

Rest Periods, Washup, Work Clothing, and Military Leave Provisions in Major Union Contracts

Bulletin No. 1279

**UNITED STATES DEPARTMENT OF LABOR
Arthur J. Goldberg, Secretary**

**BUREAU OF LABOR STATISTICS
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Preface

For the four studies brought together in this bulletin, virtually all agreements in the United States covering 1,000 or more workers, exclusive of railroad and airline agreements, were analyzed. The 1,687 agreements in this category covered approximately 7.5 million workers, or almost half of the estimated total agreement coverage in the United States, outside of the railroad and airline industries.

All agreements studied were 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. The provisions of agreements covering 1,000 or more workers do not necessarily reflect policy in smaller collective bargaining situations or in nonunion establishments.

These studies were undertaken in the Bureau's Division of Wages and Industrial Relations under the supervision of Harry P. Cohany. The report on rest periods was prepared by Dena G. Weiss and Ernestine M. Moore; on washup, cleanup, and clothes change by Dena G. Weiss and Theessa L. Ellis; on safety equipment and work clothing by Dena G. Weiss and Laura A. Wood; and on military service allowances by Dena G. Weiss.

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Paid Rest Periods in Major Union Contracts, 1959

PROVISIONS for paid rest periods during regular working hours were included in a fourth of the major collective bargaining agreements in effect in 1959. In about two-thirds of the agreements providing for rest periods, such allowances—often called “relief periods,” “coffee breaks,” or “smoking time”—applied to all employees; in the remaining agreements, coverage was limited to special groups of workers, primarily women. Generally, two rest periods daily were specified.

The prevalence of formal rest period provisions has remained virtually unchanged since 1953, the date of the Bureau of Labor Statistics previous study, when such provisions were found in about 23 percent of the contracts analyzed.¹ It seems reasonable to assume that the practice of providing formal rest periods is more common than the above figures would indicate. The matter of rest periods may be covered either by plant rules referred to in the agreement but which are not defined or spelled out in detail,² or may be governed by longstanding company policy. Legally required rest periods applicable to women workers may also lessen the need for specific contract provisions.³

This study is based on an analysis of 1,687 collective bargaining agreements on file in the Bureau of Labor Statistics, each covering 1,000 or more employees, or virtually all agreements of this size in the United States, exclusive of railroads and airlines.⁴ The 7.5 million workers covered by these agreements represented somewhat less than half of all workers estimated to be under agreement in the United States, exclusive of railroad and airline agreements. Of the agreements studied, 1,063, covering over 4.5 million workers, were in manufacturing, and 624 agreements, with slightly

more than 2.9 million workers, were in nonmanufacturing industries. All of the agreements were in effect in 1959; half were scheduled to expire during that year.

Prevalence of Provisions

A fourth (25.6 percent) of the 1,687 agreements analyzed provided paid time for short periods away from the job for purposes of rest or relaxation (table 1). These agreements covered less than a fourth (22.5 percent) of all workers in the study, but not all workers under these agreements were eligible for rest periods.

Provisions for rest periods were not specified in any of the major agreements in the apparel industry and were rarely included in the following manufacturing industries: tobacco, printing, petroleum refining, leather, and primary metals. Low representation was also noted in the nonmanufacturing industries of mining, transportation, electric and gas utilities, and construction. Among the industries in which paid rest period provisions were most prevalent were food products, electrical machinery, transportation equipment, communications, and retail trade.

In about two-thirds (288) of the agreements with provisions on the subject, all employees in the bargaining unit were uniformly entitled to rest periods. In 102 agreements, rest periods were limited to special groups, generally women,

¹ See Paid Rest Period Provisions in Union Agreements, 1952-53 (in Monthly Labor Review, May 1954, pp. 531-535), or BLS Bull. 1166 (1954), pp. 18-22.

² For example, rest periods are rarely specified in steel industry agreements, but according to reports published during the 1959 strike, provision for them may be encompassed within “local working conditions.”

³ The following 12 States have laws relating to rest periods for women workers, most of which provide for a 10-minute rest period within each half of the day: Alaska, Arizona, California, Colorado, Kentucky, Nevada, New York, Oregon, Pennsylvania, Utah, Washington, and Wyoming.

⁴ Agreements for the railroad and airline industries are not collected by the Bureau and, therefore, are not included in this study.

TABLE 1. EMPLOYEES COVERED BY PAID REST PERIOD PROVISIONS

Industry	Number studied		Number with paid rest period provisions		Employee coverage			
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	All employees		Women only	
					Agreements	Workers (thousands)	Agreements	Workers (thousands)
All industries.....	1,687	7,477.3	433	1,683.1	288	1,154.7	47	147.0
Manufacturing.....	1,063	4,555.3	288	969.9	194	622.4	30	97.0
Ordnance and accessories.....	15	39.4	9	26.0	7	17.7		
Food and kindred products.....	120	405.8	61	261.4	47	218.0	5	14.8
Tobacco manufactures.....	11	27.6	1	1.1				
Textile mill products.....	33	78.4	6	10.9	1	1.0	1	1.3
Apparel and other finished products.....	45	464.1						
Lumber and wood products, except furniture.....	13	37.2	4	6.6	4	6.6		
Furniture and fixtures.....	20	32.1	6	8.2	4	4.5		
Paper and allied products.....	54	118.0	17	55.5	7	9.3	8	32.7
Printing, publishing, and allied industries.....	31	62.2	2	2.5	1	1.2	1	1.4
Chemicals and allied products.....	57	113.6	21	42.5	13	19.3	4	15.3
Petroleum refining and related industries.....	23	63.8	2	2.7	1	1.6		
Rubber and miscellaneous plastics products.....	24	128.1	8	15.7	7	14.1		
Leather and leather products.....	20	62.5	1	1.3	1	1.3		
Stone, clay, and glass products.....	38	100.8	12	34.1	6	7.7	2	12.8
Primary metal industries.....	124	724.8	6	15.4				
Fabricated metal products.....	52	146.4	15	69.9	11	36.3	1	1.2
Machinery, except electrical.....	117	283.9	24	50.1	15	34.4	3	6.5
Electrical machinery, equipment, and supplies.....	100	438.3	40	120.8	36	107.6	1	1.2
Transportation equipment.....	127	1,152.2	39	234.4	24	128.9	3	8.3
Instruments and related products.....	24	54.2	7	10.7	4	6.0	1	1.5
Miscellaneous manufacturing.....	15	22.5	7	9.4	5	7.4		
Nonmanufacturing.....	624	2,922.0	145	713.2	94	532.3	17	50.1
Mining, crude petroleum, and natural gas production.....	17	252.7	1	1.5			1	1.5
Transportation ¹	95	573.2	8	47.3	6	43.1		
Communications.....	70	558.1	46	373.3	34	318.8		
Utilities: Electric and gas.....	78	200.5	2	9.4			1	1.9
Wholesale trade.....	12	21.6	3	3.6	1	1.0		
Retail trade.....	92	245.1	52	155.9	37	109.1	11	36.2
Hotels and restaurants.....	36	176.8	6	31.7	1	6.0	3	8.0
Services.....	55	184.9	13	50.2	10	28.8		
Construction.....	155	701.9	8	38.0	5	25.6		
Miscellaneous nonmanufacturing.....	5	7.4	1	2.5			1	2.5

¹ Includes agreements which provided for rest periods during the summer months only, those with different provisions for male and female employees,

and those limiting rest periods to employees at designated stations or locations.

UNDER MAJOR COLLECTIVE BARGAINING AGREEMENTS, BY INDUSTRY, 1959

Employee coverage—Continued										Industry
Designated departments only		Designated occupations only		Continuous operations only		Other ¹		Coverage not clear ²		
Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	
13	48.2	23	78.1	5	7.5	14	95.2	43	152.5	All industries.
4	6.8	8	34.7	5	7.5	10	68.5	37	133.0	Manufacturing.
2	3.0	3	11.0	1	1.5	2	10.2	2	8.3	Ordnance and accessories.
						1	1.1	1	3.0	Food and kindred products.
								4	8.6	Tobacco manufactures.
								2	3.8	Textile mill products.
								2	3.8	Apparel and other finished products.
				1	2.5	1	11.0	1	6.8	Lumber and wood products, except furniture.
						1	1.2	3	6.8	Furniture and fixtures.
						1	1.1	1	1.6	Paper and allied products.
						2	11.0	2	2.7	Printing, publishing, and allied products.
1	1.5	1	1.7			1	20.0	4	12.2	Chemicals and allied products.
1	2.3	1	1.0					4	3.4	Petroleum refining and related industries.
		1	6.0	1	1.5			4	6.0	Rubber and miscellaneous plastics products.
		2	15.0	1	1.0	1	13.0	8	68.2	Leather and leather products.
				1	1.0			2	3.2	Stone, clay, and glass products.
								1	1.0	Primary metal industries.
9	41.4	15	43.4			4	26.7	6	19.5	Fabricated metal products.
										Machinery, except electrical.
1	1.4							1	2.8	Electrical machinery, equipment, and supplies.
4	26.4	5	17.2					2	4.4	Transportation equipment.
		1	7.5					1	1.1	Instruments and related products.
		1	1.5					1	2.7	Miscellaneous manufacturing.
		3	8.0					1	8.5	
1	9.2									Nonmanufacturing.
3	4.5	3	5.4			2	11.5			Mining, crude petroleum, and natural gas production.
		2	3.9			1	8.5			Transportation. ³
										Communications.
										Utilities: Electric and gas.
										Wholesale trade.
										Retail trade.
										Hotels and restaurants.
										Services.
										Construction.
										Miscellaneous nonmanufacturing.

¹ Includes agreements with such statements as "present practice to be continued" and "employees now allowed rest periods shall continue to receive them."

² Excludes railroad and airline industries.

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

TABLE 2. TOTAL DAILY TIME ALLOWANCE FOR PAID REST PERIODS UNDER

Industry	Number with paid rest period provisions		Duration not indicated		Total daily time allowance					
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Under 10 minutes		10 minutes		15 minutes ¹	
					Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
All industries.....	433	1,683.1	94	298.1	6	19.2	31	81.4	17	65.1
Manufacturing.....	288	969.9	66	214.5	3	4.0	27	55.0	14	37.3
Ordnance and accessories.....	9	26.0	2	8.3			2	3.4		
Food and kindred products.....	61	261.4	13	61.1					2	4.5
Tobacco manufactures.....	1	1.1					1	1.1		
Textile mill products.....	6	10.9	5	9.6						
Apparel and other finished products.....										
Lumber and wood products, except furniture.....	4	6.6								
Furniture and fixtures.....	6	8.2	1	2.4			1	1.0		
Paper and allied products.....	17	55.5	3	7.6					4	7.2
Printing, publishing, and allied industries.....	2	2.5								
Chemicals and allied products.....	21	42.5	1	3.7						
Petroleum refining and related industries.....	2	2.7					1	1.1		
Rubber and miscellaneous plastics products.....	8	15.7	1	1.6						
Leather and leather products.....	1	1.3								
Stone, clay, and glass products.....	12	34.1	8	19.2					1	2.8
Primary metal industries.....	6	15.4	4	12.2			1	1.5		
Fabricated metal products.....	15	60.9	5	8.7			2	2.9	1	1.1
Machinery, except electrical.....	24	50.1	7	9.1	2	2.9	9	17.1	1	13.9
Electrical machinery, equipment, and supplies.....	40	120.8	3	6.8			2	2.5	3	4.3
Transportation equipment.....	39	234.4	9	59.0	1	1.1	6	22.0	2	3.6
Instruments and related products.....	7	10.7	3	4.2			1	1.4		
Miscellaneous manufacturing.....	7	9.4	1	1.0			1	1.1		
Nonmanufacturing.....	145	713.2	28	83.6	3	15.2	4	26.4	3	27.8
Mining, crude petroleum, and natural gas production.....	1	1.5								
Transportation ⁴	8	47.3	2	6.8			1	3.0		
Communications.....	46	373.3	5	18.6					1	16.3
Utilities: Electric and gas.....	2	9.4								
Wholesale trade.....	3	3.6	1	1.1						
Retail trade.....	52	155.9	14	41.5						
Hotels and restaurants.....	6	31.7	2	9.7						
Services.....	18	50.2	3	4.7			1	13.0	2	11.5
Construction.....	8	38.0	1	1.3	3	15.2	2	10.4		
Miscellaneous nonmanufacturing.....	1	2.5								

¹ Includes 3 agreements with a total of 14 minutes and 1 with 16 minutes.
² Includes 1 agreement with a total of 21 minutes, 2 with 24 minutes, and 4 with 25 minutes.

