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Pay Differentials for Night Work Under Union Agreements

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Bulletin No. 748

[Reprinted from the Monthly Labor Review, July 1943, with additional data]

Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
BUREAU OF LABOR STATISTICS,
Washington, D. C., July 19, 1943.

The SECRETARY OF LABOR:

I have the honor to transmit herewith a report on pay differentials for night work under union agreements. This report is based on a survey of approximately 5,000 agreements which were in effect as of January 1943. Special emphasis was given to the agreement provisions for shift work in 10 of the more important war industries.

This bulletin, a portion of which appeared in the July issue of the Monthly Labor Review, was prepared by Constance Williams under the direction of Florence Peterson, Chief of the Bureau's Industrial Relations Division.

A. F. HINRICHS, *Acting Commissioner.*

HON. FRANCES PERKINS,
Secretary of Labor.

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**Pay Differentials for Night Work Under Union
Agreements**

Extent of Pay Differentials for Night Work

ABOUT 72 percent of the manufacturing workers covered by union agreements are employed in industries or plants that have made provision for work on night shifts. Differential pay for night work is provided for almost 70 percent of the unionized workers subject to work on night shifts or for about half of all the factory workers under union agreements.¹

The characteristics of night-shift differentials provided by union agreements in manufacturing as a whole are determined largely by the agreement provisions found in five industries. These industries—aircraft, automobiles, electrical machinery, shipbuilding, and fabricated steel products—include over 60 percent of all manufacturing employees who are allowed night differentials under the terms of their agreements. In these industries large numbers of workers are under agreement and large proportions of these workers are subject to night work and entitled to night differentials. Other important industries in which large proportions of workers, covered by clauses referring to night shifts, are allowed premiums for night work include newspaper publishing and the manufacture of agricultural machinery, aluminum, machine tools, and scientific instruments.

Among the industries in which night shifts are common but night differentials are rarely provided are the basic-steel, petroleum, pulp and paper products, glass, cement, brick, clay, pottery, and rubber industries. In these industries night work has long been customary, chiefly because many of the processes are continuous and require multiple-shift operations. Where shifts are rotated, so that all participate in night work, the night-work factor may be taken into account in the base rates paid rather than in a differential for night work as such.

The strength of union organization in an industry has undoubtedly also played an important part in determining whether an industry that necessarily involves night work shall pay a night differential. Practically all workers under agreement in newspaper publishing are allowed higher rates for night shifts than for day shifts. The fact that wages of printers have long been negotiated through collective bargaining, whereas the basic-steel and rubber industries have only recently been organized, may partially account for the greater prevalence of premium pay for night work in the newspaper industry.

¹ The cases of night-shift work without shift differentials include the basic-steel industry where round-the-clock operations prevail although their agreements seldom mention shift work explicitly (see table 1 for details).

The proportion of workers under agreement who are covered by clauses which mention shift work and the proportion of these workers entitled to night differentials under the terms of their agreements are shown in table 1 for all manufacturing and selected manufacturing industries.

In nonmanufacturing industries, night-shift differentials are commonly provided for workers in telephone and telegraph and for airline pilots. In a few cities, employees of electric railways and busses receive extra pay for work beginning at midnight. Office workers in a few companies and scattered groups of construction workers are also covered by night-differential provisions. Schedules of daily hours are specified in the longshore agreements, and work outside these hours is paid for at the overtime rate. Where such work is not actual overtime, this becomes a night differential at a rate which is much higher than is paid in most other industries.

TABLE 1.—Night Shifts and Night Differentials Provided in Union Agreements in All Manufacturing and in Selected Industries

