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Paid Holiday Provisions in Major Union Contracts, 1958

- **Number of Paid Holidays**
- **Changes Since 1950**
- **Holiday Premium Pay**
- **Eligibility Requirements**
- **Pay for Holidays on Nonworkdays**
- **Unpaid Holidays**

Bulletin No. 1248

UNITED STATES DEPARTMENT OF LABOR

James P. Mitchell, Secretary

BUREAU OF LABOR STATISTICS

Ewan Clague, Commissioner



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Preface

For this study, virtually all collective bargaining agreements in the United States covering 1,000 or more workers, exclusive of railroad and airline agreements, were analyzed for provisions dealing with holidays—the number of paid and unpaid holidays, eligibility requirements, rates of pay for work on holidays, and pay for holidays falling on nonworkdays.

The 1,736 major agreements studied covered approximately 7.8 million workers, or almost half of estimated total agreement coverage in the United States, outside of the railroad and airline industries. The paid holiday provisions of these agreements do not necessarily reflect policy in smaller collective bargaining situations or in large or small unorganized firms. The agreements studied are part of the Bureau of Labor Statistics' 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 Dena G. Weiss and Henry S. Rosenbloom, under the supervision of Harry P. Cohany.

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Paid Holiday Provisions in Major Union Contracts, 1958

Nine out of ten major agreements in effect in 1958 provided for paid holidays, as against about three out of four in 1950.¹ In 1958, the principal industries in which most workers under major agreements did not receive paid holidays were coal mining and construction. Although there has been little change in the prevalence of paid holiday provisions since 1952-53, the date of the Bureau's previous study,² the number of paid holidays has increased significantly (chart 1). Formal half-day holidays have also become more common. Rates of pay for work on paid holidays have been increased in many agreements.

Scope of Study

This study was based on an analysis of 1,736 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.³ The 7.8 million workers covered represented almost half of all the workers estimated to be under agreements in the United States, exclusive of railroad and airline agreements. Of these, about 5 million workers, covered by 1,122 agreements, were in manufacturing, and 614 agreements applied to 2.8 million workers in nonmanufacturing establishments (table 1).

All but 71 of the 1,736 agreements were in effect during 1958.⁴ Approximately 50 percent of the agreements were scheduled to expire in 1958; termination in 1959 was stipulated in about 35 percent. Of the remaining 209 long-term agreements, 12 did not list a specific termination date.

Prevalence of Paid Holidays

Workers covered by 9 out of 10 major collective bargaining agreements were allowed time off without loss of pay to observe national and religious holidays, holidays traditionally observed in some States or areas, and other days declared holidays by employers (table 1). The 1,561 contracts included 153 which also recognized certain unpaid holidays.

Paid holiday provisions were more prevalent in manufacturing than in nonmanufacturing agreements. Virtually all of the agreements in manufacturing industries contained such provisions, as against approximately three-fourths of the major nonmanufacturing agreements. The absence of paid holiday provisions in many construction industry contracts largely accounted for this difference. All agreements in 16 manufacturing industries and 1 nonmanufacturing industry provided for paid holidays.

¹ Holiday Provisions in Union Agreements, 1950 (in Monthly Labor Review, January 1951, p. 24).

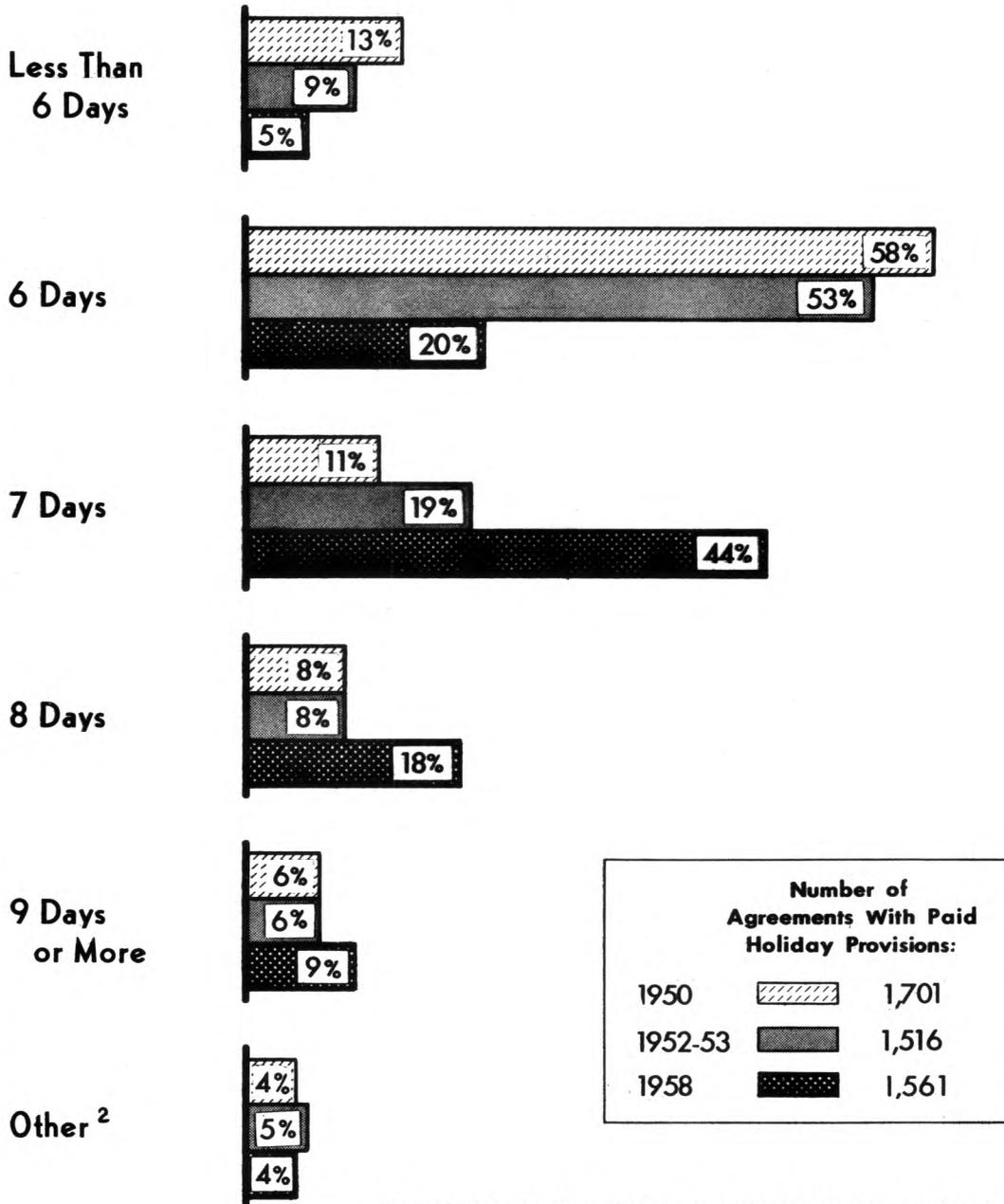
² Holiday Provisions in Union Agreements, 1952-53 (in Monthly Labor Review, February 1954, p. 128) and Labor-Management Contract Provisions, 1953: Prevalence and Characteristics of Selected Collective-Bargaining Clauses. (BLS Bull. 1166.) May 1954, pp. 8-13.

³ Agreements for the airline and railroad industries are not collected by the Bureau and, therefore, are not included in 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).

⁴ These agreements expired late in 1957 and subsequent agreements were not available at the time of the study, hence, the expired agreements were included in the study.

Chart 1.

**TOTAL PAID HOLIDAYS
IN MAJOR COLLECTIVE BARGAINING AGREEMENTS,
1950, 1952-53, AND 1958¹**



¹ For the year 1958, 2 half days were taken as the equivalent of 1 full day; thus, for example, 6 full days and 2 half days were counted, for this purpose, as 7 days.

² In addition to the 20 agreements designated as "Other" in table 2, this chart includes under this category agreements (also shown in table 2) providing for only 1 half day in addition to full-day holidays; e. g., 6 full days plus 1 half day.

UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

TABLE 1. Paid holiday provisions in major collective bargaining agreements by industry, 1958

Industry	Number of agreements studied ^a		Number with paid holiday provisions ^b		Number without paid holiday provisions ^c	
	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)
All industries	1,736	7,753.0	1,561	6,820.7	175	932.3
Manufacturing	1,122	4,916.9	1,115	4,903.7	7	13.2
Ordnance and accessories	10	24.0	10	24.0	-	-
Food and kindred products	109	363.9	107	357.9	2	6.0
Tobacco manufactures	12	33.2	12	33.2	-	-
Textile mill products	45	116.7	44	115.6	1	1.2
Apparel and other finished textile products	47	473.7	47	473.7	-	-
Lumber and wood products (except furniture)	14	39.2	13	38.2	1	1.0
Furniture and fixtures	17	29.0	17	29.0	-	-
Paper and allied products	55	124.9	55	124.9	-	-
Printing, publishing, and allied industries	36	71.7	36	71.7	-	-
Chemicals and allied products	58	112.7	58	112.7	-	-
Products of petroleum and coal	24	70.7	24	70.7	-	-
Rubber products	25	131.9	25	131.9	-	-
Leather and leather products	22	76.9	22	76.9	-	-
Stone, clay, and glass products	34	92.1	34	92.1	-	-
Primary metal industries	123	723.1	123	723.1	-	-
Fabricated metal products	64	175.6	64	175.6	-	-
Machinery (except electrical)	143	402.9	143	402.9	-	-
Electrical machinery	106	461.0	104	457.0	2	4.0
Transportation equipment	144	1,314.3	143	1,313.3	1	1.0
Instruments and related products	23	55.4	23	55.4	-	-
Miscellaneous manufacturing industries	11	24.5	11	24.5	-	-
Nonmanufacturing	614	2,836.1	446	1,917.0	168	919.1
Mining, crude-petroleum and natural-gas production	16	261.1	13	29.8	3	231.3
Transportation ^d	109	553.6	99	525.3	10	28.3
Communications	75	591.7	75	591.7	-	-
Utilities: Electric and gas	81	204.7	80	200.3	1	4.4
Wholesale trade	14	28.2	13	26.7	1	1.5
Retail trade	85	217.2	82	213.4	3	5.8
Hotels and restaurants	29	146.0	19	104.8	10	41.2
Services	54	181.0	46	167.3	8	13.7
Construction	148	645.5	18	56.6	130	589.0
Miscellaneous nonmanufacturing	3	5.2	1	1.2	2	4.0

¹ Includes 153 agreements, covering 615,250 workers, providing for both paid and unpaid holidays.

² Includes 159 agreements, covering 887,650 workers, which provided for unpaid holidays only, and 16 agreements, covering 44,600 workers, which contained no holiday provisions.

³ Excludes railroad and airline industries.

