

Paid Vacation Provisions in Major Union Contracts, 1957

- **Prevalence**
- **Types of Plans**
- **Length of Vacations**
- **Service and Work Requirements**
- **Vacation Pay**
- **Scheduling and Other
Administrative Procedures**

Bulletin No. 1233

UNITED STATES DEPARTMENT OF LABOR

James P. Mitchell, *Secretary*

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Preface

This study of paid vacation provisions in major collective bargaining agreements covers, in addition to length of paid vacations and length-of-service requirements, many of the administrative aspects of a paid vacation policy coming within the scope of collective bargaining—e. g., minimum work requirements, computation of vacation pay, vacation schedules, effect of termination on employee's vacation rights, holidays in the vacation period, etc. Although the Bureau of Labor Statistics has been surveying vacation practices for many years, this study represents the Bureau's most comprehensive measurement of the prevalence of these related vacation policies. Moreover, several new types of data relating to length of vacation and service requirements are presented in this report.

Virtually all agreements in the United States covering 1,000 or more workers, exclusive of railroad and airline agreements, were analyzed for this study. The 1,813 agreements studied covered approximately 8 million workers, or almost half of total agreement coverage outside of the railroad and airline industries. These agreements are part of the Bureau's file of current agreements maintained for public and governmental use under the provisions of the Labor Management Relations Act, 1947.

This report was prepared in the Bureau's Division of Wages and Industrial Relations by Rose Theodore and John N. Gentry, under the supervision of Harry P. Cohany.

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Paid Vacation Provisions in Major Union Contracts, 1957

The extension and liberalization of paid vacations for wage earners have been important features of collective bargaining over the past two decades, with profound social as well as economic implications. In 1940, the U. S. Department of Labor's Bureau of Labor Statistics estimated that only about a fourth of all organized wage earners in the United States received annual vacations with pay.¹ For the majority of these workers, the maximum vacation period to which they could aspire was 1 week. A few agreements provided for up to 2 weeks of vacation; in only rare instances was provision made for 3 or 4 weeks. In 1957, all but 8 percent of 1,813 agreements covering 1,000 or more workers provided for paid vacations, and maximum vacations of 3 weeks or more were the rule rather than the exception.

By 1949, the principle of paid vacations for wage earners was firmly established. However, length of vacations and eligibility requirements continued to be frequently recurring issues in collective bargaining, and substantial changes were effected between 1949 and 1957. (See chart, p. 2.) In early 1949, 3 out of 5 negotiated vacation plans provided for a maximum vacation allowance of 2 weeks.² Also, for the first time, a significant portion of the agreements studied by the Bureau (one-third) provided for vacations in excess of 2 weeks. By this time, maximum vacations of 1 week or less were provided by only about 5 percent of the plans. By 1952, virtually all of the negotiated plans studied had maximum allowances of 2 weeks or more.³ Almost half the 1952 plans stipulated maximum allowances of 3 weeks, but only about 4 percent were for as much as 4 weeks.

In 1957, uniform or graduated vacation plans that provided for maximum vacations of less than 2 weeks were reduced to 1 percent of the total plans. Almost two-thirds of the plans allowed maximum vacations of 3 or 3½ weeks; an additional 20 percent provided maximum allowances of 4 weeks or more.

Increases in maximum vacation allowances have been accompanied by a reduction in length-of-service requirements. In 1952, for example, less than 0.5 percent of the workers under agreements providing a maximum vacation of 3 weeks were eligible for the maximum after service of 5 years or less, compared with almost 3 percent in 1957. Although only 4 percent of the workers were eligible for 3 weeks' vacation after 10 years or less in 1952, almost 15 percent of the workers qualified with similar service requirements in 1957.

Scope of Study

This study represents the Bureau's most comprehensive examination of paid vacation practices under collective bargaining. Agreements were analyzed in detail for such matters as prevalence and types of vacations plans,

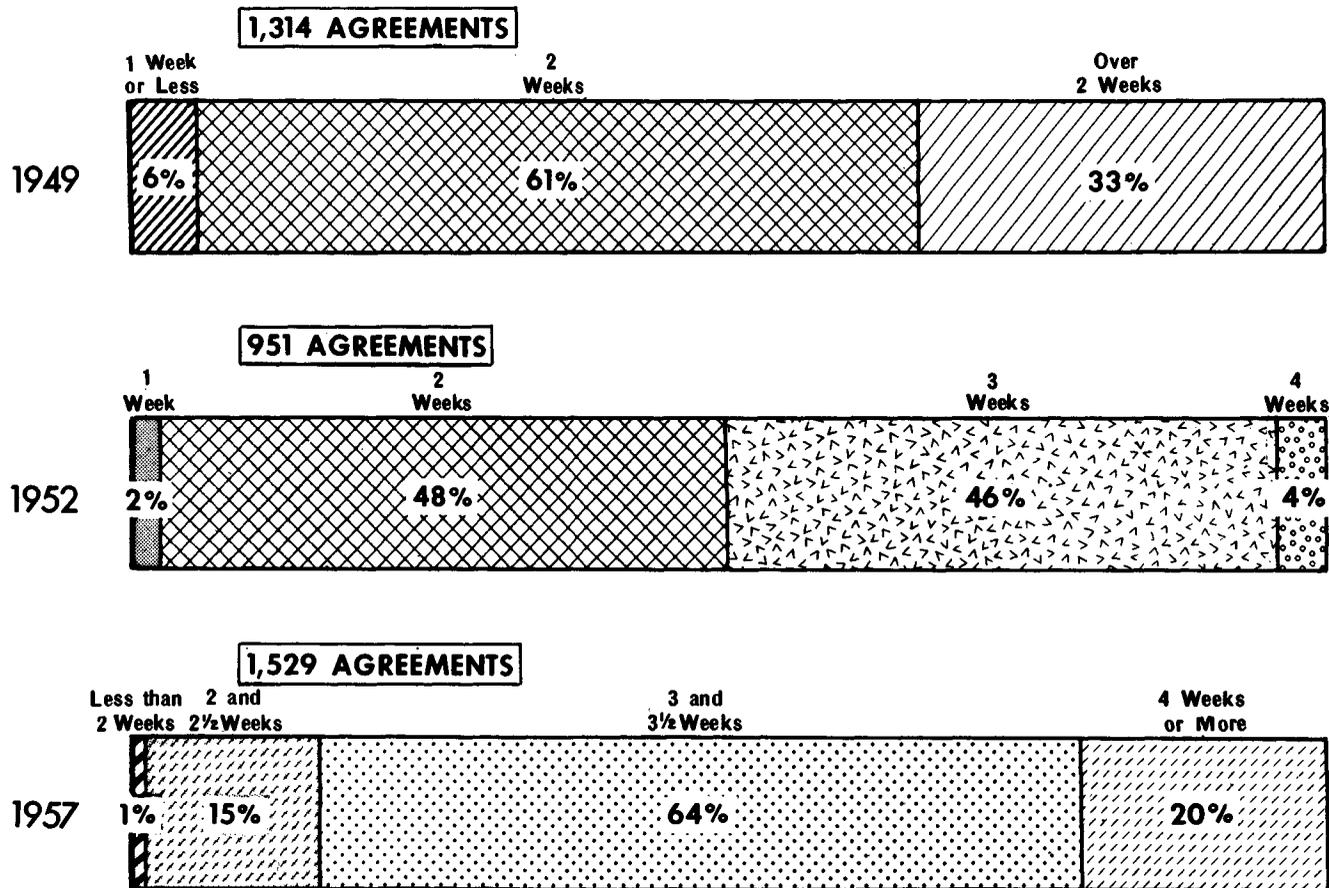
¹ See Vacations With Pay in Union Agreements (in Monthly Labor Review, November 1940, p. 1070).

² See Paid Vacations Under Collective Agreements, 1949 (in Monthly Labor Review, November 1949, p. 518).

³ See Paid Vacation Provisions in Collective Agreements, 1952 (in Monthly Labor Review, August 1952, p. 162).

Chart

MAXIMUM VACATION ALLOWANCES, UNIFORM AND GRADUATED PLANS, IN SELECTED COLLECTIVE BARGAINING AGREEMENTS 1949, 1952, and 1957



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length of vacation, service and work requirements, vacation patterns, and vacation pay. Also included in the analysis were various aspects relating to the operation and administration of vacation plans, notably pay in lieu of time off, scheduling of vacations, and vacation rights for employees entering or returning from military service or upon termination of employment.

The study was based on 1,813 collective bargaining agreements, each covering 1,000 or more workers, or virtually all agreements of this size in the United States, exclusive of railroads and airlines.⁴ Approximately 8 million workers were covered, or almost half of all the workers estimated to be under agreements in the United States, exclusive of railroads and airlines. Of these, 5 million workers, covered by 1,187 agreements, were in manufacturing, and 626 agreements applied to 3 million workers in nonmanufacturing establishments (table 1).

All but a few⁵ of the 1,813 agreements were in effect during 1957. Approximately 50 percent of the agreements, covering 40 percent of the workers, were scheduled to expire by the end of the year. Thirty percent of the agreements studied, covering about 35 percent of the workers, were to expire in 1958. The rest of the agreements were to continue in effect beyond the end of 1958.

Prevalence of Paid Vacation Provisions

More than 90 percent of the 1,813 agreements analyzed provided some form of paid vacation allowance (table 1). In 9 out of 10 agreements, these allowances took the form of graduated vacations based upon length of service in a definite formula. Practically all manufacturing agreements provided for paid vacations, as against 80 percent of the nonmanufacturing agreements. Of 149 agreements without vacation provisions, 120 were in the construction industry and applied to more than 85 percent of all workers not covered by a vacation provision.

Types of Vacation Plans

In the present study, 91 percent of the agreements with vacation benefits established graduated plans (table 1). The remaining agreements had provisions for pooling fixed employer contributions in a central fund which, in turn, provided vacation pay allowances directly to the workers; ratio-to-work plans, whereby the vacation granted was based upon days or hours worked during the year rather than upon length of service; uniform plans under which all workers received the same vacation allowance, regardless of differences among workers in amount of time worked during the year or length of service; and a few plans combining features of more than one type of vacation plan or another benefit.

Almost all of the 1,218 single employer agreements included in this study contained provisions for graduated vacation plans (table 2). On the other hand, a fourth of the 595 multiemployer plans providing paid vacations utilized the other types of vacation plans, chiefly funded arrangements.

⁴ The Bureau does not maintain a file of railroad and airline agreements, hence their omission from this study. For an analysis of the characteristics of the agreements studied, see *Characteristics of Major Union Contracts* (in *Monthly Labor Review*, July 1956, p. 805).

⁵ These few agreements expired late in 1956 and current agreements were not available at the time of the study.

TABLE 1.—Vacation plans in major collective bargaining agreements by industry, 1957

Industry	Number studied		Agreements providing paid vacations						No paid vacations	
			Total		Graduated plans		Other plans ¹			
	Agree-ments	Work-ers (000's)	Agree-ments	Work-ers (000's)	Agree-ments	Work-ers (000's)	Agree-ments	Work-ers (000's)	Agree-ments	Work-ers (000's)
All industries	1,813	8,024.6	1,664	7,314.9	1,515	6,419.4	149	895.6	149	709.7
Manufacturing	1,187	5,074.4	1,175	5,039.7	1,089	4,635.0	86	404.7	12	34.7
Ordnance	14	28.1	14	28.1	12	25.3	2	2.8	-	-
Food and kindred products	118	384.2	116	379.7	113	375.0	3	4.7	2	4.5
Tobacco manufactures	12	33.3	11	31.1	11	31.1	-	-	1	2.2
Textile mill products	53	128.9	53	128.9	49	113.5	4	15.4	-	-
Apparel and other finished textile products	54	488.4	49	469.9	17	201.3	32	268.6	5	18.5
Lumber and wood products (except furniture)	17	44.2	17	44.2	15	39.7	2	4.5	-	-
Furniture and fixtures	23	37.4	23	37.4	21	32.0	2	5.4	-	-
Paper and allied products	54	124.7	54	124.7	54	124.7	-	-	-	-
Printing, publishing, and allied industries	36	70.2	36	70.2	17	30.1	19	40.1	-	-
Chemicals and allied products	60	127.5	60	127.5	52	112.2	8	15.3	-	-
Products of petroleum and coal	26	78.6	26	78.6	25	77.2	1	1.4	-	-
Rubber products	23	130.4	23	130.4	23	130.4	-	-	-	-
Leather and leather products	23	78.5	23	78.5	20	70.5	3	8.0	-	-
Stone, clay, and glass products	40	120.7	40	120.7	40	120.7	-	-	-	-
Primary metal industries	119	720.8	119	720.8	119	720.8	-	-	-	-
Fabricated metal products	68	187.5	66	182.0	64	175.7	2	6.3	2	5.5
Machinery (except electrical)	149	410.3	149	410.3	147	403.7	2	6.6	-	-
Electrical machinery	114	473.8	112	469.8	112	469.8	-	-	2	4.0
Transportation equipment	145	1,324.1	145	1,324.1	141	1,303.4	4	20.7	-	-
Instruments and related products	27	60.1	27	60.1	26	58.6	1	1.6	-	-
Miscellaneous manufacturing industries	12	23.4	12	23.4	11	19.9	1	3.5	-	-
Nonmanufacturing	626	2,950.2	489	2,275.2	426	1,784.4	63	490.9	137	675.0
Mining, crude petroleum, and natural gas production	18	264.8	18	264.8	16	34.8	2	230.0	-	-
Transportation ²	114	587.7	110	563.0	81	401.4	29	161.6	4	24.7
Communications	76	571.5	76	571.5	76	571.5	-	-	-	-
Utilities: Electric and gas	77	201.2	77	201.2	75	186.6	2	14.6	-	-
Wholesale trade	14	26.7	13	25.2	13	25.2	-	-	1	1.5
Retail trade	86	254.0	86	254.0	82	244.2	4	9.8	-	-
Hotels and restaurants	30	161.4	30	161.4	30	161.4	-	-	-	-
Services	58	187.1	49	153.1	46	146.9	3	6.3	9	34.0
Construction	149	689.5	29	80.0	6	11.4	23	68.6	120	609.5
Miscellaneous nonmanufacturing industries	4	6.5	1	1.2	1	1.2	-	-	3	5.3

¹ See table 2 for types of nongraduated plans.² Excludes railroads and airlines.