³ Includes 2 agreements with a total of 35 minutes, 5 with 40 minutes, and 1 with 90 minutes.

to employees in designated departments or occupations, or to workers on continuous operations or on hazardous jobs. The following clauses illustrate such limitations:

Women employees of the company shall receive a rest period of 10 minutes each half day, during which they shall be free to leave their work places.

* * *

... there shall be no interruption of production for smoking or lunch, except that employees working in restricted areas shall be allowed a 5-minute smoking period each half shift. . . .

* * *

All employees on continuous operations are to receive, individually, a rest period of 10 minutes before and after lunch.

* * *

Under exceptional conditions of hazardous or fatiguing work, reasonable provision will be made for rest periods for employees engaged in such work.

In 43 agreements, the employee coverage was not clear; the provision usually stated that present practices were to be continued. A few stipulated that rest periods were to be negotiated at the local plants or that "reasonable" or "adequate" rest periods were to be allowed or granted "when practical."

Duration

Although the total duration of rest periods ranged from 5 to 90 minutes per day, 157 of the 339 agreements with maximum time limits granted 20 minutes (table 2). The next largest number of agreements (91) provided for a daily total of 30 minutes. Virtually all of the agreements in the telephone industry which defined the duration of rest periods were in this latter category. Only

MAJOR COLLECTIVE BARGAINING AGREEMENTS, BY INDUSTRY, 1959

Total daily time allowance—Continued										Industry
20 minutes		Over 20 and under 30 minutes ¹		30 minutes		Over 30 minutes ¹		Varies by sex and occupation		
Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	
157	621.4	7	10.3	91	510.3	8	16.4	22	61.2	All industries.
120	506.2	7	10.3	38	116.9	4	8.8	9	17.2	Manufacturing.
5	14.3									Ordinance and accessories.
24	146.0	1	2.5	16	35.4	2	5.4	3	6.5	Food and kindred products.
				1	1.3					Tobacco manufactures.
										Textile mill products.
4	6.6									Apparel and other finished products.
4	4.9									Lumber and wood products, except furniture.
4	32.3			3	4.0			3	4.5	Furniture and fixtures.
1	1.4	1	1.2							Paper and allied products.
10	22.6	2	2.8	8	13.5					Printing, publishing, and allied industries.
1	1.6									Chemicals and allied products.
6	12.9	1	1.2							Petroleum refining and related industries.
1	1.3									Rubber and miscellaneous plastics products.
2	2.1			1	10.0					Leather and leather products.
						1	1.7			Stone, clay, and glass products.
2	3.5			4	43.4			1	1.4	Primary metal industries.
4	5.0			1	2.2					Fabricated metal products.
27	96.7	1	1.0	1	2.9	1	1.7	2	4.8	Machinery, except electrical.
17	142.9	1	1.7	3	4.2					Electrical machinery, equipment, and supplies.
3	5.1									Transportation equipment.
5	7.3									Instruments and related products.
										Miscellaneous manufacturing.
37	115.2			53	393.4	4	7.6	13	44.0	Nonmanufacturing.
1	1.5									Mining, crude petroleum, and natural gas production.
1	1.4			4	36.1					Transportation. ⁴
2	4.2			36	311.9			2	22.4	Communications.
				2	9.4					Utilities: Electric and gas.
1	1.5							1	1.0	Wholesale trade.
20	66.9			9	31.0			9	16.6	Retail trade.
4	22.0									Hotels and restaurants.
7	9.4					4	7.6	1	4.0	Services.
1	8.5			1	2.6					Construction.
				1	2.5					Miscellaneous nonmanufacturing.

¹ Excludes railroad and airline industries.

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

a few agreements provided for rest periods of more than 30 minutes or less than 10.

In 22 contracts, the daily time allowance varied for men and women or by occupation. In nine retail trade agreements, a 20-minute allowance was permitted all employees except those in departments where the "established practice was 15." One agreement in the food industry provided "two 10-minute break periods in all departments except women on ovens who are allowed three 15-minute breaks." Another contract in that industry provided for two 10-minute rest periods except "continuous enrober belt and candy-packing belt operators who receive the equivalent of a 5-minute rest period each 40 minutes of work."

The length of the rest period was not indicated in slightly more than a fifth of the agreements.

Many of these were also vague on other details, as the following clause illustrates:

The duration of the relief period or spell out time as is in practice at present in each gang at each plant will be continued unless, as result of local collective bargaining, such duration shall be changed.

Employees will be allowed two rest periods in accordance with written agreements to be negotiated on a local basis.

Number, Timing, and Scheduling

Most commonly, the agreements specified two rest periods of 10 or 15 minutes daily, one in each half of the shift (tables 3 and 4). Where a single break per day was specified, it was usually to be taken during the first half shift.

In 200 agreements which contained references to scheduling, the details were frequently left to

TABLE 3. NUMBER AND TIMING OF DAILY PAID REST PERIODS UNDER MAJOR COLLECTIVE BARGAINING AGREEMENTS, BY METHOD OF SCHEDULING, 1959

[Workers in thousands]

Method of scheduling	Number with paid rest period provisions		Number and timing not specified ¹		Number and timing of daily rest periods											
					1 rest period						2 rest periods					
	1st half of shift			2d half of shift			Timing not indicated			1st and 2d half shifts			Timing not indicated			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
Total with provisions.....	433	1,683.1	73	202.9	22	75.5	4	14.1	15	51.5	264	1,138.0	29	135.0	26	66.3
Total with specified method.....	200	885.9	6	9.2	14	40.0	3	11.6	8	14.1	149	745.3	10	41.0	10	24.9
By mutual agreement.....	18	51.6	5	7.7	1	1.0	1	1.5	3	3.9	5	23.0	3	14.2	1	1.8
Company to determine time	52	154.9			3	6.5			1	1.1	36	104.9	6	24.3	5	16.7
At times consistent with operation requirements.....	10	24.4					1	1.1	2	4.5	6	17.8			1	1.0
Staggered so as not to interfere with production.....	6	31.9									6	31.9				
Within specified periods after start and/or before end of shift.....	18	129.9			1	9.9	1	9.0			16	111.0				
After less than 2 hours' work ³	5	11.9			2	4.0					3	7.9				
After 2 hours' work.....	40	215.8			3	11.1					36	202.3	1	2.5		
After 3 hours' work.....	3	4.7			1	1.7					2	3.0				
After more than 3 hours' work ⁴	3	6.1							2	4.6	1	1.5				
Other ⁵	45	254.7	1	1.5	3	5.8					38	242.1			3	5.4
Total with no reference to scheduling.....	233	797.4	67	193.7	8	35.6	1	2.5	7	37.4	115	392.9	19	94.0	16	41.4

¹ Agreements contained reference to rest periods but number of periods and timing either were not clear or not indicated.

² Includes 16 agreements which provided 2 rest periods and 9 in which the number of rest periods was not clear but the timing in both groups usually varied according to sex, work requirement, department, or occupation; an additional agreement specified 3 rest periods.

³ Includes agreements which provided rest periods within a range of 1 to 1½ hours after starting time.

⁴ Includes 1 agreement which provided that rest periods were to be taken at intervals of not less than 4 hours, 1 agreement which provided a rest period

after 4½ consecutive hours' work, and 1 agreement which provided rest periods when "uninterrupted work" exceeded 4 hours.

⁵ Includes agreements with provisions which usually referred to continuation of present practices; also includes 1 agreement which provided for rest periods "in the morning," 1 agreement which provided rest periods at "reasonable intervals following the beginning and prior to the end of work period in each half shift," and another in which scheduling was a matter of local plant option.

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

TABLE 4. NUMBER AND DURATION [OF DAILY PAID REST PERIODS UNDER MAJOR COLLECTIVE BARGAINING AGREEMENTS, BY EMPLOYEES COVERED, 1959

Number of daily periods and duration	Number with paid rest period provisions		Employees covered			
	Agreements	Workers (thousands)	All employees		Specific groups ¹	
			Agreements	Workers (thousands)	Agreements	Workers (thousands)
Total with provision.....	433	1,683.1	288	1,154.7	145	528.4
Number and duration not clear ²	73	202.9	20	41.9	53	161.0
1 period; duration not indicated.....	1	1.0	1	1.0		
1 period; under 10 minutes.....	6	19.2	6	19.2		
1 period; 10 minutes.....	22	64.8	18	57.6	4	7.2
1 period; 15 minutes.....	10	53.7	3	18.4	7	35.4
1 period; 20 minutes.....	2	2.4	2	2.4		
2 periods; duration not indicated.....	9	36.1	8	30.9	1	5.2
2 periods; 5 minutes each.....	9	16.6	7	13.2	2	3.4
2 periods; over 5 but under 10 minutes each.....	4	6.1	4	6.1		
2 periods; 10 minutes each.....	154	617.8	119	444.8	35	173.0
2 periods; over 10 but under 15 minutes each.....	2	2.9	2	2.9		
2 periods; 15 minutes each.....	89	501.7	57	395.3	32	106.4
2 periods; 20 minutes each.....	4	7.6	4	7.6	4	7.6
2 periods; duration varies by sex.....	1	1.0	1	1.0		
2 periods; duration varies by occupation.....	8	40.5	7	37.6	1	2.9
2 periods; other ³	29	81.6	26	68.3	3	13.4
3 periods.....	1	1.7			1	1.7
Other ⁴	9	25.7	7	14.4	2	11.3

¹ Includes 43 agreements in which employee coverage was not clear.

² Includes 1 agreement which allowed a total of 20 minutes daily and 2 which allowed a total of 30 minutes daily.

³ Includes 13 agreements which specified that present practices would continue, 8 agreements which differed the length of rest periods for the morning and afternoon, and 8 agreements which contained a variety of other provisions.

⁴ Includes agreements in which the number of rest periods and duration differed by department, occupation, work requirement, travel time, and so forth.

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

the discretion of the company or were to be arranged so as not to interfere with production or operation requirements. Such a method of scheduling was set forth in an agreement which granted a maximum of three rest periods to specific groups of workers:

Rest periods shall be taken so as to not interfere with production or continuous operation of work groups, and shall be limited to one 10-minute rest period per full shift, which shall be taken at designated times or as otherwise scheduled by supervision.

However, for dayworkers in the cutting, finishing, re-winder and roll, box shop, and storehouse and loading departments only, working regular dayworker schedules (7:00 a.m. to 12:00 noon and 1:00 p.m. to 4:00 p.m.) on repetitive operating jobs in the above departments, the company will recognize not more than 3 such 10-minute rest periods per full shift.

In 40 agreements, a rest period was scheduled after 2 hours had been worked. In virtually all of these agreements, two rest periods per day were specified.

Under the terms of 18 agreements, such breaks were scheduled within specified periods after the start and/or before the end of the shift:

All employees, shift and day workers, will receive smoking, rest, or lunch periods in accordance with the following schedule. . . .

Shift workers, 1st shift—7:00 a.m. to 3:00 p.m.:
 1st rest period—10 minutes (between 9:00 a.m. and 10:00 a.m.)
 2d rest period—10 minutes (between 12:00 noon and 1:00 p.m.)

* * *

Except as otherwise specified . . . an employee shall be assigned one 15-minute relief in each session not less than 45 minutes from the start or end of the session.

Although 45 agreements referred only in general to the method of scheduling, such as rest periods at "any time" or "in the same manner and under the same circumstances as before," 233 contracts, covering nearly 800,000 workers, made no reference whatsoever to this matter. Included in this group were 67 agreements which also failed to specify the number and timing of rest periods. Such breaks, it would appear, can be handled informally and may not require the degree of detail found in other collective bargaining areas. The lack of scheduling provisions was most common in the following industries: food, textile mill products, stone, clay, and glass, machinery, trans-

portation equipment, instruments and related products, primary metals, and retail trade.

Where two rest periods were provided, they were usually of equal length (table 4). In the few cases where they were of unequal duration, the longer period occurred in the morning.

Two rest periods shall be allowed without deduction of pay at regular times in each shift to be mutually agreed upon by the employer and the union; a.m., 15 minutes; p.m., 10 minutes.

Other Regulations

Rest period regulations other than those governing timing, duration, or scheduling were infrequently incorporated in the agreements. Thus, provisions for disciplinary action or revocation of rest period privileges in case of abuse were found in 26 agreements, and rules requiring employees to remain on the premises or to go to special areas were found in 39 agreements.