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

TABLE 2. Number of paid holidays in major collective bargaining agreements by industry group, 1958

Number of days	All industries		Manufacturing		Nonmanufacturing	
	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)
All agreements with paid holiday provisions	1,561	6,820.7	1,115	4,903.7	446	1,917.0
Less than 6 full days	76	263.0	51	152.9	25	110.1
6 full days	314	1,308.3	196	736.5	118	571.8
6 full days plus 1 half day	24	221.4	23	218.9	1	2.5
6 full days plus 2 half days	121	993.8	116	987.2	5	6.6
7 full days	571	2,435.5	456	1,988.5	115	447.0
7 full days plus 1 half day	13	36.2	9	29.6	4	6.6
7 full days plus 2 half days	20	42.2	19	39.2	1	3.0
8 full days	256	893.6	166	544.3	90	349.3
8 full days plus 1 half day	4	17.3	3	16.1	1	1.2
8 full days plus 2 half days	8	11.7	8	11.7	-	-
8 full days plus 4 half days	1	1.4	-	-	1	1.4
9 full days	57	209.3	21	52.3	36	157.0
9 full days plus 1 half day	2	2.5	2	2.5	-	-
9 full days plus 2 half days	4	14.7	4	14.7	-	-
10 full days	29	59.8	21	46.6	8	13.2
10 full days plus 1 half day	1	3.0	-	-	1	3.0
10 full days plus 2 half days	1	2.7	1	2.7	-	-
11 full days	35	160.8	8	13.7	27	147.1
11 full days plus 1 half day	1	2.5	-	-	1	2.5
12 full days	2	6.7	-	-	2	6.7
14 full days	1	2.0	-	-	1	2.0
Other ¹	20	132.8	11	46.6	9	86.2

¹ Includes 6 agreements in the food processing industry in which unworked holidays are paid for only when they occur during the intercampaign or nonprocessing season; 7 communications contracts which specify a definite number of paid holidays for all or the majority of locations, plus additional holidays for designated areas, and 1 apparel agreement which provides for a minimum of 4 and a maximum of 6 holidays, based on date of employee's entrance on duty. Also included are 2 agreements with paid holiday provisions which make no reference to the number to be granted. Other provisions were found in 4 agreements.

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

Workers covered by slightly more than 30 percent of the agreements providing paid holidays received less than 7 full days (table 2). Seven full-day holidays, the most common provision, were provided by about 40 percent of the manufacturing and about 25 percent of the nonmanufacturing agreements. However, as the number of holidays increased the more liberal practices were found among nonmanufacturing industries. Thus, slightly more than 20 percent of the nonmanufacturing contracts provided for 8 days, as against about 15 percent in manufacturing, and nonmanufacturing agreements accounted for more than half of those granting 9 days or more.

The more liberal benefits in nonmanufacturing were accounted for by such industries as utilities, transportation, and communications, where 57 of the 133 agreements (in both manufacturing and nonmanufacturing industries) providing 9 or more holidays were found (table 3). Transportation, however, was also one of the few industries in which fewer than 6 paid holidays were specified in a significant number of agreements, the other industries being hotels, textile mill products, and apparel. Provisions for 7 full days were found in about half or more of the agreements in rubber, stone and glass, primary metals, fabricated metal products, machinery (except electrical), and electrical machinery industries.

TABLE 3. Number of paid holiday provisions in major

No.	Industry	Number of paid holidays									
		Less than 6 days		6 full days		6 full days plus 1 half day		6 full days plus 2 half days		7 full days	
		Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)
	All industries	76	263.0	314	1,308.3	24	221.4	121	993.8	571	2,435.5
	Manufacturing	51	152.9	196	736.5	23	218.9	116	987.2	456	1,988.5
1	Ordnance and accessories	-	-	1	2.1	-	-	-	-	5	14.0
2	Food and kindred products	3	7.5	14	28.8	-	-	1	3.3	29	122.6
3	Tobacco manufactures	2	6.2	4	7.1	4	11.0	-	-	2	8.9
4	Textile mill products	15	42.2	14	35.9	-	-	-	-	11	19.5
5	Apparel and other finished textile products	20	70.8	8	181.6	13	187.2	1	2.7	1	4.5
6	Lumber and wood products (except furniture)	1	1.0	11	34.6	-	-	-	-	1	2.6
7	Furniture and fixtures	-	-	4	7.2	1	3.0	2	3.8	5	8.1
8	Paper and allied products	1	1.5	32	83.6	-	-	-	-	18	31.8
9	Printing, publishing and allied industries	-	-	12	15.4	-	-	-	-	10	15.7
10	Chemicals and allied products	-	-	7	15.1	-	-	-	-	21	47.5
11	Products of petroleum and coal	-	-	1	1.2	-	-	-	-	6	10.8
12	Rubber products	-	-	2	2.0	-	-	2	5.2	20	123.6
13	Leather and leather products	3	10.0	10	38.5	-	-	-	-	6	22.6
14	Stone, clay, and glass products	-	-	14	33.4	1	2.0	1	1.8	16	52.2
15	Primary metal industries	-	-	13	20.9	1	2.3	6	18.8	98	673.2
16	Fabricated metal products	1	1.8	7	10.1	-	-	14	29.5	30	76.3
17	Machinery (except electrical)	-	-	8	21.6	2	4.5	33	111.0	70	211.5
18	Electrical machinery	-	-	9	18.1	-	-	12	36.1	51	315.2
19	Transportation equipment	5	12.1	23	176.8	-	-	41	771.1	47	211.0
20	Instruments and related products	-	-	-	-	1	9.0	1	1.2	7	12.1
21	Miscellaneous manufacturing industries	-	-	2	3.0	-	-	2	3.0	2	5.3
	Nonmanufacturing	25	110.1	118	571.8	1	2.5	5	6.6	115	447.0
22	Mining, crude-petroleum and natural-gas production	-	-	4	5.7	-	-	-	-	8	21.2
23	Transportation ²	11	43.6	40	299.9	-	-	-	-	23	60.4
24	Communications	-	-	2	31.2	-	-	-	-	23	203.4
25	Utilities: Electric and gas	-	-	5	10.3	-	-	5	6.6	17	39.2
26	Wholesale trade	-	-	2	2.3	-	-	-	-	5	12.4
27	Retail trade	1	4.0	38	89.8	1	2.5	-	-	18	59.6
28	Hotels and restaurants	7	46.3	5	45.0	-	-	-	-	6	12.0
29	Services	5	15.0	18	67.0	-	-	-	-	10	19.9
30	Construction	1	1.3	4	20.7	-	-	-	-	5	19.0
31	Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-

¹ See footnote 1, table 2.² Excludes railroad and airline industries.

Paid half holidays were most prevalent in apparel, transportation equipment, and machinery (except electrical)—one or more paid half holidays were specified in about a third or more of the agreements for these three industries. Other industries in which half holidays were frequent were electrical machinery and fabricated metal products.

Twenty agreements included in this study contained holiday provisions which conformed to no specific pattern. Some contracts negotiated in seasonal industries allowed paid holidays only if they occurred outside the period of most heavily concentrated work. Representative of this type of provision were six food processing agreements which expressed this limitation generally as follows:

The following are declared paid holidays if they occur during the intercampaign season: New Year's Day, Good Friday, Decoration Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day . . . There shall be no holidays during the campaign season . . . The Company agrees to pay employees covered by this agreement during campaign at one and one-half times the regular scheduled straight-time rates . . . for the time worked on the following holidays: Thanksgiving Day, Christmas Day, and New Year's Day . . .

collective bargaining agreements by industry, 1958

Number of paid holidays																	No.
7 full days plus 1 or more half days		8 full days		8 full days plus 1 or more half days		9 full days		9 full days plus 1 or more half days		10 full days		More than 10 days		Other ¹			
Agree- ments	Workers (000's)	Agree- ments	Workers (000's)	Agree- ments	Workers (000's)	Agree- ments	Workers (000's)	Agree- ments	Workers (000's)	Agree- ments	Workers (000's)	Agree- ments	Workers (000's)	Agree- ments	Workers (000's)		
33	78.4	256	893.6	13	30.3	57	209.3	6	17.2	29	59.8	41	177.7	20	132.8		
28	68.8	166	544.3	11	27.8	21	52.3	6	17.2	21	46.6	9	16.4	11	46.6		
-	-	3	6.6	1	1.4	-	-	-	-	-	-	-	-	-	-	1	
2	3.1	38	140.1	2	2.9	4	17.3	-	-	1	1.0	6	11.7	7	19.7	2	
-	-	4	18.1	-	-	-	-	-	-	-	-	-	-	-	-	3	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	
2	15.5	-	-	-	-	-	-	1	1.5	-	-	-	-	1	10.0	5	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	
-	-	2	2.1	1	1.0	1	1.4	-	-	1	2.5	-	-	-	-	7	
1	1.5	1	4.0	-	-	1	1.1	-	-	1	1.5	-	-	-	-	8	
-	-	5	11.2	-	-	-	-	-	-	9	29.5	-	-	-	-	9	
4	6.3	17	30.7	1	1.4	5	7.3	-	-	3	4.5	-	-	-	-	10	
-	-	16	48.2	-	-	-	-	-	-	-	-	-	-	1	10.5	11	
-	-	1	1.2	-	-	-	-	-	-	-	-	-	-	-	-	12	
-	-	3	5.9	-	-	-	-	-	-	-	-	-	-	-	-	13	
-	-	1	1.6	-	-	-	-	-	-	-	-	-	-	1	1.2	14	
1	1.2	4	6.8	-	-	-	-	-	-	-	-	-	-	-	-	15	
1	1.5	9	52.5	1	1.2	1	2.9	-	-	-	-	-	-	-	-	16	
6	19.8	14	22.6	1	1.4	2	2.4	2	2.3	4	5.0	1	1.0	-	-	17	
4	6.7	22	53.9	3	17.4	2	4.5	-	-	-	-	-	-	1	5.2	18	
4	9.2	22	131.5	-	-	-	-	1	1.7	-	-	-	-	-	-	19	
3	4.0	4	7.6	1	1.2	1	3.5	2	11.7	1	1.4	2	3.7	-	-	20	
-	-	-	-	-	-	4	11.9	-	-	1	1.3	-	-	-	-	21	
5	9.6	90	349.3	2	2.6	36	157.0	-	-	8	13.2	32	161.3	9	86.2		
-	-	1	2.9	-	-	-	-	-	-	-	-	-	-	-	-	22	
-	-	6	17.4	-	-	15	88.0	-	-	-	-	4	16.1	-	-	23	
2	4.1	28	176.4	-	-	4	21.4	-	-	-	-	9	71.7	7	83.7	24	
-	-	26	60.9	1	1.2	11	30.7	-	-	2	3.1	12	46.9	1	1.6	25	
-	-	4	6.8	-	-	1	4.2	-	-	-	-	-	-	1	1.0	26	
3	5.5	17	34.6	-	-	-	-	-	-	1	1.6	3	15.9	-	-	27	
-	-	1	1.5	-	-	-	-	-	-	-	-	-	-	-	-	28	
-	-	6	46.3	1	1.4	3	8.1	-	-	2	4.4	1	5.3	-	-	29	
-	-	1	2.6	-	-	2	4.7	-	-	2	2.9	3	5.4	-	-	30	
-	-	-	-	-	-	-	-	-	-	1	1.2	-	-	-	-	31	

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

Holiday allowances which varied by location were specified in seven communications agreements, all interstate in coverage. In these, a designated number of holidays were authorized for all locations, and additional holidays were permitted in certain areas, based on prevailing local practices. A list of designated holidays from which an agreed upon number—minimum of 4 and maximum of 6 depending on length of service—could be selected, was found in an apparel agreement covering over 10,000 workers.