NOTE: Because of rounding, sums of individual items do not necessarily equal totals.

TABLE 2.—Types of vacation plans in major collective bargaining agreements by type of employer unit, 1957

Type of plan	Total		Type of employer unit			
			Single employer		Multiemployer	
	Agree- ments	Work- ers (000's)	Agree- ments	Work- ers (000's)	Agree- ments	Work- ers (000's)
Total agreements studied	1,813	8,024.6	1,218	5,104.4	595	2,920.2
Total with vacation provisions	1,664	7,314.9	1,213	5,094.6	451	2,220.3
Graduated plan—vacation period and pay vary by length of service	1,515	6,419.4	1,185	4,998.7	330	1,420.7
Uniform plan—same vacation period to all eligible workers; vacation pay based on employee's earnings	14	41.8	4	21.6	10	20.2
Uniform plan—same vacation period and pay to all eligible workers	2	230.0	-	-	2	230.0
Employer contribution to pooled vacation fund	66	409.9	-	-	66	409.9
Ratio-to-work plan (based on days or hours worked rather than length of service)	37	93.7	3	4.4	34	89.3
Reference to vacation plan—no details given	20	69.2	18	65.8	2	3.4
Other ¹	10	51.1	3	4.1	7	47.0
Total without vacation provisions	149	709.7	5	9.8	144	699.9

¹ Includes combined vacation and sick leave allowances, and plans which combined features of several of the vacation provisions shown separately.

NOTE: Because of rounding, sums of individual items do not necessarily equal totals.

Other Vacation Plans in Multiemployer Agreements.—Sixty-six multi-employer agreements provided for pooling of employer contributions into central vacation funds.⁶ Almost all of these plans were in industries characterized by a high degree of seasonal or irregular employment, or frequent job changes such as apparel, maritime, and construction.

In the apparel industry, agreements usually called for the payment of a specified percentage of weekly wages into a health and welfare or similarly titled fund. An example follows:

Each member of the Association shall continue to pay weekly . . . to . . . [the union] for the said Vacation and Health Fund a sum equal to 4 $\frac{1}{2}$ percent of the weekly wages . . .

Two-thirds of the 30 pooled funds in the apparel industry were unilaterally administered by the union.⁷ However, a few large agreements in this industry (covering almost 150,000 workers) called for the establishment of a joint board composed of representatives of the union and employer groups, to be headed by an impartial chairman. Examples of clauses establishing unilaterally and jointly administered plans follow:

Each employer, member of the Association, agrees to pay weekly to [the union] 5 $\frac{1}{2}$ percent of its weekly payroll for all its employees covered by this agreement toward the Health, Welfare and Vacation Fund . . . for the purpose of providing workers eligible therefore with health, welfare and other benefits and contributions to their vacation benefits . . . Said . . . funds having been established prior to January 1, 1946, are to be maintained and administered by [the union] in accordance with the bylaws or rules and regulations adopted by [the union].

* * *

The Health and Welfare Fund shall . . . be administered by a Board of Trustees composed of 8 representatives of the union, each having three-fourths of a vote, and the [representatives of the employer association] each having one full vote. The Impartial Chairman provided for . . . shall be the public member thereof and shall

⁶ This study understates the prevalence of pooled vacation funds in major situations. For example, the national agreement between the Clothing Manufacturers Association of the United States of America and the Amalgamated Clothing Workers of America makes no reference to a vacation fund, but supplementary local agreements in this industry provide for such arrangement. Supplementary local agreements were not included in this study.

⁷ Section 302 of the Labor Management Relations Act, 1947 made it unlawful for any employer to make payments into trust funds unilaterally administered by the union. Section 302 (g), however, provided that this prohibition did not apply to funds in existence prior to January 1, 1946, nor should it be "construed as prohibiting contributions to such trust funds if prior to January 1, 1947, such funds contained provisions for pooled vacation benefits."

have the power to break any deadlock which may arise between the union and employer representatives on the Board in connection with the administration of the Fund: The decision of the Impartial Chairman shall be final and binding.

Virtually all pooled vacation plans in the apparel industry made no reference to time off, vacation pay, or other rules governing vacations.⁸ Some of the plans stated that the contributions to the fund were to be completely divorced from the question as to whether the employee received time off:

Contributions towards vacation benefits shall be paid wholly independent of and without relation to any particular vacation week and irrespective of whether or not the worker takes a vacation.

A majority of the 16 funded plans in the maritime industry called for a sliding scale based upon the number of days employed during a given period:

<u>Number of days employed by contributing employers in a spread of 360 days</u>	<u>Number of days of vacation benefits</u>
90	3
180	7
270	10
360	14

In addition to the benefits [above], if an employee has been in the continuous employ of 1 employer for 360 consecutive days, he shall be entitled to an additional 14 days of vacation benefits . . . The amount of vacation benefits shall be prorated in accordance with the average base rate of pay received by the employee in the period used for computing eligibility . . .

Other plans in maritime agreements referred to a vacation fund, but did not furnish details.

Pooled vacation plans in the construction industry generally specified cents-per-hour or a percent of weekly payroll contributions to a jointly administered vacation fund or health and welfare fund. Provisions governing the length of the vacation period, the amount of vacation pay, and minimum work and service requirements were usually not set forth. Generally, these agreements stipulated that the yearly vacation benefits were to be determined by the trustees of the fund.

Thirty-four of the 37 ratio-to-work plans were in multiemployer agreements, primarily in the printing industry. They usually provided for maximum vacations of 3 weeks after 1 year of service, and time off prorated on the basis of 1 day's vacation for each 16 days worked for those employees working

⁸ For actual vacation payments under pooled plans in the women's apparel industry, see *Earnings in the Women's and Misses Coat and Suit Industry* (in *Monthly Labor Review*, November 1957, p. 1343).

less than a full year. For example:

Employees who have held situations for an entire calendar year shall be entitled to 3 weeks' vacation with pay during the succeeding calendar year . . . Employees who have held situations for part of a calendar year shall be entitled during the following calendar year to 1 day's vacation with pay for each 16 days worked as a regular situation holder.

Of the remaining 19 plans, 8 were in trucking and longshoring agreements; the rest were distributed among 4 manufacturing and 3 nonmanufacturing industries.

Uniform plans negotiated by multiemployer groups appeared in only 12 agreements but were of significance in that 2 contracts represented virtually all workers in anthracite and bituminous coal mining. These 2 agreements provided for an annual payment of \$140 and \$180, respectively, to each worker, plus a vacation period of 14 calendar days.

Graduated Plans

Length of Vacation.—A maximum vacation of 3 weeks or longer was provided by 4 out of 5 of the 1,515 graduated plans (table 3). Industries in which a majority of the agreements (either in terms of number of agreements or workers covered) did not provide for vacations of at least 3 weeks were: Textiles, apparel, lumber, miscellaneous manufacturing, hotels, and construction.

Maximum allowances of 4 weeks appeared in approximately a fifth of the graduated plans. Principal manufacturing industries in which a substantial number of agreements provided for 4 weeks' vacation included food, paper, chemicals, and petroleum. More than two-thirds of the 4-week provisions in nonmanufacturing agreements were in transportation and electric and gas utilities. Five agreements in electric utilities provided for more than 4 weeks' vacation, generally 4½ weeks, i. e., 23 working days.

Service Requirements.—Liberalization of maximum vacation allowances under graduated plans has been accompanied by a reduction in the length of service required to receive a specific amount of vacation. Although 1 year's service remained the usual requirement for 1 week's vacation, approximately 20 percent of the 1,358 graduated plans providing for a week's vacation required less than a year of service. Only eight plans required more than a year's service (table 4).

Virtually all plans provided for 2 weeks' vacation after 5 years or less, and 3 out of 5 required service of 3 years or less. Thus, although 5 years still remains the predominant service requirement in this category, the lesser periods appear to be gaining ground. Almost a fifth of the plans allowed 2 weeks' vacation after service of a year or less.

The predominant requirement for 3 weeks' vacation was 15 years' service, accounting for two-thirds of the plans providing for such vacation allowances. However, service of 10 years or less was required by nearly a fourth of the agreements. Only 2 percent of the agreements required more than 15 years.

TABLE 3.—Maximum length of vacation provided in graduated plans, major collective bargaining agreements by industry, 1957

Industry	Total graduated plans		Maximum length of vacation ¹															
			1 week		1½ weeks		2 weeks		2½ weeks		3 weeks		3½ weeks		4 weeks		Over 4 weeks	
	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)
All industries	1,515	6,419.4	4	16.9	4	11.8	202	764.0	24	63.8	888	3,711.8	86	682.0	302	1,153.2	5	16.1
Manufacturing	1,089	4,635.0	4	16.9	4	11.8	132	505.5	21	60.0	656	2,735.5	82	669.9	190	635.6	-	-
Ordnance	12	25.3	-	-	-	-	1	1.4	1	3.3	10	20.7	-	-	-	-	-	-
Food and kindred products	113	375.0	-	-	1	4.0	7	14.5	-	-	64	202.9	-	-	41	153.7	-	-
Tobacco manufactures	11	31.1	-	-	-	-	2	5.5	-	-	9	25.6	-	-	-	-	-	-
Textile mill products	49	113.5	-	-	3	7.8	35	89.7	2	2.9	8	12.1	-	-	1	1.0	-	-
Apparel and other finished textile products	17	201.3	3	15.7	-	-	12	182.3	1	1.8	1	1.5	-	-	-	-	-	-
Lumber and wood products (except furniture)	15	39.7	-	-	-	-	12	31.9	-	-	1	2.0	-	-	2	5.8	-	-
Furniture and fixtures	21	32.0	-	-	-	-	9	15.8	-	-	10	12.7	1	2.3	1	1.3	-	-
Paper and allied products	54	124.7	-	-	-	-	1	1.4	-	-	24	41.4	1	1.2	28	80.8	-	-
Printing, publishing, and allied industries	17	30.1	-	-	-	-	-	-	-	-	16	28.1	-	-	1	2.0	-	-
Chemicals and allied products	52	112.2	-	-	-	-	4	9.5	-	-	23	55.4	-	-	25	47.3	-	-
Products of petroleum and coal	25	77.2	-	-	-	-	-	-	-	-	1	1.2	1	1.2	23	74.8	-	-
Rubber products	23	130.4	-	-	-	-	-	-	-	-	18	54.9	1	1.4	4	74.2	-	-
Leather and leather products	20	70.5	-	-	-	-	10	32.7	-	-	9	36.4	-	-	1	1.4	-	-
Stone, clay, and glass products	40	120.7	1	1.2	-	-	2	19.4	-	-	27	75.9	3	4.8	7	19.4	-	-
Primary metal industries	119	720.8	-	-	-	-	3	7.4	3	4.6	59	135.3	48	557.8	6	15.7	-	-
Fabricated metal products	64	175.7	-	-	-	-	6	12.0	2	3.7	45	91.4	7	27.6	4	41.1	-	-
Machinery (except electrical)	147	403.7	-	-	-	-	6	15.3	1	1.1	117	337.6	5	18.6	18	31.2	-	-
Electrical machinery	112	469.8	-	-	-	-	3	6.7	1	3.2	85	389.5	5	12.8	18	57.7	-	-
Transportation equipment	141	1,303.4	-	-	-	-	13	47.2	9	38.3	105	1,164.2	10	42.4	4	11.4	-	-
Instruments and related products	26	58.6	-	-	-	-	-	-	-	-	21	43.3	-	-	5	15.3	-	-
Miscellaneous manufacturing industries	11	19.9	-	-	-	-	6	13.2	1	1.2	3	3.7	-	-	1	1.8	-	-
Nonmanufacturing	426	1,784.4	-	-	-	-	70	258.5	3	3.9	232	976.4	4	12.1	112	517.6	5	16.1
Mining, crude petroleum, and natural gas production	16	34.8	-	-	-	-	1	1.9	-	-	5	9.8	4	12.1	6	11.1	-	-
Transportation ²	81	401.4	-	-	-	-	10	23.9	2	2.9	34	98.2	-	-	35	276.5	-	-
Communications	76	571.5	-	-	-	-	-	-	-	-	70	528.0	-	-	6	43.6	-	-
Utilities: Electric and gas	75	186.6	-	-	-	-	1	4.4	-	-	27	68.5	-	-	42	97.7	5	16.1
Wholesale trade	13	25.2	-	-	-	-	4	7.3	-	-	8	16.1	-	-	1	1.8	-	-
Retail trade	82	244.2	-	-	-	-	11	26.2	-	-	58	165.4	-	-	13	52.6	-	-
Hotels and restaurants	30	161.4	-	-	-	-	20	131.6	-	-	10	29.8	-	-	-	-	-	-
Services	46	146.9	-	-	-	-	18	53.0	1	1.0	18	58.5	-	-	9	34.4	-	-
Construction	6	11.4	-	-	-	-	5	10.4	-	-	1	1.0	-	-	-	-	-	-
Miscellaneous nonmanufacturing industries	1	1.2	-	-	-	-	-	-	-	-	1	1.2	-	-	-	-	-	-

¹ Agreements which provided pay in lieu of vacation were classified according to the number of weeks' pay provided; when vacation pay was expressed as percentage of total annual earnings, 2 percent was considered equivalent to 1 week's vacation.

