reached, but the Orlando local elected to stay out until the contract was approved by its members.

The new 3-year contract, ratified by the union membership at all three plants on November 16 and 17, provided wage increases of 17 to 21 cents an hour, including an immediate 5-cent increase and deferred increases of 6 to 8 cents an hour on November 16, 1964, and November 15, 1965. The cost-of-living escalator clause was revised to provide quarterly adjustments of 1

<sup>1</sup>The UAW changed its name to the United Automobile, Aerospace and Agricultural Implement Workers of America on May 8, 1962.

<sup>2</sup>As a result of the conclusion of this agreement, this chronology has been expanded to include changes in contract provisions at the company's Denver, Colo., and Orlando, Fla., plants, as well as in Baltimore, Md. Unless otherwise indicated, the subsequent contract provisions reported applied to each of the three plants.

cent an hour for each 0.4-point change in the Bureau of Labor Statistics New Series Consumer Price Index. The pension plan and vacation, sick leave, and shift premium pay provisions were liberalized, and benefits under the Extended Layoff Benefit plan were increased. The insurance plan was liberalized and workers' contributions were reduced. The contract was to be in effect through November 17, 1966, with no reopening provisions.

### **November 1966—November 1969**

Negotiations for a new master contract began in early October 1966. On November 18, after 6 weeks of bargaining, the parties reached agreement on a new contract. The settlement was ratified by the union membership on November 21.

Wage changes provided by the 3-year pact included 8-cent-an-hour increases in each year, upgrading of several job classifications, continuation of cost-of-living escalator reviews, and incorporation of 18 cents of the existing 19-cent-an-hour cost-of-living allowance into the basic wage structure.

Other contract gains were in the health and welfare and pension areas and included a new "bridge" benefit for widows of workers with children; increased life, sickness and accident, major medical, maternity and hospital and surgical benefits and pension payments; improved survivor benefits; and elimination of minimum age requirements for vested and disability benefits. Workers already retired also received increased pension benefits and the company assumed half the cost of their improved hospital-surgical-medical insurance program. Also provided were a 9th paid holiday and a 4th week of vacation after 20 years' service. A supplemental unemployment benefit plan was substituted for the existing layoff benefit plan.

The master contract, which at the time of the settlement covered about 8,400 workers, remained in effect until midnight November 1, 1969, and contained no reopening provisions. The number of workers covered dropped to 6,500 at the contract termination date as a result of layoffs.

### **November 1969—November 1972**

The Martin Marietta Corp. and the UAW began negotiations in Baltimore on October 6, 1969, to replace the agreement scheduled to expire November 1. Benefits sought by the union included noncontributory health and life insurance and increased pensions, along with a substantial wage increase.

The Aerospace Division, which had been laying off large numbers of workers during the preceding 5 years, called for a freeze on wage increases because of high labor costs.

As bargaining continued into early November, the previous contract was extended to midnight, November 21, and the 4,200 workers approved a strike time of 12:01 a.m., November 22. However, an agreement was reached November 21. On November 23, the employees ratified the national and local agreements by more than a 4 to 1 margin.

The 3-year national pact called for wage increases of 10 to 30 cents in the 1st year and 10 to 20 cents in each of the other years. Following the industry pattern, the cost-of-living escalator clause was changed to provide for annual adjustments of at least 3 cents but not more than 8 cents, calculated at the existing rate of 1 cent for each 0.4-point change in the Bureau of Labor Statistics Consumer Price Index (1957-59=100). The previous formula had provided for quarterly adjustments, without the minimum and maximum limits.

Improvements in the pension plan increased monthly total and permanent disability, early retirement, and normal retirement benefits effective January 1, 1970, and again on January 1, 1972. Employees who had retired under normal, early, or permanent disability provisions prior to January 1, 1970, had their monthly pensions increased (subject to any appropriate reduction factors) by \$1 for each year of credited service. Because of the instability of employment in the industry, the plan was changed to reinstate all service credits for reemployed workers whose service was broken after January 1, 1970, as a result of the expiration of recall rights or because of a disability.

Supplemental unemployment benefits were increased to 75 percent of an employee's base rate. The 75 percent included State benefits and any other compensation.

Effective December 15, 1969, life insurance and accidental death and dismemberment benefits were improved. Full coverage for maternity and obstetrical benefits was expanded to include both employees and spouses and to provide necessary hospital services for all types of pregnancy on the same basis as any other health condition. Also liberalized were major medical benefits, hospital benefits, diagnostic X-ray and laboratory examination maximums, and mental illness coverage.

Other improvements included an additional paid holiday, a liberalized definition of the immediate family for paid bereavement leave purposes, an increase in sickness and accident benefits, and the adoption of make-up military leave pay.

The master contract, which covered about 5,000 workers, remained in effect until midnight November 1, 1972, with no reopening provisions.

## November 1972–November 1975

Negotiations between Martin Marietta Aerospace and the UAW began on October 13, 1972, on a contract to replace the one scheduled to expire November 1. Key union demands included improvement in the pension plan, an “uncapped” cost-of-living clause, and general wage increases.

A 3-year agreement covering approximately 3,200 workers was reached on November 10, and ratification was completed on November 12.

Terms generally followed the pattern set by the UAW settlements with other major aerospace producers negotiated in December 1971. The Martin Marietta contract provided for a wage increase of 28 cents an hour at the Baltimore plants, retroactive to November 6, 1972. Workers in Denver and Orlando received a 44-cent increase. Of these amounts, 5 cents in Baltimore and 21 cents in Denver and Orlando were part of the 28-cent cost-of-living “overage” accumulated during the previous contract term.<sup>3</sup> The balance (23 cents in Baltimore and 7 cents each in Denver and Orlando) was applied to meet higher Baltimore pension costs, which resulted from an older, longer-service work force at Baltimore. Three-percent increases were scheduled for the 2d and 3d contract years for all employees at all locations.

The 16-cent-an-hour cost-of-living allowance from the previous agreement was incorporated into base wage

<sup>3</sup> In a separate company letter dated Nov. 21, 1969, it was agreed that any excess over the 16-cent maximum cost-of-living allowance during the lifetime of the 1969-72 contract would be applied to wages and fringes, by mutual agreement, subsequent to the termination date of the contract.

rates and the escalator clause was revised to provide for unlimited quarterly, rather than limited annual adjustments.

On January 19, 1973, the Pay Board reduced the 1st year increases by 5 cents, to 23 cents at Baltimore, and 39 cents (23 cents for the Beginner classification and cafeteria employees) at Denver and Orlando. The Board said that the cut could be restored later, by adding 5 cents to the 3-percent deferred increase scheduled for November 1973. On March 21, 1974, the Pay Board ruled that the payment of 5 cents an hour, which was part of the “overage,” be made retroactive to November 6, 1972. It was paid to employees in a lump sum for hours worked between Nov. 6, 1972, and Nov. 4, 1973.

The pension agreement, which was effective January 1, 1973, featured a Level Income Special Allowance which provided an extra monthly payment to employees retiring at or after age 60 and continuing until they reached age 62 or became eligible for social security benefits, whichever was earlier. Vesting provisions were amended so that only employees working on January 1, 1973 (or on layoff or approved leave) would be eligible for a deferred pension after 10 years of service. Effective January 1, 1973, all those in retirement status on that date received pension increases of \$15 per month, regardless of years of service.

Additional floating holidays were designated to provide for a Christmas-New Year’s shutdown without loss of pay. Other contract terms included a variety of improvements in the health and welfare program.

The contract was to be effective from November 10, 1972, until November 1, 1975. The following tables bring the wage chronology up to date through the contract termination date.

**Table 1. General wage changes<sup>1</sup>**

Effective date	Provision	Applications, exceptions, and other related matters
Mar. 27, 1944 (by agreement of same date).	No change. <sup>2</sup>	
June 1, 1946 (by NWSB Executive Order, Mar. 28, 1946).	11-cents-an-hour increase.	
Aug. 14, 1947 . . . . .	7-cents-an-hour increase.	By unilateral company action. <sup>3</sup>
Aug. 30, 1948 (by agreement of Oct. 10, 1948).	15-cents-an-hour increase.	5 cents of increase granted as compensation for the elimination of two 10-minute rest periods (see table 4). Additional 10 cents an hour to four job classifications.
Nov. 13, 1950 (by supplement of same date to Oct. 9, 1949, agreement).	9- to 13-cents-an-hour increase, averaging approximately 6 percent or 10 cents.	In addition, 14 job classifications were upgraded 1 labor grade.
Nov. 19, 1951 (by agreement of Dec. 22, 1951).	11- to 14-cents-an-hour increase, averaging approximately 12 cents.	4 cents of increase was subject to Wage Stabilization Board approval and was approved on Feb. 20, 1952. <sup>4</sup>
Mar. 3, 1952 . . . . .	3-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
June 2, 1952 . . . . .	1-cent-an-hour decrease.	Quarterly adjustment of cost-of-living allowance.
June 30, 1952 . . . . .	4-cents-an-hour increase.	Annual improvement factor adjustment. Subject to WSB approval.
Sept. 1, 1952 . . . . .	2-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 1, 1952 . . . . .	No change.	Quarterly cost-of-living review.
Mar. 2, 1953 . . . . .	No change.	Quarterly cost-of-living review.
Apr. 6, 1953 (by memorandum of agreement of Dec. 22, 1951).	5-cents-an-hour increase.	Deferred increase.
June 30, 1953 (by memorandum of agreement of Dec. 22, 1951).	4-cents-an-hour increase.	Annual improvement factor adjustment.
July 6, 1953 (by memorandum of agreement of June 4, 1953).	No change.	Quarterly cost-of-living review. The new memorandum of agreement provided for quarterly adjustments of the cost-of-living allowance of 1 cent for each 0.6-point change in the BLS Consumer Price Index (revised series). If the CPI fell below 113.6, the cost-of-living allowance would be zero. <sup>5</sup> In addition, the index months on which the quarterly reviews were based were shifted (thus avoiding the adjustment due in June 1953 under the previous cost-of-living formula). The new table of adjustments did not reflect 3 of the 4 cents then being paid as a cost-of-living allowance. However, the company agreed to continue to pay this 3 cents for the duration of the agreement.
Oct. 5, 1953 . . . . .	2-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 4, 1954 . . . . .	No change.	Quarterly cost-of-living review.
Apr. 5, 1954 . . . . .	No change.	Quarterly cost-of-living review.
June 30, 1954 . . . . .	5-cents-an-hour increase.	Annual improvement factor adjustment (increased by agreement from 4 cents).
July 5, 1954 . . . . .	No change.	Quarterly cost-of-living review.
Oct. 4, 1954 . . . . .	No change.	Quarterly cost-of-living review.
Nov. 1, 1954 (by agreement of Nov. 6, 1954).	6- to 9-cents-an-hour increase, <sup>6</sup> averaging 7 cents.	Additional intraplant inequity adjustments amounting to an estimated increase of about 0.5 cent averaged over all employees of the company represented by the union.
Jan. 3, 1955 . . . . .	1-cent-an-hour decrease.	Three cents of cost-of-living allowance accrued prior to June 4, 1953, incorporated into base rates. Provisions for quarterly cost-of-living adjustments continued. Provision made for wage increases of 5 cents an hour effective in June of 1955 and 1956.
Apr. 4, 1955 . . . . .	No change.	Quarterly adjustment of cost-of-living allowance.
June 30, 1955 (by agreement of Nov. 6, 1954).	5-cents-an-hour increase.	Quarterly cost-of-living review. Deferred increase.
July 4, 1955 . . . . .	1-cent-an-hour decrease.	Quarterly adjustment of cost-of-living allowance.
Oct. 3, 1955 . . . . .	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 19, 1955 (by supplemental agreement of same date).	2-cents-an-hour increase.	Deferred increase due June 1956 raised by 1 cent an hour; provision made for a 6-cent-an-hour increase in 1957.
Jan. 2, 1956 . . . . .	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.

See footnotes at end of table.

Table 1. General wage changes<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Apr. 2, 1956 ..... June 30, 1956 (supplemental agreement of Dec. 19, 1955).	1-cent-an-hour decrease. 6-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance. Deferred increase.
July 2, 1956 ..... Oct. 1, 1956 ..... Jan. 7, 1957 ..... Apr. 1, 1957 ..... June 24, 1957 (supplemental agreement of Dec. 19, 1955).	1-cent-an-hour increase. 3-cents-an-hour increase. 1-cent-an-hour increase. 2-cents-an-hour increase. 6-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Deferred increase.
July 1, 1957 ..... Oct. 7, 1957 ..... Jan. 6, 1958 ..... Apr. 7, 1958 ..... July 7, 1958 (agreement dated July 8, 1958).	1-cent-an-hour increase. 3-cents-an-hour increase. 1-cent-an-hour increase. 1-cent-an-hour increase. 4-to 13-cents-an-hour increase, averaging 6.5 cents.	Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. In addition, previous 15 cents cost-of-living allowance incorporated into base wage rates and provision made for quarterly adjustments in the cost-of-living allowance of 1 cent for each 0.5-point change in the Bureau of Labor Statistics Consumer Price Index above 122.4 (1947-49=100). If the CPI fell below 122.9, the cost-of-living allowance would be zero. <sup>7</sup> Deferred increase of 3 percent, with a minimum of 7 cents an hour, effective first full pay period after June 30, 1959. Not applicable to cafeteria employees, for whom a separate rate schedule was established.
July 7, 1958 ..... Oct. 6, 1958 ..... Jan. 5, 1959 ..... Apr. 6, 1959 ..... July 6, 1959 (agreement dated July 8, 1958).	2-cents-an-hour increase. No change. 1-cent-an-hour increase. 1-cent-an-hour decrease. 3-percent general wage increase, with minimum of 7 cents an hour (estimated average 7.5 cents).	Quarterly adjustment of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Deferred increase. Not applicable to cafeteria employees, who received 4 cents an hour under separate wage reopening.
July 6, 1959 ..... Oct. 5, 1959 ..... Jan. 4, 1960 ..... Apr. 4, 1960 ..... July 4, 1960 ..... July 11, 1960 (agreement of same date).	1-cent-an-hour increase. 1-cent-an-hour increase. 2-cents-an-hour increase. No change. 1-cent-an-hour increase. .....	Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. 6 cents of previous 7-cent cost-of-living allowance incorporated into basic hourly wage rates and provisions made for quarterly adjustments in the allowance of 1 cent for each 0.5-point change in the Bureau of Labor Statistics Consumer Price Index above 125.4 (1947-49 = 100). If the CPI fell below 125.9, the cost-of-living allowance would be zero. <sup>8</sup> Deferred increase of 4 to 10 cents, averaging 7 cents an hour, effective the first full pay period after July 15, 1961. Not applicable to cafeteria employees, who were to receive 4 cents an hour.
Oct. 3, 1960 ..... Jan. 2, 1961 ..... Apr. 3, 1961 ..... July 3, 1961 ..... July 17, 1961 (agreement dated July 11, 1960). Oct. 2, 1961 ..... Jan. 1, 1962 ..... Apr. 2, 1962 .....	1-cent-an-hour increase. 2-cents-an-hour increase. No change. No change. 4- to 10-cents-an-hour increase, averaging 7 cents. 1-cent-an-hour increase. No change. 1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly review of cost-of-living allowance. Deferred increase. Not applicable to cafeteria employees, who received 4 cents an hour. Quarterly adjustment of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance.

See footnotes at end of table.

Table 1. General wage changes<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
July 2, 1962	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
July 16, 1962 (Baltimore—agreement dated Sept. 29, 1962).	5- to 8-cents-an-hour increase, averaging 6.5 cents.	For all employees on payroll and those laid off since July 16, 1962. Not applicable to cafeteria workers, who received 4 cents an hour.
Oct. 1, 1962	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 7, 1963	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
April 1, 1963	No change.	Quarterly review of cost-of-living allowance.
July 1, 1963	No change.	Quarterly review of cost-of-living allowance.
Oct. 7, 1963 (Baltimore—extension agreement dated Sept. 17, 1963).	3-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 14, 1963—Baltimore; Nov. 18, 1963—Denver; Dec. 16, 1963—Orlando (agreement dated Nov. 14, 1963). <sup>9</sup>	5-cents-an-hour increase.	Minimum rates and rates of employees assigned to 7-day operations increased additional 5 cents an hour. 10 cents of previous 12-cent cost-of-living allowance incorporated into basic hourly wage rates at Baltimore, 7 cents of previous 9 cents at Denver, and 4 cents of previous 6 cents at Orlando; and provision made for quarterly adjustments in the allowance of 1 cent for each 0.4-point change in the Bureau of Labor Statistics Consumer Price Index above 106.6 (1957–59 = 100). If the CPI fell below 106.7, the cost-of-living allowance would be zero. <sup>10</sup> Deferred increases of 6 to 8 cents an hour effective Nov. 16, 1964, and Nov. 15, 1965. Not applicable to cafeteria employees, who were to receive 6 cents an hour on both dates. Eliminated: Baltimore—Labor grades 8A and 9A.
Jan. 6, 1964	No change.	Quarterly review of cost-of-living allowance.
April 6, 1964	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
July 6, 1964	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 5, 1964 <sup>11</sup>	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Nov. 16, 1964 (agreement dated Nov. 14, 1963).	6- to 8-cents-an-hour increase, averaging 7 cents.	Deferred increase. Not applicable to cafeteria employees, who received 6 cents an hour.
Jan. 4, 1965	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Apr. 5, 1965	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
July 5, 1965	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 4, 1965	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Nov. 15, 1965 (agreement dated Nov. 14, 1963).	6- to 8-cents-an-hour increase, averaging 7 cents an hour.	Deferred increase. Not applicable to cafeteria employees, who received 6 cents an hour.
Jan. 3, 1966	2-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Apr. 4, 1966	2-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
July 4, 1966	3-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 3, 1966	3-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Nov. 21, 1966 (agreement dated Nov. 18, 1966).	8-cents-an-hour increase.	Applicable to all employees, including cafeteria workers. Agreement also: (1) Provided 2 deferred general wage increases of 8 cents an hour effective Nov. 20, 1967, and Nov. 18, 1968; (2) incorporated 18 cents of the existing 19-cent cost-of-living allowance into base rates; (3) continued the cost-of-living escalator clause, with quarterly adjustments in the allowance of 1 cent for each 0.4-point change in the Bureau of Labor Statistics Consumer Price Index above 113.3 (1957–59 = 100). If the CPI fell below 113.7, the cost-of-living allowance would be zero; <sup>12</sup> (4) upgraded 48 job classifications, which resulted in additional increases of 0.5 cent an hour when averaged over all employees in the bargaining unit. Denver—The agreement also provided that the first 2-cent-an-hour cost-of-living adjustment due was not to be paid but rather included as part of the company's contributions to the SUB plan. (See footnote 24, table 4.)
Jan. 2, 1967	2-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance. Not applicable at Denver plant, where the parties agreed to allocate to the SUB fund the 2-cent-an-hour cost-of-living adjustment that would have been due.
Apr. 3, 1967	No change.	Quarterly review of cost-of-living allowance.
July 3, 1967	2-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 2, 1967	4-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.

See footnotes at end of table.

Table 1. General wage changes<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Nov. 20, 1967 (agreement dated Nov. 18, 1966).	8-cents-an-hour increase.	Deferred increase. Applicable to all employees, including cafeteria workers.
Jan. 1, 1968 .....	2-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Apr. 1, 1968 .....	3-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
July 1, 1968 .....	3-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 7, 1968 .....	4-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Nov. 18, 1968 (agreement dated Nov. 18, 1966).	8-cents-an-hour increase.	Deferred increase. Applicable to all employees, including cafeteria workers.
Jan. 6, 1969 .....	4-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Apr. 7, 1969 .....	3-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
July 7, 1969 .....	5-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 6, 1969 .....	5-cents-an-hour-increase.	Quarterly adjustment of cost-of-living allowance.
Nov. 3, 1969 (agreement dated Nov. 21, 1969).	10- to 30-cents-an-hour increase for labor grades 1A through 10 at Baltimore and labor grades 1 through 11 at Denver and Orlando, averaging 23 cents an hour.	Not applicable to cafeteria workers, who received a 10-cents-an-hour increase. Agreement also: (1) provided deferred increases effective Nov. 2, 1970, and Nov. 1, 1971; (2) incorporated the 38 cents cost-of-living allowance into base rates in Orlando and Baltimore (except in minimum rates for grades 6-10 in Baltimore) and 36 of the 38 cents in Denver (2 cents was diverted to the SUB fund on Jan. 2, 1967); and (3) revised the cost-of-living escalator clause to provide annual (instead of quarterly) adjustments on Nov. 2, 1970, and Nov. 1, 1971, of 1 cent for each 0.4-point increase in the Bureau of Labor Statistics Consumer Price Index (1957-59=100) for September 1970 over the index for September 1969 with allowance limited to a minimum of 3 cents and maximum of 8 cents effective Nov. 2, 1970, and 1 cent for each 0.4-point increase in the index for September 1971 over the index for September 1969 with a minimum of 6 cents and maximum of 16 cents effective Nov. 1, 1971. <sup>3</sup> In a separate company letter, dated November 21, 1969, it was agreed that any excess over the 16-cent maximum allowance during the lifetime of the contract would be applied to wages and fringes, by mutual agreement, subsequent to the termination date of the contract.
Nov. 2, 1970 (agreement dated Nov. 21, 1969).	10- to 20-cents-an-hour increase, averaging 17 cents.	Deferred increase. Not applicable to cafeteria workers, who received a 10-cents-an-hour increase.
Nov. 1, 1971 (agreement dated Nov. 21, 1969).	8-cents-an-hour increase. 10- to 20-cents-an-hour increase, averaging 17 cents.	Annual adjustment of cost-of-living allowance (maximum). Deferred increase. Not applicable to cafeteria workers, who received a 10-cents-an-hour increase.
Nov. 6, 1972 (agreement dated Nov. 10, 1972).	8-cents-an-hour increase. 23-cents-an-hour general increase in Baltimore and 39-cents-an-hour increase in Denver and Orlando. <sup>14</sup>	Annual adjustment of cost-of-living allowance (maximum). Not applicable to Beginners classifications or cafeteria workers in Denver and Orlando, who received a 23-cents-an-hour increase. <sup>14</sup>
Nov. 5, 1973 (agreement dated Nov. 5, 1973).	3-percent plus 5-cents-an-hour increase. <sup>14</sup>	Agreement also: (1) provided deferred increases effective Nov. 5, 1973, and Nov. 4, 1974; (2) incorporated the 16-cent cost-of-living allowance into base rates; and (3) revised the cost-of-living escalator clause to provide quarterly (instead of annual) adjustments in Feb., May, Aug., and Nov., beginning Nov. 5, 1973, of 1 cent for each 0.4-point movement in the Bureau of Labor Statistics Consumer Price Index (1957-59 = 100) based on the July, Aug., and Sept., 1973 average, and averages for 3-calendar-month periods thereafter. The previous minimums and maximums were eliminated. <sup>15</sup>
Nov. 5, 1973 (agreement dated Nov. 10, 1972).	3-percent plus 5-cents-an-hour increase. <sup>14</sup>	Deferred increase applicable to all employees in all locations.
Feb. 4, 1974 .....	24-cents-an-hour increase.	Initial quarterly adjustment of cost-of-living allowance.
May 6, 1974 .....	9-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Aug. 5, 1974 .....	11-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Aug. 5, 1974 .....	12-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Nov. 4, 1974 (agreement dated Nov. 10, 1972).	3-percent increase. 14-cents-an-hour increase.	Deferred increase applicable to all employees at all locations. Quarterly adjustment of cost-of-living allowance.
Feb. 3, 1975 .....	12-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
May 5, 1975 .....	8-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Aug. 4, 1975 .....	7-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.