Specific Holidays Observed

Union contracts typically name the holidays to be observed. The 6 holidays generally referred to as "standard"—Christmas Day, Labor Day, Thanksgiving Day, New Year's Day, Independence Day, and Memorial Day—were designated in from 98 to 93 percent of the agreements with paid holidays, in the order given (table 4). The next most frequently recognized holiday, Washington's Birthday, was listed in almost 30 percent of the agreements with paid holiday provisions. Good Friday, added as the seventh holiday in most agreements negotiated in 1956 by the United Steelworkers, was mentioned in 22 percent, and Veterans Day (November 11) in about 18 percent of the agreements. For this study, Election Day was not considered as a paid holiday if employees were allowed annually less than a half day off; a full day was allowed in 8 percent of the contracts, and a half day in 2 percent.

Extending the Christmas holiday by adding either a full day or a half-day holiday and observing a half-day holiday on the day preceding New Year's Day represent recent innovations in holiday scheduling. Similarly, the day after Thanksgiving Day was celebrated as a formal holiday in a small number of agreements. Holidays observed in certain areas only, such as Patriot's Day in Massachusetts and other parts of New England, Admission Day in California, and San Jacinto Day in Texas, and those recognized only by a specific company or industry, were provided in a small number of major agreements.

TABLE 4. Specific holidays granted in 10 or more major collective bargaining agreements, 1958¹

Holiday	Observed as—			
	Full holiday		Half holiday	
	Agreements	Workers (000's)	Agreements	Workers (000's)
Christmas Day	1,527	6,638.3	-	-
Labor Day	1,522	6,630.7	1	4.0
Thanksgiving Day	1,508	6,592.4	-	-
New Year's Day	1,482	6,362.4	-	-
Independence Day	1,476	6,486.0	-	-
Memorial Day	1,449	6,411.7	-	-
Washington's Birthday	461	1,932.4	-	-
Good Friday	338	1,342.3	4	11.9
Veterans Day	283	1,127.4	-	-
Election Day	127	531.1	32	260.4
Day before Christmas	118	351.3	180	1,136.9
Columbus Day	93	361.8	-	-
Lincoln's Birthday	85	362.3	-	-
Day after Thanksgiving	54	175.8	-	-
Easter	43	106.0	-	-
Patriots' Day	21	45.2	-	-
Employee's birthday	17	28.9	-	-
Company or industry days	13	25.3	-	-
Admission Day	10	54.9	-	-
San Jacinto Day	10	24.8	-	-
Day before New Year's	-	-	150	1,068.0

¹ Based on a study of 1,736 agreements, 1,561 of which contained paid holiday provisions.

A few major agreements designated Easter Monday, All Saints Day, Yom Kippur, and other religious days as paid holidays. However, the practice of granting religious holidays may be more common than is suggested by the list in table 4. Some agreements contained a general statement to the effect that religious holidays will be awarded; for example:

Employees shall be granted 8 holidays per calendar year to be selected from the following: New Year's Day, Lincoln's Birthday . . . and religious holidays recognized by the present practice of the Company.

* * *

If an employer should elect for religious reasons to close his establishment on a working day, which is a religious holiday . . . regular employees shall receive full pay for said day at straight time . . .

Under 17 agreements, each worker was entitled to a paid holiday on his birthday. The advantage of a birthday holiday is that, unlike general holidays, its observance does not result in an interruption of normal operations.

A few agreements permitted the substitution of holidays, if employees so desired, or for other specified reasons. Such provisions, when included in interstate contracts, allowed local option in the choice of holidays.

Pioneer Day, July 24, or other locally observed holidays may be substituted for Washington's Birthday if a majority of the force in an exchange or group of exchanges so desire.

* * *

Washington's Birthday is designated as the holiday in February except when the observance of Lincoln's Birthday would provide a longer weekend, in which event Lincoln's Birthday shall be the observed holiday . . .

* * *

These will be considered holidays: . . . By local agreement another day of greater local significance may be substituted for Memorial Day. This substituted holiday is not subject to change during the life of this agreement.

In some instances, scheduling of a holiday depended upon the day of the week on which it fell. For instance, in one contract the following possibilities were mentioned:

There shall be an eighth holiday which will be observed as follows:

If Christmas Day is on—

Sunday -----
Monday -----
Tuesday -----
Wednesday -----
Thursday -----
Friday -----
Saturday -----

The eighth holiday will be—

Preceding Friday
Preceding Friday
Preceding Monday
Day after Thanksgiving
Following Friday
Preceding Thursday
Preceding Friday

Four agreements designated a list of holidays from which either the employer or the union selected a designated number; three of these agreements were in service industries, and one in transportation equipment.

The employer shall grant to all employees covered by this agreement, 6 holidays with pay during each employment year from among the following holidays: New Year's Day, Decoration Day, July 4, Columbus Day, Labor Day, Thanksgiving Day, Christmas Day, and Washington's Birthday.

Eligibility for Holiday Pay

Typically, a worker must meet certain service or work requirements in order to become eligible for holiday pay. Service requirements usually refer to the length of time necessary to gain seniority status or to complete a trial period, and may reflect an attempt to restrict paid holiday benefits to regular employees. Work requirements apply to scheduled workdays immediately before and/or after the holiday, and are designed chiefly to reduce absenteeism during the holiday week. Among the major agreements studied, work requirement provisions were more common than service requirement provisions. Many agreements contained a combination of both types.

Service Requirements.—More than half of the major agreements with paid holiday provisions stipulated service requirements (table 5). In most cases, less than 6 months of service was required to become eligible, and more than a fourth of the agreements specified 1 month or less. A substantial number of agreements (118) did not define service requirements, but contained general pro-

TABLE 5. Service eligibility for holiday pay in major

No.	Industry	Number with paid holiday provisions		No provision for service requirements		Service requirements—			
		Agreements	Workers (000's)	Agreements	Workers (000's)	Less than 1 month		1 month	
						Agreements	Workers (000's)	Agreements	Workers (000's)
	All industries	1,561	6,820.7	715	2,870.2	26	68.5	233	855.6
	Manufacturing	1,115	4,903.7	432	1,728.1	19	35.9	206	626.7
1	Ordnance and accessories	10	24.0	5	11.5	-	-	3	7.0
2	Food and kindred products	107	357.9	37	76.5	2	4.2	14	28.5
3	Tobacco manufactures	12	33.2	10	27.0	-	-	1	1.6
4	Textile mill products	44	115.6	16	37.3	-	-	12	30.2
5	Apparel and other finished textile products	47	473.7	40	458.1	2	6.1	1	3.0
6	Lumber and wood products (except furniture)	13	38.2	2	4.0	-	-	8	18.9
7	Furniture and fixtures	17	29.0	6	13.2	-	-	5	5.7
8	Paper and allied products	55	124.9	12	21.0	-	-	18	35.1
9	Printing, publishing, and allied industries	36	71.7	22	47.9	2	2.3	5	8.3
10	Chemicals and allied products	58	112.7	49	97.1	1	2.5	4	6.7
11	Products of petroleum and coal	24	70.7	15	56.5	-	-	1	1.2
12	Rubber products	25	131.9	9	77.8	-	-	4	33.2
13	Leather and leather products	22	76.9	1	2.9	2	4.0	8	45.7
14	Stone, clay, and glass products	34	92.1	7	15.7	-	-	15	35.3
15	Primary metal industries	123	723.1	24	55.9	2	5.5	22	75.2
16	Fabricated metal products	64	175.6	19	72.9	3	4.4	12	29.8
17	Machinery (except electrical)	143	402.9	48	114.9	3	4.0	30	66.3
18	Electrical machinery	104	457.0	42	170.2	-	-	18	119.8
19	Transportation equipment	143	1,313.3	56	337.2	1	1.7	20	65.9
20	Instruments and related products	23	55.4	11	27.3	-	-	3	6.1
21	Miscellaneous manufacturing industries	11	24.5	1	3.5	1	1.2	2	3.5
	Nonmanufacturing	446	1,917.0	283	1,142.1	7	32.6	27	228.9
22	Mining, crude-petroleum and natural-gas production	13	29.8	-	-	-	-	1	2.0
23	Transportation ¹	99	525.3	54	202.5	1	1.3	17	209.0
24	Communications	75	591.7	44	375.7	3	25.5	-	-
25	Utilities: Electric and gas	80	200.3	58	143.2	-	-	1	1.2
26	Wholesale trade	13	36.0	7	11.6	-	-	2	4.1
27	Retail trade	82	213.4	53	125.8	-	-	4	7.6
28	Hotels and restaurants	19	104.8	17	100.3	-	-	-	-
29	Services	46	167.3	33	131.5	2	3.2	1	1.6
30	Construction	18	56.6	16	50.5	1	2.6	1	3.5
31	Miscellaneous nonmanufacturing	1	1.2	1	1.2	-	-	-	-

¹ These agreements refer to service requirements expressed in such general terms as "employee must have seniority," "regular employees only," or that employees "must have completed probationary or trial period," without defining length of probationary period or service necessary to attain this status.

² Includes 2 multiemployer agreements in the food industry in which qualifying service varies by locality. 1 agreement

visions such as "must have completed probationary or trial period," "must have seniority," or similar statements, without indicating the length of the trial period or the time needed to acquire seniority status.

Service requirements were more common in manufacturing than in non-manufacturing agreements. In the former category, tobacco, apparel, printing, chemicals, and petroleum products were the only industries in which the majority of agreements did not contain such provisions.

Service requirement clauses typically read as follows:

. . . employees who have been on the payroll for 30 days shall receive 8 hours' straight-time pay for the holiday . . .

* * *

All employees who are termed as regular employees pursuant to Article IV of this agreement shall receive the following holidays off with compensation for 8 hours at their regular pay . . .
[Article IV provides for a trial of 1 month]

An unusual combination of service requirements was contained in an agreement in the leather industry:

Each employee who has been in the employ of the company for seven (7) days and in the industry thirty (30) days shall receive pay for each of said holidays . . .

collective bargaining agreements by industry, 1958

Service requirements—												No.
More than 1 but less than 3 months		3 but less than 6 months		6 months		More than 6 months		Service not defined ¹		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)	
251	1,071.9	137	1,163.1	55	169.8	23	111.5	118	500.7	3	9.6	
233	1,024.1	119	1,085.8	41	132.9	18	97.7	44	163.0	3	9.6	
1	1.0	-	-	-	-	-	-	1	4.5	-	-	1
16	66.4	5	11.1	3	6.7	12	87.4	16	68.9	2	8.4	2
-	-	1	4.6	-	-	-	-	-	-	-	-	3
7	22.9	4	11.6	3	5.1	1	1.5	1	7.0	-	-	4
-	-	4	6.5	-	-	-	-	-	-	-	-	5
2	12.7	-	-	-	-	-	-	1	2.6	-	-	6
4	7.4	1	1.7	1	1.1	-	-	-	-	-	-	7
7	10.3	12	49.1	3	5.6	1	1.2	2	2.7	-	-	8
-	-	-	-	1	3.0	-	-	6	10.2	-	-	9
3	5.3	-	-	-	-	-	-	1	1.2	-	-	10
1	1.3	-	-	5	7.4	2	4.4	-	-	-	-	11
7	9.8	4	7.6	1	3.5	-	-	-	-	-	-	12
4	8.4	1	2.5	5	12.2	-	-	-	-	1	1.2	13
6	29.1	4	8.8	-	-	-	-	2	3.2	-	-	14
52	528.7	16	28.0	1	6.5	-	-	6	23.4	-	-	15
20	41.3	6	20.5	4	6.9	-	-	-	-	-	-	16
34	77.2	18	79.5	5	47.5	-	-	5	13.5	-	-	17
17	35.0	21	118.7	3	6.2	1	1.7	2	5.4	-	-	18
43	141.5	19	730.4	3	16.1	-	-	1	20.5	-	-	19
3	11.8	3	5.4	2	3.3	1	1.6	-	-	-	-	20
6	14.3	-	-	1	2.0	-	-	-	-	-	-	21
18	47.8	18	77.3	14	36.9	5	13.8	74	337.7	-	-	
7	17.0	3	6.9	2	3.9	-	-	-	-	-	-	22
3	6.9	8	46.3	4	16.9	-	-	12	42.6	-	-	23
-	-	1	1.2	1	1.2	-	-	26	188.1	-	-	24
1	-	1	1.8	5	11.6	3	10.6	12	32.0	-	-	25
1	1.0	1	4.5	-	-	-	-	2	5.5	-	-	26
2	4.9	3	14.1	-	-	2	3.2	18	57.9	-	-	27
1	2.0	1	2.5	-	-	-	-	-	-	-	-	28
4	16.0	-	-	2	3.4	-	-	4	11.7	-	-	29
-	-	-	-	-	-	-	-	-	-	-	-	30
-	-	-	-	-	-	-	-	-	-	-	-	31

requires a specified period of service within the industry as well as for the employer.
² Excludes railroad and airline industries.