² Excludes railroads and airlines.

NOTE: Because of rounding, sums of individual items do not necessarily equal totals.

TABLE 4.—Length of service required for specific vacation allowances in graduated plans, major collective bargaining agreements, ¹ 1957

Length of service required	Length of vacation period																	
	½ week		1 week		1½ weeks		2 weeks		2½ weeks		3 weeks		3½ weeks		4 weeks		Over 4 weeks	
	Agree-ments	Work-ers (000's)	Agree-ments	Work-ers (000's)	Agree-ments	Work-ers (000's)	Agree-ments	Work-ers (000's)	Agree-ments	Work-ers (000's)	Agree-ments	Work-ers (000's)	Agree-ments	Work-ers (000's)	Agree-ments	Work-ers (000's)	Agree-ments	Work-ers (000's)
Total	292	1,013.4	1,358	5,705.6	437	2,602.1	1,493	6,318.7	355	2,356.6	1,274	5,538.4	106	734.8	307	1,169.2	5	16.1
Less than 6 months	84	239.5	55	136.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 months but less than 1 year	207	772.8	218	872.3	50	150.5	29	97.7	2	8.4	-	-	-	-	-	-	-	-
1 year	-	-	1,077	4,674.7	17	61.6	248	1,084.7	5	27.9	3	9.6	-	-	-	-	-	-
Over 1 but less than 2 years	1	1.1	7	18.3	52	200.8	20	52.8	-	-	-	-	-	-	-	-	-	-
2 years	-	-	1	4.0	45	149.5	293	1,073.3	1	1.6	7	12.5	-	-	-	-	-	-
Over 2 but less than 3 years	-	-	-	-	4	17.5	2	2.5	4	13.4	1	1.6	-	-	-	-	-	-
3 years	-	-	-	-	260	2,005.4	312	1,187.4	7	11.3	7	20.4	-	-	-	-	-	-
4 years	-	-	-	-	5	8.9	37	84.6	3	26.6	1	1.2	-	-	-	-	-	-
5 years	-	-	-	-	1	4.0	545	2,719.6	22	135.8	47	111.7	-	-	4	13.6	-	-
6 years	-	-	-	-	-	-	3	4.3	3	14.3	-	-	-	-	-	-	-	-
7 years	-	-	-	-	-	-	1	1.0	10	20.3	5	18.4	-	-	-	-	-	-
8 years	-	-	-	-	-	-	-	-	15	48.0	8	26.9	-	-	-	-	-	-
9 years	-	-	-	-	-	-	-	-	13	28.1	2	6.3	-	-	-	-	-	-
10 years	-	-	-	-	-	-	3	10.6	181	1,642.0	226	599.2	-	-	2	3.1	-	-
11 years	-	-	-	-	-	-	-	-	11	47.7	5	78.5	-	-	-	-	-	-
12 years	-	-	-	-	-	-	-	-	51	276.8	85	529.9	2	4.3	3	4.6	-	-
13 years	-	-	-	-	-	-	-	-	1	1.2	1	1.0	-	-	-	-	-	-
14 years	-	-	-	-	-	-	-	-	1	2.0	11	24.3	-	-	-	-	-	-
15 years	-	-	-	-	-	-	-	-	12	23.8	834	4,029.8	16	53.8	7	17.3	-	-
18 years	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2.0	-	-	-
19 years	-	-	-	-	-	-	-	-	-	-	5	12.4	-	-	-	-	-	-
20 years	-	-	-	-	-	-	-	-	-	-	13	25.3	4	9.9	64	334.9	-	-
21 years	-	-	-	-	-	-	-	-	-	-	2	4.6	4	11.3	-	-	-	-
24 years	-	-	-	-	-	-	-	-	-	-	-	1	1.5	8	21.6	-	-	-
25 years	-	-	-	-	-	-	-	-	1	4.5	11	25.3	66	624.8	209	720.1	4	11.3
26 years	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	42.0	-	4.8
30 years	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	10.2	-	-
Over 30 years	-	-	-	-	3	4.2	-	-	-	-	-	-	-	-	-	-	-	-
Other ²	-	-	-	-	-	-	-	-	11	23.3	-	-	13	29.4	-	-	-	-

¹ 1,515 agreements covering 6,419,400 workers.² Includes agreements which provide half weekly increments for service requirements not separately shown, typically less than full yearly intervals.

NOTE: Because of rounding, sums of individual items do not necessarily equal totals.

Twenty-five years of service was required by two-thirds of the plans providing 4 weeks' vacation. A fourth of the 4-week plans required service of 20 years or less. The shortest length-of-service requirement for 4 weeks was 5 years, which appeared in 4 agreements.

Half-Week and Day Allowances.—More than a third of the graduated plans provided for vacation allowances of fractions of a week in addition to full weekly units. For example, an agreement might provide for 1 week's vacation after 1 year of service, 2 weeks after 5 years, and 1 additional day for each year of service between 1 and 5. Thus, a worker with 3 years of service would be entitled to 1 week and 2 days.⁹ Another frequent clause provided for 2 weeks' vacation with 80 hours' pay after 5 years of service, 2½ weeks with 100 hours' pay after 10 years, and 3 weeks with 120 hours' pay after 15 years.

A majority of plans providing vacations at the 1½-week level required service of 3 years (table 4). Almost all of the remaining plans required between 1 and 3 years of service. The service requirements for 2½ weeks' vacation varied widely, but half of the 2½-week plans required 10 years; a majority of the remainder required less than 10 years. Provision for 3½ weeks' vacations appeared in 106 plans, more than half of which were at the 25-year level. Five plans provided for more than 4 weeks but less than 5—4 were effective after 25 years of service and 1 after 26.

Provision was also made in a number of agreements for less than weekly allowances to employees who did not meet the standard service requirements. Such agreements usually provided that short-service employees received a prorata vacation based upon total service during the preceding period; a specified number of days off, but vacation pay computed as a percentage of the worker's total earnings; or a fixed allowance in terms of both time off and pay. Illustrative clauses follow:

* * *

Employees who have held regular situations with the employer for less than 1 year as of May 1st of any year shall be entitled to 1 day's paid vacation for each 23 regular days worked by that date, not to exceed 5 days.

* * *

Each employee who . . . has been actively in the employ of the corporation for less than 1 year shall be entitled . . . to a vacation of 1 week with pay, less usual deductions, equal to 2 percent of his gross earnings during the preceding calendar year.

Industry Variations.—Industries which provided the higher maximum vacation allowances also tended to be more liberal in the allowances at other service levels (table 5). For example, in the petroleum industry, where almost all plans provided for a 4-week maximum, a 2 weeks' vacation was generally granted after 1 year's service, and half of the plans provided 3 weeks after 10 years. Also, in utilities and transportation, where a considerable number of plans provided for 4 weeks' vacation, provision was made, in most cases, for 2 weeks' vacation after 2 or 3 years.

⁹ For purposes of this study, a half week was computed as 2 days but less than 4 days, or 16 hours but less than 32 hours, or 1 percent but less than 2 percent of annual earnings.

TABLE 5.—Length of service required for specific vacation allowances in graduated plans, major collective bargaining agreements,¹ by industry, 1957

Industry	½ week's vacation after—						1 week's vacation after—									
	Less than 6 months		6 months - 1 year		Over 1 - less than 2 years		Less than 6 months		6 months - less than 1 year		1 year		Over 1 - less than 2 years		2 years	
	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)
All industries	84	239.5	207	772.8	1	1.1	55	136.4	218	872.3	1,077	4,674.7	7	18.3	1	4.0
Manufacturing	60	142.4	171	637.8	1	1.1	37	83.9	135	366.0	815	3,617.8	5	16.2	1	4.0
Ordnance	1	1.4	1	4.5	-	-	1	1.4	-	-	7	15.6	-	-	-	-
Food and kindred products	6	13.7	9	19.8	1	1.1	1	1.4	4	8.6	96	336.2	1	1.1	1	4.0
Tobacco manufactures	1	2.9	2	2.9	-	-	-	-	5	14.9	2	2.9	-	-	-	-
Textile mill products	5	6.8	14	30.4	-	-	-	-	11	17.3	38	96.2	-	-	-	-
Apparel and other finished textile products	2	5.5	5	161.7	-	-	-	-	7	22.2	7	24.3	-	-	-	-
Lumber and wood products (except furniture)	1	1.0	-	-	-	-	-	-	1	6.5	14	33.2	-	-	-	-
Furniture and fixtures	1	2.5	3	3.7	-	-	-	-	2	3.8	17	25.5	-	-	-	-
Paper and allied products	3	6.2	6	11.7	-	-	-	-	2	3.8	51	119.7	-	-	-	-
Printing, publishing, and allied industries	7	17.7	1	1.1	-	-	6	15.9	6	7.4	2	2.7	-	-	-	-
Chemicals and allied products	6	9.6	5	17.8	-	-	3	4.5	7	11.2	32	71.3	-	-	-	-
Products of petroleum and coal	-	-	-	-	-	-	-	-	1	1.5	2	2.4	-	-	-	-
Rubber products	1	1.1	1	22.0	-	-	-	-	-	-	23	130.4	-	-	-	-
Leather and leather products	-	-	5	19.0	-	-	1	2.1	1	1.4	18	67.0	-	-	-	-
Stone, clay, and glass products	-	-	8	13.4	-	-	-	-	4	14.1	36	106.6	-	-	-	-
Primary metal industries	2	2.2	9	22.0	-	-	4	5.7	7	21.8	107	684.3	-	-	-	-
Fabricated metal products	1	2.2	12	28.2	-	-	3	10.9	5	9.4	56	155.4	-	-	-	-
Machinery (except electrical)	2	3.0	32	69.0	-	-	4	5.1	20	28.0	117	342.5	-	-	-	-
Electrical machinery	2	2.9	31	109.4	-	-	4	7.2	25	84.2	77	342.9	2	11.6	-	-
Transportation equipment	9	30.6	22	94.4	-	-	5	12.8	16	87.6	94	1,022.7	2	3.5	-	-
Instruments and related products	7	28.9	4	5.6	-	-	4	15.9	7	13.0	13	27.4	-	-	-	-
Miscellaneous manufacturing industries	3	4.5	1	1.5	-	-	1	1.2	4	9.7	6	9.0	-	-	-	-
Nonmanufacturing	24	97.1	36	135.0	-	-	18	52.5	83	506.3	262	1,056.9	2	2.1	-	-
Mining, crude petroleum, and natural gas production	-	-	4	-	-	-	-	-	-	-	11	25.7	-	-	-	-
Transportation	2	5.2	4	5.9	-	-	2	2.6	2	6.8	68	371.2	-	-	-	-
Communications	4	37.1	3	28.5	-	-	-	-	52	406.6	21	143.2	-	-	-	-
Utilities: Electric and gas	9	22.0	6	25.9	-	-	6	36.1	15	29.9	31	70.5	2	2.1	-	-
Wholesale trade	-	-	1	1.0	-	-	-	-	1	1.2	10	20.9	-	-	-	-
Retail trade	3	11.3	8	20.4	-	-	4	6.0	3	6.8	65	188.5	-	-	-	-
Hotels and restaurants	2	2.9	6	17.7	-	-	1	1.6	-	-	29	159.8	-	-	-	-
Services	4	18.8	8	35.8	-	-	5	6.3	9	53.8	22	67.1	-	-	-	-
Construction	-	-	-	-	-	-	-	-	1	1.2	5	10.2	-	-	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

TABLE 5.—Length of service required for specific vacation allowances in graduated plans, major collective bargaining agreements,¹ by industry, 1957 - Continued