Industry	Percent of workers 1—					
	Under agreement			Under agreements providing for shifts		
	Total	With shift provisions	No mention of shifts	Total 2	With night differentials	No night differentials
(1)	(2)	(3)	(4)	(5)	(6)	
All manufacturing.....	100	72	28	100	70	30
Agricultural machinery.....	100	98	2	100	88	12
Aircraft.....	100	100	—	100	89	11
Aluminum.....	100	89	11	100	98	2
Automobile.....	100	99	1	100	97	3
Brick and clay.....	100	83	17	100	6	94
Cement.....	100	86	14	100	6	94
Chemicals, industrial.....	100	76	24	100	49	51
Electrical machinery.....	100	97	3	100	97	3
Furniture.....	100	57	43	100	84	16
Glass.....	100	90	10	100	—	100
Machine tools.....	100	97	3	100	100	—
Newspaper publishing.....	100	90	10	100	99	1
Pulp and paper products.....	100	91	9	100	5	95
Petroleum.....	100	90	10	100	—	100
Pottery.....	100	99	1	100	2	98
Rubber.....	100	73	27	100	18	82
Scientific instruments.....	100	98	2	100	100	—
Shipbuilding.....	100	100	—	100	100	—
Smelting and refining.....	100	90	10	100	24	76
Steel products 3.....	100	67	43	100	93	7
Textiles.....	100	50	50	100	10	90

1 Table does not show percentages of less than 1 percent.

2 This column refers to the same group of workers as column (2).

3 This industry does not include blast furnaces, steel works, or rolling mills. Agreements in basic steel do not generally mention shifts, although it is known that round-the-clock production with rotation of shifts is customary, and the payment of night differentials is rare.

Types of Pay Differentials for Night Work

The provisions in union agreements for night differentials are of two general types—those which refer in a general way to night work or to work done between specified night hours, and those which refer specifically to both second and third shifts.² In the first group of provisions it is not always possible to tell whether or not the differential established is intended to cover both a second and a third shift. However, insofar as two night shifts are operated, an agreement of this type would provide the same premium rates for both second- and third-shift work. On the other hand, where second and third shifts are specifically mentioned, agreements may either establish the same differential for both shifts or provide higher wage rates and/or allow shorter hours on the third shift than on the second shift.

Of all the workers covered by night-differential provisions, over one-fourth are covered by clauses which establish one general night differential. Nearly three-fourths (71 percent) of the workers covered by agreements providing shift differentials work under clauses which refer specifically to both second and third shifts. Almost one-half of the workers in this latter group are allowed a different premium for the third shift than for the second and the rest are granted the same differential for both night shifts. A few agreements provide a differential for the second shift only and do not mention a third shift, or provide differentials for the third shift, but not for the second.

Union agreements provide compensation for night work more commonly by percentage increases over day rates than by additional cents per hour. Of every three workers entitled to higher hourly rates for night work than for day work under the terms of union agreements, about two workers are allowed a percentage increase and one worker a cents increase. Wage adjustments in the form of percentage changes maintain the same relative differences among wage classifications; that is, higher wages are increased by larger amounts and lower wages by smaller amounts. A flat differential in cents per hour causes a greater percentage increase in the wages of the lower-paid workers than in the wages of the higher-paid workers, thus reducing the spread in wage rates per hour between occupations.³

The percentages of workers covered by various types of night-differential provisions for 10 of the major war industries are shown in table 2 and (in greater detail) in the succeeding discussions of the differentials in each industry.⁴

² By the first shift is meant the morning shift, by the second shift the afternoon or evening shift, and by the third shift the night shift. Some agreements refer to the shift beginning at midnight as the first shift, but this report classifies such work as the third shift.

³ For example, a 10-cent differential on an hourly wage of 50 cents is equivalent to a 20-percent increase; on a wage of \$1 an hour it amounts to a 10-percent increase.

⁴ In the discussions for each industry, where estimates have been made of the proportion of workers covered by particular amounts of night differentials, the percentages in some cases have been so small that the process of rounding them has resulted in the total percentage in any given type of night differential varying slightly from the total percentage for specified types of night differentials shown in table 2.

Pay Differentials for Night Work

TABLE 2.—Types of Night Differentials Provided in Union Agreements in All Manufacturing and in 10 War Industries

Industry	Percent of workers ¹				Other differentials ⁴
	Total with night differentials ²	One differential for "night work" ³	Differentials for second and third shifts		
			Third same as second	Third different from second	
	(1)	(2)	(3)	(4)	(5)
All manufacturing.....	100	27	37	34	2
Agricultural machinery.....	100	36	56	8
Aircraft.....	100	10	20	70
Aluminum.....	100	3	12	85
Automobile.....	100	50	48	2
Chemicals, industrial.....	100	21	31	45	3
Electrical machinery.....	100	39	47	10	4
Machine tools.....	100	27	56	17
Rubber.....	100	41	54	4	1
Shipbuilding.....	100	44	56
Steel products.....	100	32	22	44	2

¹ Table does not show percentages of less than 1 percent.