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

TABLE 6. Work requirements for holiday pay in major collective bargaining agreements by industry, 1958

Industry	Number with paid holiday provisions		No provision for work requirements		Days to be worked for pay eligibility—										Other ⁴	
					Day before and after holiday ¹		Either day before or after holiday		Only day before holiday or only day after holiday ²		During holiday week or pay-roll period		During other specified period before holiday ³			
	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	1,561	6,820.7	340	1,228.7	776	3,419.9	169	1,055.3	20	84.8	196	858.5	25	69.1	35	104.6
Manufacturing	1,115	4,903.7	173	568.3	621	2,942.3	109	577.0	15	77.3	149	607.9	21	60.7	27	70.4
Ordnance and accessories	10	24.0	1	1.0	4	13.0	2	5.3	-	-	3	4.7	-	-	-	-
Food and kindred products	107	357.9	23	39.7	53	243.8	9	17.2	-	-	15	36.4	1	6.3	6	14.6
Tobacco manufactures	12	33.2	4	13.2	1	1.5	-	-	-	-	3	9.9	-	-	4	8.6
Textile mill products	44	115.6	3	6.0	29	74.5	2	3.5	-	-	3	3.1	7	28.6	-	-
Apparel and other finished textile products	47	473.7	22	217.6	9	25.3	4	165.0	-	-	10	54.4	-	-	2	11.5
Lumber and wood products (except furniture)	13	38.2	2	4.6	9	21.6	-	-	1	10.0	1	2.0	-	-	-	-
Furniture and fixtures	17	29.0	2	3.8	12	19.1	-	-	-	-	3	6.1	-	-	-	-
Paper and allied products	55	124.9	8	12.9	29	69.8	9	14.1	-	-	4	9.6	1	1.5	4	17.0
Printing, publishing, and allied industries	36	71.7	10	19.1	14	32.5	2	2.3	-	-	7	14.7	-	-	3	3.3
Chemicals and allied products	58	112.7	7	11.2	38	79.7	10	18.2	-	-	3	3.7	-	-	-	-
Products of petroleum and coal	24	70.7	4	8.8	6	18.4	13	38.1	1	5.5	-	-	-	-	-	-
Rubber products	25	131.9	-	-	22	128.0	2	2.8	1	1.2	-	-	-	-	-	-
Leather and leather products	22	76.9	8	32.5	7	19.3	2	16.1	-	-	3	4.4	2	4.6	-	-
Stone, clay, and glass products	34	92.1	-	-	27	62.6	4	25.7	-	-	2	2.6	-	-	1	1.2
Primary metal industries	123	723.1	2	2.1	94	634.3	4	16.5	1	1.1	20	66.6	1	1.6	1	1.0
Fabricated metal products	64	175.6	4	9.3	49	108.4	2	3.3	1	1.5	7	50.3	1	2.8	-	-
Machinery (except electrical)	143	402.9	26	46.6	75	208.0	5	28.6	4	6.7	25	97.5	6	12.3	2	3.2
Electrical machinery	104	457.0	19	47.9	48	216.5	16	77.6	3	16.3	15	89.9	1	2.1	2	6.9
Transportation equipment	143	1,313.3	22	70.2	82	945.9	16	127.3	2	33.9	19	133.5	1	1.1	1	1.5
Instruments and related products	23	55.4	6	22.0	10	16.1	4	5.8	1	1.2	2	10.4	-	-	-	-
Miscellaneous manufacturing industries	11	24.5	-	-	3	4.4	3	10.0	-	-	4	8.4	-	-	1	1.7
Nonmanufacturing	446	1,917.0	167	660.4	155	477.6	60	478.3	5	7.6	47	250.6	4	8.4	8	34.2
Mining, crude-petroleum and natural-gas production	13	29.8	-	-	10	21.3	2	3.9	-	-	1	4.7	-	-	-	-
Transportation ⁵	99	525.3	42	152.7	23	77.5	13	185.5	1	2.2	11	72.5	3	5.6	6	29.5
Communications	75	591.7	13	108.6	30	185.0	20	215.8	-	-	11	80.4	-	-	1	2.0
Utilities: Electric and gas	80	200.3	47	123.9	20	38.2	11	32.8	-	-	-	-	1	2.8	1	2.7
Wholesale trade	13	26.7	6	12.7	5	11.5	1	1.5	-	-	1	1.0	-	-	-	-
Retail trade	82	213.4	13	46.1	54	113.8	7	25.0	1	1.6	7	27.0	-	-	-	-
Hotels and restaurants	19	104.8	14	94.3	3	5.0	7	5.5	-	-	-	-	-	-	-	-
Services	46	167.3	21	81.9	7	18.8	4	8.4	-	-	1	1.0	-	-	-	-
Construction	18	56.6	11	40.4	2	5.5	4	8.4	1	1.8	13	57.3	-	-	-	-
Miscellaneous nonmanufacturing	1	1.2	-	-	1	1.2	-	-	-	-	-	-	-	-	-	-

¹ Refers to last scheduled workday before and first scheduled workday after the holiday. This also applies to other categories of days before and/or after the holiday.
² Included are 12 agreements which require work on the day before the holiday only, and 8 agreements which require work on the day after the holiday only.
³ Included are requirements such as, "must have worked sometime within 30 days immediately preceding the holiday," or "must have earned some wages during the period, from the date the fourth full week preceding a holiday begins, to the date on which the holiday occurs."
⁴ Included in this group are 5 agreements in which 2 workdays preceding and following the holiday must be worked. For 4 agreements, work requirements vary for different holidays; in another 4 agreements, they vary when the holidays fall on different days of the week; for 4 more agreements, requirements vary by seniority. In 3 agreements, an employee must work during the workweek or any of the 4 preceding weeks. In another 3 agreements, the employee must work 1 day in calendar week preceding week in which holiday falls, 1 day in holiday week, or 1 day in calendar week following the week in which holiday falls. For 2 agreements, either the week preceding or following the holiday must be worked. Finally, in 10 agreements various other provisions are given.
⁵ Excludes railroad and airline industries.

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

Work Requirements.—Work requirements were imposed in about four out of five agreements containing provisions for paid holidays. By far the most common requirement was that work had to be performed both on the last scheduled day before and on the first scheduled day after the holiday (table 6). A considerably smaller group of contracts (196) required that the employee work sometime during the holiday week or payroll period, and 169 agreements specified that an employee had to work either the day before or the day after the holiday to receive holiday pay.

A higher proportion of agreements containing no work requirements were found in nonmanufacturing than in manufacturing industries. The absence of such limitations was particularly noticeable in such nonmanufacturing industries as transportation, utilities, construction, service, and hotels and restaurants. Apparel was the only manufacturing industry in which work requirements did not apply to a significant proportion of agreements and workers.

The following clauses are typical of work requirement provisions relating to attendance on the day before and/or after the holiday:

To receive holiday pay the employee must have worked the entire last scheduled working day prior to, and the entire next scheduled working day after, such holiday within the employee's scheduled workweek . . .

* * *

To receive . . . holiday compensation, an employee must have worked his entire regularly scheduled workshift the day immediately preceding the holiday, unless a short work schedule is authorized . . .

* * *

Time off . . . will be paid . . . provided that: The employee has worked the scheduled working day before or the scheduled working day after such holiday.

Agreements which made holiday pay contingent on work performance during the holiday week or other specified period generally read as follows:

Employees are not eligible for holiday pay if they have not worked at least 8 hours during the week the holiday occurs (unless on vacation).

* * *

Employees who work prior to a holiday within the pay period during which a holiday falls shall receive the straight-time holiday pay, provided he does not quit or is discharged for cause prior to the holiday and within the pay period during which the holiday falls.

* * *

Employees whose services do not terminate prior to a holiday, and who have also earned some wages during the period, from the date on which the fourth full workweek . . . preceding a holiday begins, to the date on which the holiday occurs, and who shall not have been laid off due to lack of work before the beginning of the workweek preceding the workweek in which the holiday occurs, shall be paid, as holiday pay, without work for 8 hours at their personal hourly rate . . .

* * *

An employee to become eligible for the holiday pay enumerated in (1) above shall have been employed at least 1 year prior to the holiday to be paid and have worked at least 320 hours in the (13) week period immediately preceding the week in which the paid holiday occurs.

The following clauses illustrate work requirements that vary by holiday:

Employees must work the day before and the day after all holidays listed, except Christmas. Employees must work the required 6 scheduled working days prior to Christmas and the day after . . .

* * *

A wage earner shall receive a holiday allowance of eight hours' pay at his regular rate for the holidays . . .; provided that to receive this allowance for Christmas Day, New Year's Day, Lincoln's Birthday, and Washington's Birthday, he must work on both his last scheduled day before and his next scheduled day after the holiday, and to receive this allowance for Decoration Day, the 4th of July, Labor Day, Presidential Election Day, Veteran's Day, and Thanksgiving Day he must work either his last scheduled day before or his next scheduled day after the holiday. . . .

In a few agreements, work requirements differed according to the day of the week on which the holiday fell, as in the following example:

An employee . . . shall be eligible to receive his regular straight-time shift pay for the day when not worked, provided he has reported to work (1) the day before and the day after when the holiday falls on Tuesday, Wednesday or Thursday; (2) the day after when the holiday falls on Monday and the day before when the holiday falls on Friday and Saturday . . .

Some agreements varied work requirements by length of service:

(a) To receive holiday pay an employee with one year or more of seniority with the company must have worked one day within the ten (10) calendar days preceding the guaranteed paid holidays.

(b) To receive holiday pay, a regular employee with less than one year of seniority in the Company must have worked ten (10) days in 30 calendar days preceding the guaranteed paid holiday and at least one of such ten days worked shall fall in the five calendar days prior to the guaranteed paid holiday.

* * *

To be eligible for holiday pay, an employee must have worked one day out of the six working days preceding and one out of the six working days following the holiday; except that if an employee has three years or more of service he shall be eligible for holiday pay if he has worked any part of the 12 weeks preceding or the six working days following the holiday.