Industry	1½ weeks' vacation after—											
	6 months - less than 1 year		1 year		Over 1 - less than 2 years		2 years		3 years		Other	
	Agree-ments	Work-ers (000's)	Agree-ments	Work-ers (000's)	Agree-ments	Work-ers (000's)	Agree-ments	Work-ers (000's)	Agree-ments	Work-ers (000's)	Agree-ments	Work-ers (000's)
All industries	50	150.5	17	61.6	52	200.8	45	149.5	260	2,005.4	13	34.5
Manufacturing	31	71.4	13	39.6	36	121.0	37	90.4	246	1,975.9	13	34.5
Ordnance	1	1.4	-	-	-	-	-	-	1	3.3	-	-
Food and kindred products	5	12.1	-	-	4	8.5	4	4.3	1	1.2	1	4.0
Tobacco manufactures	-	-	-	-	-	-	1	1.5	-	-	-	-
Textile mill products	1	1.5	-	-	-	-	3	16.5	23	49.8	1	1.3
Apparel and other finished textile products	1	4.0	-	-	1	1.5	-	-	-	-	-	-
Lumber and wood products (except furniture)	-	-	-	-	-	-	1	2.0	-	-	-	-
Furniture and fixtures	1	2.5	1	1.3	-	-	1	1.3	2	2.4	-	-
Paper and allied products	-	-	-	-	1	2.4	2	5.5	-	-	2	6.2
Printing, publishing, and allied industries	7	17.4	-	-	1	1.1	-	-	-	-	-	-
Chemicals and allied products	5	7.5	-	-	6	9.8	1	7.3	1	2.0	-	-
Products of petroleum and coal	-	-	-	-	-	-	-	-	-	-	-	-
Rubber products	-	-	-	-	-	-	-	-	1	4.0	-	-
Leather and leather products	-	-	-	-	-	-	-	-	-	-	-	-
Stone, clay, and glass products	-	-	-	-	1	1.5	3	4.7	4	6.5	1	10.0
Primary metal industries	-	-	-	-	1	1.8	2	2.9	61	601.4	-	-
Fabricated metal products	-	-	-	-	1	5.5	2	3.1	18	43.7	1	2.2
Machinery (except electrical)	-	-	3	5.0	5	10.5	5	9.7	51	206.7	3	4.3
Electrical machinery	2	8.2	2	18.5	11	58.3	5	20.0	37	230.8	2	3.7
Transportation equipment	5	12.0	5	12.6	3	18.0	5	9.0	42	818.2	-	-
Instruments and related products	2	3.7	-	-	1	2.3	2	2.8	2	2.4	1	1.4
Miscellaneous manufacturing industries	1	1.2	2	2.2	-	-	-	-	2	3.8	1	1.5
Nonmanufacturing	19	79.1	4	22.0	16	79.8	8	59.1	14	29.5	-	-
Mining, crude petroleum, and natural gas production	-	-	-	-	-	-	1	1.9	5	13.3	-	-
Transportation ²	3	8.7	3	9.0	2	3.4	2	3.0	5	10.3	-	-
Communications	5	38.6	-	-	3	28.5	-	-	-	-	-	-
Utilities: Electric and gas	6	11.0	-	-	2	12.5	-	-	-	-	-	-
Wholesale trade	-	-	-	-	-	-	-	-	1	2.2	-	-
Retail trade	1	2.0	-	-	4	10.2	1	1.2	1	1.3	-	-
Hotels and restaurants	1	1.6	-	-	3	18.3	1	35.0	-	-	-	-
Services	3	17.4	1	13.0	2	7.0	3	18.1	-	-	-	-
Construction	-	-	-	-	-	-	-	-	2	2.5	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

TABLE 5.—Length of service required for specific vacation allowances in graduated plans, major collective bargaining agreements,¹ by industry, 1957 - Continued

Industry	2 weeks' vacation after—											
	6 months - less than 1 year		1 year		2 years		3 years		5 years		Other	
	Agree-ments	Work-ers (000's)	Agree-ments	Work-ers (000's)	Agree-ments	Work-ers (000's)	Agree-ments	Work-ers (000's)	Agree-ments	Work-ers (000's)	Agree-ments	Work-ers (000's)
All industries	29	97.7	248	1,084.7	293	1,073.3	312	1,187.4	545	2,719.6	66	155.7
Manufacturing	15	33.4	143	690.7	126	351.5	223	725.8	513	2,627.5	47	105.0
Ordnance	1	1.4	4	8.4	1	1.4	3	8.9	3	5.3	-	-
Food and kindred products	1	1.4	14	32.3	32	79.3	44	152.1	19	101.4	2	4.6
Tobacco manufactures	1	4.5	8	23.7	-	-	2	2.9	-	-	-	-
Textile mill products	-	-	1	1.5	-	-	4	19.3	40	83.7	1	1.2
Apparel and other finished textile products	-	-	9	175.5	1	3.0	1	1.5	3	5.6	-	-
Lumber and wood products (except furniture)	-	-	-	-	1	10.0	9	20.8	4	6.9	1	2.0
Furniture and fixtures	-	-	2	4.0	2	4.2	6	8.8	10	13.8	-	-
Paper and allied products	-	-	-	-	4	9.5	32	88.0	18	27.3	-	-
Printing, publishing and allied industries	1	7.0	12	18.1	1	1.1	3	3.9	-	-	-	-
Chemicals and allied products	-	-	16	34.6	15	26.9	9	12.6	5	9.6	5	14.8
Products of petroleum and coal	1	1.5	22	73.3	-	-	-	-	2	2.4	-	-
Rubber products	-	-	-	-	-	-	17	120.9	6	9.5	-	-
Leather and leather products	-	-	-	-	1	4.5	1	1.2	18	64.8	-	-
Stone, clay, and glass products	-	-	-	-	5	11.9	5	8.0	28	98.2	1	1.5
Primary metal industries	1	1.0	1	9.8	4	7.2	8	15.9	98	670.1	3	3.3
Fabricated metal products	-	-	-	-	8	19.6	10	52.7	41	90.8	4	6.7
Machinery (except electrical)	-	-	12	37.9	13	26.2	17	25.0	95	299.3	8	12.4
Electrical machinery	2	2.7	7	32.8	24	88.4	21	71.6	44	230.3	14	44.1
Transportation equipment	3	8.1	29	219.5	9	50.9	22	86.6	69	893.3	5	10.3
Instruments and related products	3	4.7	6	19.6	3	5.4	6	16.5	6	9.4	2	3.0
Miscellaneous manufacturing industries	1	1.2	-	-	2	2.2	3	9.0	4	6.3	1	1.2
Nonmanufacturing	14	64.3	105	394.0	167	721.8	89	461.6	32	92.1	19	50.7
Mining, crude petroleum, and natural gas production	-	-	5	9.1	-	-	2	3.9	9	21.8	-	-
Transportation	2	2.6	7	15.3	19	47.7	36	284.4	13	45.0	4	6.5
Communications	2	20.4	28	198.8	44	335.0	-	-	-	-	2	17.4
Utilities: Electric and gas	6	36.1	32	71.9	27	62.6	6	10.0	-	-	4	6.2
Wholesale trade	-	-	3	4.3	5	12.6	3	5.1	2	3.2	-	-
Retail trade	-	-	15	52.0	41	132.9	21	47.7	1	1.3	4	10.4
Hotels and restaurants	1	1.6	-	-	24	114.7	4	43.8	-	-	1	1.3
Services	3	3.7	13	40.2	7	16.5	16	65.4	4	13.7	3	7.5
Construction	-	-	1	1.2	-	-	1	1.5	3	7.2	1	1.5
Miscellaneous nonmanufacturing industries	-	-	1	1.2	-	-	-	-	-	-	-	-

See footnotes at end of table.

TABLE 5.—Length of service required for specific vacation allowances in graduated plans, major collective bargaining agreements,¹ by industry, 1957 - Continued

Industry	2½ weeks' vacation after—															
	1 year		Over 1 - less than 5 years		5 years		Over 5 - less than 10 years		10 years		Over 10 - less than 15 years		15 years		Other	
	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)
All industries -----	5	27.9	16	54.0	22	135.8	43	114.3	181	1,642.0	68	333.9	12	23.8	8	25.3
Manufacturing -----	3	25.3	9	12.7	21	134.4	38	108.1	174	1,618.3	59	317.6	11	22.7	3	12.9
Ordnance -----	-	-	-	-	-	-	-	-	1	3.3	-	-	-	-	-	-
Food and kindred products -----	-	-	-	-	-	-	-	-	1	1.0	1	3.4	6	12.6	1	1.4
Tobacco manufactures -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products -----	-	-	-	-	-	-	2	2.0	-	-	-	-	2	2.9	-	-
Apparel and other finished textile products -----	-	-	-	-	1	1.8	-	-	-	-	-	-	-	-	-	-
Lumber and wood products (except furniture) -----	-	-	-	-	-	-	-	-	-	-	1	2.0	-	-	-	-
Furniture and fixtures -----	-	-	1	1.3	-	-	-	-	2	3.8	-	-	-	-	-	-
Paper and allied products -----	-	-	1	1.2	-	-	1	2.4	-	-	2	3.2	-	-	-	-
Printing, publishing, and allied industries -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	7.0
Chemicals and allied products -----	-	-	1	2.0	2	13.8	2	9.3	-	-	2	6.2	-	-	-	-
Products of petroleum and coal -----	-	-	-	-	-	-	-	-	-	-	1	1.2	-	-	-	-
Rubber products -----	-	-	-	-	-	-	-	-	1	4.0	9	40.8	1	1.1	-	-
Leather and leather products -----	-	-	-	-	-	-	-	-	1	1.4	-	-	-	-	-	-
Stone, clay, and glass products -----	-	-	-	-	-	-	-	-	3	5.1	-	-	-	-	-	-
Primary metal industries -----	-	-	1	1.1	5	14.7	3	11.9	60	580.8	1	1.5	-	-	-	-
Fabricated metal products -----	-	-	-	-	2	8.2	2	6.6	19	65.6	-	-	-	-	-	-
Machinery (except electrical) -----	-	-	3	4.5	2	44.2	5	12.1	39	140.2	12	24.9	1	3.0	-	-
Electrical machinery -----	-	-	-	-	2	18.5	15	43.0	10	20.3	19	206.2	-	-	-	-
Transportation equipment -----	2	24.1	2	2.7	6	35.2	5	9.2	34	789.4	7	23.5	1	3.1	1	4.5
Instruments and related products -----	-	-	-	-	1	1.0	1	9.0	2	2.2	4	4.8	-	-	-	-
Miscellaneous manufacturing industries -----	1	1.2	-	-	-	-	-	-	1	1.5	-	-	-	-	-	-
Nonmanufacturing -----	2	2.6	7	41.3	1	1.4	5	6.2	7	23.8	9	16.3	1	1.1	5	12.4
Mining, crude petroleum, and natural gas production -----	-	-	1	1.2	-	-	-	-	5	16.7	-	-	-	-	-	-
Transportation ² -----	-	-	2	3.4	1	1.4	2	2.2	1	1.8	-	-	1	1.1	1	1.1
Communications -----	-	-	-	-	-	-	-	-	-	-	1	1.6	-	-	-	-
Utilities: Electric and gas -----	-	-	-	-	-	-	1	1.3	-	-	7	13.7	-	-	4	11.3
Wholesale trade -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade -----	-	-	2	10.9	-	-	1	1.2	-	-	1	1.0	-	-	-	-
Hotels and restaurants -----	1	1.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Services -----	1	1.0	2	25.0	-	-	1	1.5	1	5.3	-	-	-	-	-	-
Construction -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous nonmanufacturing industries -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

TABLE 5.—Length of service required for specific vacation allowances in graduated plans, major collective bargaining agreements,¹ by industry, 1957 - Continued