² This column represents the same group as column 5 in table 1.

³ Most of these workers are covered by provisions which refer either to "night work" without further definition, or to work between specified hours such as 6 p. m. to 6 a. m. Fewer than 1 percent are covered by clauses which allow differentials for the second shift, but make no reference to a third shift.

⁴ These workers are covered by clauses which allow differentials for the third shift but not for the second, which vary night premiums with the number of hours worked, or which state that night differentials will be determined when night shifts are introduced.

AGRICULTURAL-MACHINERY INDUSTRY

Practically all the agreements in the agricultural-machinery industry refer to shift arrangements, and almost 90 percent of the workers under such agreements are entitled to some kind of night differential (table 1).

About 56 percent of the workers are under agreements providing premiums for night work under clauses which specify that the same amount of night differential shall be paid for both second and third shifts. Over one-third are covered by general night differentials which may refer to either one or two night shifts. Only 8 percent of the workers receive larger bonuses for the third shift than for the second (table 2).

The amount of the extra pay for second shifts and general night work in agricultural machinery tends to be higher than in any other manufacturing industry except electrical machinery. Almost 20 percent of the workers are entitled to an hourly rate of 10 cents higher than their day rate, and about 30 percent to an hourly rate of 10 percent higher than the day rate.

The proportions of workers under agreements providing differentials for second- and third-shift work are shown in table 3. It may be noted that where rates less than 5 cents per hour are provided on the second shift, higher rates are established for the third shift.

TABLE 3.—Wage Differentials for Night Work Under Union Agreements in Agricultural-Machinery Industry

Proportion of workers covered by differentials	Differential paid for—	
	Second shift	Third shift
6 percent.....	3 cents per hour.....	5 cents per hour.
1 percent.....	4 cents per hour.....	7 cents per hour.
9 percent.....	7½ cents per hour.....	7½ cents per hour.
19 percent.....	10 cents per hour.....	10 cents per hour.
1 percent.....	5 percent over day rate.....	10 percent over day rate.
23 percent.....	10 percent over day rate.....	10 percent over day rate.
	General night differential	
4 percent.....	5 cents per hour.	
32 percent.....	5 percent over day rate.	

AIRCRAFT INDUSTRY

All of the agreements in the Bureau's files covering aircraft assembly, engines, and propellers provide for shift work, and almost 90 percent of the workers under these agreements are covered by clauses which allow night differentials (table 1).

A large majority of the aircraft workers under agreement are covered by clauses which allow fewer than 8 hours' work for 8 hours' pay on the third shift, in addition to providing the same hourly differential as is paid for the second shift. Most commonly, 6½ hours' work is compensated by 8 hours' pay on the third shift. Among the largest firms with such provisions are the following: Consolidated Aircraft Corporation (San Diego, Calif.) which, in addition to the third-shift reduction in hours, pays 8 cents per hour extra for both second and third shifts; Lockheed and Vega Corporations (Burbank, Calif.) which pay an hourly bonus of 6 cents for both second and third shifts, in addition to reduced hours on the third shift; and the Boeing Aircraft Co. (Seattle, Wash.) which, in addition to the reduced hours on the third shift, pays a differential of 5 cents per hour for both second and third shifts.

The aircraft workers allowed shorter hours on the third shift than on the second shift constitute approximately 65 percent of the total workers under agreements providing differentials. About 6 percent of the workers are allowed increases in money rates without reduction in hours for third-shift work. Almost 20 percent of the aircraft workers are covered by provisions which allow the same premiums for both second and third shifts, and the remaining 10 percent are covered by a general night differential which may or may not include both a second and third shift.

Table 4 shows the percent of aircraft workers under agreement, covered by various amounts of night differentials.