Work requirements were generally waived if workers were unable to fulfill them for reasons beyond their control, such as illness, injury, temporary layoffs, death in the immediate family, or other approved or excused absences for good cause. For example:

An otherwise eligible employee who fails to meet the work requirements . . . shall receive holiday pay for such holiday provided his absence from work on all, or part of, the said days before or after such holiday is the result of—

(a) personal illness or injury which is substantiated by satisfactory medical evidence provided such illness or injury commenced within 1 calendar week prior to such holiday or on the first scheduled workday after such holiday.

(b) temporary layoff, provided such layoff commenced within 1 calendar week prior to such holiday or on the first scheduled workday after such holiday.

(c) other compelling circumstances or reasons acceptable to the company.

* * *

Work requirements shall not apply if an employee is absent because of jury duty, subpoenaed in a court case, because of the death of any member of his immediate family including in-laws, or if the holiday falls within the first 10 days of absence due to an industrial accident compensable by the Company, or if the holiday falls within a maximum 3-week tour of duty in the National Guard or in any Armed Forces reserve.

* * *

An employee who is absent before or after a . . . holiday but who has worked either within the week after the holiday will receive holiday pay, provided his absence is for just cause which the employee can substantiate . . .

Rates of Pay for Work on Paid Holidays

Most union contracts with paid holiday provisions also provide for the payment of premium rates to employees who may be required to work on holidays. Among the 1,465 agreements which provided such premium rates, 38 percent stipulated double time (i. e., holiday pay plus straight-time pay for hours worked); 7 percent, double time and one-fourth; 28 percent, double time and one-half; and 18 percent, triple time. The remaining 9 percent of the agreements with premium pay provisions contained other variations.

Since 1950, double time has remained the most common rate, but the proportion of contracts granting premium rates of double time and one-half rose from 16 percent in 1950 to 28 percent in 1958, while triple time showed a three-fold gain. (See chart 2.) In 1950 as in 1958, the payment of rates less than double time was infrequent. Premium rates of double time and one-half or triple time were more common among manufacturing than nonmanufacturing industries (table 7). Rates of double time and one-half were prevalent in chemicals and instrument manufacturing, where they applied to two-thirds or more of the workers receiving paid holidays. Although fewer agreements called for triple time than for double time and one-half, the higher premium rate applied to a larger number of workers, a fact accounted for by several transportation equipment and machinery (except electrical) agreements covering large numbers.

TABLE 7. Rates of pay for work on paid holidays in major collective bargaining agreements by industry, 1958

Industry	Number with paid holiday provisions		No reference to pay rates for work on holiday ¹		Pay rate for work on paid holidays (including holiday pay)—									
					Time and one-half		Double time ²		Double time and one-half		Triple time		Other ³	
	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	1,561	6,820.7	96	481.1	54	168.3	652	3,236.5	409	1,214.5	270	1,431.2	80	289.3
Manufacturing	1,115	4,903.7	68	378.4	29	64.9	432	2,202.3	312	915.1	234	1,222.6	40	120.6
Ordnance and accessories	10	24.0	-	-	1	1.0	4	6.8	3	11.2	2	5.1	-	-
Food and kindred products	107	357.9	6	9.2	3	4.5	34	66.5	36	167.4	21	96.5	7	13.9
Tobacco manufactures	12	33.2	1	4.0	1	2.2	9	24.1	1	2.9	-	-	-	-
Textile mill products	44	115.6	5	12.1	1	3.4	14	31.5	23	67.5	-	-	1	1.1
Apparel and other finished products	47	473.7	37	276.0	2	6.1	5	168.1	3	23.5	-	-	-	-
Lumber and wood products (except furniture)	13	38.2	-	-	2	3.6	3	14.0	5	12.7	2	5.8	1	2.1
Furniture and fixtures	17	29.0	-	-	-	-	8	15.5	2	4.0	7	9.5	-	-
Paper and allied products	55	124.9	-	-	3	7.2	10	15.8	22	53.3	15	21.7	5	27.0
Printing, publishing, and allied industries	36	71.7	1	1.1	-	-	13	26.8	8	14.6	12	24.5	2	4.8
Chemicals and allied products	58	112.7	-	-	-	-	13	31.0	39	72.3	4	7.2	2	2.3
Products of petroleum and coal	24	70.7	1	10.5	1	5.5	7	12.1	14	41.3	1	1.4	-	-
Rubber products	25	131.9	-	-	1	1.2	5	8.3	2	2.2	17	120.3	-	-
Leather and leather products	22	76.9	7	38.6	3	8.8	6	11.6	4	11.6	-	-	2	6.3
Stone, clay, and glass products	34	92.1	-	-	-	-	10	17.5	11	41.2	11	27.0	2	6.5
Primary metal industries	123	723.1	-	-	3	6.3	83	648.0	17	25.8	17	36.7	3	6.5
Fabricated metal products	64	175.6	-	-	-	-	33	108.1	9	17.8	20	43.9	2	5.9
Machinery (except electrical)	143	402.9	2	5.1	1	3.1	58	113.5	31	61.7	45	206.7	6	12.9
Electrical machinery	104	457.0	4	8.7	3	4.4	38	212.4	46	193.1	11	21.1	2	17.3
Transportation equipment	143	1,313.3	1	3.0	1	1.6	71	658.1	18	51.4	47	585.1	5	14.2
Instruments and related products	23	55.4	-	-	1	1.4	3	5.3	17	38.3	2	10.5	-	-
Miscellaneous manufacturing industries	11	24.5	3	10.2	2	4.7	5	7.8	1	1.8	-	-	-	-
Nonmanufacturing	446	1,917.0	28	102.7	25	103.4	220	1,034.3	97	299.4	36	208.7	40	168.7
Mining, crude-petroleum and natural-gas production	13	29.8	-	-	-	-	10	23.4	3	6.4	-	-	-	-
Transportation ⁴	99	525.3	8	20.6	14	51.8	36	172.0	12	43.6	11	154.1	18	83.2
Communications	75	591.7	1	5.6	-	-	61	517.3	5	19.3	3	7.7	5	41.8
Utilities: Electric and gas	80	200.3	2	8.5	-	-	27	52.9	42	121.2	3	7.6	6	10.3
Wholesale trade	13	26.7	1	1.3	-	-	6	13.6	6	11.8	-	-	-	-
Retail trade	82	213.4	12	40.8	3	6.2	39	88.4	11	33.3	13	27.5	4	17.4
Hotels and restaurants	19	104.8	-	-	5	41.9	12	56.1	-	-	-	-	2	6.8
Services	46	167.3	4	26.0	3	3.6	16	66.4	15	55.6	3	6.6	5	9.2
Construction	18	56.6	-	-	-	-	13	44.3	2	7.0	3	5.3	-	-
Miscellaneous nonmanufacturing	1	1.2	-	-	-	-	-	-	1	1.2	-	-	-	-

¹ This group includes 17 agreements which prohibited work on all paid holidays, and which therefore made no reference to rates of pay.

² Includes 100 agreements, covering 776,450 workers, which provided double time and one-fourth. These 100 agreements were distributed as follows: Furniture and fixtures, 1 agreement covering 2,400 workers; products of petroleum and coal, 1 agreement covering 1,250 workers; stone, clay, and glass products, 2 agreements, 3,500 workers; primary metal industries, 64 agreements, 622,200 workers; fabricated metal products, 14 agreements, 70,100 workers; machinery (except electrical), 4 agreements, 16,950 workers; transportation equipment, 10 agreements, 48,000 workers; mining, crude petroleum and natural-gas production, 4 agreements, 12,050 workers. Under the terms of most of these agreements, negotiated by the United Steelworkers of America, this premium rate went into effect on July 1, 1958. The previous rate, in effect as of July 1, 1957, was double time and one-tenth.

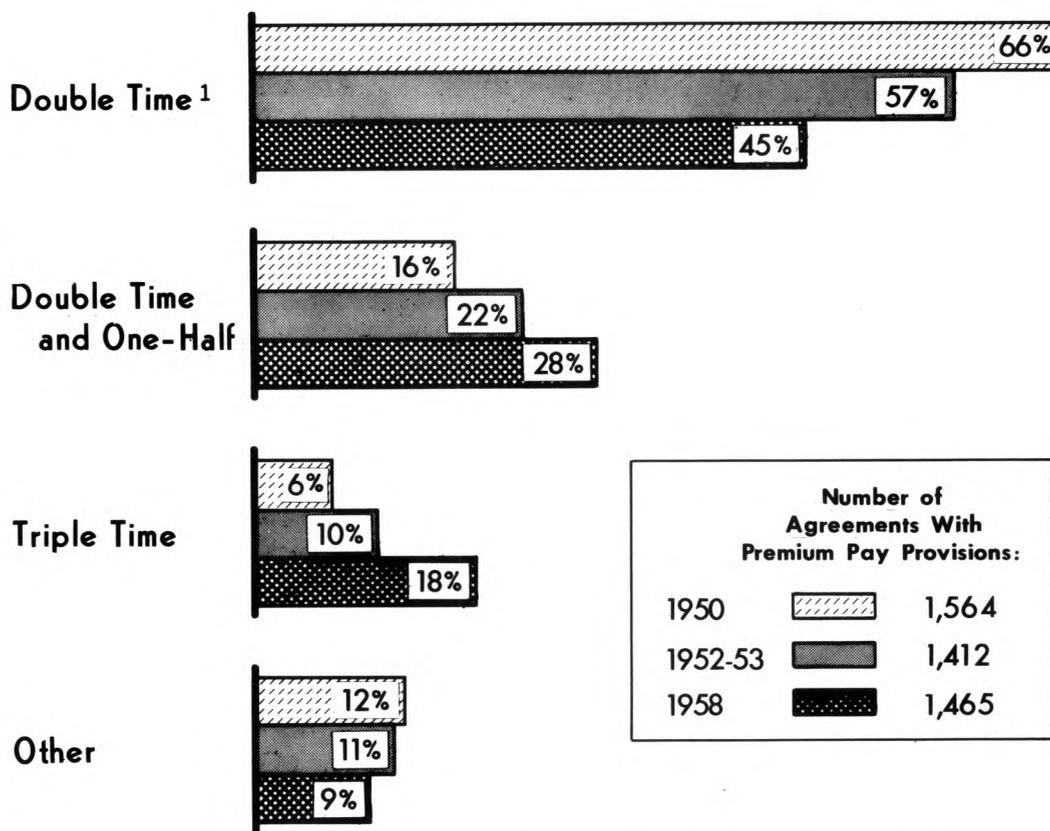
³ In this group were 24 agreements where premium pay varied by holidays, and a number of maritime agreements where rates depended upon whether work was performed in port or at sea. In a number of instances, the rate of pay for work on holidays depended upon whether or not the holiday had been scheduled to be worked. 2 were found which allowed equal time off for holidays worked, and some in which employees were given the option of accepting pay or the equivalent time added to vacations. Employees covered by 1 agreement received double time and eight-tenths and in another, triple time and one-half. Also included are agreements where premium pay was given for some holidays and no reference made to pay for others, some where premium pay varied by locality and by occupation, and one which was not clear as to whether holiday pay was included in the premium rates.

Excludes railroad and airline industries.

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

Chart 2.