Industry	3 weeks' vacation after—																	
	Less than 5 years		5 years		Over 5 - less than 10 years		10 years		12 years		15 years		20 years		25 years		Other	
	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)
All industries	19	45.2	47	111.7	15	51.6	226	599.2	85	529.9	834	4,029.8	13	25.3	11	25.3	24	120.6
Manufacturing	11	31.1	16	22.7	10	30.2	147	389.1	40	225.3	662	3,180.0	11	20.3	10	24.2	15	95.6
Ordnance	-	-	-	-	-	-	1	3.0	4	6.8	5	10.9	-	-	-	-	-	-
Food and kindred products	3	12.4	7	11.6	8	23.9	33	75.6	-	-	45	213.5	-	-	5	11.5	4	8.2
Tobacco manufactures	-	-	-	-	-	-	-	-	-	-	8	22.7	1	2.9	-	-	-	-
Textile mill products	-	-	-	-	-	-	1	1.4	-	-	8	11.8	-	-	-	-	-	-
Apparel and other finished textile products	-	-	-	-	-	-	-	-	-	-	1	1.5	-	-	-	-	-	-
Lumber and wood products (except furniture)	-	-	-	-	-	-	-	-	2	5.8	1	2.0	-	-	-	-	-	-
Furniture and fixtures	-	-	1	1.3	-	-	3	3.5	-	-	6	8.0	1	1.3	-	-	-	-
Paper and allied products	-	-	-	-	-	-	9	15.4	3	4.3	41	103.7	-	-	-	-	-	-
Printing, publishing, and allied industries	8	18.7	8	9.8	-	-	1	1.6	-	-	-	-	-	-	-	-	-	-
Chemicals and allied products	-	-	-	-	-	-	12	22.0	-	-	31	65.6	-	-	1	7.3	4	7.9
Products of petroleum and coal	-	-	-	-	-	-	12	48.6	-	-	13	28.6	-	-	-	-	-	-
Rubber products	-	-	-	-	-	-	2	2.2	-	-	17	54.2	-	-	1	1.1	3	7.3
Leather and leather products	-	-	-	-	-	-	-	-	-	-	10	37.8	-	-	-	-	-	-
Stone, clay, and glass products	-	-	-	-	-	-	1	1.5	2	3.3	31	91.0	2	2.8	-	-	1	1.5
Primary metal industries	-	-	-	-	-	-	1	1.0	1	9.8	106	682.9	-	-	-	-	2	2.1
Fabricated metal products	-	-	-	-	-	-	1	1.5	2	4.6	50	144.8	1	1.0	1	2.2	-	-
Machinery (except electrical)	-	-	-	-	-	-	15	24.7	6	11.2	115	345.3	3	5.0	-	-	-	-
Electrical machinery	-	-	-	-	1	4.0	31	81.6	1	2.9	73	366.2	2	5.2	-	-	-	-
Transportation equipment	-	-	-	-	-	-	18	87.8	18	174.1	79	948.8	1	2.2	2	2.2	1	3.0
Instruments and related products	-	-	-	-	1	2.3	6	17.9	1	2.7	18	35.7	-	-	-	-	-	-
Miscellaneous manufacturing industries	-	-	-	-	-	-	-	-	-	-	4	5.5	-	-	-	-	-	-
Nonmanufacturing	8	14.1	31	89.0	5	21.4	79	210.1	45	304.6	172	849.8	2	5.0	1	1.1	9	25.1
Mining, crude petroleum, and natural gas production	-	-	-	-	-	-	2	2.3	-	-	12	28.7	-	-	-	-	-	-
Transportation ²	3	7.2	4	11.7	4	18.5	19	66.2	29	256.8	7	11.3	-	-	1	1.1	2	2.1
Communications	-	-	2	3.1	-	-	-	-	2	3.0	71	560.0	-	-	-	-	1	5.5
Utilities: Electric and gas	-	-	-	-	-	-	17	25.6	3	9.7	48	130.0	1	2.0	-	-	5	15.0
Wholesale trade	-	-	1	1.3	-	-	3	5.6	-	-	4	8.5	-	-	-	-	1	2.5
Retail trade	2	2.8	16	57.1	1	2.9	27	69.6	7	28.7	18	57.0	-	-	-	-	-	-
Hotels and restaurants	1	1.6	3	7.4	-	-	4	14.9	-	-	1	3.0	1	3.0	-	-	-	-
Services	2	2.6	5	8.5	-	-	5	23.9	4	6.5	11	51.5	-	-	-	-	-	-
Construction	-	-	-	-	-	-	1	1.0	-	-	-	-	-	-	-	-	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	1	1.2	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

TABLE 5.—Length of service required for specific vacation allowances in graduated plans, major collective bargaining agreements,¹ by industry, 1957 - Continued

Industry	3½ weeks' vacation after—									
	12 years		15 years		20 years		25 years		Other	
	Agree- ments	Work- ers (000's)	Agree- ments	Work- ers (000's)	Agree- ments	Work- ers (000's)	Agree- ments	Work- ers (000's)	Agree- ments	Work- ers (000's)
All industries	2	4.3	16	53.8	4	9.9	66	624.8	18	42.2
Manufacturing	2	4.3	16	53.8	4	9.9	62	612.7	10	20.3
Ordnance	-	-	1	2.3	-	-	-	-	-	-
Food and kindred products	-	-	-	-	-	-	-	-	-	-
Tobacco manufactures	-	-	-	-	-	-	-	-	-	-
Textile mill products	-	-	-	-	-	-	-	-	-	-
Apparel and other finished textile products	-	-	-	-	-	-	-	-	-	-
Lumber and wood products (except furniture)	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	-	-	-	-	-	-	-	-	3	5.2
Paper and allied products	-	-	-	-	-	-	-	-	-	-
Printing, publishing, and allied industries	-	-	-	-	-	-	-	-	-	-
Chemicals and allied products	-	-	-	-	-	-	-	-	2	4.0
Products of petroleum and coal	-	-	-	-	1	1.2	-	-	-	-
Rubber products	-	-	1	1.4	-	-	-	-	-	-
Leather and leather products	-	-	-	-	-	-	-	-	-	-
Stone, clay, and glass products	-	-	-	-	-	-	2	3.3	1	1.5
Primary metal industries	-	-	4	14.0	1	5.4	44	543.9	-	-
Fabricated metal products	-	-	1	6.0	-	-	6	21.6	-	-
Machinery (except electrical)	1	1.3	-	-	1	2.2	3	15.4	2	4.0
Electrical machinery	-	-	7	19.3	-	-	-	-	2	5.6
Transportation equipment	1	3.0	2	10.9	-	-	7	28.6	-	-
Instruments and related products	-	-	-	-	1	1.2	-	-	-	-
Miscellaneous manufacturing industries	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	-	-	-	-	-	-	4	12.1	8	21.9
Mining, crude petroleum, and natural gas production	-	-	-	-	-	-	4	12.1	-	-
Transportation	-	-	-	-	-	-	-	-	-	-
Communications	-	-	-	-	-	-	-	-	-	-
Utilities: Electric and gas	-	-	-	-	-	-	-	-	8	21.9
Wholesale trade	-	-	-	-	-	-	-	-	-	-
Retail trade	-	-	-	-	-	-	-	-	-	-
Hotels and restaurants	-	-	-	-	-	-	-	-	-	-
Services	-	-	-	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-	-	-	-
Miscellaneous nonmanu- facturing industries	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

TABLE 5.—Length of service required for specific vacation allowances in graduated plans, major collective bargaining agreements,¹ by industry, 1957 - Continued

Industry	4 weeks' vacation after—															Over 4 weeks' vacation		
	5 years		10 and 12 years ³		15 years		18 years		20 years		24 years		25 years		30 years and over ⁴		25 years and over ⁵	
	Agree- ments	Work- ers (000's)	Agree- ments	Work- ers (000's)	Agree- ments	Work- ers (000's)	Agree- ments	Work- ers (000's)	Agree- ments	Work- ers (000's)	Agree- ments	Work- ers (000's)	Agree- ments	Work- ers (000's)	Agree- ments	Work- ers (000's)	Agree- ments	Work- ers (000's)
All industries	4	13.6	5	7.7	7	17.3	1	2.0	64	334.9	8	21.6	209	720.1	9	52.3	5	16.1
Manufacturing	2	11.0	1	2.0	5	12.5	1	2.0	30	56.4	2	4.2	148	542.9	1	4.7	-	-
Ordnance	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Food and kindred products	2	11.0	-	-	4	11.2	1	2.0	13	26.3	-	-	21	103.2	-	-	-	-
Tobacco manufactures	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products	-	-	-	-	-	-	-	-	-	-	-	-	1	1.0	-	-	-	-
Apparel and other finished textile products	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lumber and wood products (except furniture)	-	-	-	-	-	-	-	-	2	5.8	-	-	-	-	-	-	-	-
Furniture and fixtures	-	-	-	-	1	1.3	-	-	-	-	-	-	-	-	-	-	-	-
Paper and allied products	-	-	-	-	-	-	-	-	-	-	-	-	28	80.8	-	-	-	-
Printing, publishing, and allied industries	-	-	1	2.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chemicals and allied products	-	-	-	-	-	-	-	-	6	7.1	1	2.7	17	32.9	1	4.7	-	-
Products of petroleum and coal	-	-	-	-	-	-	-	-	-	-	-	-	23	74.8	-	-	-	-
Rubber products	-	-	-	-	-	-	-	-	-	-	-	-	4	74.2	-	-	-	-
Leather and leather products	-	-	-	-	-	-	-	-	-	-	-	-	1	1.4	-	-	-	-
Stone, clay, and glass products	-	-	-	-	-	-	-	-	-	-	1	1.5	6	17.9	-	-	-	-
Primary metal industries	-	-	-	-	-	-	-	-	-	-	-	-	6	15.7	-	-	-	-
Fabricated metal products	-	-	-	-	-	-	-	-	-	-	-	-	4	41.1	-	-	-	-
Machinery (except electrical)	-	-	-	-	-	-	-	-	5	10.9	-	-	13	20.3	-	-	-	-
Electrical machinery	-	-	-	-	-	-	-	-	2	3.0	-	-	16	54.7	-	-	-	-
Transportation equipment	-	-	-	-	-	-	-	-	1	1.3	-	-	3	10.1	-	-	-	-
Instruments and related products	-	-	-	-	-	-	-	-	1	2.0	-	-	4	13.3	-	-	-	-
Miscellaneous manufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-	1	1.8	-	-	-	-
Nonmanufacturing	2	2.6	4	5.7	2	4.8	-	-	34	278.5	6	17.5	61	177.2	8	47.6	5	16.1
Mining, crude petroleum, and natural gas production	-	-	-	-	1	2.0	-	-	-	-	-	-	5	9.1	-	-	-	-
Transportation ²	-	-	-	-	1	2.8	-	-	22	234.5	-	-	10	35.6	2	3.7	-	-
Communications	-	-	2	3.1	-	-	-	-	-	-	-	-	1	1.0	3	39.5	-	-
Utilities: Electric and gas	-	-	-	-	-	-	-	-	4	6.7	6	17.5	35	86.7	2	3.0	5	16.1
Wholesale trade	-	-	-	-	-	-	-	-	-	-	-	-	1	1.8	-	-	-	-
Retail trade	-	-	-	-	-	-	-	-	5	11.5	-	-	8	41.1	-	-	-	-
Hotels and restaurants	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Services	2	2.6	2	2.6	-	-	-	-	3	25.8	-	-	1	2.0	1	1.4	-	-
Construction	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ 1,515 agreements covering 6,419,400 workers.² Excludes railroads and airlines.³ 2 agreements in the communications industry covering 3,050 workers provided for 4 weeks' vacation after 10 years of service.⁴ 7 agreements provided for 4 weeks' vacation after 30 years of service. 1 agreement in the chemical industry covering 4,700 workers and 1 in the communications industry covering 5,500 workers provided for 4 weeks' vacation after more than 30 years of service.⁵ Includes 1 agreement for 4,800 workers in electric and gas utilities which stipulated a vacation of more than 4 weeks after 26 years of service.

NOTE: Because of rounding, sums of individual items do not necessarily equal totals.

Between manufacturing and nonmanufacturing agreements as a whole, the chief difference in service requirements for a specific vacation allowance occurred at the 2-week level. Almost 90 percent of the nonmanufacturing agreements providing for 2 weeks' vacation required service of 3 years or less, compared with only 50 percent of the manufacturing agreements.

Vacation Patterns.—As tables 4 and 5 demonstrate, the precise details of vacation programs differed widely among major agreements. Actually, more than 400 different vacation patterns (e. g., 1 week for 1 year, 2 weeks for 5 years, 3 weeks for 15 years) were found among the 1,515 graduated plans. A substantial number of these variations arose from the practice of granting half-weekly vacation allowances.

Despite the large number of variations, more than half of the graduated plans were accounted for by 30 vacation plan patterns, each of which was found in at least 10 agreements (table 6). More than half of all workers covered by graduated plans were included in 12 principal patterns. The largest concentration in a single pattern in terms of number of agreements accounted for only 9 percent of all graduated plans. In terms of workers, the largest concentration accounted for only 13 percent of the total graduated plans.

The most frequent pattern provided for 1 week's vacation after 1 year's service, 2 weeks after 5 years, and 3 weeks after 15 years; this formula appeared in 129 agreements, covering 385,150 workers. Another 209 plans, covering 1.8 million workers, had this pattern supplemented by varying half-week allowances. This group included the single pattern covering the largest number of workers (843,300), found in 52 agreements, which provided vacation allowances as follows: 1 week for 1 year, 1½ weeks for 3 years, 2 weeks for 5 years, 2½ weeks for 10 years, and 3 weeks for 15 years. More than 80 percent of the workers under this pattern were covered by 18 agreements in the automobile industry.

Other Qualifications for Vacations

Minimum Work Requirements.—In addition to the service requirements previously described, many agreements also require that an employee must have worked a specified minimum amount of time or percentage of available time during the preceding year in order to qualify for a full paid vacation. Such minimum work requirements were found in 773 contracts, covering over half of the workers under the 1,664 agreements providing for all types of paid vacations (table 7). Work requirements were expressed in terms of hours, days, weeks, months, or pay periods.¹⁰

About 4 out of 5 of these contracts stipulated 6 months of work or longer. Minimum time units ranging from 50 to less than 75 percent of the full working time available during the year were specified in 365 contracts—almost half of those with minimum work requirements. These varied from 1,040 to 1,559 hours, 130 to 194 days, 26 to 38 weeks, or from 50 to 74 percent of the pay periods.