See footnotes on next page.

Footnotes to table 1.

<sup>1</sup> General wage changes are upward or downward adjustments affecting a substantial number of workers at one time. Not included are adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure (such as changes in individual job rates or automatic progression increases) that do not have an immediate and noticeable effect on the average wage level.

The wage changes listed were the major adjustments in the general wage level made during the period covered. Because of fluctuations in earnings, changes in products and employment practices, the omission of nongeneral changes in rates, and other factors, the sum of the general changes listed will not necessarily coincide with the change in straight-time average hourly earnings.

<sup>2</sup> Previously, the company had granted increases averaging 3.8 cents an hour about April 1941, increases averaging 5.2 cents an hour about October 1941, and increases averaging 6.5 cents an hour in October 1942 to compensate for loss of earnings due to the operation of Executive Order 9240.

<sup>3</sup> During this period the UAW's right to act as collective-bargaining agent for the plant production workers was questioned by another union. Shortly after the increase, the UAW won a National Labor Relations Board election and was recertified.

<sup>4</sup> The contract included an escalator clause based on BLS Consumer Price Index and provided quarterly adjustments with the stipulation that a decline in the index below the September 15, 1951, index figure would not be the basis for a reduction in wage rates. The cost-of-living adjustment provision, as written into the agreement, closely follows the General Motors system (reported in Wage Chronology No. 9, *Monthly Labor Review*, September 1949) but differs in three respects: (1) adjustments were based on the September 1951 CPI and quarterly thereafter; (2) the changes were automatic after a 1.15-point change in the index; and (3) the agreement started at a higher level on the index.

<sup>5</sup> The memorandum of agreement provided that future cost-of-living adjustments be based on the Revised Series Consumer Price Index (1947-49=100) as follows:

<i>Consumer Price Index</i>	<i>Hourly cost-of-living allowance</i>
113.6 or less	None
113.7 to 114.2	1 cent
114.3 to 114.8	2 cents
114.9 to 115.4	3 cents
115.5 to 116.0	4 cents
116.1 to 116.6	5 cents
116.7 to 117.2	6 cents

and so forth, with a 1-cent change for each 0.6-point change in the index.

<sup>6</sup> Employees in labor grades 1-A, 1, and 2 received increases of 9 cents an hour; those in grades 3 through 5, 7 cents; and those in grades 7 through 10-C, 6 cents.

<sup>7</sup> The new agreement provided that quarterly cost of living adjustments effective January, April, July, and October were to be based on the BLS Consumer Price Index for the index months of February, May, August, and November as follows:

<i>Consumer Price Index</i> (1947-49=100)	<i>Hourly cost-of-living allowance</i>
122.8 and below	None
122.9 to 123.3	1 cent
123.4 to 123.8	2 cents
123.9 to 124.3	3 cents
124.4 to 124.8	4 cents
124.9 to 125.3	5 cents
125.4 to 125.8	6 cents

and so forth, with a 1-cent adjustment for each 0.5-point change in the index.

<sup>8</sup> The new agreement provided that quarterly cost-of-living adjustments, effective January, April, July, and October, were to be based on the BLS Consumer Price Index for the index months of February, May, August, and November, as follows:

<i>Consumer Price Index</i> (1947-49=100)	<i>Hourly cost-of-living allowance</i>
125.8 and below	None
125.9 to 126.3	1 cent
126.4 to 126.8	2 cents
126.9 to 127.3	3 cents
127.4 to 127.8	4 cents
127.9 to 128.3	5 cents
128.4 to 128.8	6 cents

and so forth, with a 1-cent adjustment for each 0.5-point change in the index.

The cost-of-living allowance currently in effect is to be included in computing only overtime, vacation, call-in, and holiday payments.

<sup>9</sup> General wage changes for this and subsequent dates apply to the company's three plants.

<sup>10</sup> The new agreement provided that future cost-of-living adjustments be determined as follows:

<i>Consumer Price Index</i> (1957-59=100)	<i>Hourly cost-of-living allowance</i>
106.6 or less	None
106.7 to 107.0	1 cent
107.1 to 107.4	2 cents
107.5 to 107.8	3 cents
107.9 to 108.2	4 cents
108.3 to 108.6	5 cents
108.7 to 109.0	6 cents
109.1 to 109.4	7 cents
109.5 to 109.8	8 cents
109.9 to 110.2	9 cents
110.3 to 110.6	10 cents

and so forth, with a 1-cent adjustment for each 0.4-point change in the index.

As in previous agreements, the cost-of-living review in January, April, July, and October was to be based on the Bureau of Labor Statistics Consumer Price Index for the months of November, February, May, and August.

<sup>11</sup> By memorandum dated Nov. 16, 1964, the parties agreed that, effective Oct. 5, 1964, cost-of-living adjustments would be determined by the New Series Consumer Price Index as follows:

<i>Consumer Price Index</i> (1957-59=100)	<i>Hourly cost-of-living allowance</i>
106.4 or less	None
106.5 to 106.8	1 cent
106.9 to 107.2	2 cents
107.3 to 107.6	3 cents
107.7 to 108.0	4 cents
108.1 to 108.4	5 cents
108.5 to 108.8	6 cents
108.9 to 109.2	7 cents
109.3 to 109.6	8 cents
109.7 to 110.0	9 cents
110.1 to 110.4	10 cents

and so forth, with a 1-cent adjustment for each 0.4-point change in the index.

Footnotes to table 1—Continued

<sup>12</sup>The agreement provided that cost-of-living adjustments be determined as follows:

<i>Consumer Price Index (1957-59=100)</i>	<i>Hourly cost-of-living allowance</i>	
	<i>Baltimore and Orlando</i>	<i>Denver</i>
113.6 or less	None	None
113.7 to 114.0	1 cent	1 cent
114.1 to 114.4	2 cents	1 cent
114.5 to 114.8	3 cents	1 cent
114.9 to 115.2	4 cents	2 cents
115.3 to 115.6	5 cents	3 cents
115.7 to 116.0	6 cents	4 cents

and so forth, with a 1-cent adjustment for each 0.4-point change in the index.

As in previous agreements, the cost-of-living review in January, April, July, and October was to be based on the Bureau of Labor Statistics Consumer Price Index for November, February, May, and August.

<sup>13</sup>The agreement provided that cost-of-living adjustments be determined as follows:

<i>Consumer Price Index (1957-59=100)</i>	<i>Hourly cost-of-living allowance</i>
<i>Effective Nov. 2, 1970</i>	
130.5 or less	3 cents
130.6 to 130.9	4 cents
131.0 to 131.3	5 cents
131.4 to 131.7	6 cents
131.8 to 132.1	7 cents
132.2 and over	8 cents

<i>Consumer Price Index (1957-59=100)</i>	<i>Hourly cost-of-living allowance</i>
<i>Effective Nov. 1, 1971</i>	
131.7 or less	6 cents
131.8 to 132.1	7 cents
132.2 to 132.5	8 cents
132.6 to 132.9	9 cents
133.0 to 133.3	10 cents

133.4 to 133.7	11 cents
133.8 to 134.1	12 cents
134.2 to 134.5	13 cents
134.6 to 134.9	14 cents
135.0 to 135.3	15 cents
135.4 and over	16 cents

The cost-of-living allowance was to be included in computing overtime, holiday, vacation, and call-in pay.

<sup>14</sup>1972 increases reflect a 5-cent-an-hour reduction in the negotiated amount by Pay Board ruling of January 19, 1973. This amount was deferred until November 5, 1973. In addition, out of the 28-cent cost-of-living "overage" due under the previous agreement (see text, p. 6), Baltimore put 23 cents into pensions, and Denver and Orlando put 7 cents each toward Baltimore pension costs. On March 21, 1974, the Pay Board ruled that the payment of 5 cents an hour, which was part of the "overage," be made retroactive to November 6, 1972. It was paid to employees in a lump sum for hours worked between November 6, 1972, and November 4, 1973.

<sup>15</sup>The agreement provided that cost-of-living adjustments be determined as follows:

<i>Consumer Price Index (1957-59=100)</i>	<i>Hourly cost-of-living allowance</i>
146.9 or less	None
147.0 to 147.3	1 cent
147.4 to 147.7	2 cents
147.8 to 148.1	3 cents
148.2 to 148.5	4 cents
148.6 to 148.9	5 cents
149.0 to 149.3	6 cents
149.4 to 149.7	7 cents
149.8 to 150.1	8 cents
150.2 to 150.5	9 cents
150.6 to 150.9	10 cents

and so forth, with a 1-cent adjustment for each 0.4-point change in the index.

The cost-of-living allowance was to be included in computing overtime, holiday, vacation, call-in, sick, jury-duty, bereavement, and military leave pay.

**Table 2a. Basic hourly rates by labor grade, Baltimore plants, 1944-56**

Labor grade and selected occupations	Mar. 27, 1944		Mar. 11, 1946		Aug. 14, 1947		Oct. 9, 1948		Nov. 13, 1950		Nov. 19, 1951		June 30, 1952	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 1-A Mechanic, ground and flight test; toolmaker, first class; toolmaker, wood, first class.	—	—	—	—	—	—	—	—	—	—	\$ 1.90	\$ 2.20	\$ 1.94	\$ 2.24
Grade 1 Inspector, machined parts, first class; lay out man, machine shop; operator, automatic screw machine, first class.	1.30	1.50	1.43	1.63	1.50	1.70	1.60	1.85	1.67	1.98	1.80	2.10	1.84	2.14
Grade 2 Electrician, maintenance, first class; grinder, tool, first class; inspector, final assembly, first class.	1.175	1.40	1.33	1.53	1.40	1.60	1.50	1.75	1.56	1.88	1.70	2.00	1.74	2.04
Grade 3 Fitting man, first class; inspector, assembly, first class; mechanic, bench, sheet metal, first class.	1.125	1.35	1.28	1.48	1.35	1.55	1.45	1.70	1.51	1.83	1.65	1.95	1.69	1.99
Grade 4 Mechanic, engine installation, first class; mechanic, radio and radar, second class; inspector, second class—electronics, fluid test, ground and flight test, machined parts, receiving, welding, and fitting.	1.075	1.25	1.23	1.38	1.30	1.45	1.40	1.60	1.46	1.69	1.60	1.80	1.64	1.84
Grade 5 Electrician, maintenance, second class; inspector, final assembly, second class; operator, yoder hammer, second class.	1.025	1.175	1.13	1.28	1.20	1.35	1.30	1.50	1.36	1.59	1.50	1.70	1.54	1.74
Grade 6 Inspector, assembly, second class; operator, second class—drop hammer, engine lathe, milling machine, and turret lathe.	.975	1.125	1.08	1.23	1.15	1.30	1.25	1.45	1.30	1.54	1.45	1.65	1.49	1.69
Grade 7 Inspector, ground and flight test, third class; operator, sewing machine; painter, equipment and production parts.	.925	1.075	1.03	1.18	1.10	1.25	1.20	1.40	1.25	1.49	1.40	1.60	1.44	1.64
Grade 8 Chauffeur; fireman; junior inspector.	.80	.975	.95	1.10	1.02	1.17	1.12	1.32	1.20	1.44	1.35	1.55	1.39	1.59
Grade 9 Assemblyman, semiskilled; helper, other than airport; mechanic, bench, sheet metal, third class.	.70	.925	.89	1.04	.96	1.11	1.06	1.26	1.17	1.41	1.30	1.52	1.34	1.54
Grade 10 Janitor; laborer; operator, elevator.	.60	.80	.875	.95	.945	1.02	1.05	1.17	1.13	1.29	1.25	1.40	1.29	1.44
Grade 10-C Cafeteria worker, grade "B"	.60	.70	.75	.85	.82	.92	.92	1.07	.99	1.16	1.05	1.25	1.09	1.29

See footnotes at end of table.

Table 2a. Basic hourly rates by labor grade, Baltimore plants, 1944-56—Continued

Labor grade and selected occupations	Apr. 6, 1953		June 30, 1953		June 30, 1954		Nov. 1, 1954 <sup>a</sup>		June 30, 1955 <sup>a</sup>		Dec. 19, 1955		June 25, 1956 <sup>a</sup>	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 1—A . . . . . Mechanic, ground and flight test; toolmaker, first class; toolmaker, wood, first class.	\$ 1.99	\$ 2.29	\$ 2.03	\$ 2.33	\$ 2.08	\$ 2.38	\$ 2.20	\$ 2.50	\$ 2.20	\$ 2.55	\$ 2.22	\$ 2.57	\$ 2.22	\$ 2.63
Grade 1 . . . . . Inspector, machine parts, first class; layout man, machine shop; operator, automatic screw machine, first class.	1.89	2.19	1.93	2.23	1.98	2.28	2.10	2.40	2.10	2.45	2.12	2.47	2.12	2.53
Grade 2 . . . . . Electrician, maintenance, first class; grinder, tool, first class; inspector, final assembly, first class.	1.79	2.09	1.83	2.13	1.88	2.18	2.00	2.30	2.00	2.35	2.02	2.37	2.02	2.43
Grade 3 . . . . . Fitting man, first class; inspector, assembly, first class; mechanic, bench, sheet metal, first class.	1.74	2.04	1.78	2.08	1.83	2.13	*1.95	2.23	1.95	2.28	1.97	2.30	1.97	2.36
Grade 4 . . . . . Mechanic, engine installation, first class; mechanic, radio and radar, second class; inspector, second class—electronics, fluid test, ground and flight test, machined parts, receiving, welding, and fitting.	1.69	1.89	1.73	1.93	1.78	1.98	*1.85	2.08	1.85	2.13	1.87	2.15	1.87	2.21
Grade 5 . . . . . Electrician, maintenance, second class; inspector, final assembly, second class; operator, yoder hammer, second class.	1.59	1.79	1.63	1.83	1.68	1.88	*1.75	1.98	1.75	2.03	1.77	2.05	1.77	2.11
Grade 6 . . . . . Inspector, assembly, second class; operator, second class—drop hammer, engine lathe, milling machine, and turret lathe.	1.54	1.74	1.58	1.78	1.63	1.83	*1.70	1.92	1.70	1.97	1.72	1.99	1.72	2.05
Grade 7 . . . . . Inspector, ground and flight test, third class; operator, sewing machine, painter, equipment and production parts.	1.49	1.69	1.53	1.73	1.58	1.78	*1.65	1.87	1.65	1.92	1.67	1.94	1.67	2.00
Grade 8 . . . . . Chauffeur; fireman; junior inspector.	1.44	1.64	1.48	1.68	1.53	1.73	*1.60	1.82	1.60	1.87	1.62	1.89	1.62	1.95
Grade 9 . . . . . Assemblyman, semiskilled helper, other than airport, mechanic, bench, sheet metal, third class.	1.39	1.59	1.43	1.63	1.48	1.68	*1.55	1.77	1.55	1.82	1.57	1.84	1.57	1.90
Grade 10 . . . . . Janitor; laborer; operator, elevator.	1.34	1.49	1.38	1.53	1.43	1.58	*1.50	1.67	1.50	1.72	1.52	1.74	1.52	1.80
Grade 10—C . . . . . Cafeteria worker, grade "B"	1.14	1.34	1.18	1.38	1.23	1.43	*1.25	1.52	1.25	1.57	1.27	1.59	1.27	1.65

See footnotes on next page.

**Footnotes to table 2a.**

<sup>1</sup>In February 1950, 3 cents was added to labor grades 8 and 10 and 6 cents was added to labor grade 9.

<sup>2</sup>Includes 3 cents cost-of-living allowance accrued before June 4, 1953, and incorporated into base rates by agreement of Nov. 6, 1954.

<sup>3</sup>The deferred increase was given all employees on the payroll within the labor grades specified as of the effective date and added to the maximum rate for each labor grade; minimum rates were unchanged.

<sup>4</sup>For grades 3 through 10-C, the minimum rates were not increased by the same amounts as their respective maximums.

NOTE: From the date of the first agreement to 1948,

provision was made for a quarterly job classification review. Advancement within a grade or to a higher grade was based on merit. The 1948 agreement revised this procedure by providing for minimum of 5-cent-an-hour within-grade promotions also based on merit. The procedure for in-grade promotion was revised in the 1951 agreement to provide for automatic 5-cent increments to the maximum of the rate ranges at intervals of 17 calendar weeks for all grades, with the exception of grades 1-A through 3 which were subject to quarterly merit reviews after midpoints were reached.

Except for cost-of-living allowances incorporated into base rates (footnote 2), allowances are excluded from rates presented in this table.

Table 2b. Basic hourly rates by labor grade, Baltimore plants, 1957-62

Labor grade and selected occupations <sup>1</sup>	June 24, 1957 <sup>2</sup>		July 7, 1958 <sup>3</sup>		July 6, 1959		July 11, 1960 <sup>3</sup>		July 17, 1961		July 16, 1962	
	Mini- mum <sup>4</sup>	Maxi- mum <sup>4</sup>	Mini- mum <sup>4</sup>	Maxi- mum <sup>4</sup>	Mini- mum <sup>4</sup>	Maxi- mum <sup>4</sup>	Mini- mum <sup>4</sup>	Maxi- mum <sup>4</sup>	Mini- mum <sup>4</sup>	Maxi- mum <sup>4</sup>	Mini- mum <sup>4</sup>	Maxi- mum <sup>4</sup>
Grade 1-A ..... Fixture builder, first class; mechanic, radio and radar, first class; tester, senior; toolmaker, first class.	\$2.22	\$2.69	\$2.62	\$2.97	\$2.70	\$3.06	\$2.76	\$3.12	\$2.86	\$3.22	\$2.94	\$3.30
Grade 1 ..... Development man, senior; inspector, electronics, first class; layout man, machine shop; operator, borer-jig; template maker, first class; tester, electronics, first class.	2.12	2.59	2.49	2.84	2.56	2.93	2.62	2.99	2.72	3.09	2.79	3.16
Grade 2 ..... Electrician, maintenance, first class; operator, hydrotel; repair- man, machine, first class; welder, general, arc, heliarc.	2.02	2.49	2.37	2.72	2.44	2.80	2.50	2.86	2.59	2.95	2.66	3.02
Grade 3 ..... Development man; fitting man, first class; mechanic, sheet-metal bench, first class; millwright, first class; operator, milling machine, turret lathe, first class; tester, second class.	1.97	2.42	2.31	2.64	2.38	2.72	2.44	2.78	2.53	2.87	2.60	2.94
Grade 4 ..... Engineer, stationary; mechanic, aircraft and missile; painter, general; welder, spot, first class; wireman and assembler, senior.	1.87	2.27	2.20	2.48	2.27	2.55	2.33	2.61	2.41	2.69	2.47	2.75
Grade 5 ..... Crater, first class; electrician, maintenance, second class; expediter, production; operator, drill press, first class; plater.	1.77	2.17	2.10	2.38	2.17	2.45	2.23	2.51	2.30	2.58	2.36	2.64
Grade 6 ..... Assembler and installer; mechanic, sheet-metal bench, second class; operator, milling machine, turret lathe, second class; tester, third class; wireman and assembler, A.	1.72	2.11	2.05	2.32	2.12	2.39	2.18	2.45	2.24	2.51	2.30	2.57
Grade 7 ..... Carpenter, maintenance, second class; fitting and plastics man, second class; operator, power truck, fork and boom hoist; painter, pro- duction parts; stockkeeper.	1.67	2.06	1.99	2.26	2.06	2.33	2.12	2.39	2.17	2.44	2.22	2.49
Grade 8 ..... Assembler, mechanical; attendant, tool, general; crater, second class; operator, drill press, second class.	1.62	2.01	1.94	2.21	2.01	2.28	2.07	2.34	2.12	2.39	2.17	2.44
Grade 8-A <sup>5</sup> ..... Wireman and assembler, electronics, B. <sup>6</sup>	-	-	-	-	-	-	1.98	2.18	2.02	2.22	2.07	2.27
Grade 9 ..... Clerk, stock; helper, finishing and plating; timekeeper.	1.57	1.96	1.88	2.15	1.95	2.22	2.01	2.28	2.05	2.32	2.10	2.37
Grade 9-A <sup>5</sup> ..... Utilityman, wiring and assembly, electronics. <sup>6</sup>	-	-	-	-	-	-	1.87	2.07	1.91	2.11	1.96	2.16
Grade 10 ..... Janitor; laborer; wrapper, parts.	1.52	1.86	1.78	2.05	1.85	2.12	1.91	2.18	1.95	2.22	2.00	2.27
Cafeteria worker, grade B <sup>7</sup> .....	1.27	1.71	1.46	1.90	1.50	1.94	1.56	2.00	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )

See footnotes on next page.