In addition to time mentioned above [10 minutes], an allowance will be given for travel time from the work area to an approved smoking area and return, this time not to exceed 5 minutes for each smoking period. . . . This privilege, if abused, may be withdrawn at any time after such abuse has been called to the attention of the union and has not been satisfactorily corrected.

* * *

Employees are granted the privilege of eating a sandwich, drinking milk or other soft drink, or taking a smoke (in place provided) during working hours, but it is agreed that this privilege shall not be abused. If it is determined by mutual agreement between management and the union that this privilege is being abused, it shall be withdrawn either from the individual, department, or entire group.

* * *

A warning bell shall be sounded 1 minute prior to the expiration of each rest period and employees shall be at their places of work on the expiration of said rest periods.

The provisions for rest periods as herein set out are agreed to by the company upon the understanding that the employees assume responsibility for return to their places of work by the expiration of the specified rest period, and if such privilege is abused by the employees to such extent that the same cannot be enforced by individual discipline, the company will call the matter to the attention of the Labor Relations Board [a joint labor-management grievance committee] in writing, and if such abuses continue 5 working days after such board has received such notice, the company may discontinue rest periods for any shift or department for such time as the company may deem proper.

Paid Time for Washup, Cleanup, and Clothes Change in 1959

THE PREVALENCE of pay for washup, cleanup, or clothes-changing time during regular working hours has remained relatively unchanged since 1953. A recent Bureau of Labor Statistics study of 1,687 major collective bargaining agreements in effect in 1959 revealed that only about 17 percent, the same proportion as found in an earlier study,¹ contained specific provisions for paid time for washing up, changing clothes, cleaning up the machine or workplace, or related activities involved in leaving the job for lunch or for the day. Many of these provisions applied only to employees in designated occupations or departments, not to all employees in the bargaining unit.

These cleanup activities are essentially job-related functions. The absence of an agreement provision may mean that the worker is expected to perform these functions on his own time. However, it is reasonable to assume that informal arrangements are widespread and that, in this area, the prevalence of agreement provisions is not an accurate measure of the extent of the practice.

Washup time and clothes-change time are self-explanatory terms. Cleanup time, for purposes of this study, was defined to cover preparatory and cleanup activities involving the workplace at the beginning or end of the workday, such as checking out and returning tools to the tool crib, arranging the work area, and making out reports required by management.

¹ For data on paid time for washup, cleanup, and clothes change in union agreements in 1953, see *Paid Time for Washup, Cleanup, and Clothes Change, 1952-53* (in *Monthly Labor Review*, April 1954, pp. 420-423), or *BLS Bull. 1166, 1954*, pp. 14-17.

² The Bureau does not maintain a file of railroad and airline agreements; hence their omission from this study.

Scope of Study

This study was based on 1,687 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.² The approximately 7.5 million workers covered by these major agreements account for slightly less than half of all workers estimated to be covered by all collective bargaining agreements in the United States, exclusive of railroads and airlines. Of the agreements studied, 1,063 covered 4.5 million workers in manufacturing establishments and 624 applied to 2.9 million workers in nonmanufacturing establishments. All of the agreements were in effect at the beginning of 1959, and slightly less than half (823) expired during that year.

Prevalence of Agreement Provisions

Provisions relating to paid time for personal washup, changing of clothes, and machine or workplace cleanup, or for a combination of these activities, were found in 278 agreements, covering 865,000 workers, or 17 percent of the major agreements analyzed (table 1). Such provisions were contained in about one-fifth of the contracts in manufacturing and about one-tenth in nonmanufacturing industries, and were relatively most prevalent in food, petroleum, chemicals, transportation equipment, ordnance, and machinery. In none of these industries, however, did the incidence of such provisions exceed half of the major agreements studied.

A single work activity only was covered in 200 agreements. Two types of activity were covered in 72 contracts; more than half of these were in food, transportation equipment, and construction industries. All three activities were mentioned in only six agreements.

TABLE 1. PROVISIONS FOR PAID WASHUP, CLEANUP,¹ AND CLOTHES-CHANGE

Industry	Number studied		Number providing paid washup, cleanup, and clothes-change time		Type of provision			
					Washup only		Cleanup only	
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
All industries.....	1,687	7,477.3	278	864.8	112	265.3	80	281.5
Manufacturing.....	1,063	4,555.3	216	633.6	104	233.3	43	142.3
Ordnance and accessories.....	15	39.4	5	15.4	3	10.3		
Food and kindred products.....	120	405.8	27	115.3	1	1.0	4	10.3
Tobacco manufactures.....	11	27.6	2	2.4			2	2.4
Textile mill products.....	33	78.4	2	9.6	2	9.6		
Apparel and other finished products.....	45	464.1						
Lumber and wood products, except furniture.....	13	37.2						
Furniture and fixtures.....	20	32.1	2	2.4	2	2.4		
Paper and allied products.....	64	118.0	7	21.7	5	8.6		
Printing, publishing, and allied industries.....	31	62.2	1	7.5	1	7.5		
Chemicals and allied products.....	57	113.6	20	30.0	10	16.6	2	2.7
Petroleum refining and related industries.....	23	68.3	11	24.3	1	1.1	6	16.4
Rubber and miscellaneous plastics products.....	24	128.1	5	37.6	2	2.4	1	1.8
Leather and leather products.....	20	62.5	2	2.5	2	2.5		
Stone, clay, and glass products.....	38	100.8	8	38.9	2	2.9		
Primary metal industries.....	124	724.8	7	10.2	3	3.9	5	34.6
Fabricated metal products.....	52	146.4	12	27.4	8	14.8	1	2.4
Machinery, except electrical.....	117	283.0	28	47.8	22	40.4	3	4.1
Electrical machinery, equipment, and supplies.....	100	438.3	26	75.8	18	37.3	3	16.6
Transportation equipment.....	127	1,162.2	44	145.3	18	58.9	14	47.8
Instruments and related products.....	24	64.2	5	17.6	2	11.2	1	1.4
Miscellaneous manufacturing.....	15	22.5	2	2.2	2	2.2		
Nonmanufacturing.....	624	2,922.0	62	231.3	8	32.0	37	139.2
Mining, crude petroleum, and natural gas production.....	17	252.7	1	1.5			1	1.5
Transportation ¹	95	573.2	21	72.9	1	1.4	17	62.2
Communications.....	79	558.1	1	1.3				
Utilities: Electric and gas.....	78	200.5	3	8.9			2	5.4
Wholesale trade.....	12	21.6						
Retail trade.....	92	245.1	6	30.0	2	3.5	3	18.0
Hotels and restaurants.....	36	176.8	1	4.3				
Services.....	55	184.9						
Construction.....	155	701.9	29	112.4	5	27.2	14	52.2
Miscellaneous nonmanufacturing.....	5	7.4						

¹ Refers to cleanup activities involving machinery or workplace such as the preparation of the workplace for the following day, returning tools to

the tool crib, or the preparation of reports. In contrast, washup and clothes change refer to personal cleanup.

TIME UNDER MAJOR COLLECTIVE BARGAINING AGREEMENTS, BY INDUSTRY, 1959

Type of provision—Continued										Industry
Clothes change only		Washup and clothes change		Cleanup and clothes change		Washup and cleanup		Washup, cleanup, and clothes change		
Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	
8	24.8	18	62.4	18	96.0	36	122.8	6	12.2	All industries.
6	12.0	15	53.2	18	96.0	25	85.7	5	11.2	Manufacturing.
4	9.3	1	2.1	16	92.5			1	3.0	Ordnance and accessories.
		2	2.2							Food and kindred products.
										Tobacco manufactures.
										Textile mill products.
										Apparel and other finished products.
										Lumber and wood products, except furniture.
										Furniture and fixtures.
		1	11.0			1	2.2			Paper and allied products.
										Printing, publishing, and allied industries.
2	2.7	5	6.8			1	1.3			Chemicals and allied products.
						3	4.7	1	2.2	Petroleum refining and related industries.
						1	30.0	1	3.5	Rubber and miscellaneous plastics products.
										Leather and leather products.
						1	1.4			Stone, clay, and glass products.
		1	1.5			2	2.8			Primary metal industries.
		1	6.0	1	2.5	1	1.7			Fabricated metal products.
						2	2.4	1	1.0	Machinery, except electrical.
		3	15.6			2	6.3			Electrical machinery, equipment, and supplies.
		1	8.0	1	1.0	9	28.2	1	1.5	Transportation equipment.
						2	5.0			Instruments and related products.
										Miscellaneous manufacturing.
2	12.8	3	9.2			11	37.1	1	1.0	Nonmanufacturing.
										Mining, crude petroleum, and natural gas production.
						3	9.4			Transportation. ³
						1	1.3			Communications.
		1	3.5							Utilities: Electric and gas.
										Wholesale trade.
1	8.5									Retail trade.
1	4.3									Hotels and restaurants.
										Services.
		2	5.7			7	26.4	1	1.0	Construction.
										Miscellaneous nonmanufacturing.

³ Excludes railroad and airline industries.

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

TABLE 2. PROVISIONS FOR PAID WASHUP, CLEANUP, AND CLOTHES-CHANGE TIME UNDER MAJOR COLLECTIVE BARGAINING AGREEMENTS, BY EMPLOYEE COVERAGE, 1959

[Workers in thousands]

Employee coverage	Type of provision					
	Washup		Cleanup		Clothes change	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
Total studied.....	1,687	7,477.3	1,687	7,477.3	1,687	7,477.3
Number with provisions.....	172	462.6	140	512.4	50	195.3
All employees.....	118	306.3	80	290.0	30	136.3
Employees in designated occupations or departments....	49	117.3	58	189.4	18	54.1
Other ¹	5	39.0	2	33.0	2	5.0
Number with no provisions.....	1,515	7,014.7	1,547	6,964.9	1,637	7,282.0

¹ Present practice was to continue in 3 agreements containing washup provision, in 1 providing for clothes change, and in 1 allowing for machinery and/or work-station cleanup. Details for the remaining 4 agreements were to be negotiated at the local level.

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

Paid Washup Time. Of the 278 agreements with provisions for paid washup, cleanup, and clothes change, 112 allowed paid washup periods only. However, washup time was also referred to in 60 agreements with provisions for cleanup or clothes change or both (table 1).

In the main, washup time applied to all employees covered by the agreement, but 49 contracts limited the provisions to designated jobs or occupations and 5 did not specify the coverage. (See table 2.) Typical of the provisions that limited coverage are the following illustrations:

... showers on company time will be authorized for employees who are required to work on extremely dirty jobs or with hazardous materials requiring protective clothing or showers ...

* * *

Employees on spray gun and sandblast work will be permitted to leave the job 15 minutes prior to quitting time in order to bathe.

A specific amount of time for washup was provided in 94 agreements, granting, most commonly, either 5 (28 agreements) or 10 minutes per day (46 agreements) for this purpose (table 3). Of the 5 agreements with a daily allowance in excess of 15 minutes, 1 allowed 18, 3 allowed 20, and 1 allowed 30 minutes.

In 25 agreements, time allowances varied by occupation or department; fifteen other agree-

ments stipulated that "reasonable," "sufficient" or the "time necessary" for washup would be given:

Except for jobs set forth in exhibit F . . . all employees shall be permitted to stop work to wash up 6 minutes before quitting time at the lunch period and at the end of the shift. The employees in the jobs set forth in said exhibit F shall be permitted to stop work to wash up 10 minutes before quitting time at the lunch period and at the end of the shift.

* * *

The company will continue its practices of allowing a reasonable amount of time for necessary washup and/or clothes change.

In a number of agreements, the amount of time allowed could be used for more than one type of activity, as illustrated below:

A 5-minute washup period shall precede the quitting time of each shift. During this period, employees shall be permitted to cease work for the purpose of washing up and taking care of their tools.

* * *

Employees on jobs which require toxic clothing and a bath . . . shall be allowed to leave their job 15 minutes before quitting time in order to return clothing to the Service Department and take a bath.

Under the terms of 76 agreements, employees were allowed a single washup period, usually at the end of the shift. Many of the agreements in the chemical, machinery (except electrical), electrical machinery, and transportation equipment industries provided for this type of scheduling.

A 15-minute washup period on company time shall be allowed to employees . . . when handling skin-irritating materials or lead compounds. This time shall be taken before the regularly scheduled quitting time . . .

* * *

Employees in the Foundry Division and in the forge, heat treat, welding, and snagging departments will be allowed 15 minutes washup time prior to the end of their shifts . . .

Employees were permitted two periods for personal washup, one before lunch and one before quitting time in 54 agreements and at the beginning and end of a shift in 1 additional agreement. Most of these were found in the machinery (except electrical), electrical machinery, and construction industries.