¹⁰ For purposes of this study, time units were grouped into monthly periods; e. g., a contract providing a minimum work requirement of 1,040 hours but less than 1,560 hours, or 26 but less than 39 weeks, was classified in the category "6 but less than 9 months."

TABLE 6.—Identical graduated vacation plans found in 10 or more major agreements, 1957¹

Graduated vacation plans (maximum allowance)	Agreements	Workers (000's)
Total accounted for	836	4,172.1
<u>2 weeks</u>		
1 week for 1 year, 2 weeks for 2 years	29	120.9
1 week for 1 year, 2 weeks for 3 years	42	90.0
1 week for 1 year, 1½ weeks for 3 years, 2 weeks for 5 years	11	22.2
1 week for 1 year, 2 weeks for 5 years	32	103.8
<u>3 weeks</u>		
½ week for 6 months to 1 year, 1 week for 1 year, 1½ weeks for 1 year but less than 2 years, 2 weeks for 2 years, 3 weeks for 15 years	13	84.9
½ week for 6 months to 1 year, 1 week for 1 year, 2 weeks for 2 years, 3 weeks for 15 years	10	24.4
½ week for 6 months to 1 year, 1 week for 1 year, 2 weeks for 3 years, 3 weeks for 15 years	10	46.4
½ week for 6 months to 1 year, 1 week for 1 year, 2 weeks for 5 years, 3 weeks for 15 years	14	27.2
1 week for 6 months to 1 year, 2 weeks for 1 year, 3 weeks for 15 years	31	176.2
1 week for 6 months to 1 year, 2 weeks for 2 years, 3 weeks for 15 years	22	190.8
1 week for 1 year, 1½ weeks for 3 years, 2 weeks for 5 years, 2½ weeks for 10 years, 3 weeks for 15 years	52	843.3
1 week for 1 year, 1½ weeks for 3 years, 2 weeks for 5 years, 2½ weeks for 12 years, 3 weeks for 15 years	12	164.4
1 week for 1 year, 1½ weeks for 3 years, 2 weeks for 5 years, 3 weeks for 15 years	18	56.6
1 week for 1 year, 2 weeks for 2 years, 3 weeks for 5 years	19	45.3
1 week for 1 year, 2 weeks for 2 years, 3 weeks for 10 years	29	77.5
1 week for 1 year, 2 weeks for 2 years, 3 weeks for 15 years	52	169.6
1 week for 1 year, 2 weeks for 3 years, 3 weeks for 10 years	27	75.0
1 week for 1 year, 2 weeks for 3 years, 3 weeks for 15 years	44	77.0
1 week for 1 year, 2 weeks for 5 years, 2½ weeks for 10 years, 3 weeks for 15 years	10	23.0
1 week for 1 year, 2 weeks for 5 years, 3 weeks for 15 years	129	385.2
2 weeks for 1 year, 3 weeks for 12 years	15	105.9
2 weeks for 1 year, 3 weeks for 15 years	18	63.9
<u>3½ weeks</u>		
1 week for 1 year, 1½ weeks for 3 years, 2 weeks for 5 years, 2½ weeks for 10 years, 3 weeks for 15 years, 3½ weeks for 25 years	60	595.5
<u>4 weeks</u>		
1 week for 1 year, 2 weeks for 2 years, 3 weeks for 10 years, 4 weeks for 20 years	10	17.9
1 week for 1 year, 2 weeks for 2 years, 3 weeks for 15 years, 4 weeks for 25 years	17	48.2
1 week for 1 year, 2 weeks for 3 years, 3 weeks for 12 years, 4 weeks for 20 years	21	231.3
1 week for 1 year, 2 weeks for 3 years, 3 weeks for 15 years, 4 weeks for 25 years	31	165.2
1 week for 1 year, 2 weeks for 5 years, 3 weeks for 15 years, 4 weeks for 25 years	15	27.8
2 weeks for 1 year, 3 weeks for 10 years, 4 weeks for 25 years	21	65.8
2 weeks for 1 year, 3 weeks for 15 years, 4 weeks for 25 years	22	52.5

¹ Based on 1,515 graduated vacation plans covering 6,419,400 workers.

TABLE 7.—Minimum work requirements in addition to length of service for full vacation benefits, in major collective bargaining agreements, by industry, 1957

Industry	Number with minimum work requirements		Minimum time employee must have worked during year ¹												No minimum work requirement	
			Less than 3 months		3 but less than 6 months		6 but less than 9 months		9 months or more		Decreases with length of service		Other ²			
	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)
All industries -----	773	3,830.7	12	48.9	80	355.5	365	1,949.9	246	1,210.4	41	127.0	29	139.1	891	3,484.2
Manufacturing -----	603	3,000.9	9	44.3	78	352.8	291	1,453.0	167	953.9	37	113.4	21	83.6	572	2,038.8
Ordnance -----	6	9.2	-	-	-	-	4	4.8	1	1.0	1	3.4	-	-	8	18.9
Food and kindred products -----	70	269.5	-	-	2	5.7	22	75.8	31	158.4	10	20.1	5	9.5	46	110.3
Tobacco manufacturers -----	5	20.6	-	-	1	4.5	-	-	3	8.3	1	7.8	-	-	6	10.5
Textile mill products -----	16	29.2	-	-	5	8.2	7	14.0	4	7.0	-	-	-	-	37	99.7
Apparel and other finished textile products -----	9	32.5	1	10.0	-	-	-	-	6	18.4	1	2.0	1	2.1	40	437.4
Lumber and wood products (except furniture) -----	14	37.7	-	-	-	-	9	22.2	4	14.5	-	-	1	1.0	3	6.5
Furniture and fixtures -----	13	20.3	-	-	1	1.3	5	8.6	6	9.0	-	-	1	1.5	10	17.1
Paper and allied products -----	30	86.0	3	4.6	1	1.5	12	36.4	7	12.4	3	23.5	4	7.8	24	38.8
Printing, publishing, and allied industries -----	6	7.2	-	-	2	2.3	1	1.6	3	3.4	-	-	-	-	30	63.0
Chemicals and allied products -----	21	48.8	-	-	4	5.4	12	26.3	3	3.9	-	-	2	13.2	39	78.7
Products of petroleum and coal -----	8	16.2	-	-	-	-	3	3.7	5	12.5	-	-	-	-	18	62.4
Rubber products -----	7	62.4	-	-	2	4.0	2	31.1	2	5.4	-	-	1	22.0	16	68.0
Leather and leather products -----	16	61.3	1	4.0	1	2.1	8	40.4	3	7.5	2	4.3	1	3.0	7	17.2
Stone, clay, and glass products -----	24	70.1	3	24.7	1	1.4	17	40.3	3	3.7	-	-	-	-	16	50.5
Primary metal industries -----	83	632.3	-	-	7	19.1	60	565.2	9	19.6	3	6.2	4	22.3	36	88.5
Fabricated metal products -----	44	125.3	-	-	6	33.4	27	69.1	9	18.6	2	4.2	-	-	22	56.8
Machinery (except electrical) -----	72	233.5	-	-	16	72.5	40	86.4	12	67.5	3	5.8	1	1.3	77	176.8
Electrical machinery -----	62	252.6	-	-	12	94.3	19	44.0	27	102.4	4	11.9	-	-	50	217.2
Transportation equipment -----	79	940.1	1	1.0	16	96.3	35	355.1	23	472.1	4	15.7	-	-	66	384.0
Instruments and related products -----	11	32.0	-	-	-	-	6	25.0	4	5.9	1	1.1	-	-	16	28.2
Miscellaneous manufacturing industries -----	7	14.7	-	-	1	1.0	2	3.5	2	2.7	2	7.5	-	-	5	8.7
Nonmanufacturing -----	170	829.8	3	4.6	2	2.7	74	496.9	79	256.5	4	13.6	8	55.6	319	1,445.4
Mining, crude petroleum and natural gas production -----	10	23.7	-	-	-	-	5	13.9	4	5.1	-	-	1	4.7	8	241.1
Transportation ³ -----	51	329.4	2	3.6	-	-	26	263.5	21	52.8	1	5.1	1	4.4	59	233.7
Communications -----	37	222.8	-	-	-	-	26	158.9	8	26.5	1	3.5	2	34.0	39	348.8
Utilities: Electric and gas -----	8	24.2	-	-	-	-	1	1.2	5	18.6	1	1.1	1	3.3	69	177.1
Wholesale trade -----	7	15.6	-	-	-	-	3	6.5	4	9.1	-	-	-	-	6	9.6
Retail trade -----	26	87.4	-	-	1	1.3	8	39.8	17	46.3	-	-	-	-	60	166.6
Hotels and restaurants -----	8	52.1	-	-	-	-	1	1.2	7	50.9	-	-	-	-	22	109.3
Services -----	19	66.3	1	1.0	1	1.4	3	8.6	10	42.1	1	4.0	3	9.2	30	86.9
Construction -----	4	8.7	-	-	-	-	1	3.5	3	5.2	-	-	-	-	25	71.3
Miscellaneous nonmanufacturing industries -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1.2

¹ Contracts expressed minimum work requirements in time units of hours, days, weeks, months, or percent of pay periods. For purposes of this table, these units were grouped into monthly periods; e. g., a contract providing a minimum work requirement of 1,040 hours but less than 1,560 hours, or 26 but less than 39 weeks, is shown under the heading "6 but less than 9 months."

² Includes 10 agreements in which minimum work requirements varied according to reasons for absences, and 7 according to weekly schedule of hours; 3 which increased work requirements with length of service; most of the remaining 9 varied requirements by length of service plus other factors, or by amount of wages earned.

³ Excludes railroads and airlines.

NOTE: Because of rounding, sums of individual items do not necessarily equal totals.

Approximately a third of the 773 agreements specified time units equivalent to 75 percent or more of full working time. Twenty-five to 50 percent of full time was stipulated in 80 agreements, and less than 25 percent in 12 contracts.

Another type of provision, found in 41 agreements, specified shorter minimum work requirements for employees with longer service, as in the following example:

Eligibility for vacations with pay shall be determined as follows:

- 1 year of seniority for 1 week of vacation.
- 2 years of seniority for 2 weeks of vacation.
- 10 years of seniority for 3 weeks of vacation.

In addition, eligible employees must qualify for vacations with pay by receiving earnings in the year prior to the vacation, as follows:

- Earnings in 26 weeks for 1 week of vacation.
- Earnings in 12 weeks for 2 weeks of vacation.
- Earnings in 10 weeks for 3 weeks of vacation.

Only a few agreements increased the minimum work requirement with length of service. In one instance, only employees eligible for 3 weeks' vacation were subject to minimum work requirements.

In some agreements, the minimum worktime specified varied according to reasons for absences; according to the weekly scheduled number of hours; by the amount of wages earned; or by length of service plus other factors, such as reason for absence, length of vacation, or whether employee was on the active payroll on a specified date.

In order to protect workers who were unable to fulfill the work requirements for reasons beyond their control, such as sickness, accidents, and layoffs,¹¹ 473 agreements, or nearly two-thirds of the 773, modified the work requirements. Under these contracts, the employee was granted credit as time worked for absences which were due to specific reasons. For example:

Credit towards weeks worked by an employee in qualifying for vacation pay shall be given:

- (a) For absence with leave because of disability, not exceeding 1 year, providing the employee immediately returns to work when able and when requested to do so.
- (b) For absence due to call for jury duty or court summons.
- (c) For absence with leave of any employee member, officer, or representative of the union for the purpose of transacting business in behalf of the union.

¹¹ Absences which were due to military leave are not included in this group. The effect of military leave on vacation rights is covered in another section of this report.

The minimum work requirements were further modified in several agreements by providing that credit would be given for the entire unit—day, week, month, or pay period—if any part of it was worked. For example:

In case any employee appears on the payroll for any work-week, that week shall be counted as a full week's employment in qualification for vacation pay.

The work requirements were not qualified in the remaining 300 agreements. A statement that time off would not be credited was found in a few of these agreements, and several specified that full days, etc., must be worked.

Minimum work requirement provisions were more common in manufacturing than in nonmanufacturing agreements. In the former category, over half of the agreements providing for paid vacations, covering almost two-thirds of the workers, contained such clauses; in the latter, work requirement clauses appeared in slightly over a third of the agreements, covering a similar proportion of workers. Work requirement clauses were most predominant in primary metals agreements covering 4 out of 5 workers.

Agreements which did not specify minimum work requirements included the 37 with ratio-to-work plans, which by their nature contained built-in work requirements, and virtually all of the 66 with provisions for pooled employer contributions, which did not give details of the plans.

Qualifying Date for Vacation.—Over 70 percent (1,199) of the agreements specified a qualifying date, or a fixed period for determining length of service or vacation eligibility (table 8). Under such provisions, the employee must have been on the payroll and/or must have completed the necessary minimum service by the cutoff date or period in order to qualify for a vacation.