Footnotes to table 2b.

<sup>1</sup>The change in product at the Martin Co. brought about some occupational realignment and shift in the proportion of workers in the various jobs. The occupations shown in each grade are those with significant numbers of workers in 1961.

<sup>2</sup>Increase was given all employees on payroll within specified labor grades as of the effective date and added to maximum rate for each labor grade; minimum rates were unchanged.

<sup>3</sup>Includes cost-of-living allowances incorporated into base rates—15 cents as of July 7, 1958, and 6 cents on July 11, 1960.

<sup>4</sup>Prior to July 1958, progression from the minimum to the maximum rate consisted of automatic 5-cent-an-hour increases every 17 weeks until the maximum job classification was reached. Effective July 7, 1958, the interval was reduced to 16 weeks.

<sup>5</sup>Eliminated by Nov. 14, 1963, agreement.

<sup>6</sup>The basic hourly wage rates for these new classifications were applicable only to employees hired or recalled after July 11, 1960.

<sup>7</sup>Was labor grade 10-C prior to the 1958 agreement. The agreement of 1958 eliminated this grade and established a separate schedule for cafeteria workers. Rates provided in this schedule in addition to those shown for cafeteria workers grade B were as follows: July 7, 1958, bakers, butchers, and cooks (former labor grade 8), minimum \$1.81, maximum \$2.20; cafeteria cashiers and receiving room checkers (former grade 9), \$1.76—\$2.15; laborers and cafeteria workers, grade A (former grade 10), \$1.71—\$2.05. The rates effective July 6, 1959, were \$1.85—\$2.24, \$1.80—\$2.19, and \$1.75—\$2.09, respectively. The rates effective July 11, 1960, were \$1.91—\$2.30, \$1.86—\$2.25, and \$1.81—\$2.15, respectively.

<sup>8</sup>See table 3 for continuation of cafeteria employees' rates.

NOTE: Except for cost-of-living allowances incorporated into base rates (footnote 3), allowances are excluded from rates presented in this table.

**Table 2c. Basic hourly rates by labor grade, all plants, 1963-74**

Labor grade	Baltimore		Denver		Orlando	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
	1963 <sup>1</sup>					
	Oct. 14		Nov. 18		Dec. 16	
1A	\$3.14	\$3.45	—	—	—	—
1	2.99	3.31	\$3.22	\$3.49	\$3.17	\$3.44
2	2.86	3.17	3.08	3.35	3.05	3.32
3	2.80	3.09	2.95	3.22	2.92	3.19
4	2.67	2.90	2.84	3.11	2.70	2.97
5	2.56	2.79	2.71	2.98	2.58	2.86
6	2.50	2.72	2.60	2.81	2.46	2.73
7	2.42	2.64	2.48	2.68	2.35	2.62
8	2.37	2.59	2.37	2.58	2.25	2.51
9	2.30	2.52	2.27	2.48	2.14	2.39
10	2.20	2.42	2.15	2.36	2.03	2.23
11	—	—	2.04	2.25	1.92	2.12
	Nov. 16, 1964					
1A	\$3.22	\$3.53	—	—	—	—
1	3.07	3.39	\$3.30	\$3.57	\$3.25	\$3.52
2	2.94	3.25	3.16	3.43	3.13	3.40
3	2.87	3.16	3.03	3.30	3.00	3.27
4	2.74	2.97	2.91	3.18	2.77	3.04
5	2.63	2.86	2.78	3.05	2.65	2.93
6	2.57	2.79	2.67	2.88	2.53	2.80
7	2.48	2.70	2.55	2.75	2.42	2.69
8	2.43	2.65	2.43	2.64	2.31	2.57
9	2.36	2.58	2.33	2.54	2.20	2.45
10	2.26	2.48	2.21	2.42	2.09	2.29
11	—	—	2.10	2.31	1.98	2.18
	Nov. 15, 1965					
1A	\$3.30	\$3.61	—	—	—	—
1	3.15	3.47	\$3.38	\$3.65	\$3.33	\$3.60
2	3.02	3.33	3.24	3.51	3.21	3.48
3	2.94	3.23	3.11	3.38	3.08	3.35
4	2.81	3.04	2.98	3.25	2.84	3.11
5	2.70	2.93	2.85	3.12	2.72	3.00
6	2.64	2.86	2.74	2.95	2.60	2.87
7	2.54	2.76	2.62	2.82	2.49	2.76
8	2.49	2.71	2.49	2.70	2.37	2.63
9	2.42	2.64	2.39	2.60	2.26	2.51
10	2.32	2.54	2.27	2.48	2.15	2.35
11	—	—	2.16	2.37	2.04	2.24
	Nov. 21, 1966 <sup>2</sup>					
1A	\$3.56	\$3.87	—	—	—	—
1	3.41	3.73	\$3.64	\$3.91	\$3.59	\$3.86
2	3.28	3.59	3.50	3.77	3.47	3.74
3	3.20	3.49	3.37	3.64	3.34	3.61
4	3.07	3.30	3.24	3.51	3.10	3.37
5	2.96	3.19	3.11	3.38	2.98	3.26
6	2.90	3.12	3.00	3.21	2.86	3.13
7	2.80	3.02	2.88	3.08	2.75	3.02
8	2.75	2.97	2.75	2.96	2.63	2.89
9	2.68	2.90	2.65	2.86	2.52	2.77
10	2.58	2.80	2.53	2.74	2.41	2.61
11	—	—	2.42	2.63	2.30	2.50

See footnotes at end of table.

**Table 2c. Basic hourly rates by labor grade, all plants, 1963-74—Continued**

Labor grade	Baltimore		Denver		Orlando	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Nov. 20, 1967						
1A	\$3.64	\$3.95	—	—	—	—
1	3.49	3.81	\$3.72	\$3.99	\$3.67	\$3.94
2	3.36	3.67	3.58	3.85	3.55	3.82
3	3.28	3.57	3.45	3.72	3.42	3.69
4	3.15	3.38	3.32	3.59	3.18	3.45
5	3.04	3.27	3.19	3.46	3.06	3.34
6	2.98	3.20	3.08	3.29	2.94	3.21
7	2.88	3.10	2.96	3.16	2.83	3.10
8	2.83	3.05	2.83	3.04	2.71	2.97
9	2.76	2.98	2.73	2.94	2.60	2.85
10	2.66	2.88	2.61	2.82	2.49	2.69
11	—	—	2.50	2.71	2.38	2.58
Nov. 18, 1968						
1A	\$3.72	\$4.03	—	—	—	—
1	3.57	3.89	\$3.80	\$4.07	\$3.75	\$4.02
2	3.44	3.75	3.66	3.93	3.63	3.90
3	3.36	3.65	3.53	3.80	3.50	3.77
4	3.23	3.46	3.40	3.67	3.26	3.53
5	3.12	3.35	3.27	3.54	3.14	3.42
6	3.06	3.28	3.16	3.37	3.02	3.29
7	2.96	3.18	3.04	3.24	2.91	3.18
8	2.91	3.13	2.91	3.12	2.79	3.05
9	2.84	3.06	2.81	3.02	2.68	2.93
10	2.74	2.96	2.69	2.90	2.57	2.77
11	—	—	2.58	2.79	2.46	2.66
Nov. 3, 1969 <sup>3 4</sup>						
1A	\$4.40	\$4.71	—	—	—	—
1	4.20	4.52	\$4.46	\$4.73	\$4.43	\$4.70
2	4.05	4.36	4.27	4.54	4.26	4.53
3	3.93	4.22	4.12	4.39	4.11	4.38
4	3.76	3.99	3.95	4.22	3.83	4.10
5	3.65	3.88	3.78	4.05	3.67	3.95
6	3.18	3.78	3.67	3.88	3.55	3.82
7	3.08	3.68	3.52	3.72	3.03	3.68
8	3.01	3.61	3.39	3.60	2.91	3.55
9	2.94	3.54	3.27	3.48	2.78	3.41
10	2.84	3.44	3.15	3.36	2.67	3.25
11	—	—	3.04	3.25	2.56	3.14
Nov. 2, 1970						
1A	\$4.60	\$4.91	—	—	—	—
1	4.38	4.70	\$4.66	\$4.93	\$4.63	\$4.90
2	4.22	4.53	4.45	4.72	4.44	4.71
3	4.07	4.36	4.29	4.56	4.28	4.55
4	3.90	4.13	4.09	4.36	3.97	4.24
5	3.79	4.02	3.92	4.19	3.81	4.09
6	3.29	3.89	3.81	4.02	3.69	3.86
7	3.19	3.79	3.63	3.83	3.14	3.79
8	3.11	3.71	3.50	3.71	3.02	3.66
9	3.04	3.64	3.37	3.58	2.88	3.51
10	2.94	3.54	3.25	3.46	2.77	3.35
11	—	—	3.14	3.35	2.66	3.24

See footnotes at end of table.

**Table 2c. Basic hourly rates by labor grade, all plants, 1963-74—Continued**

Labor grade	Baltimore <sup>5</sup>		Denver		Orlando	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Nov. 1, 1971						
1A	\$4.80	\$5.11	—	—	—	—
1	4.56	4.88	\$4.86	\$5.13	\$4.83	\$5.10
2	4.39	4.70	4.63	4.90	4.62	4.89
3	4.21	4.50	4.46	4.73	4.45	4.72
4	4.04	4.27	4.23	4.50	4.11	4.38
5	3.93	4.16	4.06	4.33	3.95	4.23
6	3.40	4.00	3.95	4.16	3.83	4.10
7	3.30	3.90	3.74	3.94	3.25	3.90
8	3.21	3.81	3.61	3.82	3.13	3.77
9	3.14	3.74	3.47	3.68	2.98	3.61
10	3.04	3.64	3.35	3.56	2.87	3.45
11	—	—	3.24	3.45	2.76	3.34
Nov. 6, 1972 <sup>5</sup>						
1A	\$5.19	\$5.50	—	—	—	—
1	4.95	5.27	\$5.41	\$5.68	\$5.38	\$5.65
2	4.78	5.09	5.18	5.45	5.17	5.44
3	4.60	4.89	5.01	5.28	5.00	5.27
4	4.43	4.66	4.78	5.05	4.66	4.93
5	4.32	4.55	4.61	4.88	4.50	4.78
6	3.79	4.39	4.50	4.71	4.38	4.65
7	3.69	4.29	4.29	4.49	3.80	4.45
8	3.60	4.20	4.16	4.37	3.68	4.32
9	3.53	4.13	4.02	4.23	3.53	4.16
10	3.43	4.03	3.90	4.11	3.42	4.00
11	—	—	3.79	4.00	3.31	3.89
Beginners	3.12	3.32	3.04	3.25	2.93	3.13
Nov. 5, 1973						
1A	\$5.40	\$5.72	—	—	—	—
1	5.15	5.48	\$5.62	\$5.90	\$5.59	\$5.87
2	4.97	5.29	5.39	5.67	5.38	5.65
3	4.79	5.09	5.21	5.49	5.20	5.48
4	4.61	4.85	4.97	5.25	4.85	5.13
5	4.50	4.74	4.80	5.08	4.69	4.97
6	3.96	4.57	4.69	4.90	4.56	4.84
7	3.85	4.47	4.47	4.68	3.97	4.64
8	3.76	4.38	4.34	4.55	3.84	4.50
9	3.69	4.31	4.19	4.41	3.69	4.34
10	3.58	4.20	4.07	4.28	3.57	4.17
11	—	—	3.96	4.17	3.46	4.06
Beginners	3.27	3.47	3.18	3.40	3.07	3.28
Nov. 4, 1974						
1A	\$5.56	\$5.89	—	—	—	—
1	5.30	5.64	\$5.79	\$6.08	\$5.75	\$6.05
2	5.12	5.45	5.55	5.84	5.54	5.82
3	4.93	5.24	5.37	5.65	5.36	5.64
4	4.75	5.00	5.12	5.41	5.00	5.28
5	4.64	4.88	4.94	5.23	4.83	5.12
6	4.08	4.71	4.83	5.05	4.70	4.99
7	3.97	4.60	4.60	4.82	4.09	4.78
8	3.87	4.51	4.47	4.69	3.96	4.64
9	3.80	4.44	4.32	4.54	3.80	4.47
10	3.69	4.33	4.19	4.41	3.68	4.30
11	—	—	4.08	4.30	3.56	4.18
Beginners	3.37	3.57	3.28	3.50	3.16	3.38

See footnotes on next page.

Footnotes to table 2c.

<sup>1</sup>The 1963 agreement changed progression from the minimum to the maximum rate to automatic 5-cent-an-hour increases every 14 (was 16) weeks. Rates shown reflect incorporation of the following cost-of-living allowances into base rates on the dates shown: 10 cents at Baltimore; 7 cents at Denver; and 4 cents at Orlando.

<sup>2</sup>Rates shown reflect incorporation of 18 of the existing 19 cents cost-of-living allowance into base rates.

<sup>3</sup>Rates shown reflect incorporation of 38 cents cost-of-living allowance in Orlando and Baltimore (except in minimum rates for grades 6-10 at Baltimore and 7-11 at Orlando) and 36 cents in Denver (2 cents was diverted to the SUB fund Jan. 2, 1967).

<sup>4</sup>The automatic progression interval for Baltimore employees

in labor grades 6, 7, 8, 9, and 10 was reduced to 12 weeks. Also, in the 1969 agreement, employees who were recalled at their request and temporarily assigned to classifications other than the one held at layoff were paid 18 cents above minimum in grades 6, 7, 8, 9, and 10 and were given an automatic progression increase of 5 cents an hour at 4-week intervals for the first 16 weeks, and thereafter at 12-week intervals.

<sup>5</sup>Rates shown reflect incorporation of the 16 cents cost-of-living allowance into base rates.

NOTE: Except for cost-of-living allowances incorporated into base rates, as indicated in footnotes, allowances are excluded from rates presented in this table.

Table 2d. Selected job classifications by labor grade, all plants, selected dates, 1963-72.

Labor grade	November 1963		
	Baltimore	Denver	Orlando
1A .....	Fixture builder, senior; mechanic, radio and radar, first class; tester, senior; toolmaker, first class.	None.	None.
1 .....	Development man, senior; inspector, electronics; layout man, machine shop; operator, borer-jig; template maker, first class; tester, first class.	Inspector, test, electrical and electronics, mechanical and propulsion, A; mechanic, test, electrical and electronics, mechanical and propulsion, A; tool and die maker, A.	Inspector, tool, senior; tester, senior; tool and diemaker, senior.
2 .....	Electrician, maintenance, first class; operator, profile mill, first class; repair man, machine, first class; welder, gas, arc, heliarc, general.	Expediter, lead; inspector, fabrication; mechanic, precision, A; operator, jig borer; structural test man, A; system checkout man, A.	Inspector, fabrication, product, A; operator, jig borer; tester, A.
3 .....	Development man; fitting man, first class; mechanic, sheet-metal bench, first class; millwright, first class; operator, milling machine, lathe, first class; tester, second class.	Electrician, maintenance, A; inspector, test, electrical and electronics, mechanical and propulsion, B; mechanic, test, electrical and electronics, mechanical and propulsion, B; mechanic, maintenance, A; millwright, A; welder, combination, production, A.	Electrician, maintenance, A; expediter, lead; grinder, tool and cutter, A; mechanic, maintenance A; welder, combination, production A.
4 .....	Development man, cable; mechanic, aircraft and missile; painter, general-production; welder, spot, first class; wireman and assembler, senior.	Developer, electrical and electronic; operator, milling machine, A; painter, maintenance, A; system checkout man, B; tool and diemaker, B.	Developer, electrical and electronic; inspector, product, B, tool, A; mechanic, heating and ventilating, A; operator, engine lathe, milling machine, A; tester, B; tool and diemaker, A.
5 .....	Crater and packer, A; electrician, maintenance, second class; expediter, production; operator, drill press, first class, plater.	Inspector, fabrication, B; mechanic, missile, precision, B; operator, crane, radial drill press, A; painter, production, A; plater.	Inspector, fabrication, B; line leader, electrical and electronic, printed circuits; painter, production, A.
6 .....	Assembler and installer; mechanic, sheet-metal bench, second class; operator, milling machine, lathe, second class; tester, third class; wireman and assembler, A.	Electrician, maintenance, B; expediter, manufacturing, A; mechanic, maintenance, B; millwright, B; operator, drill press, A; stock chaser, test support, A; structural test man, B.	Electrician, maintenance, B; expediter, production control; grinder, tool and cutter, B; mechanic, maintenance, B; operator, drill press, B; processor, printed circuits, A.
7 .....	Assembler, honeycomb; fitting and plastics man, second class; operator, power truck, fork and boom hoist; painter, production parts; stock-keeper.	Attendant, tool crib, A; mechanic, installation; operator, milling machine, B; welder, combination, production, B; system checkout man, C.	Inspector, product, C; mechanic, assembly, electrical and electronic; operator, engine lathe, milling machine, B; processor, printed circuits, B; tester, C; welder, combination, production, B.
8 .....	Assembler, mechanical; attendant, tool; crater and packer, B; operator, drill press, second class.	Operator, forklift, radial drill press, B; painter, maintenance, production, B; stockkeeper.	Mechanic, heating and ventilating, B; operator, hoist, fork and boom; painter, production, B; stockkeeper.
9 .....	Clerk, stock; helper, finishing and plating; timekeeper.	Assembler; attendant, tool crib, B; operator, drill press, B, vehicle; stock chaser, test support, B.	Assembler; operator, drill press, B, vehicle; processor, printed circuits, C; timekeeper, A.
10 .....	Janitor; laborer; wrapper, parts.	Expediter, manufacturing, B; helper, sheet metal and finishing; janitor, lead.	Assembly operator, printed circuits material handler, processor, electrical and electronic; timekeeper, B.
11 .....	None.	Janitor; laborer; processor and wrapper, shipping.	Janitor; laborer; processor and wrapper, shipping.

**Table 2d. Selected job classifications by labor grade, all plants, selected dates, 1963-72—Continued**

Labor grade	December 1966		
	Baltimore	Denver	Orlando
1A . . . . .	Fixture builder, senior; mechanic, radio and radar, first class; tester, senior; toolmaker, first class.	None.	None.
1 . . . . .	Development man, senior; inspector, electronics; layout man, machine shop; operator, borer, jig; template maker, first class; tester, first class.	Inspector, test, electrical and electronics, mechanical and propulsion, A; mechanic, test, electrical and electronics, mechanical and propulsion, A; tool and diemaker, A.	Inspector, tool, senior; tester, senior; tool and diemaker, senior.
2 . . . . .	Electrician, maintenance, first class; operator, profile mill, first class; repair man, machine, first class; welder, gas, arc, heliarc, general.	Expediter, lead; inspector, fabrication, A; mechanic, precision, A; operator, jig borer; structural test man, A; system checkout man, A.	Inspector, fabrication, product, A; operator, jig borer; tester, A.
3 . . . . .	Development man; fitting man, first class; mechanic, sheetmetal bench, first class; operator, milling machine, lathe, first class; tester, second class.	Electrician, maintenance, A; inspector, test, electrical and electronics, mechanical and propulsion, B; mechanic, test, electrical and electronics, mechanical and propulsion, B; mechanic, maintenance, A; millwright, A; welder, combination, production, A.	Electrician, maintenance, A; expediter, lead; grinder, tool and cutter, A; mechanic, maintenance, A; welder, combination, production, A.
4 . . . . .	Development man, cable; mechanic, aircraft and missile; painter, general-production; welder, spot, first class; wireman and assembler, senior.	Developer, electrical and electronic; operator, milling machine, A; painter, maintenance, A; system checkout man, B; tool and diemaker, B.	Developer, electrical and electronic; inspector, product, B, tool, A; mechanic, heating and ventilating, A; operator, engine lathe, milling machine, A; tester, B; tool and diemaker, A.
5 . . . . .	Crater and packer, A; electrician, maintenance, second class; expediter, production; operator, drill press, first class; plater.	Inspector, fabrication, B; mechanic, missile, precision, B; operator, radial drill press, A, crane; painter, production, A; plater.	Inspector, fabrication, B; line leader, electrical and electronic; processor, printed circuits, senior; painter, production, A.
6 . . . . .	Assembler and installer; mechanic, sheet-metal bench, second class; operator, milling machine, lathe, second class; wireman and assembler, A.	Electrician, maintenance, B; expediter, manufacturing, A; mechanic, refrigeration, B; millwright, B; operator, drill press, A.	Electrician, maintenance, B; expediter, production control; grinder, tool and cutter, B; mechanic, maintenance, B; operator, drill press, A, processor, printed circuits, A.
7 . . . . .	Assembler, honeycomb; fitting and plastics man, second class; operator, power truck, fork and boom hoist; painter, production parts; stockkeeper.	Attendant, tool crib; mechanic, installation; operator, milling machine, B; welder, combination maintenance, B; system checkout man, C.	Inspector, product, C; mechanic, assembly, electrical and electronic; operator, engine lathe, milling machine, B; processor, printed circuits, B; tester, C; welder, maintenance metal bench, B.
8 . . . . .	Assembler, mechanical; attendant, tool; crater and packer, B; operator, drill press, second class.	Operator, radial drill press, B, forklift; painter, maintenance, production, B; stockkeeper.	Mechanic, heating and ventilating, B; operator, hoist, fork and boom; painter, production, B; stockkeeper.
9 . . . . .	Clerk, stock; helper, finishing and plating; timekeeper.	Assembler; operator, drill press, B, vehicle.	Assembler; operator, drill press, B, vehicle; processor, printed circuits, C; timekeeper, A.
10 . . . . .	Janitor; laborer.	Expediter, manufacturing, B; helper, sheet metal and finishing; janitor, lead.	Assembly operator, printed circuits; material handler; processor, electrical and electronic; timekeeper, B.
11 . . . . .	None.	Janitor; laborer; processor and wrapper, shipping.	Janitor; laborer; worker, ordnance, parts and production.