Pay Differentials for Night Work

TABLE 4.—Wage Differentials for Night Work Under Union Agreements in Aircraft Industry

Proportion of workers covered by differentials	Differentials paid for—	
	Second shift	Third shift
7 percent.....	5 cents per hour.....	5 cents per hour.
6 percent.....	5 cents per hour.....	10 cents per hour.
5 percent.....	9 cents per hour.....	9 cents per hour.
2 percent.....	10 cents per hour.....	10 cents per hour.
18 percent.....	5 cents per hour.....	5 cents per hour, plus 8 hours' pay for 6½ hours' work.
21 percent.....	6 cents per hour.....	6 cents per hour, plus 8 hours' pay for 6½ hours' work.
4 percent.....	7 cents per hour.....	8 hours' pay for 6½ hours' work.
3 percent.....	7½ cents per hour.....	7½ cents per hour, plus 8 hours' pay for 6½ hours' work.
17 percent.....	8 cents per hour.....	8 cents per hour, plus 8 hours' pay for 6½ hours' work.
2 percent.....	5 percent over day rate.....	5 percent over day rate.
2 percent.....	10 percent over day rate.....	10 percent over day rate, plus 8 hours' pay for 7½ hours' work.
3 percent.....	8 hours' pay for 7 hours' work.	8 hours' pay for 7 hours' work.
	General night differential	
1 percent.....	5 cents per hour.	
7 percent.....	5 percent over day rate.	
2 percent.....	10 percent over day rate.	

ALUMINUM INDUSTRY

Almost 90 percent of the aluminum workers under agreement are covered by provisions for shift work, and almost all of these workers are allowed night differentials (table 1).

A very large proportion of the aluminum workers who are entitled to extra night rates were brought under such provisions as a result of decisions of the National War Labor Board. Previously, some fabricating plants of the Aluminum Co. of America paid night differentials to workers employed on noncontinuous processes, the workers on continuous processes in these plants being negligible. In February 1942 the National War Labor Board granted night differentials to employees of the company's New Kensington plant, and in August 1942 to workers on noncontinuous processes in other fabricating and smelting plants of the company. Although the latter decision did not provide differentials for the continuous-process workers, it stated that this problem should be discussed locally; subsequent to the award, some of the plants affected by the decision adopted local agreements which provide night differentials for all workers, including those on continuous processes.

The National War Labor Board's decisions granted night differentials of 3 cents on second shifts and 5 cents on third shifts. When local agreements extended the differential to continuous processes, the same night premium rates were adopted.⁵

The Bureau has on file three agreements covering aluminum workers in plants of other companies, which allow night differentials. One agreement provides 5 cents for both second and third shifts, another agreement allows a 5-percent bonus for both shifts, and the third agreement allows a general night differential of 5 cents over the day rate.

⁵ Aluminum workers have been counted as under night-differential provisions when the Bureau had information based on National War Labor Board decisions or labor periodicals, although copies of the agreements were not always on file.

AUTOMOBILE INDUSTRY

Almost all workers under agreement in the automobile industry are subject to night-shift work and are allowed night differentials (table 1). All but 2 percent of the workers entitled to night differentials in the automobile industry are covered by clauses which provide either one general night premium with no reference to second and third shifts as such, or specify the same differential for both second and third shifts (table 2).

The General Motors agreement, which covers a large majority of the workers under clauses providing a general night differential, allows 5 percent extra on shifts "one-half of which are between the hours of 6 p. m. and 6 a. m." The Ford and Chrysler agreements, which represent a large majority of the workers under agreements which specifically mention both the second and third shifts, provide for premiums of 5 cents over the day rates for both shifts.

The night differentials most commonly provided by the automobile agreements are shown in table 5.

TABLE 5.—*Wage Differentials for Night Work Under Union Agreements in Automobile Industry*

Proportion of workers covered by differentials	Differentials paid for—	
	Second shift	Third shift
1 percent	3 cents per hour.....	4 cents per hour.
43 percent.....	5 cents per hour.....	5 cents per hour.
3 percent.....	5 percent over day rate.....	5 percent over day rate.
2 percent.....	10 percent over day rate.....	10 percent over day rate.
	General night differentials	
1 percent.....	3 cents per hour.	
4 percent.....	5 cents per hour.	
44 percent.....	5 percent over day rate.	
2 percent.....	10 percent over day rate.	