Almost two-thirds of the 1,199 agreements specified uniform cutoff dates or periods for all employees, as in the following example:

All employees, as of April 1st of each year, who have seniority status of 1 year . . . shall be entitled to 1 week's vacation . . .

Under a provision of this type, with a uniform cutoff date unrelated to the date of hire, a newly hired worker whose date of hiring falls shortly after the cutoff date may have to work almost 2 years before he is entitled to 1 week's vacation. However, a number of these agreements provided for partial vacation allowances to employees ineligible prior to the qualifying date, prorated to length of service.

A somewhat more liberal provision for the employee is expressed in the following example, which designates the worker's anniversary date of employment as his vacation eligibility date:

The company agrees that vacations with regular pay shall be granted to employees within the bargaining unit, computed during the employees' service year, as follows: . . . A service year is the twelve (12) months following the date of employment and every twelve (12) months thereafter. An employee's date of employment shall always be considered the anniversary date when computing vacation benefits.

This type of arrangement was found in a third of the 1,199 agreements.

TABLE 8.—Qualifying date for vacation in major collective bargaining agreements, 1957

Qualifying date for vacation eligibility	Agreements	Workers (000's)
Number with provision for paid vacation -----	1,664	7,314.9
Number with qualifying date for vacation -----	1,199	5,488.7
Employee must be on payroll or must have completed required length of service:		
On anniversary date of employment -----	402	1,756.6
On or shortly before first day of established vacation period -----	214	981.1
During summer months ¹ -----	281	912.4
By beginning of calendar year in which vacation is given -----	119	578.3
On either of two or more qualifying dates ² -----	110	849.1
On other specified dates ³ -----	73	411.2
Number with date not specified -----	465	1,826.3

¹ Includes May 1 through September 30.

² Includes a group of agreements which designated qualifying dates in the spring or summer for employees eligible for 1 or 2 weeks' vacation and later dates for those eligible for longer vacations; another group which specified the anniversary date for new employees or for employees with a limited amount of service, and a specific date for others; a small group which used the anniversary date for employees with long service and specific dates for others which provided 2 qualifying dates.

³ Over one-third of the 73 agreements specified qualifying dates in April; almost one-third in February or March; and most of the remaining third in October, November, or December.

NOTE: Because of rounding, sums of individual items do not necessarily equal totals.

TABLE 9.—Base for computing pay in graduated vacation plans, major collective bargaining agreements, 1957

Base for computation	Agreements	Workers (000's)
Total with graduated plans -----	1,515	6,419.4
Number specifying base for computation -----	1,372	5,944.1
Regular rate ¹ -----	50	144.0
Hourly rate ² -----	859	3,822.6
Daily rate ² -----	11	37.6
Weekly rate ² -----	147	666.2
Percentage of earnings -----	257	946.4
Hourly rate for some employees; weekly rate for others -----	11	21.1
Hourly rate for some employees; percentage of earnings for others -----	5	18.6
Other ³ -----	32	288.0
No provisions specifying base for computing vacation pay -----	143	475.3

¹ Not indicated whether hourly, daily, or weekly.

² Includes agreements specifying regular rate for time workers or average earnings for pieceworkers.

³ Includes a group of agreements in retail trade and service industries which computed vacation pay on percentage of commissions plus either the basic weekly or monthly salary or a specified amount which increased with length of service. Also includes agreements in other industries which calculated vacation pay on an hourly and daily, weekly or monthly basis for various occupations and, in some instances on a percent of earnings for others; and agreements which provided for a vacation bonus, based on length of service, or the employee's wage rate.

NOTE: Because of rounding, sums of individual items do not necessarily equal totals.

The uniform cutoff dates most frequently designated were on or shortly before the first day of the "established vacation period," or during the specified summer months. These two groups accounted for approximately two-fifths of the contracts. Since the established vacation periods generally occur from May through September, the qualifying dates under most of these agreements would fall during the summer months. About a tenth of the agreements specified the beginning of the calendar year as the basis for determining vacation eligibility.

Another group of agreements specified more than one qualifying date—usually a uniform cutoff date prior to the summer vacation period and a date during the latter part of the year. Mainly, this was done to permit employees who would not qualify prior to the summer vacation to receive the full vacation benefits later in the year, or because the agreement provided for summer and winter vacations. A few of the agreements in this category used the anniversary date or a later qualifying date for new employees, or for those with limited service, and different cutoff dates for longer service employees. A few used the anniversary date for employees with long service and fixed dates for others. Most of the remaining agreements specified qualifying dates either in the early spring or late fall.

Vacation Pay

Generally, vacation pay was calculated so that the vacationing employee suffered no loss in his normal take-home pay. The most common method of computing vacation pay was to multiply the employee's hourly rate, or average hourly earnings, by a specified number of hours for each week of vacation.

The number of hours to be paid for was usually 40 per week, or, in a smaller number of cases, was geared either to the employee's average weekly hours during a specified period, or to the number of hours prevailing in the workweek. Other methods used included basing payment on daily, weekly, or monthly rates; on a percentage of worker's annual earnings; on the number of hours or days worked during the year; and payment of a specified amount. Plans providing for fixed employer contributions to a vacation fund generally did not indicate the formula for computing the vacation payments to the workers.

Base for Computing Vacation Pay

Of the 1,515 agreements with graduated vacation plans, 1,372 specified the base for computation (table 9). Approximately two-thirds of these used the employee's hourly rate (in some instances, the regular hourly rate for timeworkers and average hourly earnings for pieceworkers); a tenth used the weekly rate; and a few specified the daily or monthly rate. A percentage of the employee's annual earnings was the base for calculation in almost a fifth of the 1,372 agreements. Usually 2 percent was allowed for each vacation week, although a few agreements specified $2\frac{1}{4}$ or $2\frac{1}{2}$ percent. The remaining graduated-plan agreements included a group in retail trade and service industries, where all or some of the employees' earnings were based on commissions. Under these agreements, vacation pay was to be calculated on a percent of commissions, or on average weekly commissions, plus, in some instances, a base salary or specified amount which increased with length of service. In a few agreements in other industries, vacation payment consisted of a bonus based on length of service or on the employee's wage rate. A few other specified hourly, daily, weekly, or monthly rates for timeworkers and a percentage of earnings for piece or incentive workers.

Vacation Pay Based on Hourly Rate or Earnings.—Provisions for computing vacation pay on the employee's regular hourly rate, or on his average hourly earnings, were found in 888 agreements, covering over 4 million workers (table 10). This included 29 contracts which specified an hourly basis for some employees, and a daily, weekly, or monthly basis, or percentage of earnings for others.

More than half (461) provided that the employee was to be paid for 40 hours for each week of vacation. Under 235 contracts, pay was to be computed on the average number of weekly hours worked by the employee during a specified period, frequently the preceding year. More than 200 agreements in this group specified minimum and/or maximum limits on the number of weekly hours which were to be paid for. Provisions for computing vacation pay on the number of hours in the prevailing workweek appeared in a tenth of the contracts.

A small group specified less than 40 hours, usually to conform with the basic workweek. Another group of 49 agreements specified more than 40 hours—generally 44 or 48. In some instances, where a 44-hour workweek was in effect, vacation pay was based on 48 hours. Conversely, a few agreements which specified a 48-hour week computed vacation pay on the basis of 44 hours.

Because of variations in the provisions, 36 agreements could not be classified in any of the above categories. In 17 of these, the number of hours paid for each weekly unit varied by the length of vacation. In most instances, the first 2 weeks were paid for at the rate of 48 hours, and additional weeks at 40 hours. In a few others, the rate for the first 3 weeks was set at either 44 hours, or the guaranteed workweek, and at 40 hours for the fourth week. Of the remaining 19 agreements, several varied the number of hours per vacation week for other reasons, such as occupation or eligibility date. A few contracts did not indicate the number of hours on which a week's vacation was computed.

Computation of vacation pay on the employee's straight-time hourly rate or earnings was specified in over half of these 888 agreements, and this arrangement was found in at least half of the agreements under each weekly category except "average weekly hours." In the latter group, a third specified straight-time and a considerable number of agreements, covering over half of the workers, did not indicate whether premium pay was to be included or excluded in the computation.

Shift premiums were to be included in calculating the hourly rate in a sixth of the 888 agreements. Only a few based pay on the hourly rate plus overtime pay, and a relatively small group included both shift premiums and overtime. In another small group, the method of computation varied according to the length of vacation. For instance, several agreements provided straight-time pay for 1- and 2-week vacations and total earnings or the regular rate, whichever was greater, for additional weeks. One agreement included overtime in computing the first week's pay and used average straight-time earnings for additional weeks, specifying minimum and maximum limits on the number of hours which were to be paid for. A few other contracts included shift premiums in computing vacation pay for incentive workers and used straight-time for others; or included shift or overtime pay only if a specified percent of such work was done.

A considerable number of agreements did not specify whether the hourly rate included shift premiums and other payments or was based on the straight-time rate only. These contracts frequently used such terms as "wage rate," or "hourly rate," without defining them further, or merely referred to 40 hours' pay for each week of vacation.

TABLE 10.—Method of computing weekly unit in graduated vacation plans, major collective bargaining agreements, 1957

Method of computation	Total		Straight-time hourly rate		Hourly rate plus shift differential		Hourly rate plus overtime pay		Hourly rate plus shift differential and overtime pay		No precise definition of hourly rate		Other	
	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)
Total with vacation pay provisions based on hourly rate ¹ -----	888	4,039.3	472	2,264.7	143	570.5	9	33.6	21	141.0	233	1,006.9	² 10	22.7
40 hours -----	461	1,900.3	281	1,422.8	59	170.2	4	17.3	8	21.8	101	251.6	8	16.7
Less than 40 hours -----	16	34.7	8	17.1	6	14.6	-	-	-	-	2	3.0	-	-
More than 40 hours -----	49	104.5	31	59.5	4	8.1	-	-	-	-	14	37.0	-	-
Average weekly hours for specified period ³ -----	235	1,224.8	89	262.5	44	184.1	5	16.4	11	114.5	85	643.7	1	3.8
Hours in prevailing workweek -----	91	424.8	43	192.9	24	185.9	-	-	2	4.8	21	39.0	1	2.2
Other ⁴ -----	36	350.3	20	309.9	6	7.7	-	-	-	-	10	32.7	-	-
					Total		Percent of straight-time earnings		Percent of gross earnings		Percent of earnings; not clear whether straight-time or gross		Other	
Percentage of earnings ⁵ -----					2.72	1,139.3	44	141.2	168	592.4	55	232.8	⁶ 5	173.0

¹ Includes 29 agreements which computed vacation pay on an hourly basis for some employees and on a daily, weekly, or monthly basis or percentage of earnings for others.

² Includes agreements which computed vacation pay for 1- and 2-week vacations on straight time and for additional weeks on total earnings or regular rate, whichever was greater; 1 agreement which included overtime in calculating the first week's pay and used average straight-time earnings, with a minimum and maximum, for additional weeks; also agreements which included shift premium for some workers and used straight time for others; or included shift or overtime pay only if a specified percent of such work was done.

³ 207 of these agreements specified a minimum and/or maximum number of hours per weekly unit.

⁴ Includes 17 agreements which varied the number of hours per weekly unit by the length of vacation. Also includes agreements which varied the number of hours for other reasons, such as occupation or eligibility date; or agreements which did not indicate the number of hours on which a week's vacation was computed.

⁵ Includes 15 agreements which computed vacation pay on a percentage of earnings for some workers and on an hourly, daily, weekly, or monthly basis for others.

⁶ Includes agreements which computed vacation pay on 2 percent of total earnings for the first week and for additional weeks, 2 percent or the base hourly rate, whichever was greater; on 2 percent of total earnings or 1 percent plus a flat sum, whichever was greater; and 1 agreement, covering insurance agents, which granted the regular wage plus a percentage of total earnings.

NOTE: Because of rounding, sums of individual items do not necessarily equal totals.

Vacation Pay Based on Percentage of Earnings.—More than 60 percent of the 272 agreements¹² which based vacation pay on a percentage of the employee's annual earnings included overtime and/or shift premiums in computing vacation pay. Approximately 15 percent specified straight-time earnings. A few agreements combined percentage of earnings with other methods of computation. For instance, several contracts specified 2 percent of total earnings for computing the first week's pay, and, for additional weeks, either 2 percent or the base hourly rate, whichever was greater. A few provisions allowed 2 percent of total earnings or 1 percent plus a flat sum, whichever was greater. Another agreement, covering insurance agents, granted the regular wage plus a percent of total earnings. The remaining agreements (20 percent) did not indicate whether overtime or shift premiums were to be included in vacation pay computation.

Pay in Lieu of Vacation

The concept of a paid vacation as time off for rest and relaxation is reflected in the number of agreements which did not permit the worker to claim vacation pay in lieu of all or part of his vacation period. Half of the 1,664 agreements with paid vacations contained no provision for pay in lieu of time off (table 11). Of the remaining 816 agreements, 332 specifically prohibited or permitted only under special circumstances the substitution of pay for time off. The remaining 484, or a fourth of those providing for paid vacations, made some provision for pay in lieu of time off for all or a portion of vacation time. Generally, such arrangements were made to meet production requirements, or to permit workers to make up for time lost because of layoffs or illness. Under these provisions, employees who forfeited their vacations received vacation pay plus regular earnings for time worked.