Table 2d. Selected job classifications by labor grade, all plants, selected dates, 1963-72—Continued

Labor grade	November 1969		
	Baltimore	Denver	Orlando
1A . . . . .	Fixture builder, senior; mechanic, radio and radar, first class; tester, senior; toolmaker, first class.	None.	None.
1 . . . . .	Development man, senior; inspector, electronics; layout man, machine shop; operator, borer, jig; template maker, first class; tester, first class.	Inspector, test, electrical and electronics, mechanical and propulsion, A; mechanic, test, electrical and electronics, mechanical and propulsion, A; tool and diemaker, A.	Inspector, tool, senior; tester, senior; tool and diemaker, senior.
2 . . . . .	Electrician, maintenance, first class; operator, profile mill, first class; repair man, machine, first class; welder, gas, arc, heliarc, general.	Expediter, lead; inspector, fabrication, A; mechanic, precision, A; operator, jig borer; structural test man, A; system checkout man, A.	Inspector, fabrication, product, A; operator, jig borer; tester, A.
3 . . . . .	Development man; fitting man, first class; mechanic, sheetmetal bench, first class; operator, milling machine, lathe, first class; tester, second class.	Electrician, maintenance, A; inspector, test, electrical and electronics, mechanical and propulsion, B; mechanic, test, electrical and electronics, mechanical and propulsion, B; mechanic, maintenance, A; millwright, A; welder, combination, production, A.	Electrician, maintenance, A; expediter, production control, senior; grinder, tool and cutter, A; mechanic, maintenance, A; welder, maintenance, A.
4 . . . . .	Development man, cable; mechanic, aircraft and missile; painter, general-production; welder, spot, first class; wireman and assembler, senior.	Developer, electrical and electronic; operator, milling machine, A; painter, maintenance, A; system checkout man, B; tool and diemaker, B.	Developer, electrical and electronic; inspector, product, B, tool, A; mechanic, heating and ventilating, A; operator, lathe, milling machine, A; tester, B; tool and diemaker, A.
5 . . . . .	Crater and packer, A; electrician, maintenance, second class; expediter, production; operator, drill press, first class; plater.	Inspector, fabrication, B; mechanic, precision, B; operator, radial drill press, A; plater.	Inspector, fabrication, B; processor, printed circuits, senior.
6 . . . . .	Assembler and installer; mechanic, sheet-metal bench, second class; operator, milling machine, lathe, second class; wireman and assembler, A.	Electrician, maintenance, B; expediter, manufacturing, A; mechanic, refrigeration, B; millwright, B; operator, drill press, A.	Electrician, maintenance, B; expediter, production control; grinder, tool and cutter, B; mechanic, maintenance, B; operator, drill press, A; processor, printed circuits, A.
7 . . . . .	Assembler, honeycomb; fitting and plastics man, second class; operator, power truck, fork and boom hoist; painter, production parts; stockkeeper.	Attendant, tool crib; mechanic, installation; operator, milling machine, B; welder, combination maintenance, B; system checkout man, C.	Inspector, product, C; mechanic, assembly; operator, lathe, milling machine, B; processor, printed circuits, B; tester, C; welder, maintenance, B.
8 . . . . .	Assembler, mechanical; attendant, tool; crater and packer, B; operator, drill press, second class.	Operator, radial drill press, B; painter, maintenance, production, B; stockkeeper.	Mechanic, heating and ventilating, B; operator, hoist, fork and boom; painter, production, B; stockkeeper.
9 . . . . .	Clerk, stock; helper, finishing and plating; timekeeper.	Assembler; operator, drill press, B.	Assembler; operator, drill press, B; processor, printed circuits, C; timekeeper, A.
10 . . . . .	Janitor; laborer.	Expediter, manufacturing, B; helper, sheet metal and finishing; janitor, lead.	Assembly operator, printed circuits; material handler; processor, electrical and electronic.
11 . . . . .	None.	Janitor; laborer; processor and wrapper, shipping.	Janitor; laborer; worker, ordnance, parts and production.

Table 2d. Selected job classifications by labor grade, all plants, selected dates, 1963-72--Continued

Labor grade	November 1972		
	Baltimore	Denver	Orlando
1A . . . . .	Fixture builder, senior; mechanic, radio and radar, first class; tester, senior; toolmaker, first class.	None.	None.
1 . . . . .	Development man, senior; inspector, electronics; layout man, machine shop; operator, borer, jig; template maker, first class; tester, first class.	Inspector, test, A; mechanic, test, A; tool and diemaker, A.	Inspector, tool, senior; tester, senior; tool and diemaker, senior.
2 . . . . .	Electrician, maintenance, first class; operator, profile mill, first class; repair man, machine, first class; welder, gas, arc, heliarc, general.	Expediter, lead; inspector, fabrication, A; mechanic, precision, A; operator, jig borer; structural test man, A; system checkout man, A.	Inspector, fabrication, A; operator, jig borer; tester, A.
3 . . . . .	Development man; fitting man, first class; mechanic, sheetmetal bench, first class; operator, milling machine, lathe, first class; tester, second class.	Electrician, maintenance, A; inspector, test, electrical and electronics, B; mechanic, test, B; mechanic, maintenance, A; millwright, A; welder, combination, production, A.	Electrician, maintenance, A; expediter, production control, senior; grinder, tool and cutter, A; mechanic, machine repair, A; welder, maintenance, A; millwright, A.
4 . . . . .	Development man, cable; mechanic, aircraft and missile; painter, general-production; welder, spot, first class; wireman and assembler, senior.	Developer, plastic and bonding; operator, milling machine, A; painter, maintenance, A; system checkout man, B; tool and diemaker, B.	Developer, electrical and electronic; inspector, product, B; mechanic, heating and ventilating, A; operator, lathe, milling machine, A; tester, B; tool and diemaker, A.
5 . . . . .	Crater and packer, A; electrician, maintenance, second class; expediter, production; operator, drill press, first class; plater.	Inspector, fabrication, B; mechanic, missile; operator, radial drill press, A, chemical milling, B.	Inspector, fabrication, B; processor, printed circuits, senior.
6 . . . . .	Assembler and installer; mechanic, sheet-metal bench, second class; operator, milling machine, lathe, second class; wireman and assembler, A; Inspector, B.	Electrician, maintenance, B; expediter, manufacturing, A; mechanic, refrigeration, B; millwright, B; operator, drill press, A, tractor trailer.	Electrician, maintenance, B; expediter, production control; grinder, tool and cutter, B; mechanic, machine repair, B; operator, drill press, A; processor, printed circuits, A; millwright, B.
7 . . . . .	Assembler, honeycomb; fitting plastics man, second class; operator, power truck, fork and boom hoist; painter, production parts; stockkeeper.	Attendant, tool crib; mechanic, installation; operator, milling machine, B; welder, combination maintenance, B; system checkout man, C.	Inspector, product, C; mechanic, assembly; operator, lathe, milling machine, B; processor, printed circuits, B; tester, C; welder, maintenance, B.
8 . . . . .	Assembler, mechanical; attendant, tool; crater and packer, B; operator, drill press, second class.	Operator, radial drill press, B; painter, maintenance, production, B; stockkeeper.	Mechanic, heating and ventilating, B; operator, hoist, fork and boom; painter, production, B; stockkeeper.
9 . . . . .	Clerk, stock; helper, finishing and plating; timekeeper.	Assembler; operator, drill press, B; encapsulator.	Assembler; operator, drill press, B; processor, printed circuits, C.
10 . . . . .	Janitor; laborer.	Expediter, manufacturing, B; helper, sheet metal and finishing; janitor, lead.	Assembly operator, printed circuits; material handler; processor, electrical and electronic.
11 . . . . .	None.	Janitor; laborer; processor and wrapper, shipping.	Janitor; laborer; worker, ordnance, parts and processing.

Table 3. Basic hourly rates for cafeteria employees, 1961-74

Job title	July 17, 1961		July 16, 1962		1963 <sup>1</sup>					
	Baltimore		Baltimore		Oct. 14		Nov. 18		Dec. 16	
	Baltimore		Baltimore		Baltimore		Denver		Orlando	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Bakers . . . . .	\$1.95	\$2.34	\$1.99	\$2.38	\$2.19	\$2.53	—	—	\$2.32	\$2.47
Bakers, general . . . . .	—	—	—	—	—	—	\$2.15	\$2.33	—	—
Bakers, pie and cake . . . . .	—	—	—	—	—	—	1.94	2.18	—	—
Cooks, butchers . . . . .	1.95	2.34	1.99	2.38	2.19	2.53	—	—	—	—
Cooks, butchers, A . . . . .	—	—	—	—	—	—	2.25	2.59	—	—
Butchers, B . . . . .	—	—	—	—	—	—	1.94	2.18	—	—
Cooks . . . . .	1.95	2.34	1.99	2.38	2.19	2.53	—	—	—	—
Cooks, 1 . . . . .	—	—	—	—	—	—	—	—	2.32	2.47
Cooks, 2 . . . . .	—	—	—	—	—	—	—	—	2.17	2.37
Cashiers, cafeteria . . . . .	1.90	2.29	1.94	2.33	2.14	2.48	—	—	1.77	1.97
Checkers, receiving room . . . . .	1.90	2.29	1.94	2.33	2.14	2.48	—	—	—	—
Laborers . . . . .	1.85	2.19	1.89	2.23	2.09	2.38	—	—	—	—
Workers, cafeteria, A . . . . .	1.85	2.19	1.89	2.23	2.09	2.38	1.79	1.97	1.72	1.92
Workers, cafeteria, B . . . . .	1.60	2.04	1.64	2.08	1.84	2.23	1.63	1.87	1.62	1.77
Attendants, mobile food service . . . . .	—	—	—	—	—	—	1.94	2.18	—	—
Dishwashers, lead . . . . .	—	—	—	—	—	—	1.89	2.18	—	—
Women, pantry . . . . .	—	—	—	—	—	—	1.89	2.13	—	—
Dishwashers; yardmen . . . . .	—	—	—	—	—	—	1.84	2.08	—	—
Waitresses, executive . . . . .	—	—	—	—	—	—	—	—	1.77	1.97
Supply clerks, cafeteria . . . . .	—	—	—	—	—	—	—	—	1.62	1.97
Busboys . . . . .	—	—	—	—	—	—	—	—	1.62	1.77

	Nov. 16, 1964						Nov. 15, 1965					
	Baltimore		Denver		Orlando		Baltimore		Denver		Orlando	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Bakers . . . . .	\$2.25	\$2.59	—	—	\$2.38	\$2.53	\$2.31	\$2.65	—	—	\$2.44	\$2.59
Bakers, general . . . . .	—	—	\$2.21	\$2.39	—	—	—	—	\$2.27	\$2.45	—	—
Bakers, pie and cake . . . . .	—	—	2.00	2.24	—	—	—	—	2.06	2.30	—	—
Cooks, butchers . . . . .	2.25	2.59	—	—	—	—	2.31	2.65	—	—	—	—
Cooks, butchers, A . . . . .	—	—	2.31	2.65	—	—	—	—	2.37	2.71	—	—
Butchers, B . . . . .	—	—	2.00	2.24	—	—	—	—	2.06	2.30	—	—
Cooks . . . . .	2.25	2.59	—	—	—	—	2.31	2.65	—	—	—	—
Cooks, 1 . . . . .	—	—	—	—	2.38	2.53	—	—	—	—	2.44	2.59
Cooks, 2 . . . . .	—	—	—	—	2.23	2.43	—	—	—	—	2.29	2.49
Cashiers, cafeteria . . . . .	2.20	2.54	—	—	1.83	2.03	2.26	2.60	—	—	1.89	2.09
Checkers, receiving room . . . . .	2.20	2.54	—	—	—	—	2.26	2.60	—	—	—	—
Laborers . . . . .	2.15	2.44	—	—	—	—	2.21	2.50	—	—	—	—
Workers, cafeteria, A . . . . .	2.15	2.44	1.85	2.03	1.78	1.98	2.21	2.50	1.91	2.09	1.84	2.04
Workers, cafeteria, B . . . . .	1.90	2.29	1.69	1.93	1.68	1.83	1.96	2.35	1.75	1.99	1.74	1.89
Attendants, mobile food service . . . . .	—	—	2.00	2.24	—	—	—	—	2.06	2.30	—	—
Dishwashers, lead . . . . .	—	—	1.95	2.24	—	—	—	—	2.01	2.30	—	—
Women, pantry . . . . .	—	—	1.95	2.19	—	—	—	—	2.01	2.25	—	—
Dishwashers; yardmen . . . . .	—	—	1.90	2.14	—	—	—	—	1.96	2.20	—	—
Waitresses, executive . . . . .	—	—	—	—	1.83	2.03	—	—	—	—	1.89	2.09
Supply clerks, cafeteria . . . . .	—	—	—	—	1.83	2.03	—	—	—	—	1.89	2.09
Busboys . . . . .	—	—	—	—	1.68	1.83	—	—	—	—	1.74	1.89

See footnotes at end of table.

Table 3. Basic hourly rates for cafeteria employees, 1961-74—Continued

Job title	Nov. 21, 1966 <sup>2</sup>					
	Baltimore		Denver		Orlando	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Bakers . . . . .	\$2.57	\$2.91	—	—	\$2.70	\$2.85
Bakers, general . . . . .	—	—	\$2.53	\$2.71	—	—
Bakers, pie and cake . . . . .	—	—	2.32	2.56	—	—
Cooks, butchers . . . . .	2.57	2.91	—	—	—	—
Cooks, butchers, A . . . . .	—	—	2.63	2.97	—	—
Butchers, B . . . . .	—	—	2.32	2.56	—	—
Cooks . . . . .	2.57	2.91	—	—	—	—
Cooks, 1 . . . . .	—	—	—	—	2.70	2.85
Cooks, 2 . . . . .	—	—	—	—	2.55	2.75
Cashiers, cafeteria . . . . .	2.52	2.86	—	—	2.15	2.35
Checkers, receiving room . . . . .	2.52	2.86	—	—	—	—
Laborers . . . . .	2.47	2.76	—	—	—	—
Workers, cafeteria, A . . . . .	2.47	2.76	2.17	2.35	2.10	2.30
Workers, cafeteria, B . . . . .	2.22	2.61	2.01	2.25	2.00	2.15
Attendants, mobile food service . . . . .	—	—	2.32	2.56	—	—
Dishwashers, lead . . . . .	—	—	2.27	2.56	—	—
Women, pantry . . . . .	—	—	2.27	2.51	—	—
Dishwashers; yardmen . . . . .	—	—	2.22	2.46	—	—
Waitresses, executive . . . . .	—	—	—	—	2.15	2.35
Supply clerks, cafeteria . . . . .	—	—	—	—	2.15	2.35
Busboys . . . . .	—	—	—	—	2.00	2.15
	Nov. 20, 1967					
Bakers . . . . .	\$2.65	\$2.99	—	—	\$2.78	\$2.93
Bakers, general . . . . .	—	—	\$2.61	\$2.79	—	—
Bakers, pie and cake . . . . .	—	—	2.40	2.64	—	—
Cooks, butchers . . . . .	2.65	2.99	—	—	—	—
Cooks, butchers, A . . . . .	—	—	2.71	3.05	—	—
Butchers, B . . . . .	—	—	2.40	2.64	—	—
Cooks . . . . .	2.65	2.99	—	—	—	—
Cooks, 1 . . . . .	—	—	—	—	2.78	2.93
Cooks, 2 . . . . .	—	—	—	—	2.63	2.83
Cashiers, cafeteria . . . . .	2.60	2.94	—	—	2.23	2.43
Checkers, receiving room . . . . .	2.60	2.94	—	—	—	—
Laborers . . . . .	2.55	2.84	—	—	—	—
Workers, cafeteria, A . . . . .	2.55	2.84	2.25	2.43	2.18	2.38
Workers, cafeteria, B . . . . .	2.30	2.69	2.09	2.33	2.08	2.23
Attendants, mobile food service . . . . .	—	—	2.40	2.64	—	—
Dishwashers, lead . . . . .	—	—	2.35	2.64	—	—
Women, pantry . . . . .	—	—	2.35	2.59	—	—
Dishwashers; yardmen . . . . .	—	—	2.30	2.54	—	—
Waitresses, executive . . . . .	—	—	—	—	2.23	2.43
Supply clerks, cafeteria . . . . .	—	—	—	—	2.23	2.43
Busboys . . . . .	—	—	—	—	2.08	2.23
	Nov. 18, 1968					
Bakers . . . . .	\$2.73	\$3.07	—	—	\$2.86	\$3.01
Bakers, general . . . . .	—	—	\$2.69	\$2.87	—	—
Bakers, pie and cake . . . . .	—	—	2.48	2.72	—	—
Cooks, butchers . . . . .	2.73	3.07	—	—	—	—
Cooks, butchers, A . . . . .	—	—	2.79	3.13	—	—
Butchers, B . . . . .	—	—	2.48	2.72	—	—
Cooks . . . . .	2.73	3.07	—	—	—	—
Cooks, 1 . . . . .	—	—	—	—	2.86	3.01
Cooks, 2 . . . . .	—	—	—	—	2.71	2.91
Cashiers, cafeteria . . . . .	2.68	3.02	—	—	2.31	2.51
Checkers, receiving room . . . . .	2.68	3.02	—	—	—	—
Laborers . . . . .	2.63	2.92	—	—	—	—
Workers, cafeteria, A . . . . .	2.63	2.92	2.33	2.51	2.26	2.46
Workers, cafeteria, B . . . . .	2.38	2.77	2.17	2.41	2.16	2.31
Attendants, mobile food service . . . . .	—	—	2.48	2.72	—	—
Dishwashers, lead . . . . .	—	—	2.43	2.72	—	—
Women, pantry . . . . .	—	—	2.43	2.67	—	—
Dishwashers; yardmen . . . . .	—	—	2.38	2.62	—	—
Waitresses, executive . . . . .	—	—	—	—	2.31	2.51
Supply clerks, cafeteria . . . . .	—	—	—	—	2.31	2.51
Busboys . . . . .	—	—	—	—	2.16	2.31

See footnotes at end of table.

Table 3. Basic hourly rates for cafeteria employees, 1961-74—Continued

Job title	Nov. 3, 1969 <sup>a</sup>					
	Baltimore		Denver		Orlando	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Bakers . . . . .	\$3.21	\$3.55	—	—	\$3.34	\$3.49
Bakers, general . . . . .	—	—	\$3.15	\$3.33	—	—
Bakers, pie and cake . . . . .	—	—	2.94	3.18	—	—
Cooks, butchers . . . . .	3.21	3.55	—	—	—	—
Cooks, butchers, A . . . . .	—	—	3.25	3.59	—	—
Cooks, butchers, B . . . . .	—	—	2.94	3.18	—	—
Cooks . . . . .	3.21	3.55	—	—	—	—
Cooks, 1 . . . . .	—	—	—	—	3.34	3.49
Cooks, 2 . . . . .	—	—	—	—	3.19	3.39
Cashiers, cafeteria . . . . .	3.16	3.50	—	—	2.79	2.99
Checkers, receiving room . . . . .	3.16	3.50	—	—	—	—
Laborers . . . . .	3.11	3.40	—	—	—	—
Workers, cafeteria, A . . . . .	3.11	3.40	2.79	2.97	2.74	2.94
Workers, cafeteria, B . . . . .	2.86	3.25	2.63	2.87	2.64	2.79
Attendants, mobile food service . . . . .	—	—	2.94	3.18	—	—
Dishwashers; lead . . . . .	—	—	2.99	3.28	—	—
Women, pantry . . . . .	—	—	2.89	3.13	—	—
Dishwashers; yardmen . . . . .	—	—	2.84	3.08	—	—
Waitresses, executive . . . . .	—	—	—	—	2.79	2.99
Supply clerks, cafeteria . . . . .	—	—	—	—	2.79	2.99
Busboys . . . . .	—	—	—	—	2.64	2.79
Vending machine attendants . . . . .	—	—	—	—	3.19	3.39
Vending machine route men . . . . .	—	—	3.04	3.28	—	—
Vending machine servicemen . . . . .	—	—	3.59	3.84	—	—
	Nov. 2, 1970					
	Baltimore		Denver		Orlando	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Bakers . . . . .	\$3.31	\$3.65	—	—	\$3.44	\$3.59
Bakers, general . . . . .	—	—	\$3.25	\$3.43	—	—
Bakers, pie and cake . . . . .	—	—	3.04	3.28	—	—
Cooks, butchers . . . . .	3.31	3.65	—	—	—	—
Cooks, butchers, A . . . . .	—	—	3.35	3.69	—	—
Cooks, butchers, B . . . . .	—	—	3.04	3.28	—	—
Cooks . . . . .	3.31	3.65	—	—	—	—
Cooks, 1 . . . . .	—	—	—	—	3.44	3.59
Cooks, 2 . . . . .	—	—	—	—	3.29	3.49
Cashiers, cafeteria . . . . .	3.26	3.60	—	—	2.89	3.09
Checkers, receiving room . . . . .	3.26	3.60	—	—	—	—
Laborers . . . . .	3.21	3.50	—	—	—	—
Workers, cafeteria, A . . . . .	3.21	3.50	2.89	3.07	2.84	3.04
Workers, cafeteria, B . . . . .	2.96	3.35	2.73	2.97	2.74	2.89
Attendants, mobile food service . . . . .	—	—	3.04	3.28	—	—
Dishwashers, lead . . . . .	—	—	3.09	3.38	—	—
Women, pantry . . . . .	—	—	2.99	3.23	—	—
Dishwashers; yardmen . . . . .	—	—	2.94	3.18	—	—
Waitresses, executive . . . . .	—	—	—	—	2.89	3.09
Supply clerks, cafeteria . . . . .	—	—	—	—	2.89	3.09
Busboys . . . . .	—	—	—	—	2.74	2.89
Vending machine attendants . . . . .	—	—	—	—	3.29	3.49
Vending machine route men . . . . .	—	—	3.14	3.38	—	—
Vending machine servicemen . . . . .	—	—	3.69	3.94	—	—

See footnotes at end of table.