INDUSTRIAL-CHEMICALS INDUSTRY

About three-fourths of all workers under agreement in the industrial-chemicals industry are covered by agreements which specifically mention shift work. About one-half of these are entitled to extra rates for night work (table 1). Most chemical plants have always operated on a multiple-shift basis, owing to the continuous nature of the manufacturing process, and this may account for the relative lack of wage premiums for night work.

Almost half the chemical workers entitled to night differentials are covered by agreements which allow more for the third shift than for the second. About 30 percent are covered by clauses which specifically establish the same differential for both second and third shifts, and about 20 percent are covered by clauses which provide a general night differential but do not indicate whether a third shift is worked. A few agreements provide differentials for the third shift only. In addition, a considerable number of workers in this industry are allowed extra pay for working on rotating shifts; under these clauses a bonus is paid to workers on all rotating shifts, not only to the workers on the night shifts.

Pay Differentials for Night Work

The varying amounts of the differentials over day rates paid to workers on night shifts in the industrial-chemicals industry are indicated in table 6.

TABLE 6.—Wage Differentials for Night Work Under Union Agreements in Industrial-Chemicals Industry

Proportion of workers covered by differentials	Differentials paid for—	
	Second shift	Third shift
27 percent ¹	3 cents per hour.....	3 cents per hour.
4 percent.....	3 cents per hour.....	5 cents per hour.
3 percent.....	5 cents per hour.....	5 cents per hour.
4 percent.....	No differential.....	5 cents per hour.
42 percent.....	6 cents per hour.....	10 cents per hour.
	General night differentials	
5 percent.....	8 cents per hour.	
12 percent.....	3 cents per hour and paid lunch period.	
3 percent.....	10 percent over day rate.	

¹ The majority of these workers are covered by an agreement which allows differentials for the second and third shifts of 2 cents per hour to workers on rotating shifts and 3 cents per hour to workers on fixed shifts.

ELECTRICAL-MACHINERY INDUSTRY

Almost all workers under agreement in the electrical-machinery industry are covered by clauses providing for shift work and wage differentials for night work (table 1). About 85 percent of the workers covered by night differentials are included under clauses which allow one general night differential or which establish the same bonus for both second and third shifts. About 10 percent are covered by provisions which allow higher premiums for the third shift than for the second shift and about 2 percent are covered by clauses which allow differentials for the third shift only. A few agreements provide differentials for the second shift only, but do not refer to a third shift, and a few other agreements allow different premiums for night work depending on the number of shifts in operation or the number of hours worked on a shift (table 2).

Differentials tend to be higher in the electrical-machinery industry than in most other industries. Over two-thirds of the workers entitled to extra pay for work at night receive 10 percent above the day rate. Among the largest firms with agreements allowing 10 percent for night work are the General Electric Co. and the Westinghouse Electric & Manufacturing Co.

The amounts of night differentials most commonly allowed workers on second and third shifts, or on general night work which may or may not include two night shifts, are indicated in table 7. Several other examples of night differentials could be quoted from agreements on file with the Bureau, but these other agreements cover relatively few workers.

TABLE 7.—Wage Differentials for Night Work Under Union Agreements in Electrical-Machinery Industry

Proportion of workers covered by differentials	Differentials paid for—	
	Second shift	Third shift
4 percent.....	5 cents per hour.....	5 cents per hour.
3 percent.....	5 cents per hour.....	7 cents per hour.
1 percent.....	5 cents per hour.....	7½ cents per hour.
1 percent.....	5 cents per hour.....	10 cents per hour.
1 percent.....	6 cents per hour.....	10 cents per hour.
3 percent.....	5 percent over day rate.....	5 percent over day rate.
2 percent.....	No differential.....	5 percent over day rate.
1 percent.....	5 percent over day rate.....	7 percent over day rate.
1 percent.....	5 percent over day rate.....	10 percent over day rate.
4½ percent.....	10 percent over day rate.....	10 percent over day rate.
1 percent.....	10 percent over day rate.....	15 percent over day rate.
1 percent.....	½ hour's extra pay.....	¾ hour's extra pay.
	General night differentials	
2 percent.....	5 cents per hour.	
9 percent.....	5 percent over day rate.	
27 percent.....	10 percent over day rate.	
1 percent.....	10 percent over day rate (third shift not mentioned).	
1 percent.....	15 percent over day rate.	