It is recognized that the performance of certain jobs results in the employee being exposed to severe dirt conditions. In these cases, employee will be allowed sufficient time for washing up before lunch time and quitting time.

Five agreements (one in chemicals, two in machinery, one in instruments and related prod-

ucts, and one in construction) provided for washup before lunch only.

In six agreements, the time for washup depended on the job or department; for example:

The employees in the following departments . . . have a 5-minute washup period immediately preceding their lunch periods and a 10-minute washup period immediately preceding the end of their shifts. No other employees have a mid-shift washup period. All other employees in the factory bargaining unit have a 5-minute washup period immediately preceding the end of their shift.

Paid Cleanup Time. Paid time for cleaning up the machine or the work place, or returning tools to the tool crib, or other similar duties was provided by 140 agreements; in 60 of these, the provision appeared in combination with washup and/or clothes-change time. In manufacturing industries, this pay practice was most prevalent in petroleum, stone, clay, and glass, food, and transportation equipment. The highest representation among the nonmanufacturing group was in transportation and construction.

Almost half of the 58 contracts which limited pay for cleanup activities to special groups were in meatpacking and transportation, as the following clauses indicate:

Five minutes per day . . . will be paid to employees who use and sharpen one knife daily. Ten minutes per day . . . will be paid to employees who use and sharpen two knives daily . . .

* * *

All operators shall receive 10 minutes preparatory time at the beginning of their runs or trippers and 10 minutes time after car or bus arrives at barn or garage for making out manifests and turning in receipts at the end of the day's work.

Of the 140 agreements with provisions for machine cleanup or similar activities, 101 did not specify an actual time allowance. This omission may be attributed to the fact that variations in the nature of the work in certain plants preclude defining cleanup time in specific time allowances. Of this group, 41 agreements specified only that "reasonable," "sufficient," or the "time necessary" would be allowed. For example:

When an employee is required to return tools or other company equipment at the end of workday he will be allowed a reasonable time therefor before the scheduled end of such workday, taking due account of the distance of his work from the check-in point and the nature of the tools handled.

* * *

TABLE 3. DAILY TIME ALLOWANCE AND TIME ASSIGNMENT FOR WASHUP, CLEANUP, AND CLOTHES CHANGE UNDER MAJOR COLLECTIVE BARGAINING AGREEMENTS, 1959

Daily time allowance and time assignment	Type of provision					
	Washup		Cleanup		Clothes change	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
Total studied.....	1,687	7,477.3	1,687	7,477.3	1,687	7,477.3
Number with provisions...	172	462.6	140	512.4	50	195.3
TIME ALLOWANCE						
Less than 5 minutes.....	2	3.5	2	3.3	-----	-----
5 minutes.....	28	50.1	15	34.9	-----	-----
More than 5, less than 10 minutes.....	2	2.4	4	6.9	1	1.2
10 minutes.....	46	130.0	13	31.5	3	7.0
More than 10, less than 15 minutes.....	-----	-----	-----	-----	16	89.5
15 minutes.....	11	30.8	3	15.1	-----	-----
More than 15 minutes.....	5	9.3	2	4.0	3	12.2
Varies by job, occupation, and/or department.....	25	66.2	16	49.8	5	9.4
To be agreed upon.....	-----	-----	1	2.4	1	8.0
At discretion of employer.....	1	1.6	12	74.3	-----	-----
"Reasonable," "sufficient," or "time necessary".....	15	29.4	41	140.4	5	7.5
Other.....	18	51.7	16	50.9	8	22.2
No reference.....	19	87.9	15	99.1	8	38.5
TIME ASSIGNMENT						
At end of shift.....	71	179.8	76	246.7	10	35.8
At beginning and end of shift.....	1	1.2	4	11.2	9	59.2
Before lunch.....	5	6.9	-----	-----	-----	-----
Before lunch and end of shift.....	54	143.1	5	12.9	1	4.7
Varies by job, occupation, and/or department.....	6	16.7	1	1.6	3	3.7
At discretion of supervisor.....	-----	-----	13	80.6	1	2.1
To be agreed upon.....	-----	-----	1	3.0	-----	-----
Other.....	3	15.0	3	7.9	1	1.2
No reference.....	32	99.9	37	148.6	25	88.7

¹ Includes agreements in which the total daily allowance could be used for washup, cleanup, or clothes change; in a few, the allowance varied by sex.
² Includes agreements in which the total daily allowance applied to both cleanup and washup, agreements providing pay in lieu of cleanup time, and those in which the allowance varied with the day of the workweek.
³ Includes agreements providing pay in lieu of clothes-change time and those in which the allowance covered both clothes change and washup.
⁴ Includes agreements in which provisions (1) differed for various groups of employees, (2) provided for local negotiation, and (3) were unclear.

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

Employees engaged in work where tools are taken from department tool rooms shall be allowed sufficient time to return tools or equipment at the end of the shift on company time.

Another 12 agreements, all in the meatpacking industry, made the time allowance discretionary with the employer:

The company shall supply knives, steels, whetstones, and meat hooks prepared for use, at its expense, or permit employees using same to prepare them on company time (as a work assignment determined upon and directed by management), as the company may elect.

Time varied by occupation in 16 agreements, as in the example shown on the following page:

TABLE 4. TOTAL DAILY TIME ALLOWANCE FOR WASHUP, CLEANUP, AND CLOTHES CHANGE UNDER MAJOR COLLECTIVE BARGAINING AGREEMENTS, BY EMPLOYEE COVERAGE, 1959

Total daily time allowance	All agreements		Time allowance provision covering—							
			All employees		Employees in specific groups or occupations only		All employees in some activities and specific groups in other activities		Other ¹	
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
Total studied.....	1,687	7,477.3	1,687	7,477.3	1,687	7,477.3	1,687	7,477.3	1,687	7,477.3
Number with provisions.....	278	864.8	168	518.9	77	191.6	27	112.4	6	42.0
Time allowance covered all activities:										
Less than 5 minutes.....	3	5.2	2	3.5	1	1.7				
5 minutes.....	40	92.5	31	79.5	9	13.0				
More than 5, less than 10 minutes.....	4	5.8	2	2.4	2	3.4				
10 minutes.....	52	130.9	43	99.9	9	31.0				
More than 10, less than 15 minutes.....	2	5.4	2	5.4						
15 minutes.....	16	45.3	5	20.7	9	20.9				
More than 15, less than 20 minutes.....	2	3.5					2	3.8		
20 minutes.....	6	19.9	1	1.2	3	12.5	2	6.2		
More than 20, less than 30 minutes.....	2	3.3	2	3.3						
30 minutes.....	3	5.6	1	1.5	2	4.1				
Varies by job, occupation, and/or department.....	29	88.5	18	60.0	10	22.3	1	6.2		
To be agreed upon.....	1	2.4			1	2.4				
At discretion of employer.....	3	3.7	2	2.6	1	1.1				
"Reasonable," "sufficient," or "time necessary".....	46	148.9	29	104.0	17	44.9				
Time allowance specified for some activity and for other activities—										
Not indicated.....	4	22.6	3	19.6					1	3.0
Varies by occupation and/or department.....	4	9.8	1	1.6			3	8.2		
Agreed upon.....	1	8.0	1	8.0						
At discretion of employer.....	8	62.0	1	8.0			7	54.0		
"Reasonable," "sufficient," or "time necessary".....	4	7.9	2	2.3			2	5.6		
Other ²	25	67.5	9	25.0	7	14.1	8	25.0	1	3.5
No reference to time allowance.....	23	126.6	13	70.7	6	20.3			4	35.6

¹ Includes agreements providing for the continuation of presently established practices, with no details given.

² Includes agreements in which (1) time allowances varied by sex or day of week; (2) provisions applied to all employees but duration was specified for designated groups only; (3) different time allowances were specified for 1 or

more activities and mutual agreement permitted for other activities; and (4) time allowances varied by occupation for some activities and no duration was specified for other activities.

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

Spray painters shall be allowed to leave their jobs 10 minutes before quitting time in order to clean their equipment.

Burners shall be given 2 minutes at lunch time to shut off their gas oxygen and shall be given 5 minutes at quitting time to disconnect and turn in their torches.

Time assigned for cleanup was predominantly at the end of the shift. However, four agreements specified time allowances at the beginning (preparatory time) and end of shift, and five designated time for cleanup before lunch as well as at the end of the shift.

The time allowed for gathering tools and reaching tool shed by quitting time at noon and at 4:30 p.m. is to be agreed upon by the employer and the steward . . .

* * *

Each employee will be allowed personal and area cleanup time before his lunch period and before the end of his work shift . . .

Paid Clothes-Changing Time. Paid clothes-changing time, the least prevalent of the three

activities studied, was noted in only 50 agreements. These provisions were concentrated in the food and chemicals industries.

Fewer than half of the 50 contracts providing pay for clothes-change time designated the actual amount of such time. Sixteen agreements allowed 12 minutes; 15 of these were in the meat-packing industry and 1 in ordnance.

Twelve minutes per day will be paid employees for changing clothes, and shall be counted as working time for all purposes.

Employees were authorized to change clothes at the end of the shift in 10 agreements, and in 9, clothes-changing time was at the beginning and end of the shift. Most of these agreements were in the food industry, where employees were required to wear special clothing on the job.

Total Daily Allowances. In the 130 agreements with definite time allowances for all of the activities specified in the contract, the combined duration ranged from 3 to 30 minutes per day, with

5 and 10 minutes the most prevalent (table 4).³ The time allowed exceeded 15 minutes in only 13 agreements. The total time was derived by adding the individual allowances, as in the following examples which provided a total of 30 and 10 minutes per day, respectively:

. . . The following schedule of allowable time shall be adhered to:

- (1) Five-minute change period at the start of the shift.
- (2) Ten-minute washup period before the eating period.
- (3) Five-minute change period after lunch.
- (4) Ten-minute washup period at the close of the shift.

Employees shall be allowed 5-minute washup time at noon and 5 minutes before quitting time to replace tools, clean machines and benches, and wash up . . .

In 148 agreements the total daily allowance could not be ascertained.

In agreements where the provisions applied to special groups of workers only, the total amount of time was more liberal than in situations where they applied to all workers. For example, of the 29 agreements that granted 15 minutes or more, 20 covered special groups or occupations.

³ Applies to agreements which had mentioned 1, 2, or all 3 of the activities studied.

Contract Allowances for Safety Equipment and Work Clothing, 1959

PROVISIONS related to the furnishing of personal safety equipment and protective apparel were included in 502 of 1,687 major collective agreements analyzed by the Bureau of Labor Statistics. A smaller number, 267, referred either to the issuance of uniforms or general work clothing, or to the provision of allowances for their purchase. Most of these agreements provided that the entire cost of furnishing safety equipment or apparel was to be assumed by the employer, as was the expense of maintaining work clothing. The agreements usually did not specify whether company or employee was responsible for maintaining or replacing safety equipment but since such equipment was issued to employees on an "as needed" basis and remained company property in most cases, it is likely that the employer also bore this expense.

The practice of supplying protective or work clothing is probably more widespread than this analysis of agreement provisions would indicate. For example, the wearing of protective apparel is frequently required by government safety regulations and hence may not be subject to union-management negotiation. In general, however, it would appear that furnishing and maintaining work clothing is still the employee's responsibility in most organized establishments.

This study was based on 1,687 collective bargaining agreements, each covering 1,000 or more workers, or virtually all agreements of this size in the United States, except for the railroad and airline industries.¹ The approximately 7.5 million workers covered by these major agreements account for slightly less than half of all workers estimated to be covered by all collective bargaining agreements in the United States, exclusive of railroads and airlines. Of the agreements studied, 1,063 covered 4.6 million workers in manufacturing, and 624 applied to 2.9 million workers in nonmanufacturing. All of the agreements were in effect at the beginning of 1959, and slightly less than half (823) expired during that year.

Safety Equipment

Under the terms of 490 of the 502 agreements referring to safety equipment, the employer agreed to furnish, whenever necessary, such items as goggles, boots, and gloves. The remaining agreements specified that some or all of the protective devices, frequently of an individualized nature such as prescription glasses and safety shoes, would be sold to employees at less than the full purchase cost. (See table 1.)

Safety equipment provisions were more prevalent in manufacturing than in nonmanufacturing industries. In manufacturing, half of the provisions were found in primary metal products, machinery (except electrical), and transportation equipment industries; in nonmanufacturing, electrical and gas utilities, construction, and transportation agreements contained most of these provisions. (See table 2.)