**Table 3. Basic hourly rates for cafeteria employees, 1961-74—Continued**

Job title	Nov. 1, 1971					
	Baltimore		Denver		Orlando	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Bakers . . . . .	\$3.41	\$3.75	—	—	\$3.54	\$3.69
Bakers, general . . . . .	—	—	\$3.35	\$3.53	—	—
Bakers, pie and cake . . . . .	—	—	3.14	3.38	—	—
Cooks, butchers . . . . .	3.41	3.75	—	—	—	—
Cooks, butchers, A . . . . .	—	—	3.45	3.79	—	—
Cooks, butchers, B . . . . .	—	—	3.14	3.38	—	—
Cooks . . . . .	3.41	3.75	—	—	—	—
Cooks, 1 . . . . .	—	—	—	—	3.54	3.69
Cooks, 2 . . . . .	—	—	—	—	3.39	3.15
Cashiers, cafeteria . . . . .	3.36	3.70	—	—	2.99	3.19
Checkers, receiving room . . . . .	3.36	3.70	—	—	—	—
Laborers . . . . .	3.31	3.60	—	—	—	—
Workers, cafeteria, A . . . . .	3.31	3.60	2.99	3.17	2.94	3.14
Workers, cafeteria, B . . . . .	3.06	3.45	2.83	3.07	2.84	2.99
Attendants, mobile food service . . . . .	—	—	3.14	3.38	—	—
Dishwashers; lead . . . . .	—	—	3.19	3.48	—	—
Women, pantry . . . . .	—	—	3.09	3.33	—	—
Dishwashers; yardmen . . . . .	—	—	3.04	3.28	—	—
Waitresses, executive . . . . .	—	—	—	—	2.99	3.19
Supply clerks, cafeteria . . . . .	—	—	—	—	2.99	3.19
Busboys . . . . .	—	—	—	—	2.84	2.99
Vending machine attendants . . . . .	—	—	—	—	3.39	3.59
Vending machine route men . . . . .	—	—	3.24	3.48	—	—
Vending machine servicemen . . . . .	—	—	3.79	3.04	—	—
	Nov. 6, 1972 <sup>a</sup>					
	Baltimore		Denver		Orlando	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Bakers . . . . .	\$3.80	\$4.14	—	—	\$3.93	\$4.08
Bakers, general . . . . .	—	—	\$3.74	\$3.92	—	—
Bakers, pie and cake . . . . .	—	—	3.53	3.77	—	—
Butchers . . . . .	3.80	4.14	—	—	—	—
Cooks, butchers, A . . . . .	—	—	3.84	4.18	—	—
Cooks, butchers, B . . . . .	—	—	3.53	3.77	—	—
Cooks . . . . .	3.80	4.14	—	—	—	—
Cooks, 1 . . . . .	—	—	—	—	3.93	4.08
Cooks, 2 . . . . .	—	—	—	—	3.78	3.98
Cashiers, cafeteria . . . . .	3.75	4.09	—	—	3.38	3.58
Checkers, receiving room . . . . .	3.75	4.09	—	—	—	—
Laborers . . . . .	3.70	3.99	—	—	—	—
Workers, cafeteria, A . . . . .	3.70	3.99	3.38	3.56	3.33	3.53
Workers, cafeteria, B . . . . .	3.45	3.84	3.22	3.46	3.23	3.38
Attendants, mobile food service . . . . .	—	—	3.53	3.77	—	—
Dishwashers, lead; yardmen, lead . . . . .	—	—	3.58	3.87	—	—
Women, pantry . . . . .	—	—	3.48	3.72	—	—
Dishwashers; yardmen . . . . .	—	—	3.43	3.67	—	—
Waitresses, executive . . . . .	—	—	—	—	3.38	3.58
Supply clerks, cafeteria . . . . .	—	—	—	—	3.38	3.58
Busboys . . . . .	—	—	—	—	3.23	3.38
Vending machine route men . . . . .	—	—	3.84	4.08	—	—
Vending machine servicemen . . . . .	—	—	4.39	4.64	—	—

See footnotes at end of table.

Table 3. Basic hourly rates for cafeteria employees, 1961-74—Continued

Job title	November 5, 1973					
	Baltimore		Denver		Orlando	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Bakers . . . . .	\$3.97	\$4.32	—	—	\$4.10	\$4.25
Bakers, general . . . . .	—	—	\$3.90	\$4.09	—	—
Bakers, pie and cake . . . . .	—	—	3.69	3.93	—	—
Butchers . . . . .	3.97	4.32	—	—	—	—
Cooks, butchers, A . . . . .	—	—	4.01	4.36	—	—
Cooks, butchers, B . . . . .	—	—	3.69	3.93	—	—
Cooks . . . . .	3.97	4.32	—	—	—	—
Cooks, 1 . . . . .	—	—	—	—	4.10	4.25
Cooks, 2 . . . . .	—	—	—	—	3.94	4.15
Cashiers, cafeteria . . . . .	3.91	4.26	—	—	3.53	3.74
Checkers, receiving room . . . . .	3.91	4.26	—	—	—	—
Laborers . . . . .	3.86	4.16	—	—	—	—
Workers, cafeteria, A . . . . .	3.86	4.16	3.53	3.72	3.48	3.69
Workers, cafeteria, B . . . . .	3.61	4.01	3.37	3.62	3.38	3.53
Attendants, mobile food service . . . . .	—	—	3.69	3.93	—	—
Dishwashers, lead; yardmen, lead . . . . .	—	—	3.74	4.04	—	—
Women, pantry . . . . .	—	—	3.64	3.88	—	—
Dishwashers; yardmen . . . . .	—	—	3.58	3.83	—	—
Waitresses, executive . . . . .	—	—	—	—	3.53	3.74
Supply clerks, cafeteria . . . . .	—	—	—	—	3.53	3.74
Busboys . . . . .	—	—	—	—	3.38	3.53
Vending machine route men . . . . .	—	—	4.01	4.25	—	—
Vending machine servicemen . . . . .	—	—	4.57	4.83	4.10	4.25
	November 4, 1974					
	Baltimore		Denver		Orlando	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Bakers . . . . .	\$4.09	\$4.45	—	—	\$4.22	\$4.38
Bakers, general . . . . .	—	—	\$4.02	\$4.21	—	—
Bakers, pie and cake . . . . .	—	—	3.80	4.05	—	—
Butchers . . . . .	4.09	4.45	—	—	—	—
Cooks, butchers, A . . . . .	—	—	4.13	4.49	—	—
Cooks, butchers, B . . . . .	—	—	3.80	4.05	—	—
Cooks . . . . .	4.09	4.45	—	—	—	—
Cooks, 1 . . . . .	—	—	—	—	4.22	4.38
Cooks, 2 . . . . .	—	—	—	—	4.06	4.27
Cashiers, cafeteria . . . . .	4.03	4.39	—	—	3.64	4.85
Checkers, receiving room . . . . .	4.03	4.39	—	—	—	—
Laborers . . . . .	3.98	4.28	—	—	—	—
Workers, cafeteria, A . . . . .	3.98	4.28	3.64	3.83	3.58	3.80
Workers, cafeteria, B . . . . .	3.72	4.13	3.47	3.73	3.48	3.64
Attendants, mobile food service . . . . .	—	—	3.80	4.05	—	—
Dishwashers, lead; yardmen, lead . . . . .	—	—	3.85	4.16	—	—
Women, pantry . . . . .	—	—	3.75	4.00	—	—
Dishwashers; yardmen . . . . .	—	—	3.69	3.94	—	—
Waitresses, executive . . . . .	—	—	—	—	3.64	3.85
Supply clerks, cafeteria . . . . .	—	—	—	—	3.64	3.85
Busboys . . . . .	—	—	—	—	3.48	3.64
Vending machine route men . . . . .	—	—	4.13	4.38	—	—
Vending machine servicemen . . . . .	—	—	4.71	4.97	4.22	4.38

<sup>1</sup> Rates shown reflect incorporation of the following cost-of-living allowances into base rates on the dates shown: 10 cents at Baltimore; 7 cents at Denver; and 4 cents at Orlando.

<sup>2</sup> Rates shown reflect incorporation of 18 cents of the existing 19-cent cost-of-living allowance into base rates.

<sup>3</sup> Rates shown reflect incorporation of 38 cents cost-of-living allowance in Orlando and Baltimore and 36 cents in Denver (2

cents was diverted to the SUB fund on Jan. 2, 1967).

<sup>4</sup> Rates shown reflect incorporation of 16 cents cost-of-living allowance.

NOTE: Except for cost-of-living allowances incorporated into base rates as indicated in footnotes, allowances are excluded from rates presented in this table.

**Table 4. Supplementary compensation practices<sup>1</sup>**

Effective date	Provision	Applications, exceptions, and other related matters
<i>Overtime pay</i>		
Mar. 27, 1944 .....	Time and one-half for work in excess of 8 hours a day.	Time and one-half after 40 hours a week applicable under Fair Labor Standards Act.
Mar. 11, 1946 .....	Added: Time and one-half for work in excess of 40 hours a week.	
<i>Shift premium pay</i>		
Mar. 27, 1944 .....	5-cents-an-hour premium plus time bonus (depending on hours worked) for work on second and third shifts.	In accordance with company practice, the time bonus was paid in addition to the hourly cash bonus to second and third shift employees scheduled to work 7¼ hours a day. <sup>2</sup>
Mar. 11, 1946 .....	Changed to: 15 percent of regular earnings (including overtime) for work on second and third shifts.	8 hours' pay for 7¼ hours worked on second and third shifts.
Nov. 19, 1951 .....	Changed to: Flat rate stated in cents an hour and equaling 15 percent of earnings at midpoint of each labor grade. <sup>3</sup>	
Nov. 14, 1963 (agreement of same date).	Increased: Denver and Orlando—to 12 cents an hour (was 10) for work on second shift; 18 cents an hour (was 15) for work on third shift.	Employees receiving more in cents an hour under previous agreement were to continue to receive that amount.
<i>Premium pay for weekend work</i>		
Mar. 27, 1944 <sup>4</sup> .....	Time and one-half for work on sixth and double time for work on seventh consecutive day.	Not applicable to employees on 7-day operations (who continued to receive double time for work on the 7th consecutive day in the scheduled workweek).
July 8, 1958 (agreement of same date).	Changed to: Double time for work on Sunday.	
July 11, 1960 (agreement of same date).	Changed to: Time and one-half for work on Saturday.	
<i>Holiday pay</i>		
Mar. 27, 1944 <sup>4</sup> .....	Time and one-half for work on 6 holidays. No pay for holidays not worked.	Holidays were: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas.
Mar. 11, 1946 .....	Changed to: 4 holidays paid for at regular rate when not worked. Double time for work on these holidays. Time and one-half for work on other 2 holidays.	Paid holidays were: New Year's Day, Fourth of July, Thanksgiving, and Christmas.
Oct. 9, 1948 .....	Changed to: 7 holidays paid for at regular rate when not worked. Double time for hours actually worked.	Added holidays were: Memorial Day, Labor Day, and the Friday following Thanksgiving.
Oct. 9, 1949 .....	.....	Overtime paid on top of holiday pay if holiday worked was also sixth or seventh consecutive day worked, resulting in double time and one-half for sixth consecutive day worked and triple time for the seventh consecutive day worked.
July 8, 1958 (agreement of same date).	Changed to: Time and one-half plus holiday pay for holidays worked.	

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<i>Holiday pay—Continued</i>		
July 11, 1960 (agreement of same date).	Added: 1 paid holiday (total 8).	Holiday was a floating one, to be determined each year.
Nov. 14, 1963 (agreement of same date).	Changed: Double time plus holiday pay for work on holidays.	Holidays in Denver and Orlando were the same as in Baltimore, except that Orlando recognized Good Friday instead of Memorial Day.
		Added: Holiday that fell on Saturday to be observed on Friday. Holiday that fell on Sunday to be observed on the following Monday.
Nov. 18, 1966 (agreement of same date).	Added: 1 paid holiday (total 9).	Holiday pay of night shift workers to include shift premium.
Nov. 21, 1969 (agreement of same date).	Added: 1 paid holiday (total 10).	Holiday was a floating one, making a total of 2, to be determined each year.
		Holiday to be designated by company after local discussion.
Nov. 10, 1972 (agreement of same date).	Added: Christmas—New Year's shutdown.	Changed: Employee who was scheduled to work on a holiday and was notified but failed to report, would receive pay if absent for a satisfactory reason.
		Addition of floating holiday to provide for Christmas-New Year's shutdown without loss of pay. Holidays fluctuated each year with 12 in 1973, 11 in 1974, and 13 in 1975 (including January 1 and 2 of 1976). <sup>5</sup>
<i>Paid vacations</i>		
Mar. 27, 1944	Paid vacations provided, depending on years of service and hours worked during the preceding year.	Company practice for employees with less than 5 years of continuous service—3 days' vacation for 1,000 but less than 1,500 hours worked during preceding year; 5 days' vacation for 1,500 but less than 2,000 hours worked; 7 days' vacation for 2,000 or more hours worked. For employees with 5 or more years of continuous service—5 days' vacation for 1,000 but less than 1,500 hours worked during preceding year; 7 days' vacation for 1,500 but less than 2,000 hours worked; 10 days' vacation for 2,000 or more hours worked.
Mar. 13, 1945		2 days' vacation added for employees with 5 or more years' continuous service, and 2,000 hours of work during the year by Directive Order of National War Labor Board, March 13, 1945.
Mar. 11, 1946		Vacation requirements for employees with 5 or more years of continuous service made part of agreement and changed to—5 days' vacation for 1,000 but less than 1,500 hours worked during preceding year; 7 days' vacation for 1,500 but less than 1,800 hours worked; 10 days' vacation for 1,800 or more hours worked.
Oct. 9, 1949		Vacation requirement for employees with 1 year and less than 5 years of continuous service changed to—3 days' vacation for 1,000 but less than 1,500 hours worked during preceding year; 5 days' vacation for 1,500 but less than 1,800 hours worked; 7 days' vacation for 1,800 or more hours worked.
Nov. 6, 1954		Added: Employees with 15 or more years' continuous service—7 days' vacation for 1,000 but less than 1,500 hours worked during preceding year; 10 days for 1,500 but less than 1,800 hours; 15 days for 1,800 or more hours.
Jan. 1, 1959 (agreement dated July 8, 1958).		Revised vacation schedule as follows: Employees with 1 year but less than 3 years of continuous service—5 days' vacation for 1,000 but less than 1,500 hours worked during preceding year; 7 days' vacation for 1,500 or more hours worked. For employees with 3 but less than 12 years of continuous service—7 days' vacation for 1,000 but less than 1,500 hours worked during preceding year; 10 days' vacation for 1,500 or more hours worked. For employees with 12 or more years of continuous service—10 days' vacation for 1,000 but less than 1,500 hours worked during preceding year; 15 days' vacation for 1,500 or more hours worked.
		Added: Vacation pay to include night shift bonus.

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<i>Paid vacations—Continued</i>		
Jan. 1, 1961 (agreement dated July 11, 1960).	.....	<p>Changed: Service required for 10 or 15 days' vacation reduced from 12 to 10 years.</p> <p>Provisions in effect and continued were:</p> <p>Employees laid off after 12 months' continuous service and those about to retire paid for vacation earned during previous year plus any vacation earned during current year.</p> <p>Discharged employees and those voluntarily quitting received only vacation allowance earned in previous year.</p> <p>Vacation earned during current year paid to estate of deceased employee with 12 or more months' service.</p> <p>When paid holiday fell in vacation period, company permitted to extend employee's vacation 1 day or pay for holiday.</p>
Jan. 1, 1964 (agreement dated Nov. 14, 1963).	.....	<p>Changed: Service required for 7 or 10 days' vacation reduced from 3 to 1 year.</p> <p>Changed: Vacation earned up to separation paid to employees with 12 months or more of continuous service whose employment was terminated for any reason except death.</p> <p>Added: Laid-off workers with 1 year or more of service to receive vacation pay earned in previous year and current year; pro rata pay provided workers with 500 but less than 1,000 hours.</p>
Jan. 1, 1967 (agreement dated Nov. 18, 1966).	.....	<p>Added: For employees who had 20 years or more of continuous service—7 days' vacation for 500 but fewer than 750 hours worked during preceding year; 10 days for 750 but fewer than 1,000 hours; 15 days for 1,000 but fewer than 1,500 hours; 20 days for 1,500 hours or more.</p>
Nov. 21, 1969 (agreement of same date).	.....	<p>Changed: Service requirements and length of vacation for employees with: (1) 1 but less than 10 years of continuous service—to 3 days' vacation for 500 but less than 750 hours worked in preceding calendar year; 5 days for 750 but less than 1,000 hours; 7 days for 1,000 but less than 1,500 hours; 10 days for 1,500 hours or more; and (2) 10 but less than 20 years of continuous service—to 5 days' vacation for 500 but less than 750 hours worked during preceding year; 7 days for 750 but less than 1,000 hours; 10 days for 1,000 but less than 1,500 hours; and 15 days for 1,500 hours or more.</p> <p>Changed: Vacation pay calculated at employee's regular straight-time pay for the preceding 13 weeks.</p>
<i>Sick leave and injury pay</i>		
Mar. 27, 1944 .....	3 days' paid annual sick leave and injury pay for disabilities lasting 5 days or more after 1 year of continuous service.	Company practice.
Mar. 13, 1945 .....	.....	Existing plan incorporated into agreement by Directive Order of National War Labor Board, Mar. 13, 1945. Sick leave not cumulative.
Mar. 11, 1946 .....	.....	Plan eliminated from agreement but still in effect as a company practice.
Nov. 6, 1954 (agreement of same date).	Reestablished: 3 days' paid sick leave and injury pay for disabilities lasting 5 days or more after 1 year of continuous service.	Company practice in effect but introduced into contract. Sick leave not cumulative.
Dec. 31, 1958 (agreement dated July 8, 1958).	Added: Employees allowed to accumulate up to 6 days' unused sick leave in any calendar year.	Benefits applicable after 3 days' disability. Pay for unused sick leave upon layoff or retirement.

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<i>Sick leave and injury pay—Continued</i>		
July 11, 1960 (agreement of same date).	Changed: Employees with 3 or more days' sick leave at end of year to receive 3 days' pay in lieu of leave. Eliminated: Provision permitting accumulation of up to 6 days' sick leave in any calendar year.	
Jan. 1, 1964 (agreement dated Nov. 14, 1963).	Increased: Paid annual sick leave—to 5 days. Unused sick leave payable in January of following year—to 5 days.	Eliminated: 3-day eligibility period.
Nov. 21, 1969 (agreement of same date).	.....	Changed: Sick leave pay to include night shift differentials.
<i>Reporting time</i>		
Mar. 27, 1944 .....	Minimum of 4 hours' work or 2 hours' pay guaranteed employees not notified of lack of work.	Not applicable, if lack of work was due to circumstances beyond control of management.
Oct. 9, 1948 .....	Changed to: 4 hours' work or pay.	
<i>Paid rest periods</i>		
Mar. 27, 1944 .....	2 paid 10-minute rest periods.	See table 1 for further details.
Aug. 30, 1948 .....	Practice eliminated.	
<i>Jury-duty pay</i>		
July 8, 1958 (agreement of same date).	Employees with at least 1 year of continuous service who perform jury duty on a regularly scheduled work-day to receive 8 hours' pay at regular basic straight time rate less jury-duty fees.	Payment limited to 5 days in any week and 10 days in calendar year. Employee to present proof of services and amount of fees received.
Nov. 14, 1963 (agreement of same date).	.....	Eliminated: Limitation of 10 days in calendar year.
Nov. 10, 1972 (agreement of same date).	.....	Changed: Payment of 8 hours straight time, including cost-of-living allowance, with a maximum of 5 days in any week, in addition to any jury fee that employee received from the court.
<i>Bereavement pay</i>		
Nov. 18, 1966 (agreement of same date).	Established: Up to 3 days' paid leave provided employee absent because of death in immediate family.	Immediate family included spouse, parents, parents of spouse, child, brother, or sister.
Nov. 21, 1969 (agreement of same date).	.....	Changed: Definition of immediate family to include stepparents, grandparents, half-brothers, half-sisters, stepbrothers, and step-sisters.
Nov. 10, 1972 (agreement of same date).	.....	Changed: Definition of immediate family to include stepchildren and grandchildren. If the death occurred during the employee's vacation period, the vacation would be extended by 3 days. Bereavement pay to include cost-of-living allowance.
<i>Maternity leave</i>		
Nov. 10, 1972 (agreement of same date).	.....	Changed: Treatment of pregnancy-related leave to same as for sickness or accident leave, eliminating the 6-week maximum.

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<i>Military leave</i>		
Nov. 21, 1969 (agreement of same date).	Established: Up to 10 days per year for employees required to participate in annual training as member of a reserve component of the Armed Forces or the National Guard.	Military leave pay to include night shift differentials and cost-of-living allowance. Pay reduced by amount received from the government, excluding subsistence, rental, and travel allowances.
<i>Insurance benefits</i>		
Mar. 27, 1944 .....	Insurance benefits available to employees on a contributory basis as follows— <i>Life insurance:</i> \$1,000 to \$4,000 depending on hourly earnings; <sup>6</sup> <i>Accidental death and dismemberment:</i> \$1,000-\$4,000 depending on hourly earnings; <sup>6</sup> <i>Sickness and accident benefits:</i> \$10 to \$30 payable for a maximum of 91 days (6 weeks for maternity) beginning with first day of accident and fourth day of sickness; <i>Hospitalization:</i> \$4 a day for maximum of 31 days (14 days for maternity). Available to dependents; <i>Special hospital charges:</i> up to \$20. Available to dependents; <i>Surgical operation expenses:</i> up to \$150.	Not in union agreement. Weekly cost to employees ranged from 55 cents to \$1.17; for employee and dependents, from 62 cents to \$1.24. Part of cost borne by company.
Dec. 10, 1947 .....	Increased to: <i>Hospitalization,</i> \$5.50 a day for maximum of 31 days (14 days for maternity). Available to dependents; <i>Special hospital charges,</i> up to \$55. Available to dependents.	
Mar. 1, 1950 .....	Increased: <i>Life insurance:</i> \$2,000 to \$4,000 depending on hourly earnings; <sup>7</sup> <i>Accidental death and dismemberment:</i> \$2,000 to \$4,000 depending on hourly earnings; <sup>7</sup> <i>Sickness and accident benefits:</i> \$25 to \$35; <i>Hospitalization:</i> \$7 a day. Available to dependents; <i>Special hospital charges:</i> up to \$70. Available to dependents;	Lower rates were eliminated and cost remained same on rates above \$1.09 an hour.