MACHINE-TOOL INDUSTRY

Almost all agreements in the machine-tool industry mention shift work and all of the agreements in the Bureau's files referring to shifts provide differentials for night work (table 1).

Agreements covering almost 85 percent of the workers in the machine-tool industry specifically provide the same premium for both second and third shifts or allow one general night differential with no reference to whether or not both second and third shifts are involved. About one-sixth of the workers receive a higher differential for the third shift than for the second (table 2).

The amounts of the differentials over the day rates for night shifts are given in table 8.

TABLE 8.—Wage Differentials for Night Work Under Union Agreements in Machine-Tool Industry

Proportion of workers covered by differentials	Differentials paid for—	
	Second shift	Third shift
40 percent.....	5 cents per hour.....	5 cents per hour.
9 percent.....	5 cents per hour.....	10 cents per hour.
8 percent.....	8 cents per hour.....	15 cents per hour.
1 percent.....	10 percent over day rate.....	10 percent over day rate.
15 percent.....	5-10 percent over day rate (based on length of service) and 18-minute paid lunch period, minimum 5 cents.	5-10 percent over day rate (based on length of service) and 18-minute paid lunch period, minimum 5 cents.
	General night differentials	
5 percent.....	5 cents per hour.	
3 percent.....	7 cents per hour.	
5 percent.....	10 cents per hour.	
7 percent.....	7½ percent over day rate.	
7 percent.....	10 percent over day rate.	

Pay Differentials for Night Work

RUBBER INDUSTRY

About three-quarters of the rubber workers under agreement are covered by clauses which mention shift work, but only about 18 percent of the workers under shift provisions are entitled to differentials for night work by the terms of their agreements (table 1). As in the basic-steel and chemical industries, some operations in rubber manufacturing involve continuous processes and such operations have customarily been on a multiple-shift basis (see page 1).

About 95 percent of the small number of workers under agreements providing extra rates for night work are covered by clauses specifically providing the same differentials for both second and third shifts or allowing a general night differential, or a differential for the second shift only with no mention of a third shift (table 2).

The amounts of the differentials provided for night workers in the rubber industry are given in table 9.

TABLE 9.—Wage Differentials for Night Work Under Union Agreements in Rubber Industry

Proportion of workers covered by differentials	Differentials paid for—	
	Second shift	Third shift
13 percent.....	2½ cents per hour.....	2½ cents per hour.
2 percent.....	2½ cents per hour.....	5 cents per hour.
1 percent.....	3 cents per hour.....	5 cents per hour.
6 percent.....	4 cents per hour.....	4 cents per hour.
21 percent.....	5 cents per hour.....	5 cents per hour.
1 percent.....	2½ percent over day rate.....	2½ percent over day rate.
2 percent.....	3 percent over day rate.....	3 percent over day rate.
12 percent.....	5 percent over day rate.....	5 percent over day rate.
1 percent.....	5 percent over day rate.....	10 percent over day rate.
1 percent.....	No differential.....	10 percent over day rate.
	General night differentials	
9 percent.....	2 cents per hour (third shift not mentioned).	
1 percent.....	5 cents per hour (third shift not mentioned).	
14 percent.....	5 cents per hour.	
14 percent.....	10 cents per hour.	
2 percent.....	5 percent over day rate.	

SHIPBUILDING INDUSTRY

Over 90 percent of the shipbuilding workers in the United States are covered by shipbuilding stabilization agreements. Additional shipbuilding workers are covered by agreements negotiated directly between employers and unions.