**PAY RATES FOR WORK ON PAID HOLIDAYS
IN MAJOR COLLECTIVE BARGAINING AGREEMENTS,
1950, 1952-53, AND 1958**



¹ For 1958, this category includes contracts providing a portion of the rate above double time, but less than double time and one-half.

UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

Eighty contracts did not fit into any of the premium pay patterns discussed. In 24 agreements, the premium rate differed according to the holiday:

Any work performed on New Year's Day, Independence Day and Labor Day shall be paid for at time and one-half the regular rate of pay, and any work performed on Thanksgiving Day and Christmas Day shall be paid for at double the regular rate of pay.

Provisions for an extra day's pay or compensatory time off in the form of an extra day during the year or in extended vacations, holiday work at premium rates or compensatory time off at these rates, and holiday work at premium rates plus compensatory time off covering the hours worked, were found in a small number of agreements:

When an employee is required to work on one of the 8 named holidays, he shall receive either an additional day's pay or an equivalent day off, as he then may elect . . .

* * *

If an employee . . . works one or more of the recognized holidays on a regular shift, the employee shall receive equivalent time off added to his vacation or may elect to receive overtime pay for that day.

* * *

Any employee required to work on any of these days shall be paid (in addition to his salary for that week) at the rate of time and one-half or shall have compensatory time off, at the rate of time and one-half at the employee's option. Such compensatory time off shall be scheduled by mutual agreement . . .

* * *

An employee who works on a holiday shift shall receive double time. In addition to the double-time payment, the employee shall be given time off within the following 3 days equal to the number of hours worked on the holiday shift.

A few agreements specified different premium pay provisions depending on whether the holiday was a scheduled day of work, or whether continuous operations were involved:

Any employee who is scheduled to work . . . shall be paid time and one-quarter rate for his scheduled 8-hour tour of duty on that day . . . In addition, such an employee shall receive 8 hours' pay at the regular rate . . . Should an employee who was not scheduled to work on the holiday be required to work on the holiday, he shall receive in addition to the 8 hours' pay at the regular rate . . . the overtime rate of time and three-quarters . . .

* * *

Employees not working in continuous seven-day operations, who may be requested to and do work on any of the following holidays, shall not receive holiday pay but shall be paid triple time for hours worked on the holiday . . .

Employees working on continuous operations who worked on one of the foregoing holidays which falls on one of their regularly scheduled workdays shall not receive holiday pay but shall be paid double time for the hours worked . . .

Work requirements of some industries give rise to unique pay provisions. The maritime industry, for example, negotiates different work and pay provisions for sea or port duty. No work is to be done on holidays unless absolutely necessary for navigation and vessel safety, except that watches are kept as required by law. Premium rates for overtime and holiday work are referred to as "penalty" and "overtime" rates,⁵ as in the following illustration:

The rate of overtime pay shall be \$3.29 per hour and the rate of penalty pay shall be \$2.19 per hour . . . The penalty rate of pay shall be paid licensed engineer officers who perform this regular watch work at sea on any of the 9 holidays described above . . .

⁵ These are a part of the industry's dual premium rate structure; "penalty" refers to certain types of work performed during the regular working day, and the "overtime" rate applied typically to additional hours worked.

The overtime rate of pay shall be paid licensed engineer officers who perform work in port on any of the 9 holidays described above . . . The overtime rate of pay shall also be paid to non-watching licensed engineer officers who are required to perform work in port . . . on any of the 9 holidays . . .

Other maritime agreements based premium holiday rates on monthly salaries and some incorporated extra compensation for work on holidays into base salary rates.

Holiday work premiums were not stipulated in 96 contracts, 17 of which prohibited holiday work:

The employer agrees to observe Memorial Day, Labor Day, and Thanksgiving Day of each year during the life of this agreement as holidays with pay to all the employees . . . No work shall be done on these holidays.

Most of the agreements with holiday work restrictions were in retail trade and the apparel industry. Limited restrictions of work on some holidays, usually Labor Day, were found in a number of construction contracts.

Pay for Holidays Occurring on Nonworkdays

Holidays which fall on Sunday, normally a day not worked, are observed in most States on the following Monday, and this practice is reflected in virtually all agreements. There is, however, no general nationwide practice regarding holidays falling on Saturday. An analysis of 1,561 major agreements providing paid holidays indicates that many employees and unions have yet to state a fixed policy in the agreement, one way or the other. Moreover, provisions governing the observance of holidays falling on Saturday or on other days which may be nonworkdays for some workers are frequently not clearly spelled out. The absence of specific provisions can perhaps be explained, in part, by the infrequency of such occasions during the contract term.

Slightly more than half of the 1,561 agreements with paid holiday provisions did not specifically refer to Saturday holidays (table 8). For instance, many agreements in this category read as follows:

. . . Each regular employee not required to work on holidays and who has worked his last scheduled day before and his first scheduled day after the holiday, unless failure to so work is due to his illness or his being on a leave of absence, shall receive pay for such holidays . . .

* * *

A wage earner shall receive a holiday allowance of 8 hours' pay . . . for the holidays . . . An employee absent on his last scheduled day before or his first scheduled day after a holiday who is paid for the day because of vacation . . . shall not be disqualified from receiving the holiday allowance by such absence. . . . When a holiday which falls on Sunday is observed by the Company on Monday, these holiday provisions apply only to such Monday.

The first clause cited above, although not explicit on this point, may perhaps be interpreted to mean that a worker is entitled to pay for a holiday regardless of the day on which it falls, provided he meets the eligibility requirements. It is interesting to note, however, that the second clause, in addition to eligibility

TABLE 8. Pay provisions for holidays falling on Saturday in major collective bargaining agreements by industry, 1958¹

Industry	Agreements with paid holiday provisions		No explicit Saturday provisions		No extra pay or extra day off provided		Employees given—							
							Extra day off with pay		Extra day's pay		Extra day off with pay or extra pay		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)
All industries	1,561	6,820.7	810	2,647.4	41	126.4	210	884.9	397	2,687.3	70	271.5	33	203.4
Manufacturing	1,115	4,903.7	601	1,765.3	20	39.0	137	605.6	307	2,255.6	34	140.3	16	98.0
Ordnance and accessories	10	24.0	4	11.2	1	1.4	2	5.3	3	6.1	-	-	-	-
Food and kindred products	107	357.9	71	217.5	3	4.5	13	26.6	13	28.7	1	1.6	6	79.0
Tobacco manufactures	12	33.2	10	30.3	-	-	-	-	2	2.9	-	-	-	-
Textile mill products	44	115.6	26	54.3	1	1.0	-	-	15	56.2	1	1.5	1	2.7
Apparel and other finished products	47	473.7	28	238.5	-	-	1	10.0	18	225.2	-	-	-	-
Lumber and wood products (except furniture)	13	38.2	12	35.5	-	-	-	-	1	2.7	-	-	-	-
Furniture and fixtures	17	29.0	8	15.8	-	-	1	1.2	6	10.0	-	-	2	2.0
Paper and allied products	55	124.9	51	117.1	1	1.2	-	-	3	6.6	-	-	-	-
Printing, publishing, and allied products	36	71.7	13	21.1	5	6.4	8	14.7	3	3.2	6	25.2	1	1.2
Chemicals and allied products	58	112.7	25	44.8	1	7.3	15	29.2	13	26.0	4	5.5	-	-
Products of petroleum and coal	24	70.7	7	21.4	1	1.5	8	14.7	6	29.1	2	4.0	-	-
Rubber products	25	131.9	8	11.1	-	-	-	-	17	120.8	-	-	-	-
Leather and leather products	22	76.9	18	59.0	-	-	1	2.9	3	15.0	-	-	-	-
Stone, clay, and glass products	34	92.1	27	80.2	1	1.6	3	3.6	2	3.0	1	3.7	-	-
Primary metal industries	123	723.1	73	170.1	1	1.0	4	7.1	45	544.9	-	-	-	-
Fabricated metal products	64	175.6	29	60.7	1	1.2	5	15.0	27	94.6	2	4.1	-	-
Machinery (except electrical)	143	402.9	83	212.2	1	2.3	13	20.0	41	158.6	5	9.8	-	-
Electrical machinery	104	457.0	47	132.0	1	5.2	28	230.8	18	59.9	8	24.9	2	4.3
Transportation equipment	143	1,313.3	45	193.7	1	2.5	30	217.1	59	831.1	4	60.0	4	8.9
Instruments and related products	23	55.4	11	28.9	-	-	4	6.4	8	20.2	-	-	-	-
Miscellaneous manufacturing industries	11	24.5	5	10.1	1	2.0	1	1.2	4	11.2	-	-	-	-
Nonmanufacturing	446	1,917.0	209	882.2	21	87.4	73	279.3	90	431.7	36	131.2	17	105.4
Mining, crude-petroleum and natural-gas production	13	29.8	10	17.2	-	-	1	1.0	2	11.6	-	-	-	-
Transportation ³	99	525.3	56	233.8	2	5.2	16	76.8	24	204.2	1	5.4	-	-
Communications	75	591.7	28	245.0	2	15.1	18	124.8	11	80.2	8	61.0	8	65.8
Utilities: Electric and gas	80	200.3	17	34.7	9	38.6	25	53.7	16	34.8	5	11.8	8	27.0
Wholesale trade	13	26.7	4	8.7	1	4.5	2	4.1	5	7.8	1	1.6	-	-
Retail trade	82	213.4	53	141.1	-	-	3	4.2	12	40.3	13	15.2	1	12.6
Hotels and restaurants	19	104.8	8	70.7	5	21.5	2	5.1	3	4.5	1	3.0	-	-
Services	46	167.3	19	82.1	2	2.6	6	9.8	12	39.6	7	33.3	-	-
Construction	18	56.6	13	47.8	-	-	-	-	5	8.8	-	-	-	-
Miscellaneous nonmanufacturing	1	1.2	1	1.2	-	-	-	-	-	-	-	-	-	-

¹ Includes agreements which referred specifically to holidays falling on a Saturday, and agreements primarily in continuous-process industries which contained provisions for holidays falling on any unscheduled workday.

² In 8 agreements, pay provisions were given only for some of the paid holidays. For 6 agreements, specified work requirements had to be satisfied in order to receive holiday pay. In 3 agreements in the food industry, provision was made only for holidays falling on Saturday during a "nonprocessing week." For 3 more agreements, provisions were given for certain groups of employees only. In 2 agreements, pay provisions varied for different holidays. In 3 utilities agreements, holidays falling on an unscheduled workday were not paid unless these exceeded 2 holidays per calendar year in which event the employee was paid for all holidays in excess of this number. For 8 agreements, various other provisions were given.

³ Excludes railroad and airline industries.

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

requirements, deals with vacation and Sunday holidays, but is not explicit as to policies governing holidays on other nonworkdays. The full intent of these and similar clauses, while not apparent to an outsider studying the agreement, may present no difficulties to the parties themselves.⁶ When an issue does arise, the parties may, in the absence of explicit contract language, attempt to settle the matter on an ad hoc basis, refer to earlier precedents, or agree to follow industry or locality practices.

Of the 751 agreements which contained provisions for holidays falling on a Saturday, only 41 specified that employees would lose the holiday pay. The largest number of agreements (397) provided for an extra day's pay, but no additional time off, thereby preventing any losses in production time. The next most frequent provision, found in 210 agreements, stipulated an alternate day off with pay, and 70 agreements allowed an option of either 1 day's pay or another day off. Agreements which contained these types of provisions were frequently found in continuous-process industries, notably chemicals, petroleum, primary metals, and utilities.