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<i>Insurance benefits—Continued</i>		
Mar. 1, 1950—Continued	<p><i>Surgical operation expenses</i>: up to \$200;            Added: <i>Obstetrical fees</i>, up to \$50. Available to dependents.</p>	
Jan. 1, 1955 (by agreement dated Nov. 6, 1954).	<p>Increased:  <i>Sickness and accident benefits</i>—to \$32.50 or \$37.50, depending on hourly earnings, for 26 weeks for any 1 disability;  <i>Hospitalization</i>—to \$10 a day available to dependents;  <i>Special hospital charges</i>—up to \$200 for employees; up to \$100 for dependents;  <i>Surgical operation expenses</i>—up to \$100 extended to dependents.  <i>Obstetrical fees</i>—up to \$100 available to dependents.</p>	<p>Life insurance and accidental death and dismemberment benefits provided for workers with specified hourly base rates remained unchanged. However, with elimination of all base hourly rates of less than \$1.10, all workers became eligible for death benefits of at least \$2,500.<sup>8</sup>            Weekly cost for employees only remained at 77 cents to \$1.02, but changed to total of 92 cents to \$1.17 for employee and all eligible dependents.</p>
Mar. 1, 1956 (by supplemental agreement dated Dec. 19, 1955).	<p>Increased:  <i>Sickness and accident benefits</i> to \$35 or \$40, depending on hourly earnings;  <i>Hospitalization</i> to \$12 a day for employees;  <i>Special hospital charges</i>—up to \$300 for employees and up to \$150 for dependents.</p>	
Aug. 4, 1958 (agreement of July 8, 1958).	<p>Increased:  <i>Hospitalization</i>—For employees, to \$15 a day for maximum of 31 days (up to 14 days for maternity); for dependents, up to \$13 a day with maximum of \$403—formerly \$310 (maternity benefits limited to \$130—formerly \$100).  <i>Special hospital charges</i>—For employee, up to \$400; for dependents, up to \$250.  <i>Surgical expenses</i>—For employee, up to \$300; for dependents, up to \$200.  <i>Obstetrical fees</i>—Up to \$150; also available to dependents.            Added: <i>Major medical expense benefits</i> in case of non-occupational sickness or injury—for employee and dependents, payment of 80 percent of designated expenses (incurred during any one period of total disability and within 6 months thereafter) in excess of \$100 and any other benefits payable under the basic hospital-surgical plan. Maximum benefit \$5,000.</p>	<p>For employee only, weekly cost remained at 77 cents to \$1.02; for employee and dependents, weekly cost increased to total of \$1.35 to \$1.60 depending on earnings.</p> <p>Benefits include medical and surgical services and supplies, nursing care, hospital confinement, and dental work resulting from accidental injury to natural teeth.            Full maximum benefit restored upon complete recovery or upon completion of 6 months of full-time work.            Expenses must be incurred within 2 years after start of total disability.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Insurance benefits—Continued</i>		
Sept. 15, 1960 (agreement dated July 11, 1960).	<p>Increased: For employees and dependents: <i>Hospital benefits (room and board)</i> to 70-day maximum. For dependents: <i>Hospital room and board, special charges, and surgical benefits</i>—same as those provided employees. <i>Maternity benefits</i>—up to \$150.</p>	<p>With the elimination of all basic rates of less than \$1.50 an hour, all workers became eligible for the maximum benefits and liable for the maximum contributions for life insurance, accidental death and dismemberment, and sickness and accident benefits.</p>
Dec. 15, 1963 (supplemental agreement dated Nov. 14, 1963).	<p>Increased: For employees: <i>Sickness and accident benefits</i>—to \$50. <i>Hospital benefits: Maternity benefits</i>—Maximum to \$20 a day for 14 days plus up to \$450 for other charges. For employees and dependents: <i>Hospital benefits (room and board)</i>—Maximum, to \$20 a day for 120 days. <i>Special hospital charges</i>—Maximum, to \$450. <i>Surgical benefits</i>—Maximum, to \$350. <i>Obstetrical benefits</i>—Maximum, to \$175. <i>Major medical expense benefits</i>—Maximum, to \$6,000 each. For dependents: <i>Hospital benefits: Maternity benefits</i>—up to \$20 a day (maximum of \$200) including room and board and other charges. Added: For employees and dependents: <i>Medical benefits</i>—Doctor's services—up to \$5 a day for hospital visits by doctor, maximum 120 days. For dependents: <i>Supplemental income benefits</i>—\$100 a month to maximum of 24 months on death of employee.</p>	<p>Added: Available to employee receiving workmen's compensation. Benefits to be difference between workmen's compensation and weekly sickness and accident benefit.</p> <p>Decreased: Weekly employee contribution for employees only—to 60 cents (was \$1.02); for employees and dependents—to \$1.20 (was \$1.60).</p> <p>Dependents defined as wife, unmarried children over 14 days and under 19 years, and wholly dependent unmarried students under 23.</p> <p>Added: Up to \$10 a visit, maximum of \$500 a year, for charges of physician or surgeon for mental illness or functional nervous disorder while not confined to a hospital.</p> <p>Not available for pregnancies, dental X-rays or treatment, eye examinations, drugs, dressings, medicines, nursing service, occupational accidents, or sickness covered by workmen's compensation.</p> <p>Benefit continued for employee permanently and totally disabled before age 60, at no cost to employee.</p>
Dec. 15, 1966 (agreement dated Nov. 18, 1966).	<p>Increased: <i>Life insurance</i>—to \$6,000 for employees.</p>	

See footnotes at end of table.

Table 4. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Insurance benefits—Continued</i>		
<p>Dec. 15, 1966 (agreement dated Nov. 18, 1966).—Continued</p>	<p>Increased:  <i>Accidental death and dismemberment</i>—\$3,000 to \$6,000 for employees, depending upon extent of injury.</p> <p>Added: <i>Bridge benefits</i>—for dependents, after termination of transitional supplemental benefits, \$100 a month paid eligible spouse of deceased employee, if spouse was at least 50 years of age but less than 60 on date of employee's death, until the earlier of (1) remarriage; (2) age 62 or a lower age at which full widow's or widower's insurance benefits or old age and survivor's insurance become payable under the Social Security Act; or (3) death.</p> <p>Increased:  <i>Sickness and accident benefits</i>—\$55 to \$75 for employees, depending on hourly earnings.<sup>9</sup></p> <p><i>Hospital benefits</i>—for employees and dependents.</p> <p><i>Room and board</i>—maximum, to \$30 a day for up to 365 days.</p> <p><i>Maternity benefits</i>—for employees—maximum to \$30 a day plus up to \$450 for other charges; dependents—up to \$30 a day (maximum \$450) including room and board and other charges.</p> <p>Changed:  <i>Special hospital charges</i>—for employees and dependents, full coverage for up to 365 days.</p> <p>Increased:  <i>Surgical benefits</i>—maximum to \$1,000.</p> <p><i>Obstetrical benefits</i>—maximum to \$250.</p> <p>Added:  <i>Anesthesia</i>—maximum of \$585 for any one accident or for same or related sickness.</p> <p>Increased:  <i>Major medical expense benefits</i>—maximum of \$10,000; 80 percent coverage with \$100 deductible.</p>	<p>Added: Coverage continued, without cost, for up to 26 weeks, for employees on sick leave.</p> <p>Changed: Eligible children broadened to include those between 19 and 25 who were primarily dependent on employee for support and maintenance and were full-time students in a school, college or university, or if mentally or physically incapable of earning a living at any age, provided proof of incapacity was furnished within 31 days of the date coverage would have otherwise terminated.</p> <p>Payments limited to \$3,000 for any one accident or for same or related sickness.</p> <p>Changed to: Payment of 50 percent of covered expenses incurred for or in connection with care of treatment of mental illness or functional nervous disorder while not confined to hospital.</p> <p>Added: Payment of doctor's fees, up to \$20 a visit (limited to one visit a week) for treatment of mental or functional nervous disorders.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters									
<i>Insurance benefits—Continued</i>											
Dec. 15, 1966 (agreement dated Nov. 18, 1966).—Continued	<p>Increased:  <i>Medical benefits:</i>  <i>Doctor's services</i>—number of hospital visits, to maximum 365 during any one continuous period of confinement.</p> <p>Added:  <i>Diagnostic X-ray and laboratory examinations</i>—for employee and dependents, up to \$100 in a 12 consecutive month period for sickness or any one accident.</p> <p>Added: <i>Transitional supplemental death benefits</i>—eligible survivors received \$100 each month for up to 24 months following the death of an employee.</p> <p>Established: At Denver and Orlando, \$20,000 benefit for accidental death resulting from explosion of a missile, the handling, transportation, storage of missile fuels, or a mishap during the launching or testing of a missile caused by malfunction of the missile or components.</p> <p>Added:  <i>Hospital-surgical-medical benefits</i>—for retirees and spouses, identical to those provided to active employees except (1) benefits payable to be reduced by benefits available under Parts A and B of the Social Security Medical Care Act whether or not retiree was enrolled under the Act.</p>	<p>Benefits paid in addition to regular insurance. Eligible survivors defined as:</p> <ol style="list-style-type: none"> <li>(1) the lawful spouse of the employee;</li> <li>(2) any unmarried child of the employee who was under 21 years of age; or</li> <li>(3) any parent of the employee if the employee provided 50 percent or more of the support of such parent in the preceding year.</li> </ol>									
Dec. 15, 1967 (agreement dated Nov. 18, 1966).	<p>Increased:  <i>Hospital benefits</i>—for employee and dependents.  <i>Room and board</i>—maximum to \$32 a day.</p>	<p>Benefits available to early and normal retirees.  Retiree to pay one-half the premium. Monthly payment by retirees was:</p>									
Dec. 15, 1968 (agreement dated Nov. 18, 1966).	<p>Increased:  <i>Hospital benefits</i>—for employee and dependents.  <i>Room and board</i>—maximum to \$34 a day.</p>	<table border="0" style="width: 100%;"> <thead> <tr> <th></th> <th style="text-align: center;">Under age 65</th> <th style="text-align: center;">Age 65 and over</th> </tr> </thead> <tbody> <tr> <td>Retiree only . . . . .</td> <td style="text-align: center;">\$5.14</td> <td style="text-align: center;">\$3.68</td> </tr> <tr> <td>Retiree and spouse . . . . .</td> <td style="text-align: center;">10.28</td> <td style="text-align: center;">6.16</td> </tr> </tbody> </table>		Under age 65	Age 65 and over	Retiree only . . . . .	\$5.14	\$3.68	Retiree and spouse . . . . .	10.28	6.16
	Under age 65	Age 65 and over									
Retiree only . . . . .	\$5.14	\$3.68									
Retiree and spouse . . . . .	10.28	6.16									
Dec. 15, 1969 (agreement dated Nov. 21, 1969).	<p>Increased:  <i>Life insurance</i>—for employees, to \$7,500.</p> <p><i>Transitional supplemental death benefits</i>—to \$150 a month.</p>	<p>Decreased: Employee weekly cost of medical insurance to \$0.60 for employee and dependent coverage. Company assumed total cost for single employees.</p> <p>Changed: Coverage extended beyond age 19 for child who was mentally or physically incapable of earning own living.</p> <p>Changed: Eligible beneficiary to include any unmarried child under 25 years of age.</p>									

See footnotes at end of table.

Table 4. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Insurance benefits—Continued</i>		
<p>Dec. 15, 1969 (agreement dated Nov. 21, 1969).—Continued</p>	<p>Increased:</p> <p><i>Bridge survivor benefits</i>—to \$150 a month.</p> <p><i>Accidental death or dismemberment</i>—for employees, to \$7,500 for the loss of life, both hands, both feet, or sight of both eyes; to \$3,750 for loss of one hand, one foot, or sight of one eye.</p> <p><i>Sickness and accident benefits</i>—to \$65-\$85 week range, depending on hourly earnings.<sup>10</sup> Benefits paid for up to 52 weeks.</p> <p><i>Hospital benefits</i>—room and board paid in full up to hospital's most common semiprivate rate.</p> <p><i>Surgical benefits</i>—maximum to \$1,200 for the operation; \$3,600 for all operations during one disability.</p> <p><i>Anesthesia benefits</i>—maximum to \$702 for each disability.</p> <p><i>Diagnostic X-ray and laboratory benefits</i>—maximum to \$120 in a 12-month period for sickness or any one accident.</p> <p><i>In-hospital medical benefits</i>—to \$6 per day of hospital confinement.</p> <p><i>Maternity and obstetrical benefits</i>—maximum to \$150 for normal delivery, \$300 for caesarean section, and \$75 for surgically completed miscarriage.</p> <p><i>Major medical expense benefits</i>—to \$15,000 lifetime maximum. Calendar year deductible of \$100 per individual and \$250 per family and reduced by amount applied against deductible for previous year for expenses in last 3 calendar months.</p> <p>Added:</p> <p><i>Convalescent hospital benefits</i>—maximum of \$22.50 per day when confined to a convalescent hospital on the recommendation of a doctor. Maximum of 365 days during one period of confinement.</p> <p><i>Emergency accident benefits</i>—maximum of \$50 (for covered expenses) in excess</p>	<p>Changed: Payments commenced the first day of disability due to injury and the fourth day of disability due to sickness unless hospital-confined (then from first day of confinement) and the day following surgery for which \$35 or more was payable under the surgical schedule.</p> <p>Ward accommodations paid in full.</p> <p>Changed: Coverage continued without cost, for up to 365 days during any one period of hospital confinement.</p> <p>Hospital room and board charges were the same as applied to other disabilities.</p> <p>Changed: Full benefits would be applicable to both employees and wives of employees.</p> <p>Maximum benefits reduced by benefit payments during previous calendar year were increased by up to \$1,000 on Jan. 1. New maximum not to exceed \$15,000.</p> <p>Added: Mental illness and functional nervous disorders treated on an outpatient basis subject to \$1,000 maximum per calendar year.</p> <p>Covered expenses include treatment by physician, medical supplies furnished by physicians, and professional ambulance service.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<i>Insurance benefits—Continued</i>		
Dec. 15, 1969 (agreement dated Nov. 21, 1969).—Continued	<p>of amounts payable under hospital, surgical, and medical benefits for expenses incurred within 48 hours after an accidental injury.</p> <p><i>Dental benefits</i>—maximum of \$1,000 per individual per calendar year provided for specific dental procedures as set forth in a program schedule with \$25 deductible per individual and \$75 per family.</p> <p><i>Continuation benefits—Sick leave</i>—group insurance benefits continued for an employee on sick leave without cost for a maximum of 52 weeks.</p> <p>For layoff, all insurance coverage, excluding sickness and accident benefits, continued without cost until the end of the first full calendar month following layoff.</p> <p>Medical insurance benefits continued without cost for 6 months following death of employee, for covered surviving dependents.</p>	Any amounts applied against deductible during last 3 months of preceding year were subtracted from deductible for following year.
Feb. 1, 1973 (agreement dated Nov. 10, 1972).	<p>Added: For retired employees—life insurance of \$1,000 without cost.</p> <p>Increased:</p> <p><i>Life insurance</i>—for employees, to \$8,000.</p> <p><i>Transitional supplemental death benefits</i>—to \$175 a month.</p> <p><i>Bridge survivor benefits</i>—to \$175 a month.</p> <p><i>Accidental death and dismemberment</i>—for employees, to \$8,000 for loss of life, both hands, both feet, or sight of both eyes; \$4,000 for loss of one hand, one foot, or sight of one eye.</p> <p><i>Sickness and accident benefit</i>—for employees, to \$75-\$95 week range, depending on hourly earnings.<sup>1</sup></p> <p><i>Hospital benefits</i>—room and board paid in full for intensive care unit, semi-private, and ward accommodations.</p> <p><i>Surgical benefits</i>—maximum to \$1,400 at Denver, \$1,600 at Baltimore and</p>	Applicable to employees retiring on or after Dec. 15, 1969. Dental benefits and benefits for surviving dependents were not available to retirees.
		Changed: Age requirement of spouse lowered to 48.
		Private room accommodations paid in full up to most-common semi-private rate.