Each of the four zone stabilization agreements contains a provision for night differentials and most of the union agreements covering companies not under stabilization agreements also do so. In the Pacific Coast and the Gulf Coast stabilization zones, the stabilization agreements specify the hours to be worked on each shift and the differential to be paid for second- and third-shift work. The stabilization agreements for the Atlantic Coast and Great Lakes zones provide money differentials but leave the question of hours and mealtime for local agreement. Union agreements with companies not under stabilization procedure usually provide about the same night premiums as the stabilization agreements of the respective areas.

The Pacific Coast agreement establishes a 10-percent differential and allows 8 hours' pay for 7½ hours' work for the second shift, and establishes a 15-percent differential and 8 hours' pay for 7 hours' work on the third shift.

The Gulf Coast agreement provides slightly varying differentials for the second shift under two-shift operation and under three-shift operation. If two shifts are worked the second shift receives a premium of only 40 cents for the shift; if three shifts are worked, the workers on the second shift receive a 40-cent premium for the shift and 8 hours' pay for 7½ hours' work. The third-shift workers receive a 40-cent premium for the shift and 8 hours' pay for 7 hours' work.⁶

The stabilization agreement on the Atlantic Coast allows 7 percent extra for both the second and third shifts and makes no mention of the hours to be worked. The Great Lakes stabilization agreement states that both second- and third-shift workers shall receive eight times the regular hourly rate, plus 40 cents. In both these zones, local union agreements include a variety of clauses in regard to the number of hours of work required on the second and third shift. Under some local agreements the second shift works 7½ hours and the third shift 7 hours. A few agreements provide for a paid lunch period of 15 or 20 minutes, or merely state that adequate time shall be allowed for meals. Some agreements, including one covering several large yards, stipulate that the length and time of shifts shall be determined by the company and union, in some instances subject to the approval of the War Production Board, Navy, or Maritime Commission. Other agreements do not specify the hours to be worked and presumably require 8 hours' work on both second and third shift.

FABRICATED-STEEL-PRODUCTS INDUSTRY ⁷

Between 55 and 60 percent of the workers under agreement in iron and steel fabricating plants are covered by agreements which refer to shift work. Over 90 percent of the workers covered by shift provisions are allowed differentials for night work (table 1).

Almost 45 percent of the steel-products workers entitled to extra pay for night work receive a greater premium for the third shift than for the second shift. About 22 percent receive the same differential for both second and third shifts and 32 percent are covered by agreements which provide a general night premium. About 2 percent of the workers in this industry are included under provisions for differentials on the third shift only or which specify that differentials will be negotiated when night work is undertaken (table 2).

Three agreements, covering less than 3 percent of the steel-products workers who are allowed night differentials, state that extra rates will be paid only if it is not found practical to rotate the shifts. In only one of the other agreements containing night differentials is shift arrangement mentioned and in this case the agreement merely states that shifts are to be rotated.

⁶ Shipbuilding workers under the Gulf Coast stabilization agreement have been counted in table 2 as covered by provisions which allow differentials for both second and third shifts.

⁷ Does not include blast furnaces, steel works and rolling mills. Agreements in basic steel do not generally mention shifts, although it is known that round-the-clock production with rotation of shifts is customary, and the payment of night differentials is rare.

The approximate proportions of workers covered by night-work differentials most commonly established by agreement in the manufacture of fabricated iron and steel products are indicated in table 10.

TABLE 10.—*Wage Differentials for Night Work Under Union Agreements in Manufacture of Fabricated-Steel Products*