¹ The Bureau does not maintain a file of railroad and airline agreements; hence their omission from this study.

TABLE 1. PROVISIONS COVERING SAFETY EQUIPMENT, WORK CLOTHING, AND THEIR MAINTENANCE,¹ MAJOR COLLECTIVE BARGAINING AGREEMENTS, 1959

Type of allowance	Agreements		Workers	
	Number	Per cent	Number (thousands)	Per cent
Total studied.....	1, 687	100. 0	7, 477. 3	100. 0
Agreements with provisions for safety equipment, work clothing, and their maintenance.....	712	42. 2	2, 972. 1	39. 7
Safety equipment.....	502	29. 7	2, 112. 8	28. 3
At no cost to employee.....	490	29. 0	2, 093. 7	28. 0
At some cost to employee.....	12	. 7	19. 1	. 3
Work clothing.....	267	15. 8	1, 088. 8	14. 5
At no cost to employee.....	238	14. 1	937. 5	12. 5
At some cost to employee.....	29	1. 7	151. 3	2. 0
Clothing or equipment maintenance.....	214	12. 6	922. 8	12. 3
At no cost to employee.....	210	12. 4	908. 5	12. 1
At some cost to employee.....	4	. 2	14. 3	. 2
Other.....	14	. 8	30. 2	. 4
Agreements with no reference to allowances.....	975	57. 8	4, 505. 2	60. 3

¹ Safety equipment includes such items as safety shoes, rubber boots, gloves, goggles, and other personal protective apparel. Work clothing also includes uniforms. Maintenance of work clothing refers to laundering and/or cleaning services.

² Unduplicated total of allowances shown separately. Items may appear singly or in combinations, in 1 agreement.

³ Number of workers refers to number covered by agreements, not to number eligible to receive, or required to use, safety equipment or special work clothing.

⁴ Includes 13 agreements in which past practices were to be continued or in which allowances differed by occupation, sex, or length of service, and 1 agreement in which costs of work clothing and maintenance were shared when selected by authorized company-union representative, and in which company paid the costs if clothing was not so selected.

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

Representative provisions for furnishing these items follow:

Protective devices, wearing apparel, and other equipment necessary to properly protect employees from injury shall be provided by the company in accordance with practices now prevailing in each separate plant or as such practices may be improved from time to time by the company. Goggles, gas masks, face shields, respirators, special purpose gloves, fireproof, waterproof, or acidproof protective clothing when necessary and required shall be provided by the company without cost, except that the company may assess a fair charge to cover loss or willful destruction thereof by the employee.

* * *

The company shall provide all employees necessary protective equipment, including rubber blankets, rubber gloves, rubber sleeves, rubber hats, rubber boots, other protective rubber footwear, rubber coats, rubber hose.

and first aid kits. All such equipment shall either be carried on line trucks or kept in a place quickly available to all employees concerned. Coveralls, or other protective clothing, will be provided by the company where acid conditions are encountered in the work to be performed, or for painting that would endanger the clothing of the employees.

* * *

The employer will provide outer garments, consisting of raincoats, boots, and sheepskin-lined jackets, to such employees as work, or are assigned to work, in locations which are not fully protected from the elements, or which are not regularly adequately heated.

In 12 agreements, standard equipment was furnished free of charge, but employees were required to pay some part of the cost for items that had to be adapted to the needs of the individual. For example:

TABLE 2. PROVISIONS COVERING SAFETY EQUIPMENT, WORK CLOTHING, AND

Industry	Number studied		Employer agrees to—									
			Provide safety equipment ¹		Provide work clothing		Provide safety equipment and work clothing		Provide and maintain work clothing		Provide and maintain work clothing and furnish safety equipment	
	Agreements	Workers (thousands)	Agreements	Workers (thousands) ²	Agreements	Workers (thousands) ²	Agreements	Workers (thousands) ²	Agreements	Workers (thousands) ²	Agreements	Workers (thousands) ²
All industries.....	1,687	7,477.3	418	1,819.1	30	75.4	18	45.5	144	671.3	46	145.3
Manufacturing.....	1,063	4,555.3	306	1,422.2	10	20.2	17	43.7	30	76.6	27	61.4
Ordnance and accessories.....	15	39.4	8	20.1			1	3.0				
Food and kindred products.....	120	405.8	13	37.7	4	5.1	6	11.5	22	61.1	12	35.8
Tobacco manufactures.....	11	27.6										
Textile mill products.....	33	78.4										
Apparel and other finished products.....	45	464.1										
Lumber and wood products, except furniture.....	13	37.2							1	4.0		
Furniture and fixtures.....	20	32.1	2	4.4					1	1.5		
Paper and allied products.....	54	118.0	5	10.6	1	1.1	1	1.6				
Printing, publishing, and allied industries.....	31	62.2										
Chemicals and allied products.....	57	113.6	15	27.8	2	7.6	5	7.2	1	1.5	7	9.3
Petroleum refining and related industries.....	23	63.8	9	24.9	2	5.4						
Rubber and miscellaneous plastics products.....	24	128.1	9	57.2							1	3.5
Leather and leather products.....	20	62.5	2	3.8								
Stone, clay, and glass products.....	38	100.8	18	55.9							1	1.8
Primary metal industries.....	124	724.8	81	609.4	1	1.1	2	2.7			3	3.8
Fabricated metal products.....	52	146.4	25	76.2								
Machinery, except electrical.....	117	283.9	46	96.2			1	2.8				
Electrical machinery, equipment, and supplies.....	100	438.3	14	40.4							2	6.2
Transportation equipment.....	127	1,152.2	49	326.3			1	15.0	2	4.4		
Instruments and related products.....	24	54.2	7	25.9					2	3.1		
Miscellaneous manufacturing.....	15	22.5	3	5.4					1	1.0	1	1.0
Nonmanufacturing.....	624	2,922.0	112	396.9	20	55.2	1	1.8	114	594.7	19	83.9
Mining, crude petroleum, and natural gas production.....	17	252.7	9	19.6								
Transportation.....	95	573.2	17	78.6	9	34.7			23	273.3	2	5.0
Communications.....	79	558.1	8	26.4					1	1.7	1	30.0
Utilities: Electric and gas.....	75	200.5	36	100.4	2	3.2	1	1.8	1	2.9	6	17.4
Wholesale trade.....	12	21.6	1	1.0					2	2.3		
Retail trade.....	92	245.1			5	11.8			37	111.4	5	16.0
Hotels and restaurants.....	36	176.8			2	2.8			30	146.7	1	5.0
Services.....	55	184.9	1	1.1	1	1.6			18	54.5	2	8.5
Construction.....	155	701.9	40	170.0	1	1.2			2	2.0	1	1.0
Miscellaneous nonmanufacturing.....	5	7.4									1	1.1

¹ For definitions, see footnote 1, table 1.

² Includes 10 agreements in which employees were required to pay for a part of the cost of safety equipment, which was usually made to order.

³ Includes 1 agreement in which employer maintained or provided monetary allowance toward maintenance of work clothing.

⁴ 4 agreements also provided a monetary allowance toward maintenance of work clothing.

Goggles are provided for work dangerous to the eyes. Standard safety goggles that do not require a prescription are furnished free of charge. Employees requiring a special ground lens will be furnished goggles at cost; the company furnishing the frames free.

Work Clothing

The majority of the 267 provisions for supplying and/or maintaining work clothing were found in food producing (canneries, dairies, etc.) or food serving and selling industries (hotels, restaurants, and groceries). These industries and transportation, where sanitation and public appearance are also of great importance, accounted for nearly two-thirds of the agreements with such provisions. Usually, the employer required that special clothing or uniforms be worn.

Where the employer agreed to provide work clothing, he usually also agreed to pay for laundering or cleaning. Only 48 work clothing clauses did not also provide for clothing maintenance. On the other hand, 13 agreements which referred to work clothing maintenance did not specify who was to provide these services.

Examples of clauses relating to the furnishing of work clothing follow:

Company agrees to furnish to drivers one standard jacket type uniform with one extra pair of trousers free after 1 year of continuous employment

* * *

Any employer requiring employee to wear a uniform shall pay for same and said uniform must bear union label.

* * *

MAINTENANCE,¹ MAJOR COLLECTIVE BARGAINING AGREEMENTS, BY INDUSTRY, 1959

Employer agrees to—												Industry
Provide safety equipment and maintain work clothing		Maintain work clothing ²		Provide monetary allowance for—				Other provisions ³		No reference to allowances		
Agreements	Workers (thousands) ⁷	Agreements	Workers (thousands) ⁷	Work clothing ⁴		Work clothing but furnish safety equipment ⁵		Agreements	Workers (thousands) ⁷	Agreements	Workers (thousands)	
3	11.4	10	23.9	12	59.2	17	92.1	14	30.2	975	4,505.2	All Industries.
3	11.4	5	6.8	7	16.0	16	91.0	7	16.8	635	2,790.2	Manufacturing.
3	11.4	5	6.8	2	2.3	13	87.3	2	5.8	6	16.3	Ordnance and accessories.
				1	8.0			1	1.6	38	141.2	Food and kindred products.
										11	27.6	Tobacco manufactures.
										31	68.8	Textile mill products.
										45	464.1	Apparel and other finished products.
										12	33.2	Lumber and wood products, except furniture.
				1	1.2			1	1.8	17	26.2	Furniture and fixtures.
										45	101.9	Paper and allied products.
				2	3.3	1	1.1	1	2.2	31	62.2	Printing, publishing, and allied industries.
										26	56.7	Chemicals and allied products.
										8	26.9	Petroleum refining and related industries.
										14	67.5	Rubber and miscellaneous plastics products.
										18	58.7	Leather and leather products.
				1	1.2	2	2.6			19	43.2	Stone, clay, and glass products.
								1	1.7	34	104.1	Primary metal industries.
										26	68.6	Fabricated metal products.
										70	184.9	Machinery, except electrical.
										84	391.7	Electrical machinery, equipment, and supplies.
										75	806.5	Transportation equipment.
										15	25.2	Instruments and related products.
										10	16.1	Miscellaneous manufacturing.
		5	17.1	5	43.2	1	1.1	7	13.4		1,715.0	Nonmanufacturing.
				3	31.2	1	1.1	1	1.4	8	233.2	Mining, crude petroleum, and natural gas production.
										39	148.1	Transportation ⁶
										69	500.0	Communications.
										31	73.4	Utilities: Electric and gas.
										9	18.3	Wholesale trade.
		5	17.1	1	3.0					39	85.0	Retail trade.
				1	9.0			5	10.4	3	22.3	Hotels and restaurants.
										27	99.9	Services.
										111	527.7	Construction.
										4	6.3	Miscellaneous nonmanufacturing.

¹ 7 agreements also provided for maintenance of work clothing.
² See footnote 4, table 1.
³ Number of workers refers to number covered by agreements, not to number eligible to receive, or required to use, safety equipment or special work clothing.

⁴ Includes 1 agreement in which employees were required to pay for a part of the cost of safety equipment, which was usually made to order.
⁵ Excludes railroad and airline industries.
 NOTE: Because of rounding, sums of individual items may not equal totals.

If the company requires employees to have certain special equipment and clothing, it will be furnished to the employees without charge. Each individual will be held responsible for any such special clothing or equipment furnished. The company may require a refundable deposit not to exceed the actual cost of the items furnished.

Typical of arrangements for both furnishing and maintaining work clothing were these clauses:

The employer will furnish his employees with coats and . . . such uniforms as may be required by the employer and pay for the laundering of the same.

* * *

If the company requires an employee to wear a standard cap or uniform, the company shall furnish and launder same at its expense. . . . The company shall furnish and maintain, at its cost and expense, all special outer apparel heretofore customarily used by the group and which is reasonably necessary for the performance of the job.

All agreements that provided for clothing maintenance only were in food producing or selling industries. Generally, this requirement was expressed as follows:

Employer shall launder or pay for laundering of coveralls, aprons, trousers, shirts, sweat shirts, and cap covers worn by employees when on duty. All laundry will be done by a union laundry wherever services and prices are comparable.

* * *

Signatory members of association agree to pay for all laundry required by all clerks in their employ, such as uniforms, etc.

Monetary allowances toward the purchase of work clothing or uniforms were specified in 29 agreements, including 4 in which the allowance also covered work clothing maintenance. Fourteen of the 29 agreements were in the meat-packing industry.