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<i>Insurance benefits—Continued</i>		
<p>Feb. 1, 1973 (agreement dated Nov. 10, 1972).— Continued</p>	<p>Orlando for one operation: \$4,200 at Denver, and \$4,800 at Baltimore and Orlando for all operations during one disability.</p> <p><i>Anesthesia benefits</i>—maximum to \$819 at Denver, and \$936 at Baltimore and Orlando for each disability.</p> <p><i>Diagnostic X-ray and laboratory benefits</i>—maximum of \$300 for any one accident; maximum of \$300 for all other diagnoses in any 12-consecutive-month period.</p> <p><i>Maternity and obstetrical</i>—coverage on all benefits broadened to include any expenses connected with pregnancy, childbirth, or miscarriage which had its inception while the individual was insured.</p> <p>Increased: <i>Dental benefits</i>—maximum allowance per procedure by 50 percent.</p> <p><i>For retired employees</i>—eligibility provisions for medical care to include children of employees on disability retirement.</p>	<p>Added: Coverage expanded to dentures, bridges, and crowns.</p>
<i>Retirement benefits</i>		
<p>July 1, 1943 .....</p>	<p>Company-financed pensions available to employees retiring at 65 years of age or older with 2 or more years of continuous service. Monthly pensions after 20 years of service ranged upward from \$10 a month.<sup>1,2</sup></p> <p>Employees with less than 20 years of service to have pensions proportionately reduced.</p> <p><i>Death benefits</i>: In the event of death prior to retirement, beneficiary of employee received amount equal to premiums paid by company plus 2 percent interest.</p> <p>In the event of death within 10 years after retirement, pension to be paid to beneficiary for the remainder of 10 years.</p>	<p>Retirement plan not covered by union agreement. Special provisions for retirement at age 55. Delayed retirement at age 70, if employee was not covered by the plan until he reached age 65 or 10 years later, if covered between 55 and 59.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<i>Retirement benefits—Continued</i>		
<p>May 15, 1951 (supplement to Oct. 9, 1949 agreement dated Nov. 13, 1950).</p>	<p>Plan changed to: Monthly pension increased to maximum of \$112.50, including Federal Social Security benefits and any retirement benefits accrued under company's old plan, for employees with 25 years' accredited service upon reaching age 65.</p> <p><i>Death benefits:</i> If employee died within 5 years after retirement, beneficiary to receive difference between retirement received and what would have been received after 5 years.</p> <p><i>Disability pensions:</i> up to \$75 monthly. Minimum of \$50 a month.</p>	<p>New plan included in union agreement.</p>
<p>Jan. 1, 1955 (by agreement dated Nov. 6, 1954).</p>	<p><i>Monthly pension:</i> Increased to \$140, including primary social security benefits up to a maximum of \$108.50, for employees aged 65 with 25 or more years' accredited service. Pension for 10 but less than 25 years' service proportionately lower.</p>	<p>Special provisions for retirement at age 60 with at least 25 years' service.</p> <p>Automatic retirement at age 68.</p>
<p>Jan. 1, 1956 (by supplemental agreement dated Dec. 19, 1955).</p>	<p>Changed to: \$1.75 a month for each year of credited service up to 30, for employees aged 65 with at least 10 years' service, in addition to social security benefits.</p>	<p>Eligibility for disability pensions reduced from 15 to 10 years' service. Employees retired under previous normal and early retirement provisions entitled to receive \$1.75 a month for each year of service in excess of 10 but not over 30 years.</p>
<p>May 1, 1960 (amendment of Dec. 22, 1959).</p>	<p>Increased: <i>Normal benefit</i>—\$2.25 a month for each year of credited service up to 30, for employees aged 65 with at least 10 years' service, in addition to primary social security, minus specified statutory benefits.<sup>13</sup></p> <p>Changed: <i>Early retirement</i>—Employees age 60 but less than 65 with at least 15 years' credited service permitted to (a) retire at own option and elect (1) deferred monthly pension at normal rate on reaching</p>	<p>Benefits reduced by the normal amount of any other pension paid for by company.</p> <p>Provision for automatic retirement at age 68, unless company waived requirement, continued. Service beyond compulsory retirement age not credited.</p> <p>New normal benefit paid employees retired on or after Jan. 1, 1956, under previous normal or early retirement provisions; those retired prior to Jan. 1, 1956, to receive normal benefit for each year of service in excess of 10, up to 30, plus normal amount of any other pension paid for by company.</p> <p>10 years' service credited to employees retiring at age 68 or over with 5 but fewer than 10 years' service.</p> <p>Credited service (previously limited to hours paid for holidays and vacations not scheduled and not worked) broadened to include: (1) hours paid for sick leave, jury duty, and call-in-time, (2) up to 2 years for absence due to compensable injury or disease, and (3) specific absences for union business.<sup>14</sup></p> <p>Monthly pensions of early retirees, rehired and subsequently retired, based on credited service before and after early retirement and reduced by 0.9 percent of the total amounts previously paid and by specified statutory benefits.<sup>13</sup></p> <p>Benefits paid under option (a) (2) to be continued without change when employee reaches age 65.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<i>Retirement benefits—Continued</i>		
<p>May 1, 1960 (amendment of Dec. 22, 1959)—Continued</p>	<p>age 65, or (2) an immediate annuity reduced by 0.6 percent<sup>1 5</sup> for each month under age 65 at time of early retirement; (b) retire at company option or under mutually satisfactory conditions and receive, for each year of credited service up to 30, the following monthly benefits, reduced by specified statutory benefits:<sup>1 3</sup> (a) \$4.50 up to age 65; (b) \$2.25 when social security becomes payable.</p> <p>Changed: <i>Disability benefits</i>—Employees totally and permanently disabled at age 45 or over with 10 or more years' credited service to receive the greater of the following monthly benefits, reduced by specified statutory benefits:<sup>1 3</sup> (1) \$50 or (2) \$4.50 for each year of service up to 30<sup>1 6</sup> until age 65 and \$2.25 for such service when social security becomes payable.</p> <p>Added: <i>Vested rights</i>—Normal benefit for each year of credited service between age 30<sup>1 7</sup> and date employment was terminated minus specified statutory benefits<sup>1 3</sup> paid employee at age 65, with 10 or more years' service terminated at or after age 40.</p>	<p>New benefits applicable to workers already retired and those retiring in the future.</p> <p>Benefits available to employees disabled 6 months and after exhaustion of any weekly sickness and accident benefits received under a plan to which the company has contributed.</p> <p>Rehired workers to be credited with one of the following in lieu of any deferred pension for which they were eligible: (1) service accrued at time of initial termination, if continuous service was reinstated, or (2) service accrued at time of initial termination less service accrued before reaching age 30, if continuous service not reinstated.</p>
<p>Jan. 1, 1964 (supplemental agreement dated Nov. 14, 1963).</p>	<p>Increased: <i>Normal retirement benefit</i>—to \$2.50 a month for each year of credited service.</p> <p>Changed: <i>Early retirement benefit</i>—for retirement at or after age 60 at company option or under mutually satisfactory conditions, continued to be twice normal retirement benefits up to age 65, or, if before 60, to date employee became eligible for unreduced primary social security retirement or disability benefits. For retirement at own option, at or after age 55, employee could elect (1) deferred monthly pension at normal rate on reaching</p>	<p>New normal benefit applicable to employees retired under previous normal, early, or disability provisions to past and future service of employees retiring in future.</p> <p>Added: Employee retiring under (2) could elect to receive actuarially adjusted payments, providing larger benefits before age 62 and reduced benefits on receipt of social security allowance. Employee required to make above election in writing. Credited service of early retirees subsequently rehired limited to 30 years accumulated prior to age 68.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<i>Retirement benefits—Continued</i>		
Jan. 1, 1964 (supplemental agreement dated Nov. 14, 1963).—Continued	<p>age 65, or (2) an immediate pension reduced by schedule of percentage adjustments for each year under age 65 at time of early retirement—maximum reduction 52 percent at age 55.<sup>18</sup> Service requirement reduced to 10 years.</p> <p><i>Disability benefits</i>—Minimum age reduced to 40 and monthly benefit increased to greater of \$75 or twice normal retirement benefits, until employee became eligible for regular social security benefits.</p> <p><i>Vested rights</i>—Deferred benefits per year of service, payable at age 65, continued to be same as normal retirement benefits. Benefits reduced to early retirement level if payments commence before age 65.<sup>18</sup></p> <p>Added: <i>Survivor's option</i>—providing reduced benefits to employee and spouse. Employee benefit to be actuarially reduced depending upon ages of employee and spouse. Spouse's benefit to begin after employee's death and continue for life.</p>	<p>Eliminated: Deduction of workmen's compensation from disability pensions. Limit of 2 years' accrual of service credits for employee receiving workmen's compensation.</p> <p>Added: Service prior to age 30 to be credited in computing benefit. Continued: Rehired workers to be credited with service accrued at time of initial termination, regardless of whether continuous service record was reinstated, in lieu of any deferred pension for which eligible.</p> <p>Payments to beneficiary to continue for at least 5 years after retirement, if both employee and spouse died earlier. Employee required to make election in writing at least one year before retirement. Election not available to totally and permanently disabled employee. Election revoked if employee or spouse died before effective date of election.</p>
Jan. 1, 1967 (agreement dated Nov. 18, 1966).	<p>Increased: <i>Normal retirement benefit</i>—to \$4.75 a month for each year of credited service up to 35.</p> <p><i>Vested rights</i>—deferred benefits per year of service, payable at age 65, continued to be same as normal retirement benefits.</p> <p>Changed: <i>Survivor's option</i>—employee's retirement benefit to equal (1) 90 percent of benefit employee would have received if employee and spouse were the same age, (2) 90 percent plus 0.5 percent for each 12 months spouse's age exceeded that of employee and (3) 90 percent minus 0.5 percent for each 12 months spouse's age was less than that of employee. Spouse's benefit to equal</p>	<p>Benefits for employees on normal, early or disability retirement before Nov. 20, 1966, increased by \$1.45 a month for each full year of service up to 30.<sup>19</sup></p> <p>Eliminated: Minimum age requirement for employee whose services were terminated on or after Nov. 20, 1966.</p> <p>Benefits not payable for any month for which the surviving spouse received transition or bridge survivor income payments. Election available to employee eligible for normal, early, disability, or deferred pension. Employee required to make election at time of application for pension or, if receiving disability pension, at age 60. Employee could designate only the person who was his spouse at the time and had been for at least 1 year immediately before date of election. Spouse included (1) wife, or (2) husband, if employee's income was over half the total income of both. Credited service broadened to include military service over 90 days and up to 4 years, on and after January 1, 1951.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<i>Retirement benefits—Continued</i>		
<p>Jan. 1, 1967 (agreement dated Nov. 18, 1966.)—Continued</p>	<p>55 percent of employee's reduced benefit. Payment to begin after employee's death, and either after the 5-year certain period for employees on early or normal retirement, or in the month immediately following the last month for which employee received a disability pension or a deferred pension.</p> <p><i>Special early retirement benefits</i>—for employee at or after age 60, retired at company option or mutually satisfactory conditions; or for <i>total and permanent disability</i>—\$4.75 a month maximum for each year of service to 35; plus, for those not eligible for unreduced social security benefits, a temporary benefit of \$5.20 a month for each year of service to 25 (maximum temporary benefit of \$130 per month).</p> <p><i>Early retirement</i>—at employee's option, at or after age 55, employee could continue to elect: (1) deferred monthly pension at regular rate (\$4.75 a month for each year of credited service) on reaching age 65; or (2) an immediate pension reduced by schedule of percentage adjustments for each year under age 65 at time of <i>early retirement</i>—maximum reduction of 52 percent at age 55.<sup>20</sup></p>	<p>Benefits payable until age 65 or prior date at which employee became eligible for unreduced social security; thereafter, normal benefit was payable.</p> <p>Eliminated: Minimum age requirement for employee totally and permanently disabled on or after Nov. 20, 1966.</p>
<p>Jan. 1, 1970 (agreement dated Nov. 21, 1969).</p>	<p>Increased:</p> <p><i>Normal retirement benefits</i>—to \$5.75 a month for each year of credited service to 35.</p> <p><i>Early retirement</i>—at or after age 55 at employee's option with 10 years' cred-</p>	<p>Benefits for employees on normal, early, or disability retirement before Jan. 1, 1970 were increased by \$1 a month for each year of credited service (subject to any appropriate reduction factors).</p> <p>Eliminated: Deductions for old age or retirement social security benefits, and other like benefits to which company contributed.</p> <p>Credited service for employee whose service was broken on or after Jan. 1, 1970, as result of disability or expiration of recall rights reinstated upon reemployment.</p> <p>Credited service broadened to include hours spent in service of union outside company's plant not in excess of 8 hours a day or 40 hours a week and without regard to previous 80-hour limit.</p> <p>Changed: Reduction rate for early retirement to 5/12 of 1 percent for each month by which such retirement preceded the normal retirement date.<sup>21</sup></p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<i>Retirement benefits—Continued</i>		
<p>Jan. 1, 1970 (agreement dated Nov. 21, 1969).— Continued</p>	<p>ited service—to \$5.75 a month for each year of service with actuarial reduction of benefits.</p> <p><i>Special retirement</i>—at or after age 60 at company's option or under mutually satisfactory conditions— to \$6 a month for each year of credited service (maximum \$150) plus regular monthly pension of \$5.75 for each year of credited service to 35, with no reduction in benefits.</p> <p><i>Total and permanent disability benefits</i>—temporary monthly benefit of \$6 for each year of credited service (maximum \$150) until eligible for Social Security benefits, plus regular monthly pension of \$5.75 for each year of credited service to 35.</p> <p>Changed: <i>Survivor's option</i>—to (1) 95 percent of benefit employee would have received, if the age difference between employee and spouse was 5 years or less; (2) 95 percent plus 0.5 percent for each 12 months that spouse's age exceeded employee's by more than 5 years (combined maximum 100 percent); and (3) 95 percent minus 0.5 percent for each 12 months spouse's age less than employee's by more than 5 years.</p>	<p>Benefits payable for disability incurred in the military service if the employee accrued at least 10 years' seniority following completion of such service.</p> <p>Requirement for female employee revised to conform to requirements for male employees.</p>
<p>Jan. 1, 1972 (agreement dated Nov. 21, 1969).</p>	<p>Increased: <i>Normal retirement benefits</i>—to \$6 a month for each year of service to 35.</p>	
<p>Jan. 1, 1973 (agreement dated Nov. 10, 1972).</p>	<p>Increased: <i>Normal retirement benefits</i>—to \$8 a month for each year of credited service.</p> <p><i>Early retirement</i>—at or after age 55 with 10 years' service, at employee's option, to \$8 a month for each year of service.</p> <p><i>Special early retirement</i>—to \$7.50 a month for each year of credited service (maximum \$187.50) plus</p>	<p>Benefits for employees on normal, early, or disability retirement before Jan. 1, 1973, were increased by \$15 a month.</p> <p>Benefits for eligible surviving spouses receiving a pension as of Jan. 1, 1973, were increased by \$7.50 a month.</p> <p>Changed: Reduction rate for early retirement to 4/12 of 1 percent for each month by which the commencement date precedes the normal retirement date, plus an additional 1/12 of 1 percent for each month the commencement date precedes age 60.<sup>2 2</sup></p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<i>Retirement benefits—Continued</i>		
<p>Jan. 1, 1973 (agreement dated Nov. 10, 1972).—Continued</p>	<p>regular monthly pension of \$8 for each year of service to 35.</p> <p><i>Total and permanent disability</i>—temporary benefit to \$7.50 a month for each year of service (maximum \$187.50) plus regular monthly pension of \$8 for each year of service to 35.</p> <p>Changed:</p> <p><i>Survivor's option</i>—to permit retiree to cancel his option election and receive his future basic pension at the level it would have been without the election, if the spouse of the retiree died first or became divorced.</p> <p>Added:</p> <p><i>Level Income Special Allowance (LISA)</i>—to provide employees who retire at or after age 60 but before age 62 with at least 20 years of credited service, a \$170 monthly allowance until earlier of age 62 or eligibility for social security for age or disability.</p>	<p>Employee's postretirement earnings must not exceed the Social Security Act earnings limit in any calendar year. Any LISA received exceeding this limit would be considered an overpayment and would be recovered from future benefits unless otherwise repaid.</p>
<i>Extended layoff benefits<sup>2,3</sup></i>		
<p>Sept. 5, 1960 (agreement dated July 11, 1960).</p>	<p>Plan established to provide payments for workers laid off for indeterminate period, providing:</p> <p><i>Company liability</i>: Company to accrue liability at rate of \$5.20 a month per employee on active payroll (excluding employees on layoff or formal leave of absence). Maximum company liability to be computed each month by adding current month's increment to previous month's balance (after subtracting net potential charges but adding unpaid claims allowed for in earlier months), but not to exceed \$100 per employee on active payroll.</p> <p><i>Size of benefits</i>: Lump sum of \$50 to be paid for each full year of credited service up to 10 (maximum benefit \$500). Benefits to be reduced if payments to all potentially eligible em-</p>	<p>First monthly increment of liability to be computed as of first Monday in September.</p> <p>Benefits not to be paid more than once for any year of service. Employee receiving prorated benefits and later recalled given service credit equivalent to amount by which layoff benefit was reduced.</p> <p>In event of death of eligible employee, benefit payable to legal representative or survivors.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Extended layoff benefits</i> <sup>2,3</sup> —Continued		
<p>Sept. 5, 1960 (agreement dated July 11, 1960).—Continued</p>	<p>employees would exceed the company's accrued maximum liability, with each eligible employee to receive amount equal to company's maximum liability for month, divided by total number of years of credited service (up to 10) of all employees laid off during month, and multiplied by the employee's years of credited service up to 10. No benefits to be paid if total payments would be less than \$25 per eligible employee.</p> <p>Benefits to be first payable when company's total liability exceeded \$20 per employee.</p> <p><i>Eligibility:</i> Employee with a full year of continuous service laid off as a result of reduction in force for indeterminate period to be eligible for benefits after a 4-week waiting period, on written application within 90 days of layoff.</p>	<p>Benefits not payable to employee who, during waiting period (1) was requested to report to work or (2) received, was eligible for, or claimed (a) statutory or company accident, sickness, or other disability benefits (except survivor's allowance under workmen's compensation or disability benefit) employee was eligible to receive while fully employed, or (b) unemployment or layoff benefits under an arrangement with any other employer.</p> <p>Plan contingent on obtaining Government rulings that (1) benefits provided under plan (a) did not constitute income to employee for tax purposes until paid, (b) would be reimbursable cost on Government contracts, (c) could be deducted as ordinary business expenses at time of payment for income tax purposes; and (2) no part of liability or benefit would be included in any employee's regular rate of pay. If such rulings were subsequently revoked or modified so as to be unsatisfactory to company, obligation for liability under plan was to cease and employees in the bargaining unit and on active payroll would receive a 3-cent-an-hour general wage increase, effective from the first full pay period following the plan's termination. If simultaneous payment of benefits would result in disqualification for or reduction in Maryland unemployment benefits, parties were to amend the plan to eliminate basis for disqualification or benefit reduction. If plan was disapproved under the Maryland Unemployment Insurance Law, a 3-cent-an-hour general wage increase for employees on active payroll would be placed into effect on Sept. 5, 1960, if disapproved by Dec. 31, 1960, or on the Monday after date of final disapproval, if disapproved subsequently.</p>
<p>Nov. 14, 1963 (agreement of same date).</p>	<p>Increased:  <i>Company liability</i>—Baltimore and Orlando—To \$150 per employee on payroll.  <i>Size of benefits</i>—To \$75 for each full year of qualifying service up to 15 years, maximum benefit \$1,125.</p>	
<p>Nov. 18, 1966 (agreement of same date).</p>	<p>Plan discontinued; to be replaced by supplemental unemployment benefit plan.</p>	

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup> –Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<i>Supplemental unemployment benefits</i>		
<p>Dec. 4, 1966 (agreement dated Nov. 18, 1966).</p> <p>Aug. 23, 1967 (SUB agreement of same date).</p>	<p>Contributions: Company to contribute 3 cents a work-hour compensated to a fund to establish a supplemental unemployment benefit plan.<sup>2 4</sup></p> <p>Plan established to supplement benefits paid under State unemployment systems.</p> <p><i>Size of benefits:</i> 65 percent of base hourly rate times the difference between 40 hours and compensated or available hours. Maximum weekly benefit—\$50.<sup>2 5</sup></p> <p>Benefits to be reduced 20 percent but not below \$5 when trust fund position was \$12.80 or more, for each covered employee, but less than \$41.60. If such position was less than \$12.80, no benefits to be payable.</p> <p>Benefits to be available after the date on which company contributions to the fund equaled or exceeded \$100 for each covered employee.</p> <p>Eligibility: Benefits provided employee with at least 1 year's seniority<sup>2 6</sup> who (a) was on a qualifying layoff; (b) received State unemployment compensation not under protest by company or was ineligible for such benefits for one or more of the following reasons: (1) did not have before layoff a sufficient period of employment or earnings covered by the State system; (2) had exhausted State benefits; (3) pay for the week exceeded State requirements; (4) was serving a "waiting week" of layoff under the applicable State system during a period while employee had sufficient seniority to work in the plant but was laid off out of line of seniority in accordance with collective bargaining agreement; (5) the week was a second "waiting week" within benefit year under the</p>	<p>Company contributions to be paid into a fund eventually to be built up to a "maximum trust position," of \$272 an employee (including active employees, laid-off workers with credit units and those on authorized leave to serve as union officers) determined each calendar month, beginning with July 1968.</p> <p>Payments reduced by State benefits and other compensation payable for such hours.</p> <p>Company contributions to the fund to cease when it reached 100 percent (maximum trust fund position) and to be resumed only as necessary to restore this level.</p> <p>Plan contingent on obtaining Government approval that contributions (1) were deductible expenses for Federal income tax purposes; (2) benefits were not wages for Federal tax purposes; (3) would be excluded in the computation of overtime under the Fair Labor Standards Act; and (4) would be reimbursable costs under Government contracts. If such rulings were not obtained or the plan terminated, the company was to accumulate in a trust fund for the employees, the money it otherwise would be obligated to contribute under the plan until an agreement as to the disposition of such money was reached.</p> <p>Provision (b) not applicable if employee's company pay and any company pay which employee would have received for hours scheduled for or hours made available but not worked equaled an amount sufficient for disqualification for a State benefit.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Supplemental unemployment benefits—Continued</i>		
<p>Aug. 23, 1967 (SUB agreement of same date).— Continued</p>	<p>State system, or was a State system waiting week immediately following a week for which a State benefit was received, or occurred less than 52 weeks after the last State "waiting week; (6) refused a company offer of work which employee had an option to refuse under the collective bargaining agreement; (7) was on layoff because employee was unable to do work offered by the company but was able to do other work in plant to which employee would have been entitled if seniority had been sufficient; (8) failed to claim State benefit which would have been \$2 or less because of pay received or receivable from the company; (9) was receiving pay for military service in a period following release from active duty; (10) was entitled to retirement or disability benefits which employee received or could have received while working full time; (c) met registration and reporting requirements of applicable State system; (d) had credit units or a fraction thereof; (e) was not receiving or claiming unemployment benefits under any other contract or programs of another employer or of the company; (f) qualified for a benefit of at least \$2; and (g) applied for benefits according to plan procedure.</p> <p>To obtain a week of benefits, employee surrenders credit units varying from 1 to 10 units depending on length of service and trust fund position.<sup>2,7</sup></p> <p><i>Accrual of credit units:</i> Employees to accumulate ½ credit unit for each work-week in which they received any pay from the company.</p>	
<p>Dec. 1, 1969 (agreement dated Nov. 21, 1969).</p>	<p>Increased: <i>Company contribution</i>—to 5 cents a compensated work hour.</p>	<p>Increased: Maximum funding to \$382.50 per employee.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<i>Supplemental unemployment benefits—Continued</i>		
<p>Dec. 1, 1969 (agreement dated Nov. 21, 1969).—Continued</p>	<p><i>Size of benefit</i>—to 75 percent of base hourly rate times the difference between 40 hours and compensated or available hours.</p> <p>Changed: Maximum benefit to be limited to \$75 only when: (1) the employee had refused a company work offer which employee had option to refuse under the collective bargaining agreement; or (2) the employee was ineligible for unemployment compensation for the week because of refusal or exhaustion of unemployment rights.</p> <p>Changed: Benefits reduced by 20 percent but not below \$5 when trust fund position was \$18 or more for each covered employee, but less than \$58.50. If such position was less than \$18, no benefits were payable.</p> <p>Changed: Schedule of credit units to be cancelled when benefits were paid.<sup>28</sup></p> <p>Changed: Employee who worked a partial workweek and received a SUB payment for that week would not have credit units canceled for that week.</p> <p>Added: Guaranteed annual income credit units—An employee who was laid off indefinitely after Dec. 1, 1969, and was later recalled and accumulated subsequent to such recall at least 2 credit units and was then later laid off would at the time of such later layoff be given additional credit units which would be based on a percentage<sup>29</sup> (according to seniority) of the difference between the number of earned credit units in his account on the date of layoff and 52.</p>	<p>Applicable only to employees laid off on or after Dec. 1, 1969.</p> <p>Applicable only to employees laid off on or after Dec. 1, 1969.</p>
<p>Nov. 10, 1972 (agreement of same date).</p>	<p>Increased: Recall rights by one year, to Nov. 1, 1973, for all employees on layoff 2 years or more as of Nov. 1, 1972.</p>	

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<i>Separation pay</i>		
Aug. 23, 1967 (SUB agreement of same date).	Separation payment plan established, financed from SUB fund; provided lump-sum payments ranging from 50 hours' pay (at base hourly rate plus cost-of-living allowance in effect on last day of work) for employees who had 1 but less than 2 years' seniority to 2,080 hours' pay for those who had 30 years or more of service. <sup>3 0</sup>	Applicable to employees who (a) on or after the date on which the company contributions to the fund equaled \$100 an employee (1) had been on layoff for a continuous period of at least 12 months beginning on or after Dec. 4, 1966 (continuity of layoff not broken if, while on layoff, an employee accepted a job offer by the company and was subsequently laid off within 5 workdays), or (2) became disabled but did not have enough credited service to be eligible for total and permanent disability benefits; (b) had unbroken seniority of at least 1 year on date of application; (c) were ineligible for a monthly pension (including early retirement at age 55 or early retirement for disability) other than deferred benefits; (d) did not refuse an offer of work by the company that they were not required to take under the collective bargaining agreement; and (e) applied for benefits within 24 months from date of layoff or disability or 6 months before expiration of recall rights following layoff. Benefits to be deferred when credit unit cancellation base falls below \$41.60 and to become payable when the credit unit cancellation base becomes equal to or exceeds \$41.60. Benefits to be reduced 1 percent for each full \$1.60 credit unit cancellation base was below \$160.
Dec. 1, 1969 (agreement dated Nov. 21, 1969).	.....	Application requirement changed to earlier of either: (1) 24 months from date of layoff or disability; or (2) 1 month prior to expiration of recall rights, following layoff.
Nov. 13, 1972 (agreement dated Nov. 10, 1972).	Eliminated: Separation payment for employees laid off on or after Nov. 13, 1972.	Employees on layoff who had filed for separation pay with: (1) eligibility for payment at the \$41.60 Credit Unit Cancellation Base level, would be paid from the fund as soon as practical; or (2) eligibility for payment at the \$58.50 CUCB level, could choose to receive payments from the fund at the \$41.60 level, or to remain on the application list for possible payment at the \$58.50 level at some future date. Employees on layoff who had not filed for separation pay and were still eligible for application could choose one of the above courses of action, or could defer filing any application.

<sup>1</sup> The last item under each entry represents the most recent change. Beginning with the 1963 contract, the provisions reported in this wage chronology were the same at the company's 3 plants.