Illustrative of the various pay provisions are the following clauses:

When an agreed holiday specified in the above paragraph occurs, employees shall be paid for such holiday. This provision applies even though the holiday occurs on Saturday . . .

* * *

When a holiday falls on Saturday, the preceding Friday shall be observed as the holiday and shall be paid as such holiday.

* * *

When a recognized holiday occurs on Saturday, the company has the option either to (a) consider the preceding Friday the holiday and pay holiday pay for Friday as provided in this section or (b) consider Saturday the holiday and pay 8 hours' pay for Saturday as provided in this section.

⁶ The absence of a definite provision dealing with this issue is often a source of grievances, and the difficulties faced by an arbitrator in attempting to settle such disputes is illustrated by the following statement:

. . . Let us say the contract clause reads: "Employees shall be paid a day's wages for each of the following seven holidays on which they shall not be required to work . . ." This means on its face that a holiday is payable by "a day's wages." The arbitrator, therefore, awards an extra day's pay for the holiday even though it occurred on a weekend. Suppose, however, the contract reads instead, "Employees shall be off on the following seven holidays without loss of pay . . ." The arbitrator, clinging tenaciously to the bare structure of the wording, reads the directions literally. The workers were off; they lost no pay; there is nothing that says they shall be paid a day's wages, payment is denied. The trouble with this approach is that in both cases there may have been the same absence of intent, or even an intent opposed to the literal meaning of the clause. The difference in wording is frequently quite fortuitous.

Louis Yagoda, *The Need for Precision and Clarity (in Understanding Collective Bargaining: The Executive's Guide, New York, American Management Association, 1958, pp. 149-150).*

TABLE 9. Pay provisions for holidays falling on an unscheduled workday in major collective bargaining agreements by industry, 1958

Industry	Agreements with paid holiday provisions		No explicit provisions for an unscheduled workday		No extra pay or extra day off provided		Employees given—							
							Extra day off with pay		Extra day's pay		Extra day off with pay or extra pay		Other ¹	
	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	1,561	6,820.7	1,234	4,506.3	22	58.6	70	280.0	182	1,746.1	35	90.9	18	139.0
Manufacturing	1,115	4,903.7	932	3,016.6	7	16.5	34	188.9	129	1,582.2	9	24.3	4	75.4
Ordnance and accessories	10	24.0	7	19.2	1	1.4	1	2.1	1	1.4	-	-	-	-
Food and kindred products	107	357.9	94	266.4	2	2.7	5	10.7	3	4.5	1	1.6	2	72.0
Tobacco manufactures	12	33.2	12	33.2	-	-	-	-	-	-	-	-	-	-
Textile mill products	44	115.6	38	96.5	-	-	-	-	6	19.1	-	-	-	-
Apparel and other finished textile products	47	473.7	47	473.7	-	-	-	-	-	-	-	-	-	-
Lumber and wood products (except furniture)	13	38.2	13	38.2	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	17	29.0	15	25.3	-	-	-	-	2	3.7	-	-	-	-
Paper and allied products	55	124.9	53	122.6	1	1.1	1	1.2	-	-	-	-	-	-
Printing, publishing, and allied industries	36	71.7	28	55.1	-	-	5	8.4	1	1.0	1	6.0	1	1.2
Chemicals and allied products	58	112.7	35	55.9	1	7.3	7	20.8	13	26.0	2	2.8	-	-
Products of petroleum and coal	24	70.7	13	36.4	1	1.5	1	1.4	7	27.5	2	4.0	-	-
Rubber products	25	131.9	13	17.0	-	-	-	-	12	115.0	-	-	-	-
Leather and leather products	22	76.9	20	71.5	-	-	-	-	1	2.5	1	2.9	-	-
Stone, clay, and glass products	34	92.1	32	89.0	-	-	1	1.5	1	1.6	-	-	-	-
Primary metal industries	123	723.1	96	209.1	-	-	-	-	27	514.0	-	-	-	-
Fabricated metal products	64	175.6	56	151.8	-	-	-	-	8	23.8	-	-	-	-
Machinery (except electrical)	143	402.9	128	327.1	-	-	-	-	15	75.8	-	-	-	-
Electrical machinery	104	457.0	88	310.6	-	-	10	117.7	3	19.5	2	7.0	1	2.2
Transportation equipment	143	1,313.3	114	552.2	1	2.5	2	24.1	26	734.5	-	-	-	-
Instruments and related products	23	55.4	20	42.9	-	-	-	-	3	12.5	-	-	-	-
Miscellaneous manufacturing industries	11	24.5	10	23.3	-	-	1	1.2	-	-	-	-	-	-
Nonmanufacturing	446	1,917.0	302	1,489.7	15	42.1	36	91.1	53	163.9	26	66.6	14	63.7
Mining, crude-petroleum, and natural-gas production	13	29.8	11	18.2	-	-	-	-	2	11.6	-	-	-	-
Transportation ²	99	525.3	83	478.7	2	5.2	2	3.8	11	32.3	1	5.4	-	-
Communications	75	591.7	59	524.6	-	-	4	5.1	7	38.0	-	-	5	24.1
Utilities: Electric and gas	80	200.3	25	53.2	6	12.8	18	61.8	18	33.9	5	11.8	8	27.0
Wholesale trade	13	26.7	11	24.1	-	-	1	1.3	1	1.3	-	-	-	-
Retail trade	82	213.4	57	158.1	-	-	3	4.2	8	23.3	13	15.2	1	12.6
Hotels and restaurants	19	104.8	9	71.7	5	21.5	2	5.1	2	3.5	1	3.0	-	-
Services	46	167.3	28	103.6	2	2.6	6	9.8	4	20.1	6	31.3	-	-
Construction	18	56.6	18	56.6	-	-	-	-	-	-	-	-	-	-
Miscellaneous nonmanufacturing industries	1	1.2	1	1.2	-	-	-	-	-	-	-	-	-	-

¹ In 5 agreements, pay provisions were given only for some of the paid holidays. For another 4 agreements, specified work requirements had to be satisfied in order to receive holiday pay. In 3 utilities agreements, holidays falling on an unscheduled workday were not paid unless these exceeded 2 holidays per calendar year, in which event the employee was paid for all holidays in excess of this number. For 2 agreements, different pay provisions applied when different holidays fell on the first or second day of rest. For 4 agreements, various other provisions were given.

² Excludes railroad and airline industries.

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

A few agreements provided pay for only some of the holidays falling on Saturday or other unscheduled workdays, as in the following example:

The employer hereby agrees that all employees shall be granted a day's pay at their "normal rate" for Christmas Day and New Year's Day regardless of the day of the week on which they fall and shall be granted a normal day's pay at their "normal rate" for the following six plant holidays provided they fall on normal workdays . . .

Explicit provisions for holidays falling on any nonworkday were found in only about a fifth of the agreements with paid holiday provisions (table 9). The difficulties of interpreting Saturday clauses also apply here, and hence it may well be that the findings understate the practice of compensating for such holidays. However, the relatively low incidence of such provisions can, to some extent, also be explained by the fact that in many industries only Saturday and Sunday are scheduled nonworkdays. Problems relating to nonworkdays other than Saturday and Sunday would generally be limited to industries operating on a 7-day basis. In such industries, for example, an employee's workweek may begin on a Wednesday, and his days off would then be Monday and Tuesday.

More than 75 percent of the workers covered by explicit provisions for holidays falling outside a regular workweek were entitled to an additional day's pay. Clauses stipulating another day off with pay or an extra day off with pay were far less frequent.

If a holiday falls on an employee's regular day off he shall be paid 8 hours straight time.

* * *

When one or more of the holidays referred to occurs on the regularly scheduled day off of an employee having seniority, and when such employee is not compensated for the holiday under any other provision of this section, the employee shall be granted a substitute day off with pay . . .

A few agreements banned payments for such holidays entirely, or made them subject to special conditions.

If a holiday falls on the employee's scheduled off-day, he or she will not be paid . . .

* * *

If a holiday falls on an employee's nonworkday, he shall not for such reason be entitled to have a work day off with pay, provided, however, that if during a calendar year more than two (2) holidays fall on an employee's nonwork day the Company shall give him one (1) work day off with pay or, at its option, shall give him one (1) day's pay, for every holiday in excess of two (2) per calendar year which falls on his nonworkday.

* * *

An employee qualifies for holiday payment under the following conditions:

~~When the holiday is observed on a day which is not part of the employee's five-day workweek, if she has worked or been assigned to work and excused on that day of the week on which the holiday is observed at least three times in the 26 calendar weeks immediately preceding the week in which the holiday occurs. . . .~~

* * *

When a recognized holiday falls on the seventh day of the workweek of a shift worker or a scheduled week worker (which day is his second rest day in that workweek) such holidays, for purposes of holiday pay, shall be considered and treated with respect to employees concerned, in the same manner as provided for holidays falling on Sunday and publicly observed on Monday. Each employee so affected shall be granted time off when practicable, with straight-time pay. If Good Friday, Labor Day, General Election Day or Thanksgiving Day falls on an employee's first day of rest he will be paid the straight-time rate for that day.

Holidays Occurring During Vacation Period.—Provisions for holidays falling during vacation periods were analyzed in a recent Bureau of Labor Statistics study of vacation policies.⁷ Of the 1,664 agreements which had paid vacations, 1,069 granted various holiday allowances. The most common allowance, found in 578 agreements, was an extra day's pay but no additional time off.

⁷ See Paid Vacation Provisions in Major Union Contracts, 1957, BLS Bull. 1233 (p. 33).