All employees shall be required at all times to maintain a clean and neat appearance. When the employer requires that uniforms be worn, the employee shall receive an allowance for uniforms of \$27.50 per year. Semi-annual payments of \$13.75 shall be payable on April 1 and October 1 of each year to qualified employees on the

payroll on the first day of the payment month, provided such employees have completed 90 days' service by the 15th day of said payment month . . .

* * *

When members of the unlicensed personnel are required by the company to furnish and wear uniforms, they shall receive additional compensation at the rate of \$12.50 per month.

* * *

An allowance of 50 cents per week per employee will be paid for the furnishing of work clothes. . . . An allowance of 30 cents per week per employee will be paid to all employees to compensate them for the payment of laundry. This allowance may be discontinued at the employer's option should it be decided by the employer to have the laundry done either by a commercial laundry or its own laundry. Clothing to be laundered shall consist of outer working garments only.

In a few agreements, the cost of work clothing differed for men and women, and in one agreement, according to the party selecting such items:

The corporation will furnish clothing and uniforms in accordance with the following:

Where the corporation requires the wearing of white clothing in men's occupations, white trousers and T-shirts will be furnished by the corporation on a 50-50 basis. The corporation will stand 50 percent of the expense for not more than either (a) 3 trousers and 4 T-shirts or (b) 2 trousers and 6 T-shirts per labor agreement year. . . . The choice of (a) or (b) . . . is at the employee's option. Laundry for trousers and T-shirts will be provided.

Where the corporation requires women to wear uniforms, such uniforms will be furnished and laundered by the corporation.

* * *

The selection of uniforms for drivers, as well as the selection of overalls, aprons, shirts, and the method of laundering such clothing for plant employees shall be made by an authorized representative of the union and the employer. The cost shall be equally divided between the employer and the employees.

Where the selection of uniforms and clothing, as well as the method of laundering, is not done as outlined, the employer shall pay the entire cost . . .

Military Service Allowances in Major Union Contracts, 1959

RIGHTS AND BENEFITS accruing to employees leaving for military training are protected by law, and only a relatively small number of major collective bargaining agreements in 1959 provided benefits beyond those legally required. About 15 percent of the 1,687 major agreements in effect in 1959 specifically provided for an allowance or bonus to employees entering the Armed Forces or serving a regular tour of duty as part of a reserve unit. This proportion was slightly higher than in 1953, when such payments were specified in 10 percent of the agreements analyzed.¹ Most of this change was due to a doubling in the payments for reserve duty under the Reserve Forces Act of 1955.²

The present study was based on an analysis of 1,687 collective bargaining agreements, each covering 1,000 or more workers, or virtually all such agreements in the United States, exclusive of railroads and airlines.³ The 7.5 million workers covered by these agreements represented somewhat less than half of all workers estimated to be under agreement in the United States, exclusive of railroad and airline agreements. Of the agreements analyzed, 1,063 agreements, covering 4.5 million workers, were in manufacturing, and 624 agreements, with slightly over 2.9 million workers, were in nonmanufacturing industries. All the agreements were in effect in January 1959 or later, with about half expiring during 1959.

Prevalence

Provisions for military service allowances or bonuses to employees entering regular military service and/or reserve or emergency duty were found in 252 agreements, or about 15 percent of the agreements studied (table 1). Although some contracts in all but three manufacturing and four nonmanufacturing industries included these allowances, more than half (133) were found in the following five industries: chemicals and allied products, electrical machinery, transportation equipment, communications, and electric and gas utilities.

The number of agreements with pay provisions for short-term reserve duty (154) exceeded those for regular service (140) and emergency service (45). Agreements providing for all three types of

¹ See *Military Service Payments in Union Agreements, 1953* (in *Monthly Labor Review*, July 1954, pp. 771-776) or BLS Bull. 1181 (1955), pp. 1-6.

² Under that act, men who have completed 2 to 4 years of active duty with the Armed Forces may be required to serve in the Ready Reserves or the Stand-by Reserves until they have completed 6 years' service. Ready Reservists, in addition to participating in not less than eight scheduled drills or training periods, are to perform each year 17 days of active duty or not more than 30 days of active duty for training. New enlistees, who are required to enroll for 8 years, must perform initial active duty of 3 to 6 months and then participate in the annual training programs.

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

TABLE 1. MILITARY SERVICE ALLOWANCES IN MAJOR
[Workers in

Industry	Number studied		Total with pay provisions		Agreements with pay provisions for—							
					Regular military duty only		Short-term reserve duty only		Emergency duty only		Regular military and short-term reserve duty	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,687	7,477.3	252	1,075.1	70	222.7	79	340.7	2	6.7	25	81.5
Manufacturing.....	1,063	4,555.3	192	700.7	55	141.5	68	320.9	1	3.7	17	42.0
Ordnance and accessories.....	15	39.4	5	12.2	1	1.9	1	5.5			1	1.1
Food and kindred products.....	120	405.8	5	14.8			1	4.4			1	2.1
Tobacco manufactures.....	11	27.6										
Textile-mill products.....	33	78.4	4	11.6	4	11.6						
Apparel and other finished textile products.....	45	464.1										
Lumber and wood products, except furniture.....	13	37.2										
Furniture and fixtures.....	20	32.1	3	3.2			3	3.2				
Paper and allied products.....	54	118.0	14	21.7	2	3.2	5	7.2			4	5.7
Printing, publishing, and allied industries.....	31	62.2	2	2.7	1	1.5						
Chemicals and allied products.....	57	113.6	19	36.5	5	12.0	6	11.3	1	3.7	2	2.9
Petroleum refining and related industries.....	23	63.8	5	23.5			1	9.6			2	11.2
Rubber and miscellaneous plastics products.....	24	128.1	14	110.1			14	110.1				
Leather and leather products.....	20	62.5	3	4.6	3	4.6						
Stone, clay, and glass products.....	38	100.8	5	11.2	2	5.4	1	1.3				
Primary metal industries.....	124	724.8	11	19.0	9	15.5	1	2.0			1	1.5
Fabricated metal products.....	52	146.4	9	57.6	3	9.1					1	3.4
Machinery, except electrical.....	117	283.9	16	31.4	5	12.5	9	14.5			1	2.0
Electrical machinery, equipment, and supplies.....	100	438.3	34	210.9	10	28.2	6	103.5			1	4.0
Transportation equipment.....	127	1,152.2	28	107.1	6	29.5	14	39.0			2	7.2
Instruments and related products.....	24	54.2	8	15.2	4	6.7	1	3.9				
Miscellaneous manufacturing.....	15	22.5	7	7.7			5	5.7			1	1.0
Nonmanufacturing ¹	624	2,922.0	60	374.5	15	81.2	11	19.9	1	3.1	8	39.5
Mining, crude petroleum, and natural gas production.....	17	252.7	1	1.2	1	1.2						
Transportation ²	95	573.2										
Communications.....	79	553.1	35	285.1	9	63.0	3	4.2			3	3.9
Utilities: Electric and gas.....	78	200.5	17	60.2	2	6.1	6	10.6			5	35.6
Wholesale trade.....	12	21.6										
Retail trade.....	92	245.1	5	25.5	2	9.6	1	3.8	1	3.1		
Hotels and restaurants.....	36	176.8										
Services.....	55	184.9	1	1.3	1	1.3						
Construction.....	155	701.9										
Miscellaneous nonmanufacturing.....	5	7.4	1	1.3				1.3				

¹ Includes 1 agreement with pay provisions for all types of military service, 8 with allowances for regular and short-term reserve duty, and 1 which

provides emergency pay only. All of these 10 agreements also pay for production examinations.

COLLECTIVE BARGAINING AGREEMENTS, BY INDUSTRY, 1959

thousands]

Agreements with pay provisions for—Continued										Industry
Short-term reserve and emergency duty		Preinduction physical or draft board examination		Regular military duty and preinduction examination		Regular, short-term reserve, and emergency duty		Other ¹		
Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	
14	53.0	16	52.0	9	37.8	27	239.4	10	41.4	All industries.
11	22.8	14	48.0	8	28.8	12	62.9	6	30.3	Manufacturing.
3	8.3	1	2.4			1	1.3			Ordnance and accessories.
										Food and kindred products.
										Tobacco manufactures.
										Textile-mill products.
										Apparel and other finished textile products.
										Lumber and wood products, except furniture.
										Furniture and fixtures.
2	4.4	1	1.3							Paper and allied products.
		1	1.2							Printing, publishing, and allied industries.
2	2.8	1	1.5	1	1.2			1	1.2	Chemicals and allied products.
		1	1.1	1	1.7					Petroleum refining and related industries.
										Rubber and miscellaneous plastics products.
										Leather and leather products.
1	1.3	1	3.2							Stone, clay, and glass products.
				1	17.0			4	28.1	Primary metal industries.
		1	2.5							Fabricated metal products.
2	3.7	3	6.9	1	3.2	11	61.6			Machinery, except electrical.
1	2.4	3	26.8	2	2.3					Electrical machinery, equipment, and supplies.
		1	1.2	2	3.4					Transportation equipment.
								1	1.0	Instruments and related products.
										Miscellaneous manufacturing.
3	30.3	2	4.0	1	9.0	15	176.6	4	11.1	Nonmanufacturing. ²
										Mining, crude petroleum, and natural gas production.
3	30.3	2	4.0			15	176.6	2	7.3	Transportation. ²
								2	3.9	Communications.
										Utilities: Electric and gas.
				1	9.0					Wholesale trade.
										Retail trade.
										Hotels and restaurants.
										Services.
										Construction.
										Miscellaneous nonmanufacturing.

¹ Excludes railroad and airline industries.

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

military leave were concentrated in the electrical machinery and communications industry, while allowances for reserve training were prevalent in the rubber industry, transportation equipment, and electric and gas utilities.

Paid time off for preinduction physical examination was specified in only 35 agreements, as in the following clauses:

Any employee ordered by selective service to report for preinduction physical or any employee ordered by Military Reserve to report for a physical examination preparatory to and in connection with being ordered to military training and service and thereby required to be absent from work shall be granted pay for time lost

* * *

When an employee is ordered to report to his local draft board during his regularly scheduled working hours, actual time off will be compensated for at his regular straight-time rate, but not to exceed a maximum of 8 hours for each bona fide order.

Regular Service Allowances

Employees departing for regular military service were, in most cases, entitled to an allowance expressed in multiples of a full week or month of pay, without deduction of the military pay received during the interval covered by the plan (table 2). Less frequent were provisions for a salary continuation plan under which the employee received the difference between his salary and his military pay (i.e., makeup), a practice generally followed in the communications industry. A third arrangement, noted in a small number of agreements, called for a fixed-dollar allowance. Clauses illustrating these types of payments follow:

Any employee who has a 3-month service record with the employer and who is called into the military service of his country . . . shall receive, at the time of actual induction into active service, a bonus pay of 1 week

TABLE 2. TYPES OF MILITARY SERVICE ALLOWANCES IN MAJOR

[Workers in

Industry	Full pay for—						Pay differential (makeup) for—			
	Regular duty		Short-term reserve duty		Emergency duty		Regular duty		Short-term reserve duty	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	82	247.8	5	8.3	2	3.2	45	354.9	141	722.7
Manufacturing.....	71	209.3	1	1.1			14	78.2	109	463.7
Ordnance and accessories.....	2	3.0	1	1.1					1	5.5
Food and kindred products.....									5	14.8
Tobacco manufactures.....										
Textile-mill products.....	3	10.6								
Apparel and other textile finished products.....										
Lumber and wood products, except furniture.....									3	3.2
Furniture and fixtures.....									11	17.2
Paper and allied products.....	2	3.2								
Printing, publishing, and allied industries.....	1	1.5								
Chemicals and allied products.....	8	16.1							10	17.0
Petroleum refining and related industries.....	3	12.9							2	11.2
Rubber and miscellaneous plastics products.....									14	110.1
Leather and leather products.....										
Stone, clay, and glass products.....	2	5.4							2	2.6
Primary metal industries.....	8	14.3					2	2.7	1	1.5
Fabricated metal products.....	8	56.6							5	31.5
Machinery, except electrical.....	6	14.5							10	16.5
Electrical machinery, equipment, and supplies.....	10	20.3					12	75.5	20	172.7
Transportation equipment.....	10	39.0							17	48.5
Instruments and related products.....	6	10.1							1	3.9
Miscellaneous manufacturing.....	2	2.0							7	7.7
Nonmanufacturing ²	11	38.5	4	7.2	2	3.2	31	276.7	32	259.1
Mining, crude petroleum, and natural gas production.....	1	1.2								
Transportation ²										
Communications.....	1	1.4	1	1.1	1	1.1	28	249.4	23	217.2
Utilities: Electric and gas.....	5	16.1	2	4.8	1	2.1	3	27.4	8	38.1
Wholesale trade.....										
Retail trade.....	3	18.6							1	3.8
Hotels and restaurants.....										
Services.....	1	1.3								
Construction.....										
Miscellaneous nonmanufacturing.....			1	1.3						

¹ Covers agreements in which employees have an option between full or differential pay, which refer to the continuation of existing practices, or which are otherwise not clear.