<sup>2</sup> The time bonus was computed as follows:

<i>Time worked on 2d or 3d shift</i>	<i>Time bonus</i>
1/10 to 2 hours .....	2/10 hours' pay
2-1/10 to 4 hours .....	4/10 hours' pay
4-1/10 to 6 hours .....	6/10 hours' pay
6-1/10 hours or more .....	8/10 hours' pay

<sup>3</sup> Premium specified was as follows: Grade 1-A, 28 cents; grade 1, 27 cents; grade 2, 26 cents; grade 3, 25 cents; grade 4, 24 cents; grades 5 and 6, 22 cents; grade 7, 21 cents; grade 8, 20 cents; grade 9, 19 cents; grade 10, 18 cents; grade 10-C, 16 cents; beginners, 16 cents.

<sup>4</sup> During the period covered by Executive Order 9240 (Oct. 1, 1942, to Aug. 21, 1945) practices relating to premium pay for week-end and holiday work were modified when necessary to conform to that order.

<sup>5</sup> The following paid holidays were provided:

1973	1974	1975
New Year's Day	New Year's Day	New Year's Day
Memorial Day	Memorial Day	Memorial Day
July 4	July 4	July 4
Labor Day	Labor Day	Labor Day
Thanksgiving Day	Thanksgiving Day	Thanksgiving Day

<sup>5</sup>—Continued

1973	1974	1975
Day after Thanksgiving	Day after Thanksgiving	Day after Thanksgiving
December 24	December 23	Christmas
Christmas	December 24	December 26
December 26	Christmas	December 29
December 27	December 26	December 30
December 28	December 27	December 31
December 31		January 1 (1976)
		January 2 (1976)

<sup>6</sup> Amount of insurance available to employee depending on hourly earnings was as follows:

<i>Hourly earnings</i>	<i>Amount of insurance</i>
Through \$0.59 .....	\$1,000
\$0.60 through \$0.84 .....	1,500
\$0.85 through \$1.09 .....	2,000
\$1.10 through \$1.49 .....	2,500
\$1.50 and over .....	4,000

<sup>7</sup> Amount of insurance available to employee depending on hourly earnings was as follows:

<i>Hourly earnings</i>	<i>Amount of insurance</i>
Through \$1.09 .....	\$2,000
\$1.10 through \$1.49 .....	2,500
\$1.50 and over .....	4,000

Footnotes to table 4—Continued

<sup>8</sup> Amount of insurance available to employee, depending on hourly earnings, was as follows:

<i>Basic hourly rate</i>	<i>Amount of insurance</i>
Less than \$1.50 .....	\$2,500
\$1.50 and over .....	4,000

<sup>9</sup> Weekly benefits available to employee depending on hourly earnings were as follows:

<i>Hourly rate</i>	<i>Weekly benefit</i>
Less than \$2.85 .....	\$55
\$2.85 but less than \$3.21 .....	60
\$3.21 but less than \$3.56 .....	65
\$3.56 but less than \$3.91 .....	70
\$3.91 and over .....	75

<sup>10</sup> Weekly sickness and accident benefits were:

<i>Hourly base rate</i>	<i>Weekly benefit</i>
Less than \$3.35 .....	\$65
\$3.35 thru \$3.80 .....	70
\$3.81 thru \$4.25 .....	75
\$4.26 thru \$4.70 .....	80
\$4.71 and over .....	85

<sup>11</sup> Weekly sickness and accident benefits were:

Effective February 1, 1973:

<i>Hourly base rate</i>	<i>Weekly benefit</i>
Less than \$4.40 .....	\$75
\$4.40 thru \$4.95 .....	85
\$4.96 and over .....	95

Effective November 1, 1973:

<i>Hourly base rate</i>	<i>Weekly benefit</i>
Less than \$4.53 .....	\$75
\$4.53 thru \$5.10 .....	85
\$5.11 and over .....	95

Effective November 1, 1974:

<i>Hourly base rate</i>	<i>Weekly benefit</i>
Less than \$4.67 .....	\$75
\$4.67 thru \$5.25 .....	85
\$5.26 and over .....	95

<sup>12</sup> Amount of monthly pension depending on earnings during 12 months before coverage was as follows:

<i>Earnings, except bonus, during 12 months before coverage</i>	<i>Monthly pension</i>
\$2,400 or less .....	\$10
\$2,400—\$3,000 .....	15
\$3,000—\$3,900 .....	20
\$3,900 or over .....	30 percent of such earnings in excess of \$3,000 divided by 12.

<sup>13</sup> Generally, statutory benefits that were deducted were those other than social security benefits, such as workmen's compensation, for which the company was taxed or required to make contributions or pay premiums.

<sup>14</sup> Credited service to be accrued at the rate of 1 year for each year of continuous service, computed to the nearest 1/10 of a year for service prior to Jan. 1, 1951. For work after that date, service was to be credited at the rate of 1 full year for 1,700 or more hours worked in a calendar year and reduced 1/10 of a year for each 170 hours below 1,700 to 4/10 of a year's credit

for 680 but less than 850 hours and 3/10 for 450 but less than 680 hours. No credit provided for a year in which fewer than 450 hours were worked.

<sup>15</sup> Previously an immediate annuity was reduced 0.75 percent for each month employee was under age 65 at time of early retirement.

<sup>16</sup> Was 25.

<sup>17</sup> No benefits payable for years prior to January 1 of the year in which employee reached age 30.

<sup>18</sup> Early retirement benefits were computed according to the following table:

<i>Age at retirement</i>	<i>Percentage of full pension payable</i>
65 .....	100
64 .....	93
63 .....	86
62 .....	79
61 .....	72
60 .....	67
59 .....	62
58 .....	58
57 .....	54
56 .....	51
55 .....	48

<sup>19</sup> Not applicable to employees who were (a) terminated with vesting rights before January 1, 1967; (b) laid off before May 1, 1966, and terminated with vesting on or after January 1, 1967, or retired with pension beginning on or after January 1, 1967, without having returned to work; (c) laid off on or after May 1, 1966, and before November 20, 1966, and terminated with vesting beginning on or after January 1, 1967, without having returned to work.

<sup>20</sup> Early retirement benefits were computed according to the following table:

<i>Age at retirement</i>	<i>Percentage of full pension payable</i>
65 .....	100
64 .....	93
63 .....	86
62 .....	79
61 .....	72
60 .....	67
59 .....	62
58 .....	58
57 .....	54
56 .....	51
55 .....	48

<sup>21</sup> Early retirement benefits were computed according to the following table:

<i>Age at retirement</i>	<i>Percentage of full pension payable</i>
65 .....	100
64 .....	95
63 .....	90
62 .....	85
61 .....	80
60 .....	75
59 .....	70
58 .....	65
57 .....	60
56 .....	55
55 .....	50

Footnotes to table 4—Continued

<sup>22</sup> Early retirement benefits were computed according to the following table:

Age at retirement	Percentage of full pension payable
65	100
64	96
63	92
62	88
61	84
60	80
59	75
58	70
57	65
56	60
55	55

<sup>23</sup> When the extended layoff benefit plan was negotiated in 1960, workers at the Denver plant elected to substitute a 3-cent-an-hour wage increase.

<sup>24</sup> At Denver, the 3-cent hourly contribution to the fund was to be made up as follows: 2 cents from the cost-of-living increment to employees as it became due under the cost-of-living clause, and 1-cent contribution by the company. The company was to withhold all cost-of-living increments to employees as they became due and place them in the fund until the 2 cents to be placed in the fund had been accumulated. The company was to pay its 1-cent contribution when and if the withholding from the cost-of-living increments due to employees placed in the fund equaled 1 cent.

<sup>25</sup> If, in any State, supplementation was not permitted, the parties would endeavor to negotiate a plan for alternate benefits consistent with the purposes of the SUB plan.

<sup>26</sup> Employees to receive credit units retroactively upon attaining 1 year's seniority.

<sup>27</sup> Credit unit cancellation schedule was as follows:

If the CUCB applicable to the week for which a benefit is paid was:	And as of the last day of the week for which such benefit is paid to the employee his years of seniority were:					
	1 to 5	5 to 10	10 to 15	15 to 20	20 to 25	25 and over
\$272.00 or more	1.00	1.00	1.00	1.00	1.00	1.00
\$243.20—\$271.99	1.11	1.00	1.00	1.00	1.00	1.00
\$214.40—\$243.19	1.25	1.11	1.00	1.00	1.00	1.00
\$185.60—\$214.39	1.43	1.25	1.11	1.00	1.00	1.00
\$156.80—\$185.59	1.67	1.43	1.25	1.11	1.00	1.00
\$128.00—\$156.79	2.00	1.67	1.43	1.25	1.11	1.00
\$99.20—\$127.99	2.50	2.00	1.67	1.43	1.25	1.11
\$70.40—\$99.19	3.33	2.50	2.00	1.67	1.43	1.25
\$41.60—\$70.39	5.00	3.33	2.50	2.00	1.67	1.43
\$12.80—\$41.59	10.00	5.00	3.33	2.50	2.00	1.67
Under \$12.80	*	*	*	*	*	*

\*No benefit payable.

Exceptions to the credit unit cancellation rates in the above table were as follows:

- (1) 1/2 of the number of credit units will be canceled for a benefit in a week the employee has earned from the company an amount equal to or over 26 times but less than 37 times his base hourly rate;
- (2) No credit units will be canceled for a benefit for a week in which the employee has earned from the company an amount equal to or over 37 times his base hourly rate;

provided, however, that for part-time employees the foregoing exceptions will not be applicable but no credit units will be canceled with respect to a benefit payment for less than 3 hours. <sup>28</sup> Credit unit cancellation schedule was as follows (as of Dec. 1, 1969):

If the CUCB applicable to the week for which a benefit is paid was:	And as of the last day of the week for which such benefit is paid to the employee his years of seniority were:					
	1 to 5	5 to 10	10 to 15	15 to 20	20 to 25	25 and over
\$382.50 or more	1.00	1.00	1.00	1.00	1.00	1.00
\$342.00—\$382.49	1.11	1.00	1.00	1.00	1.00	1.00
\$301.50—\$341.99	1.25	1.11	1.00	1.00	1.00	1.00
\$261.00—\$301.49	1.43	1.25	1.11	1.00	1.00	1.00
\$220.50—\$260.99	1.67	1.43	1.25	1.11	1.00	1.00
\$180.00—\$220.49	2.00	1.67	1.43	1.25	1.11	1.00
\$139.50—\$179.99	2.50	2.00	1.67	1.43	1.25	1.11
\$99.00—\$139.49	3.33	2.50	2.00	1.67	1.43	1.25
\$58.50—\$98.99	5.00	3.33	2.50	2.00	1.67	1.43
\$18.00—\$58.49	10.00	5.00	3.33	2.50	2.00	1.67
Under \$18.00	*	*	*	*	*	*

\*No benefit payable.

Exceptions to the credit unit cancellation rates in the above table (applicable until Nov. 10, 1972) were as follows:

- (1) One-half of the number of credit units was canceled for a benefit in a week the employee earned from the company an amount equal to or over 26 times but less than 37 times his base hourly rate;
- (2) No credit units were canceled for a benefit for a week in which the employee earned from the company an amount equal to or over 37 times his base hourly rate; provided, however, that for part-time employees the foregoing exceptions were not applicable but no credit units were canceled with respect to a benefit payment for less than 3 hours.

<sup>29</sup> The percentage based on seniority was as follows:

Years of seniority	Applicable percentage
1 but less than 2	25
2 but less than 4	50
4 but less than 7	75
7 and over	100

<sup>30</sup> Payments to be made according to the following schedule:

Years of credited service on last day on active employment payroll	Number of hours' pay
1 but under 2	50
2 but under 3	70
3 but under 4	100
4 but under 5	135
5 but under 6	170
6 but under 7	210
7 but under 8	255
8 but under 9	300
9 but under 10	350
10 but under 11	400
11 but under 12	455
12 but under 13	510
13 but under 14	570
14 but under 15	630
15 but under 16	700
16 but under 17	770

Footnotes to table 4--Continued

<i>Years of credited service on last day on active employment payroll</i>	<i>Number of hours' pay</i>	<i>Years of credited service on last day on active employment payroll</i>	<i>Number of hours' pay</i>
17 but under 18 . . . . .	840	24 but under 25 . . . . .	1,455
18 but under 19 . . . . .	920	25 but under 26 . . . . .	1,560
19 but under 20 . . . . .	1,000	26 but under 27 . . . . .	1,665
20 but under 21 . . . . .	1,085	27 but under 28 . . . . .	1,770
21 but under 22 . . . . .	1,170	28 but under 29 . . . . .	1,875
22 but under 23 . . . . .	1,260	29 but under 30 . . . . .	1,980
23 but under 24 . . . . .	1,355	30 and over . . . . .	2,080

## Wage Chronologies

The following wage chronologies are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from the regional offices of the Bureau of Labor Statistics listed on the inside back cover. Some publications are out of print and not available from the Superintendent of Documents but may be obtained, as long as supplies are available, from the Bureau of Labor Statistics, Washington, D.C. 20212, or from the Bureau's regional offices. Out-of-print items also may be available for reference in leading public, college, or university libraries.

Before July 1965, basic wage chronologies and their supplements were published in the *Monthly Labor Review* and released as Bureau reports. Wage chronologies published later are available only as bulletins (and their supplements). Summaries of general wage changes and new or changed working practices are added to bulletins as new contracts are negotiated.

- Aluminum Co. of America with the Steelworkers and the Aluminum Workers—
  - November 1939-January 1974, BLS Bulletin 1815.
  - February 1974-May 1977, Supplement to BLS Bulletin 1815.
- American Telephone and Telegraph Co.—Long Lines Dept.—
  - 1940-74, BLS Bulletin 1812.
- American Viscose (a division of FMC Corp.)—
  - 1945-67, BLS Bulletin 1560.<sup>1</sup>
  - June 1968-June 1974, Supplement to BLS Bulletin 1560.
- The Anaconda Co.—
  - 1941-58, BLS Report 197.<sup>1</sup>
- Armour and Company—
  - 1941-72, BLS Bulletin 1682.
  - September 1973-August 1976, Supplement to BLS Bulletin 1682.
- Atlantic Richfield Co. (former Sinclair Oil Companies' facilities)—
  - 1941-72, BLS Bulletin 1771.
  - January 1973-January 1975, Supplement to BLS Bulletin 1771.
- Berkshire Hathaway Inc. and the Textile Workers (TWUA)—
  - June 1943-April 1975, BLS Bulletin 1849.
- Bethlehem Steel Corp. (Shipbuilding Dept.) and the Marine and Shipbuilding Workers—
  - June 1941-August 1975, BLS Bulletin 1866.
- Bituminous Coal Mine Operators and United Mine Workers of America—
  - October 1933-November 1974, BLS Bulletin 1799.
- The Boeing Co. (Washington Plants)—
  - 1936-67, BLS Bulletin 1565.
- Commonwealth Edison Co. of Chicago and International Brotherhood of Electrical Workers—
  - April 1945-March 1974, BLS Bulletin 1808.
- Dan River Inc.—
  - May 1943-January 1972, BLS Bulletin 1767.
  - January 1973-June 1974, Supplement to BLS Bulletin 1767.
- Federal Employees under the General Schedule Pay System—
  - July 1924-October 1974, BLS Bulletin 1870.

Firestone Tire and Rubber Co. and B.F. Goodrich Co. (Akron Plants)—  
 1937-73, BLS Bulletin 1762.  
 April 1973-April 1976, Supplement to BLS Bulletin 1762.

Ford Motor Company—  
 June 1941-September 1973, BLS Bulletin 1787.  
 October 1973-September 1976, Supplement to BLS Bulletin 1787.

International Harvester Company—  
 1946-70, BLS Bulletin 1678.  
 1970-73, Supplement to BLS Bulletin 1678.

International Paper Co., Southern Kraft Division—  
 1937-73, BLS Bulletin 1788.

International Shoe Co. (a division of Interco, Inc.)—  
 1945-74, BLS Bulletin 1718.

Lockheed-California Company (a division of Lockheed Aircraft Corp.)—  
 1937-67, BLS Bulletin 1522.<sup>1</sup>

Massachusetts Shoe Manufacturers and United Shoe Workers of America (AFL-CIO)—  
 January 1945-January 1975, BLS Bulletin 1800.

North American Rockwell Corp.—  
 1941-67, BLS Bulletin 1564.<sup>1</sup>  
 1967-70, Supplement to BLS Bulletin 1564.

North Atlantic Longshoremen—  
 1934-71, BLS Bulletin 1736.

Pacific Coast Shipbuilding—  
 1941-67, BLS Bulletin 1605.<sup>1</sup>

Pacific Gas and Electric Co.—  
 1943-73, BLS Bulletin 1761.

Pacific Longshore Industry—  
 1934-70, BLS Bulletin 1568.<sup>1</sup>  
 August 1969-July 1975, Supplement to BLS Bulletin 1568.

Swift & Co.—  
 1942-73, BLS Bulletin 1773.

United States Steel Corporation and the Steelworkers—  
 March 1937-April 1974, BLS Bulletin 1814.  
 May 1974-July 1977, Supplement to BLS Bulletin 1814.

Western Greyhound Lines—  
 1945-67, BLS Bulletin 1595.<sup>1</sup>  
 1968-72, Supplement to BLS Bulletin 1595.

Western Union Telegraph Co.—  
 1943-67, BLS Bulletin 1545.<sup>1</sup>  
 1968-71, Supplement to BLS Bulletin 1545.

<sup>1</sup> Out of print. See *Directory of Wage Chronologies, 1948-June 1975*, for *Monthly Labor Review* in which reports and supplements issued before July 1965 appeared.

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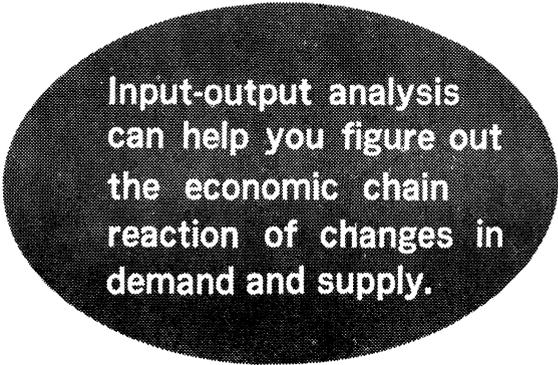
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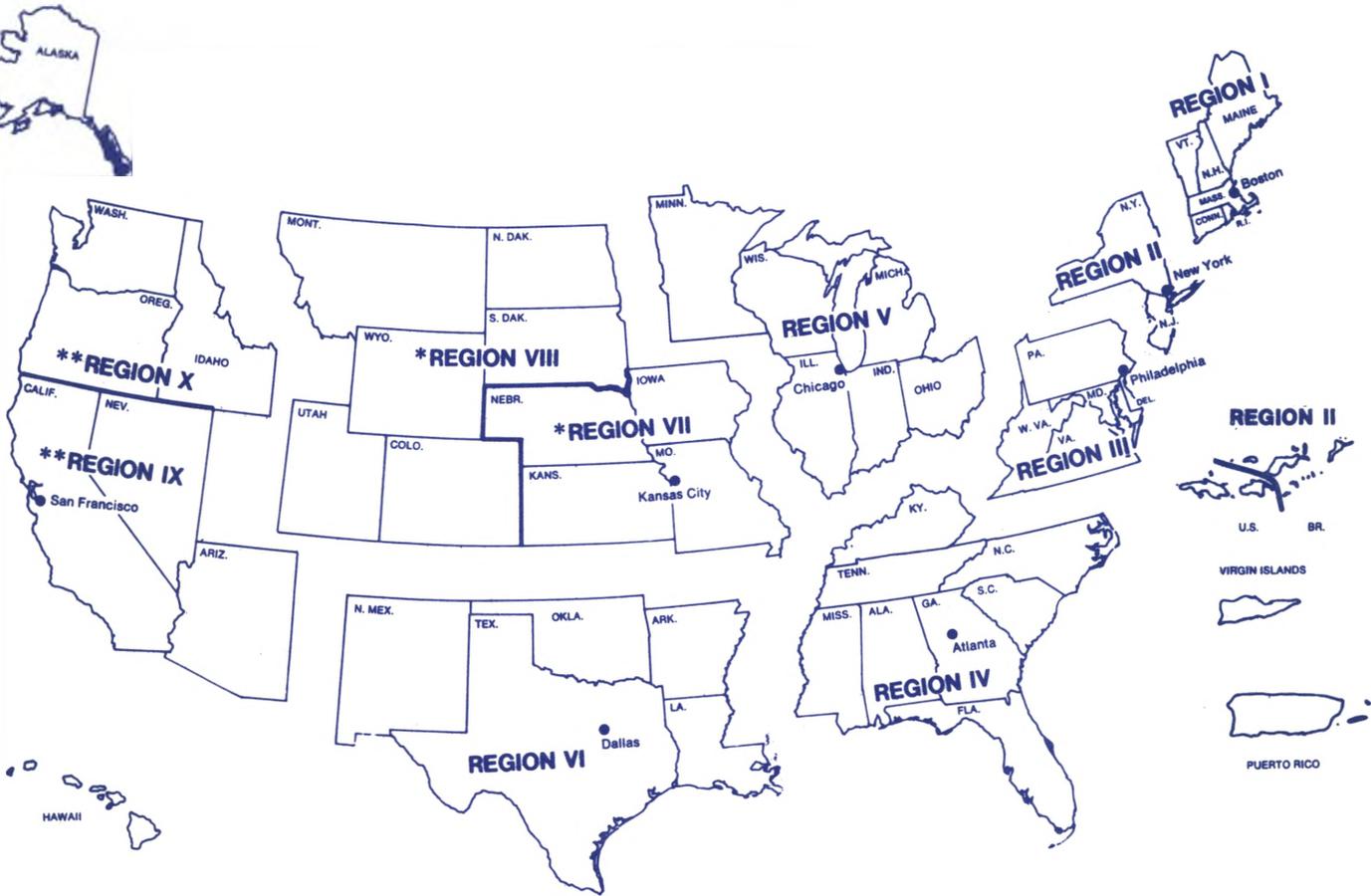
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