Proportion of workers covered by differentials	Differentials paid for—	
	Second shift	Third shift
1 percent.....	2½ cents per hour.....	2½ cents per hour.
1 percent.....	3 cents per hour.....	3 cents per hour.
2 percent.....	No differential.....	3 cents per hour.
1 percent.....	4 cents per hour.....	4 cents per hour.
8 percent.....	5 cents per hour.....	5 cents per hour.
2 percent.....	5 cents per hour.....	5 cents per hour (if shifts not rotated).
2 percent.....	5 cents per hour.....	5 cents per hour, plus 8 hours' pay for 7½ hours' work.
1 percent.....	5 cents per hour.....	10 cents per hour.
1 percent.....	5 cents per hour.....	5 cents per hour, plus 8 hours' pay for 6½ hours' work.
3 percent.....	4 percent over day rate.....	4 percent over day rate.
6 percent.....	4 percent over day rate.....	5 percent over day rate.
6 percent.....	5 percent over day rate.....	5 percent over day rate.
2 percent.....	5 percent over day rate.....	7½ percent over day rate.
1 percent.....	10 percent over day rate.....	15 percent over day rate.
1 percent.....	10 percent over day rate, plus 8 hours' pay for 7½ hours' work.	15 percent over day rate, plus 8 hours' pay for 7½ hours' work.
30 percent.....	40 cents per shift and 8 hours' pay for 7½ hours' work.	40 cents per shift, plus 8 hours' pay for 7 hours' work.
	General night differentials	
3 percent.....	2½ cents per hour.	
3 percent.....	3 cents per hour.	
9 percent.....	5 cents per hour.	
1 percent.....	5 cents per hour (if shifts not rotated).	
4 percent.....	10 cents per hour.	
3 percent.....	4 percent over day rate.	
6 percent.....	5 percent over day rate.	
3 percent.....	10 percent over day rate.	

APPENDIX—*Sample Clauses in Union Agreements*

Clauses A, H, and C are samples of general night differentials. Clause A provides for a 5-cent differential; clause B, 5 percent; and clause C, 10 percent.

Clause A.—Employees working on shifts other than the regular day shift shall receive additional compensation at the rate of 5 cents per hour.

Clause B.—A night-shift premium of 5 percent of night-shift earnings, including overtime premium, will be paid to all hourly-rated employees working on shifts half or more of the working hours of which are scheduled between the hours of 6:00 p. m. and 6:00 a. m.

Clause C.—Work performed at night shall be paid for at the rate of 110 percent of the regular rate of pay for the work performed; provided, however, that such work performed at night shall be done by workers who have not worked during the preceding 8 hours.

The following three clauses illustrate differentials for both second and third shifts. In the first two clauses the same differential has been provided for both second and third shifts. In the third clause a 10-percent differential and a reduction of half an hour working time are provided for the second shift, and for the third shift a 15-percent differential plus 1 hour's decrease in working time.

Clause D.—All hourly paid and piece-work employees operating on the second and third shifts are to receive 10 percent over and above their hourly rate of earnings in their respective classifications.

Clause E.—Five cents per hour shall be paid as a bonus to employees working on the second and third shifts.

Clause F.—Shift work will be permitted in all classifications without restriction on the following basis:

First or regular daylight shift: An 8½-hour period less 30 minutes for meals on the employee's time. Pay for a full shift period shall be a sum equivalent to 8 times the regular hourly rate with no premium.

Second shift: An 8-hour period less 30 minutes for meals on employee's time. Pay for a second-shift period shall be a sum equivalent to 8 times the regular rate plus 10 percent.

Third shift: A 7½-hour period less 30 minutes for meals on employee's time. Pay for a full third shift shall be a sum equivalent to 8 times the regular hourly rate plus 15 percent.

Clause G provides for an alternative flat differential or percentage differential depending on which gives the employee more pay.

Clause H provides a higher differential for nonrotating shifts than for rotating shifts. *Clause I* states that negotiations in regard to night shift differentials will be undertaken when night work becomes regular.

Clause G.—All employees working an extra shift shall receive 5 cents per hour in addition to his hourly rate when working on the first or day shift, or 7 percent per hour, whichever will give the employee more pay. An extra shift shall be construed to mean a shift one-half or more of the working hours of which are scheduled between the hours of 6 p. m. and 6 a. m.

Clause H.—Three cents per hour shall be paid in addition to the regular hourly rates to employees working on afternoon and night shifts without rotation.

All employees working on shifts rotating continuously from day to night at least once in every 2-week period, shall be paid 2 cents an hour in addition to their regular rate.

Clause I.—If the employer shall institute night work a conference will be had with the union relative to the rate of wages to be received by such employees so engaged in night work, and no undertaking of night work shall be had until such agreement shall be reached with the union and incorporated into this agreement as if originally inscribed herein.



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