² Excludes railroad and airline industries.

equivalent to 40 hours' pay, based on his hourly rate of pay.

* * *

Any employee having worked for a period of 1 year at the . . . plant of the corporation who enters the Armed Forces of the United States . . . shall, upon entering the Armed Forces of the United States or oceangoing merchant marine, receive 1 month's pay, less his or her first month's pay as a member of the Armed Forces of the United States or oceangoing merchant marine.

* * *

In the event of declaration of war or declaration of national emergency by the President, employees called into military service during the period of such war or national emergency will be paid a bonus of \$40 at the time of their departure for military service.

Under the three types of payments described above, the actual amount of the allowance (aside from differences in wage rates), or its duration, was either uniform for all employees meeting

minimum length-of-service requirements, or more often, it varied according to length of service. In 23 of the 76 plans with graduated benefits, an employee's dependency status also entered into the computation of benefits (table 3).

Minimum service requirements under all plans were generally attained after 6 months of service or less and, most frequently, entitled an employee to full or makeup pay of 1 or 2 weeks (table 4). Where the allowance was expressed in dollar amounts, it ranged from \$40 to \$150.

The maximum benefits provided for in the graduated plans were more liberal (table 5), especially in the 23 plans which granted additional benefits to employees with dependents. In the latter cases, makeup payments up to 6 months were possible, as illustrated in the example on the following page.

COLLECTIVE BARGAINING AGREEMENTS, BY INDUSTRY, 1959

[thousands]

Pay differential (makeup) for— Continued		Dollar amounts for—		Other 1						Industry
Emergency duty		Regular duty		Regular duty		Short-term reserve duty		Emergency duty		
Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	
39	293.4	12	16.8	1	1.3	8	23.1	4	10.9	
22	84.3	12	16.8	1	1.3	4	14.0	2	5.0	Manufacturing.
3	8.3	1	2.1	1	1.3	1	1.3	1	1.3	Ordnance and accessories.
		1	1.0							Food and kindred products.
										Tobacco manufactures.
										Textile-mill products.
										Apparel and other textile finished products.
										Lumber and wood products, except furniture.
2	4.4	4	5.7							Furniture and fixtures.
										Fabric and allied products.
2	2.8	1	1.2			1	1.2	1	3.7	Printing, publishing, and allied industries.
						1	9.6			Chemicals and allied products.
										Petroleum refining and related industries.
		3	4.6							Rubber and miscellaneous plastics products.
1	1.3									Leather and leather products.
		1	1.0			1	2.0			Stone, clay, and glass products.
										Primary metal industries.
										Fabricated metal products.
13	65.2	1	1.2							Machinery, except electrical.
1	2.4									Electrical machinery, equipment, and supplies.
										Transportation equipment.
										Instruments and related products.
17	209.1					4	9.0	2	6.0	Miscellaneous manufacturing.
										Nonmanufacturing 2
										Mining, crude petroleum, and natural gas production.
17	209.1					2	3.8	1	2.9	Transportation 3
						2	5.2			Communications.
										Utilities: Electric and gas.
								1	3.1	Wholesale trade.
										Retail trade.
										Hotels and restaurants.
										Services.
										Construction.
										Miscellaneous nonmanufacturing.

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

TABLE 3. METHOD OF COMPUTING MILITARY SERVICE ALLOWANCES, MAJOR COLLECTIVE BARGAINING AGREEMENTS, 1959
[Workers in thousands]

Type of military service	Total with pay provisions		Military service allowances							
			Uniform ¹ for all employees		Graduated by length of company service		Graduated by dependency status and length of company service		Other ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
Regular military service.....	140	620.7	61	222.9	50	142.4	23	245.9	6	9.6
Short-term reserve training.....	154	753.9	147	734.5	2	2.8			5	16.7
Emergency duty.....	45	307.5	41	296.6					4	10.9

¹ Excluding differences among employees' wage rates.

² Includes 1 agreement for the 3 types of military service in which existing practices were to be continued. Of the remaining 5 contracts providing for regular military pay, length of military service controlled payments in 2 and

length of both military and company service in 3. Provisions in the remaining contracts covering short-term reserve and emergency duty were unclear.

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

An employee whose net credited service at the beginning of his leave is—

1. Over 1 year—payments for 3 months.
2. 1 year or less—payments for 2 weeks.

Such payment will be at a rate equal to the amount by which the employee's rate of company pay exceeds his rate of Government pay at the beginning of the leave.

Upon completion of the payments provided above, an employee who had, at the beginning of his leave, a wife or dependent child or children under 18 years of age shall receive payments for a further period of 3 months or the remainder of his period of military service, whichever is shorter, at a rate equal to the amount by which his rate of company pay at the beginning of his leave exceeds his rate of Government pay at the beginning of such further period.

The most liberal allowance under a graduated plan which provided makeup pay ran for 4 months, and one full-pay plan provided up to 13 weeks of pay. Length-of-service requirements were 5 and 6 years, respectively, and were phrased as follows:

An employee who is granted a military leave will receive, upon application, the difference between his military pay, as defined in subsection 3.3, and his company pay, as defined in subsection 3.4, where his company pay is the greater, for a period of time dependent upon the employee's net credited service with the company as set forth in subsection 3.2, provided that:

a. This payment will terminate upon an employee's release from active military duty when the release is prior to the expiration of the period for which the employee would receive payment under subsection 3.2.

b. An employee who receives more than one military leave in any consecutive 12-month period during the tenure of this agreement shall be given as his military leave pay the difference between the payment he received for his last leave and the payment he would receive for the present leave if it were his original leave, following the schedule in subsection 3.2.

3.2 *Employee's net credited service on date of reporting to military service* *Number of months company will pay the difference between employee's military pay and company pay*

Beginning—

7th through 12th month.....	1 month
13th through 36th month.....	2 months
37th through 60th month.....	3 months
61st month and over.....	4 months

3.3 For purposes of making the military leave payment, "military pay" will include basic pay plus any allowances for grade or rank, service, and special qualifications or duty as these are in effect and apply to the employee upon his entrance into military service.

3.4 For purposes of making the military leave payment, "company pay" will be computed on the employee's basic hourly rate plus any differential applicable, in effect on the date the military leave becomes effective.

* * *

Military Severance Pay: Upon written evidence from his commanding officer that such employee is actually serving in the Armed Forces, severance pay will be granted according to continuous company service, as follows:

0 to 6 months' service.....	1 week's base pay
6 months to 1 year.....	2 weeks' base pay
1 year to 2 years.....	3 weeks' base pay
2 years to 3 years.....	5 weeks' base pay
3 years to 4 years.....	7 weeks' base pay
4 years to 5 years.....	9 weeks' base pay
5 years to 6 years.....	11 weeks' base pay
Over 6 years.....	13 weeks' base pay

In five agreements, the length of military service was a factor in determining the size of the allowance. Examples are:

Any employee who has been in the employ of the company for a period of at least 6 months and who is . . . inducted into the Armed Forces of the United States pursuant to the provisions . . . of the Reserve Forces Act of 1955, . . . if he is inducted for a period of 2 or more years' continuous active service with the Armed Forces

of the United States, shall receive a sum of money equivalent to 1 month's earnings, based on the average amount of pay he received from the company during the last 3 months immediately preceding his induction; and if inducted for a period of 6 months or more but less than 2 years of continuous active service shall receive a sum of money equivalent to 40 hours' pay at his regular straight-time rate during the last pay period immediately preceding his departure from the company for induction into the Armed Forces.

* * *

Employees on the company payroll for a period exceeding 1 year leaving employment for active duty in the Armed Forces shall be granted differential pay . . . for a period of 3 months; except, however, such employees entering active duty for a period of 1 year or less shall receive this differential for a period of 1 month

Temporary Duty Allowances

Unlike regular military service, allowances in virtually all agreements providing paid leave for reserve training or emergency duty were of the makeup type (table 2). Length of service was not a factor in determining the size of the allowance

except in two agreements with reserve training clauses (table 3).

Although the length of the allowance period for all types of temporary duty ranged from 1 week to 3 months, the great majority of agreements provided for 2 weeks annually (table 6).

Employees who are members of the New York or New Jersey National Guard or other reserve components of the military forces will be paid the difference between their earnings based on a 40-hour week and their military pay for not more than 14 days spent in encampment or on naval cruise, provided the employee has at least 6 months' service with the company and has been a member of a military unit for at least 6 months prior to his encampment or cruise.

Any employee with 52 or more weeks of service attending annual encampments of or training duty in the Armed Forces, State, or National Guard or U.S. Reserves shall be granted a military pay differential for a period of up to 2 weeks annually. The employee shall be granted credited service for such 2-week period or portion thereof during which he is absent. Such military pay differential shall be the amount by which the employee's normal salary, calculated on the basis of a workweek up to a maximum of 40 hours which the employee has lost by virtue of such absence, exceeds any pay received from the

TABLE 4. COMPANY SERVICE REQUIREMENTS FOR UNIFORM OR MINIMUM ALLOWANCES,¹ REGULAR MILITARY DUTY, 1959
[Workers in thousands]

Uniform or minimum allowance ¹	Total number with regular military duty plans		Minimum service requirements not indicated		Minimum service requirements									
	Agreements	Workers	Agreements	Workers	Less than 6 months		6 months		Over 6 months but less than 1 year		1 year		Other ²	
					Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
Total.....	140	620.7	24	111.7	32	245.8	42	146.7	3	5.3	38	109.9	1	1.3
Full pay.....	82	247.8	8	18.0	9	27.3	38	128.8	2	4.1	25	69.7		
1 week.....	42	133.0	3	9.7	3	12.4	22	78.6	2	4.1	12	28.3		
2 weeks.....	19	66.9	1	1.6	4	12.8	6	20.7			8	33.9		
4 weeks.....	6	15.9	1	1.4			3	11.3			2	3.2		
1 month.....	11	24.2	2	2.7			6	17.2			3	4.3		
3 months.....	1	1.2					1	1.2						
Other ³	3	4.7	1	2.6	2	2.1								
Makeup pay.....	45	354.9	13	89.4	22	216.4	2	15.7	1	1.2	7	32.2		
2 weeks.....	33	308.7	13	89.4	20	214.3								
4 weeks.....	1	1.1			1	1.1								
6 weeks.....	1	1.0									1	1.0		
1 month.....	8	24.9			1	1.0	2	15.7	1	1.2	4	7.0		
3 months.....	2	24.2									2	24.2		
Dollar amounts.....	12	16.8	3	4.4	1	2.1	2	2.3			6	8.1		
\$40.....	1	1.0	1	1.0										
\$50.....	4	6.5	2	3.4	1	2.1	1	1.0						
\$80.....	1	1.3					1	1.3						
\$75.....	4	5.7									4	5.7		
\$100 or more ⁴	2	2.4									2	2.4		
Other ²	1	1.3											1	1.3

¹ Minimum allowance applies to minimum benefits under graduated plans.
² Contract specified all existing practices will continue.
³ In 2 contracts, employees received 1 day's pay for each month of service, and in 1 contract, 5 hours' pay for each month of service.

⁴ One allowance bonus of \$100; the other of \$150.