Of the 484 provisions for pay in lieu of time off, nearly two-thirds (295) related to pay for work during the entire vacation. Slightly over a fourth required that a minimum amount of vacation must be taken but permitted pay in lieu of time off for the remaining vacation period.

The decision to grant pay instead of time off was reserved to the employer in half (247) of these contracts. Payment in lieu of vacation was compulsory in only 14 agreements, principally in automobile manufacturing.

In lieu of vacation with pay for the years 1955, 1956, and 1957, the following vacation pay allowance provisions shall apply: . . . Irrespective of any employment or unemployment on the part of such employee, payment in lieu of vacation shall be made as soon as possible but not later than forty-five (45) days after the employee's eligibility date, unless the employee elects in writing to take such payment at a later date, but in any event payment will be made not later than five (5) months after the employee's eligibility date.

Mutual agreement between the company and union, and/or employee, was required in a fifth of the 484 contracts; in a tenth, pay in lieu of vacation was at the employee's option. In another tenth it was not clear who might exercise such option for all or part of the vacation. A few others could not be classified because of variations in the provisions. (See footnote 1, table 11.)

¹² Fifteen of the 272 agreements computed vacation pay on a percentage of earnings for some workers and on an hourly, daily, weekly, or monthly basis for others.

TABLE 11.—Provisions relating to vacation pay in lieu of time off in major collective bargaining agreements, 1957

Pay in lieu of time off	Agreements	Workers (000's)
Number with paid vacation provisions	1,664	7,314.9
Number with provisions relating to pay in lieu of time off	816	3,708.2
Pay in lieu of time off prohibited or permitted only under special circumstances	332	1,031.8
Total permitting pay in lieu of time off	484	2,676.4
Minimum amount of vacation must be taken; pay in lieu of remainder of vacation time	110	449.4
At employer's option	91	385.4
At employee's option	19	64.0
Pay in lieu of time off for entire vacation	295	1,963.5
At employer's option	156	602.1
At employee's option	26	123.4
By mutual agreement between company and union and/or employee	99	689.8
Compulsory	14	548.2
Not clear who may exercise option for all or part of vacation	55	210.1
Other	¹ 24	53.6
No provision for pay in lieu of time off	848	3,606.8

¹ Includes agreements which required a minimum amount of vacation time off, but allowed payment for the remainder by mutual agreement, or dependent on eligibility date or whether the employee worked a minimum number of hours during the year. Other variations in this group included provisions for pay in lieu of the 3d week by mutual agreement and of the 4th week at the employer's option; payment for portion of the vacation at the employer's option, or for the entire vacation at employee's option if the vacation schedule was changed; and payment for the 3d week at the employee's option in case of absence during the year owing to illness.

NOTE: Because of rounding, sums of individual items do not necessarily equal totals.

TABLE 12.—Vacation scheduling in major collective bargaining agreements, 1957

Vacation scheduling	Agreements	Workers (000's)
Number with paid vacation provisions	1,664	7,314.9
With provisions for scheduling vacations	814	3,293.9
During—		
Plant shutdown	460	1,805.5
Summer months ¹	168	657.0
Spring or fall	73	246.7
First and/or last 2 months of year	61	232.2
More than one vacation period (usually summer or winter)	13	48.8
Specified period, subject to rescheduling at other times	20	190.3
Other provisions for scheduling vacations	19	113.4
No provision for scheduling vacations	850	4,021.0

¹ Includes May 1 through September 30.

NOTE: Because of rounding, sums of individual items do not necessarily equal totals.

Scheduling Vacations

Some provision for scheduling time off was made in 814 agreements, or almost half of those with paid vacations. More than half of the 814 provided for all employees to take their vacations at the same time during a plant shutdown (table 12). All but 9 of these provisions were in manufacturing industries, and accounted for two-thirds of the manufacturing agreements with scheduling provisions. Industries in which vacations scheduled during plant shutdown were predominant included primary metals, machinery (except electrical), electrical machinery, rubber, and leather.

Most of the remaining scheduling provisions designated specific periods during which vacations could be taken, most frequently in the summer months. Usually, employees were allowed their choice of vacation time during the designated period in order of seniority, but management reserved the right to change the time selected in accordance with operating needs.

A few agreements specified more than one vacation period, usually summer and winter. These provisions were of 2 types—those which permitted the employee a choice of 1 of the periods specified, and those which permitted or required the employee to take a portion of vacations of 2 or more weeks at different times. Several other contracts designated a specific vacation period but provided for rescheduling at other times at either the employee's or employer's option.

Nineteen agreements which could not be classified included a few in the food-processing industry which provided for vacations during the "inter-campaign season;" a few in other industries which permitted vacations during any part of the year except for certain specified months; and several agreements which referred to scheduling but did not clearly indicate the vacation season.

Split Vacations

Analysis of the 1,493 graduated plans which provided vacations of 2 or more weeks revealed that 670 contained clauses relating to split vacations or nonconsecutive vacation periods. Eighty-seven of these prohibited split vacations; 95 made such arrangements compulsory. Of the remaining 488 contracts, approximately 30 percent permitted split vacations at the employer's discretion and a like proportion by mutual agreement between the employer and employee and/or union. The decision was left to the employee in 15 percent of the 488 contracts. In another 25 percent, the provisions did not clearly indicate who could exercise the option to split vacations.

Accumulation of Vacations

Only 47 of the 1,664 agreements with paid vacations permitted accumulation of vacation time from year to year. On the other hand, 612 contracts specifically prohibited accrual of vacations.

Almost all of the 47 agreements which permitted accrual of vacation time contained limitations on the amount of vacation which could be carried over and used the following year. Usually employees entitled to 2 weeks' vacation were permitted to accumulate a maximum of 1 week, and those entitled to 3 or 4 weeks' vacation were allowed a maximum accrual of 2 weeks. In a few instances, accrual of the entire vacation was permitted in certain circumstances such as the employee's absence during the vacation period because of illness or accident, or postponement of a scheduled vacation at the employer's request.

Vacation Allowances for Employees Entering or Returning from Military Service

Provisions granting vacation allowances to employees entering military service were found in a fourth of the 1,664 agreements, and to reemployed veterans in a similar proportion (table 13). A number of these clauses waived the minimum work requirements and granted full vacation benefits to employees who otherwise would not be eligible. In many of the agreements, provisions for employees starting on military service and for those returning varied; in some instances, full vacations were granted to those entering military service and prorated to those returning, or vice versa.

Full vacation allowances were granted in almost half of the 437 agreements with vacation provisions relating to employees entering military service, and over half of the 406 with clauses relating to returned veterans. Following are examples:

For the year in which he is inducted into military service with the Armed Forces of the United States, an employee shall receive full vacation pay as he would have received had he worked until his eligibility date, his vacation allowance being based on his last date of hire . . .

* * *

An employee who, after being honorably discharged from the military service of the United States, is reinstated pursuant to this article shall be entitled to a vacation with pay or, in lieu thereof, to vacation allowance in and for the calendar year in which he is reinstated without regard to any requirement other than an adequate record of continuous service.

Approximately half of the provisions covering employees entering military service, and a fifth of those covering returning veterans, granted vacation allowances prorated according to the time worked before induction or after return. In some instances, a minimum allowance was granted even if the work requirements were not met.

Most of the remaining contracts granted prorated vacation benefits in some circumstances, and full benefits in others. For instance, full allowances were granted if the employee left for military service after a specified date or was reemployed prior to a certain date, or completed certain minimum work requirements less stringent than those applicable to nonveteran employees.

Effect of Termination on Employee's Vacation Rights

More than three-quarters (1,303) of the 1,664 agreements with paid vacations contained provisions relating to vacation pay for workers whose employment was terminated before the vacation period. Generally, where pay was granted, employees were paid for the amount of vacation earned up to the time of termination. For example:

An employee who terminates his employment . . . for any reason shall be paid on termination, or within two weeks thereafter, for the amount of his unused vacation credits earned in the preceding and current calendar years in the following manner . . .

TABLE 13.—Vacation allowance for employees entering or returning from military service in major collective bargaining agreements, 1957

Extent of vacation allowance	Vacation allowance for employees			
	Entering military service		Returning from military service	
	Agreements	Workers (000's)	Agreements	Workers (000's)
Number with paid vacation provisions	1,664	7,314.9	1,664	7,314.9
Number with vacation provisions relating to military leave	437	2,642.2	406	2,205.1
Prorata vacation ¹	217	889.4	86	269.9
Full vacation	195	1,676.6	236	1,551.3
Prorata in some instances; full vacation in others	² 25	76.2	² 70	341.5
Other provisions	-	-	³ 14	42.5
No vacation provisions relating to military service	1,227	4,672.7	1,258	5,109.9

¹ Includes agreements which granted a specified minimum vacation allowance regardless of work requirements.

² Includes agreements which provided for prorated vacation pay unless employee entered or returned from military service by a specified date or after completing certain work requirements, in which case he received a full vacation.

³ Includes agreements which provided full vacation benefits if the employee returned from military service prior to a certain date, but did not provide for prorated benefits if he returned after this date. Also includes agreements which granted a flat-sum payment in lieu of vacation after 30 days' reemployment.

NOTE: Because of rounding, sums of individual items do not necessarily equal totals.

TABLE 14.—Allowances for holidays occurring during vacations in major collective bargaining agreements, 1957

Allowances for holidays during vacations	Agreements	Workers (000's)
Number with paid vacation provisions	1,664	7,314.9
Number with allowance for holidays during vacations	1,069	5,110.5
Extra day's pay, no time off	578	3,030.3
Extra day's off with pay	300	1,373.2
Extra day off or extra day's pay: At employer's or employee's option Determined by mutual agreement	169	650.9
between employer and employee	9	26.7
No extra time off or pay unless vacation period determined by employer	11	26.5
Other provisions for holiday allowance during vacations	2	3.2
Prohibition on holiday allowance during vacation	42	118.4
No provisions for holiday allowance during vacations	553	2,086.0

NOTE: Because of rounding, sums of individual items do not necessarily equal totals.

The clauses fell into 3 categories: (1) 757 provisions specified that earned vacation pay would be granted on termination of employment. Some of the clauses merely stated that vacation pay would be granted "on termination of employment," which would imply that payment would be made if employment was severed for any reason. Others in this group specified that payment would be made if employment was severed for specified reasons, such as layoff, retirement, or resignation. Such clauses would imply that vacation pay would not be granted if employment was severed for other reasons. (2) 460 provisions specifically stated that earned vacation pay would be granted if employment was terminated for certain reasons, but not if severed for other specific reasons, such as discharge for cause. For example:

In the event an employee leaves the employ of the company for any reason, except when discharged for just cause, he shall receive vacation pay for which he has become eligible.

(3) 86 provisions prohibited payment of vacation allowance in event employment was severed for specified reasons, such as discharge for cause. Such clauses would imply that vacation allowances were not denied in other types of termination.

A number of the agreements contained a proviso that in event of an employee's death, the vacation payment would be made to his beneficiary.

Holidays Occurring During Vacation Period

Allowances for holidays occurring during vacation periods were provided for in 1,069 agreements—almost two-thirds of those with paid vacation provisions (table 14). Only 42 agreements specifically prohibited any allowances for such holidays.

Most prevalent were clauses granting an extra day's pay but no additional time off. This occurred in over half of the 1,069 agreements. An extra day off with pay was provided for in over a fourth of these contracts, and either an extra day off or an extra day's pay in less than a fifth. In the latter group, the choice was left either to the employer or the employee in most instances; in a few, it was to be determined by mutual agreement.

Under 11 agreements, no additional time off or pay was granted unless the vacation period was determined by the employer. Two agreements granted 1 extra day's pay for 1 specified holiday—July 4th in 1 instance, and the employee's birthday in the other—but made no mention of allowances for other holidays falling during vacations.

Vacations for Part-Time and Seasonal Workers

Only 203 agreements granted paid vacations for part-time or seasonal employees, and 23 stated that such employees would not be eligible for vacation allowances. Vacation benefits for part-time or seasonal workers were most frequently based on the same plan as regular employees, but prorated by the number of hours worked or by the length of their scheduled workweek. This type of provision was found in 180 agreements. Following is an example:

Part-time employees shall be granted vacations on the same basis as full-time employees, except that their vacation pay shall be based on the hours worked during the year preceding the anniversary date of employment divided by 52.

One agreement provided the same vacation benefits as those granted regular employees, provided the minimum work requirements were met. In 18 agreements, vacation allowances for part-time or seasonal employees were not prorated on the same plan as regular workers. Most of these granted a maximum of 1 week's vacation, based on the number of weekly hours scheduled. The remaining 4 contracts did not clearly indicate the amount of vacation allowance granted such workers.

Nearly half of the 203 agreements with vacation allowances for part-time or seasonal employees were concentrated in 3 industries—steel, telephone, and retail trade.

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