TABLE 10. Unpaid holidays in major collective,

No.	Industry	Number of agreements studied		Number with unpaid holidays ¹		Number of unpaid holidays—					
		Agreements	Workers (000's)	Agreements	Workers (000's)	1 day		2 days		3 days	
						Agreements	Workers (000's)	Agreements	Workers (000's)	Agreements	Workers (000's)
	All industries	1,736	7,753.0	312	1,502.9	52	121.0	42	266.7	12	38.5
	Manufacturing	1,122	4,916.9	133	525.2	46	109.0	39	256.2	6	26.4
1	Ordnance and accessories	10	24.0	-	-	-	-	-	-	-	-
2	Food and kindred products	109	363.9	19	49.2	7	19.3	1	4.0	-	-
3	Tobacco manufactures	12	33.2	2	6.2	-	-	-	-	1	2.2
4	Textile mill products	45	116.7	22	55.5	5	8.7	3	4.6	-	-
5	Apparel and other finished textile products	47	473.7	28	251.8	3	13.2	22	218.1	-	-
6	Lumber and wood products (except furniture)	14	39.2	6	13.0	4	10.0	-	-	-	-
7	Furniture and fixtures	17	29.0	2	5.0	1	1.0	-	-	-	-
8	Paper and allied products	55	124.9	7	11.0	5	6.5	1	3.1	-	-
9	Printing, publishing, and allied industries	36	71.7	1	1.0	-	-	-	-	-	-
10	Chemicals and allied products	58	112.7	-	-	-	-	-	-	-	-
11	Products of petroleum and coal	24	70.7	-	-	-	-	-	-	-	-
12	Rubber products	25	131.9	3	6.4	2	2.1	-	-	1	4.4
13	Leather and leather products	22	76.9	11	52.5	5	28.1	3	5.9	1	11.0
14	Stone, clay, and glass products	34	92.1	5	6.2	4	5.2	1	1.0	-	-
15	Primary metal industries	123	723.1	-	-	-	-	-	-	-	-
16	Fabricated metal products	64	175.6	4	8.7	1	1.5	1	3.4	1	1.8
17	Machinery (except electrical)	143	402.9	7	10.2	4	5.1	3	5.1	-	-
18	Electrical machinery	106	461.0	2	3.4	2	3.4	-	-	-	-
19	Transportation equipment	144	1,314.3	11	35.5	2	4.3	2	2.1	2	7.0
20	Instruments and related products	23	55.4	1	1.0	1	1.0	-	-	-	-
21	Miscellaneous manufacturing industries	11	24.5	2	9.0	-	-	2	9.0	-	-
	Nonmanufacturing	614	2,836.1	179	977.8	6	12.0	3	10.5	6	12.1
22	Mining, crude-petroleum, and natural-gas production	16	261.1	2	230.0	-	-	-	-	-	-
23	Transportation ²	109	553.6	14	38.5	1	1.2	-	-	2	2.1
24	Communications	75	591.7	-	-	-	-	-	-	-	-
25	Utilities: Electric and gas	81	204.7	1	4.4	-	-	-	-	-	-
26	Wholesale trade	14	28.2	2	6.0	1	4.5	-	-	-	-
27	Retail trade	85	219.2	6	19.0	1	1.4	-	-	1	2.0
28	Hotels and restaurants	29	146.0	14	66.2	2	3.5	2	9.5	3	8.0
29	Services	54	181.0	7	16.6	1	1.4	1	1.0	-	-
30	Construction	148	645.5	132	594.7	-	-	-	-	-	-
31	Miscellaneous nonmanufacturing	3	5.2	1	2.5	-	-	-	-	-	-

¹ Includes 159 agreements containing unpaid holidays only and 153 agreements having both paid and unpaid holidays.

² Contains 6 agreements with 9 unpaid holidays; 8 agreements with 10; 6 agreements with 11; and 2 agreements with 12. 1 agreement contained an unpaid half holiday and one 7½ holidays. In 6 food processing agreements, holidays are unpaid if they should occur during the "campaign" season, but are paid if they should occur during the "intercampaign" season. For 4 multi-employer agreements, the number of unpaid holidays varies by geographical location. In 3 agreements, the number of unpaid

Three hundred agreements specified an extra day off with pay. A choice of either an extra day off with pay or an extra day's pay was provided for in 178; 169 of these agreements provided that the allowance be determined at the employer's or employee's option, and 9 required that it be determined by mutual agreement between the employer and employee. Only 42 agreements specifically prohibited any allowances for holidays falling during the vacation period.

Unpaid Holidays

The recognition of unpaid holidays has been declining over the past decade as more paid holidays were observed. In 1950, a Bureau of Labor Statistics' study⁸ found unpaid holidays in 38 percent of the agreements analyzed; by 1958, the proportion of agreements with such provisions had dropped to less than 20 percent. Of the 312 agreements which specified unpaid holidays, 159 also granted paid holidays; thus, unpaid holidays only were observed in less than 10 percent of the agreements.

The number of unpaid holidays ranged from a half day to 12 days, with about 2 out of 3 of the 312 agreements mentioning 6 or fewer (table 10). Virtually

⁸ See footnote 1, p. 1.

bargaining agreements by industry, 1958

Number of unpaid holidays—												No.
4 days		5 days		6 days		7 days		8 days		Other ³		
Agree-ments	Workers (000's)	Agree-ments	Workers (000's)	Agree-ments	Workers (000's)	Agree-ments	Workers (000's)	Agree-ments	Workers (000's)	Agree-ments	Workers (000's)	
15	63.3	16	71.3	63	208.8	43	222.1	30	178.4	39	333.1	
11	41.2	11	33.5	4	7.7	2	7.0	2	7.1	12	37.3	
-	-	-	-	-	-	-	-	-	-	-	-	1
2	3.1	1	2.0	-	-	-	-	1	4.0	7	16.9	2
-	-	-	-	-	-	1	4.0	-	-	-	-	3
5	15.6	8	25.5	1	1.2	-	-	-	-	-	-	4
3	20.5	-	-	-	-	-	-	-	-	-	-	5
-	-	1	2.0	1	1.0	-	-	-	-	-	-	6
-	-	1	4.0	-	-	-	-	-	-	-	-	7
-	-	-	-	-	-	-	-	-	-	1	1.4	8
-	-	-	-	-	-	-	-	-	-	1	1.0	9
-	-	-	-	-	-	-	-	-	-	-	-	10
-	-	-	-	-	-	-	-	-	-	-	-	11
-	-	-	-	1	4.5	1	3.0	-	-	-	-	12
-	-	-	-	-	-	-	-	-	-	-	-	13
-	-	-	-	-	-	-	-	-	-	-	-	14
-	-	-	-	-	-	-	-	-	-	-	-	15
1	2.0	-	-	-	-	-	-	-	-	-	-	16
-	-	-	-	-	-	-	-	-	-	-	-	17
-	-	-	-	1	1.0	-	-	1	3.1	3	18.0	18
-	-	-	-	-	-	-	-	-	-	-	-	19
-	-	-	-	-	-	-	-	-	-	-	-	20
-	-	-	-	-	-	-	-	-	-	-	-	21
4	22.1	5	37.8	59	201.2	41	215.1	28	171.3	27	295.9	
-	-	-	-	-	-	-	-	1	30.0	1	200.0	22
1	1.1	-	-	1	1.1	-	-	-	-	9	33.1	23
-	-	-	-	-	-	-	-	-	-	-	-	24
-	-	-	-	1	4.4	-	-	-	-	-	-	25
-	-	-	-	-	-	-	-	1	1.5	-	-	26
-	-	-	-	2	4.7	-	-	1	1.9	1	9.0	27
2	11.0	2	27.2	3	7.0	-	-	-	-	-	-	28
1	10.0	-	-	4	4.2	-	-	-	-	-	-	29
-	-	3	10.7	48	179.9	40	212.6	25	137.9	16	53.8	30
-	-	-	-	-	-	1	2.5	-	-	-	-	31

holidays is not given. Finally, in 1 agreement, unpaid holidays vary by locality, and in another agreement, 1 unpaid holiday is given to a certain group of employees only.

³ Excludes railroad and airline industries.

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

TABLE 11. Rates of pay for work on unpaid holidays in major collective bargaining agreements by industry, 1958

Industry	Number with unpaid holidays		Pay rates for work on unpaid holidays—									
			No provision		Straight time		Time and one-half		Double time		Other ¹	
	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	312	1,502.9	21	76.6	33	258.7	95	281.3	153	854.6	10	31.8
Manufacturing	133	525.2	13	57.9	29	252.4	58	143.7	27	57.5	6	13.7
Ordnance and accessories	-	-	-	-	-	-	-	-	-	-	-	-
Food and kindred products	19	49.2	2	5.5	-	-	15	33.4	1	6.3	1	4.0
Tobacco manufactures	2	6.2	-	-	-	-	2	6.2	-	-	-	-
Textile mill products	22	55.5	1	1.0	-	-	19	52.2	-	-	2	2.3
Apparel and other finished products	28	251.8	-	-	27	250.2	1	1.6	-	-	-	-
Lumber and wood products (except furniture)	6	13.0	-	-	-	-	4	4.5	2	8.5	-	-
Furniture and fixtures	2	5.0	-	-	-	-	-	-	2	5.0	-	-
Paper and allied products	7	11.0	4	7.5	-	-	1	1.2	2	2.3	-	-
Printing, publishing, and allied industries	1	1.0	1	1.0	-	-	-	-	-	-	-	-
Chemicals and allied products	-	-	-	-	-	-	-	-	-	-	-	-
Products of petroleum and coal	-	-	-	-	-	-	-	-	-	-	-	-
Rubber products	3	6.4	-	-	-	-	2	5.4	1	1.1	-	-
Leather and leather products	11	52.5	3	27.1	-	-	7	22.4	1	3.0	-	-
Stone, clay, and glass products	5	6.2	-	-	-	-	-	-	5	6.2	-	-
Primary metal industries	-	-	-	-	-	-	-	-	-	-	-	-
Fabricated metal products	4	8.7	-	-	-	-	2	3.5	1	1.8	1	3.4
Machinery (except electrical)	7	10.2	1	1.8	1	1.1	3	4.5	2	2.8	-	-
Electrical machinery	2	3.4	-	-	1	1.2	-	-	1	2.2	-	-
Transportation equipment	11	35.5	1	14.0	-	-	-	-	9	18.5	1	3.0
Instruments and related products	1	1.0	-	-	-	-	-	-	-	-	1	1.0
Miscellaneous manufacturing industries	2	9.0	-	-	-	-	2	9.0	-	-	-	-
Nonmanufacturing	179	977.8	8	18.7	4	6.3	37	137.6	126	797.1	4	18.1
Mining, crude-petroleum, and natural-gas production	2	230.0	-	-	-	-	-	-	2	230.0	-	-
Transportation ²	14	38.5	1	5.0	-	-	12	32.5	-	-	1	1.0
Communications	-	-	-	-	-	-	-	-	-	-	-	-
Utilities: Electric and gas	1	4.4	-	-	-	-	-	-	1	4.4	-	-
Wholesale trade	2	6.0	-	-	-	-	2	6.0	-	-	-	-
Retail trade	6	19.0	2	3.3	1	2.0	2	11.0	-	-	1	2.7
Hotels and restaurants	14	66.2	-	-	1	2.0	11	60.2	2	4.0	-	-
Services	7	16.6	1	1.2	-	-	1	1.0	5	14.4	-	-
Construction	132	594.7	4	9.2	2	2.3	8	24.5	116	544.4	2	14.4
Miscellaneous nonmanufacturing	1	2.5	-	-	-	-	1	2.5	-	-	-	-

¹ For 4 agreements, pay rates vary for different unpaid holidays. 1 agreement provides for $2\frac{1}{4}$ times the straight-time rate, another $2\frac{1}{10}$ times, and a third $2\frac{1}{2}$ times. Finally, for 3 agreements, 1 provides for overtime applicable to the craft involved, another specifies pay rates only for certain categories of employees and the third provides a flat amount in addition to the daily rate.

² Excludes railroad and airline industries.

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

all of the agreements which designated seven or more unpaid holidays were in the construction industry, which, in total, accounted for more than two-fifths of all agreements with such holidays. Other industries in which holidays off without pay applied to either a significant proportion of agreements or workers were textile mill products, apparel, leather and leather products, mining, and hotels and restaurants.

Pay for Working on Unpaid Holidays.—Premium pay for work on an unpaid holiday was a feature of collective bargaining agreements prior to the advent of paid holidays and premium pay for working on paid holidays. In most agreements with unpaid holidays, the employee is compensated for hours worked on such days by a multiple of his straight-time rate of pay.

Double time, the compensation most frequently granted for work on unpaid holidays, was stipulated in 153 contracts, 116 of which were in the construction industry (table 11). This rate was also in effect for coal miners. Time and one-half was provided in a number of food, textile, transportation, and hotel and restaurant agreements. A small number of agreements (21) did not specifically designate rates of pay for work on unpaid holidays; in these instances, it may be assumed that a worker would receive at least straight time for all hours worked.

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