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

TABLE 5. COMPANY SERVICE REQUIREMENTS FOR MAXIMUM ALLOWANCE UNDER GRADUATED PLANS, REGULAR MILITARY DUTY, 1959

[Workers in thousands]

Maximum graduated allowance	Total number with regular military duty, graduated plans only		Maximum service not indicated or not clear		Maximum service requirements											
					6 months		1 year		2 years ¹		3 years		5 years		Over 5 years ²	
					Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
Total.....	76	394.2	8	19.1	3	4.4	43	302.5	8	17.9	3	5.9	6	30.0	5	14.6
Full pay.....	43	133.9	4	13.4	3	4.4	16	50.1	7	16.8	3	5.9	5	28.8	5	14.6
2 weeks.....	21	62.8	1	2.6	3	4.4	11	38.8	2	5.4	2	3.0	2	8.6	1	1.2
3 weeks.....	3	4.0														
4 weeks.....	10	41.4	1	3.4			3	8.5	4	9.7	1	2.9	1	17.0	2	2.3
8 weeks.....	2	7.5	1	6.4												
13 weeks.....	1	1.2													1	1.1
1 month.....	1	1.4					1	1.4							1	1.2
2 months.....	4	14.8					1	1.6	1	1.7			1	1.5	1	10.0
Amount not indicated.....	1	1.1	1	1.1												
Makeup pay.....	29	254.7					27	252.4	1	1.1			1	1.2		
8 weeks.....	1	1.1							1	1.1						
3 months.....	4	6.5					4	6.5								
4 months.....	1	1.2											1	1.2		
Determined by dependents.....	23	245.9					23	245.9								
Dollar amounts.....	4	5.7	4	5.7												
\$100 or more ³	4	5.7	4	5.7												

¹ Includes 1 contract with maximum requirement of over 1 and less than 2 years.
² Includes 3 contracts with maximum requirements of 6, 8, and 10 years, respectively, and 2 contracts of 15 years.

³ Employees are paid bonuses totaling \$175 at 3 intervals—prior to military leave, upon returning to company service, and after 6 months' work following military service.

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

Federal or State Government. Such items as subsistence, rental, and travel allowance shall not be included in determining pay received from the Government.

* * *

An employee attending a compulsory training period of the National Guard or compulsory cruise of the Active Organized Naval Reserve shall be paid the differential between the rate of pay received from the National Guard or Naval Reserve and his straight-time hourly or day rate based on a 40-hour week, for a period not to exceed 2 weeks.

An employee called out for National Guard duty in an emergency shall be paid the differential between the rate of pay received for such duty and the pay which he would have received during regular working days involved in such duty at his straight-time hourly or day rates for an 8-hour day. Such differential is not to be paid for more than 4 weeks during any calendar year.

A few agreements did not set forth the details of the military leave policies, simply referring to this matter as follows:

The treatment of employees who are members of the reserve components of the Armed Forces during routine training periods or when called into these services in emergencies will continue in accordance with the current practices of the company.

Minimum length-of-service requirements were set forth in about one-third of the agreements providing for reserve training and in about one-fourth of those with emergency duty clauses. As

a rule, these requirements were at or below the 6-month level, although a considerable number of the reserve plans (27) called for 1 year's service. Where minimum service requirements were not specifically established, it can be assumed that all except new hires, temporary, or probationary employees would qualify for allowances.

Vacation Pay and Other Requirements ⁴

More than three-fifths of the agreements providing regular military service payments specified that eligible employees would also receive their earned vacation allowances (table 7). For example:

An employee who, at the time of leaving active employment to enter military service of the United States, has qualified for a vacation . . . and has not received a vacation or vacation allowance, shall then be granted such allowance

Any employee, with 1 year's continuous service, upon entering the armed services of the United States shall receive 2 weeks' pay

* * *

⁴ This analysis is limited to vacation policies in agreements which also provided military service payments. For vacation allowances to employees entering or returning from military service, regardless of leave payments, see Paid Vacations in Major Union Contracts, 1957 (in Monthly Labor Review, July 1958, pp. 744-751) or BLS Bull. 1233.

Any employee who has a 3-month service record . . . shall receive, at the time of actual induction into the active service, a bonus pay of 1 week equivalent to 40 hours' pay Such employee shall be entitled to his pro rata vacation pay

The remaining 52 agreements had no explicit statement on this subject. Presumably, under these agreements, the vacation clauses and the military leave clauses are administered independently.

Among the 154 agreements with reserve training allowances, more than half were not explicit as to whether such time off with pay was in any way linked to earned vacation time, while in 60 contracts these benefits were entirely separate. That vacation benefits were separate was also specifically noted in 28 of the 45 agreements with emergency duty provisions.

A leave of absence [with pay] of 2 calendar weeks per year in addition to regular vacation will be granted to an employee who is a member of the National Guard or a member of the Reserve Corps if he is called for summer camp training

* * *

Absence on account of . . . National Guard duty shall not be counted as vacation time. However, in consideration of this and to minimize interference with operations, preference in choice of vacation time between May 1 and December 1 must be given to other eligible employees.

A few agreements, however, stated that if an employee's tour of duty coincided with his vacation period or if he decided to take his vacation at such time, a military leave allowance would not be paid.

Absence for military training or emergency active duty under this article shall not be deducted from the regular vacation period to which the employee may be entitled. If an employee elects to take his military training active duty under this article during his vacation period or if his emergency active duty under this article occurs during his vacation period, he shall receive only his vacation pay for this period.

* * *

Employees shall be encouraged to use their vacation time to fulfill military training requirements. In such cases, vacation pay will be paid in lieu of payments under this policy

Only four agreements required that time off for reserve training, in whole or in part, be charged against vacation pay:

Employees who are members of reserve military organizations will take the periodic training required by such organizations during their vacations If the training period exceeds the vacation allowance . . . the company will grant additional time off up to 2 weeks and will pay to the employee the difference between his regular pay and Government pay. Special arrangements will be made to cover longer periods of training.

* * *

TABLE 6. MILITARY SERVICE ALLOWANCES FOR SHORT-TERM RESERVE TRAINING AND EMERGENCY DUTY, MAJOR COLLECTIVE BARGAINING AGREEMENTS, 1959

[Workers in thousands]

Length of period paid	Military pay plans for--											
	Short-term reserve duty						Emergency duty					
	Full pay		Makeup pay		Other		Full pay		Makeup pay		Other	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
Uniform or minimum allowance ¹	5	8.3	141	722.7	8	23.1	2	3.2	39	293.4	4	10.9
1 week.....	2	2.4	2	2.2			1	2.1	3	5.1		
2 weeks.....	1	1.8	119	665.6					28	253.9		
3 weeks.....			7	31.5								
4 weeks.....	1	3.0	1	2.3					1	2.4		
1 month.....	1	1.1	5	10.9					4	27.1		
2 months.....							1	1.1				
3 months.....			1	1.2					1	1.2		
Amount not indicated.....			6	9.2					2	3.8		
Other.....					8	23.1					4	10.9
Maximum allowance (graduated plans only).....	1	1.8	1	1.0								
2 weeks.....			1	1.0								
4 weeks.....	1	1.8										

¹ Includes total allowance for uniform plans and minimum allowance for graduated plans.

² Includes 2 agreements which provided for an option of either the difference between company pay and military pay for a period of 2 weeks or full pay for 1 week, 2 contracts in which past practices were to continue, and 4 agreements in which amounts were not indicated.

³ Includes 3 agreements in which present practices were to continue and 1 which was not clear.

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

TABLE 7. MILITARY SERVICE ALLOWANCES AND VACATION PAY, MAJOR COLLECTIVE BARGAINING AGREEMENTS, 1959

[Workers in thousands]

Provisions	Agreements with allowance for—					
	Regular military duty		Short-term reserve duty		Emergency duty	
	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers
Total with provisions.....	140	620.7	154	753.9	45	307.5
No specific provision linking military and vacation pay..	52	177.3	87	287.1	17	61.2
Vacation pay in addition to military allowance.....	88	443.4	163	457.0	28	246.4
Military leave charged against vacation pay.....			4	10.0		

¹ Includes 3 agreements which provided that if tour of duty coincides with vacation period, employee will get the vacation allowance only. Otherwise, these allowances are separate.

² One agreement with same provisions as stated in footnote 1.

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

The first week of such duty shall be counted as a week of vacation for which the employee involved receives regular vacation pay.

If a second week of such duty is required, the employee will be paid the difference between his service pay and his regular straight-time scheduled pay for that week.

If the employee has qualified for a vacation and has taken such vacation prior to his notification to report for duty, the first week of such duty shall be taken without pay. If a second week of duty is required, the employee will be paid the difference between his service pay and his basic salary or wages for that week.

* * *

In the event an employee is granted a leave of absence [with pay] beyond such 17 days [for annual military training], the employee's vacation allowance, if any, may be applied for such additional period of absence and the employee may be paid the amount of his vacation allowance as though he had taken his vacation during such extended period of absence.

Other Requirements. A number of agreements specified that an employee had to submit official evidence of his military service before any payments would be made. For example:

It will be the responsibility of each employee affected to present the Personnel Division with a record of the time spent and compensation received while serving for special short periods, in an emergency period, or the annual field training period.

* * *

Any full-time employee . . . inducted into the Armed Forces during the term of this agreement shall be given severance pay allowance when the proper evidence of induction is presented

A small number of agreements stipulated that payments would only be made after an employee's induction had become "final," that is, after he had served for a designated period, usually 30 days, thereby ruling out payments to those rejected from the Armed Forces after leaving the company.

Another requirement, rarely stipulated, was that allowances would be made only if service was involuntary (excluding enlistees), or if the employee was called out "during a recognized period of imminent danger to the national security."

Other Veterans' Benefits

A variety of special clauses relating to veterans were listed in agreements that provided military allowances, but more often were incorporated in contracts without such payments. Most common provisions were for educational leave (unpaid) ranging from 1 to 4 years, with full seniority accrual. In a number of instances, such leave depended on the company's approval of the courses of study.

Other clauses referred to on-the-job programs to enable veterans to qualify for jobs to which they would have been promoted had they not been on military duty, as in the following illustration. This clause also deals with seniority problems with respect to disabled veterans:

A reasonable program of training shall be afforded to an employee who shall not be qualified to perform the work on the job which he might have attained if he had not been absent on such service

An employee . . . who has been disabled in the course of such service . . . shall during the period of such disability be assigned, without regard to the provisions of Article VIII hereof relating to seniority, to any vacancy which shall be suitable to his disability, provided that the disability of such employee is of such nature that it shall be onerous or impossible for him to return to his own job or department . . . and provided he shall have the minimum physical requirements for the work available.

Skills acquired during military service could be used for bumping purposes under the terms of one agreement:

Veterans applying for reinstatement after their discharge from the armed services may use experience and/or skill acquired in the services as a basis for bumping.

Appendix

Provisions for Paid Washup, Cleanup, Clothes Change, and Paid Rest Periods

Data on paid rest periods and paid time for washup, cleanup, and clothes change have been brought together in the table on page 32 to indicate the extent to which they appear singly or in combination, or are not provided for at all.

Provisions for Paid Washup, Cleanup, Clothes Change, and Paid Rest Periods, Under Major Collective Bargaining Agreements, by Industry, 1959

Industry	Number		Number with provisions		Washup, cleanup, and clothes change		Rest periods only		Washup, cleanup, clothes change, and rest period		Number without provisions	
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
All industries	1,687	7,477.3	599	2,185.0	166	502.0	321	1,320.2	112	362.9	1,088	5,292.3
Manufacturing	1,063	4,555.3	401	1,281.9	113	312.0	185	648.3	103	321.6	662	3,273.4
Ordnance and accessories	15	39.4	10	29.0	1	3.0	5	13.6	4	12.4	5	10.4
Food and kindred products	120	405.8	67	281.7	6	20.3	40	166.4	21	95.0	53	124.1
Tobacco manufactures	11	27.6	2	2.4	1	1.3	-	-	1	1.1	9	25.2
Textile mill products	33	78.4	8	20.5	2	9.6	6	10.9	-	-	25	57.9
Apparel and other finished products	45	464.1	-	-	-	-	-	-	-	-	45	464.1
Lumber and wood products, except furniture	13	37.2	4	6.6	-	-	4	6.6	-	-	9	30.6
Furniture and fixtures	20	32.1	7	9.4	1	1.2	5	7.0	1	1.3	13	22.7
Paper and allied products	54	118.0	20	61.5	3	6.0	13	39.8	4	15.7	34	56.5
Printing, publishing, and allied industries	31	62.2	3	10.0	1	7.5	2	2.5	-	-	28	52.2
Chemicals and allied products	57	113.6	30	56.4	9	13.9	10	26.4	11	16.1	27	57.3
Petroleum refining and related industries	23	63.8	11	24.3	9	21.6	-	-	2	2.7	12	39.5
Rubber and miscellaneous plastics products	24	128.1	11	48.6	3	33.0	6	11.0	2	4.7	13	79.5
Leather and leather products	20	62.5	3	3.8	2	2.5	1	1.3	-	-	17	58.7
Stone, clay, and glass products	38	100.8	14	45.9	2	11.8	6	7.0	6	27.1	24	54.9
Primary metal industries	124	724.8	12	24.1	6	8.7	5	13.9	1	1.5	112	700.7
Fabricated metal products	52	146.4	22	80.3	7	19.4	10	53.0	5	8.0	30	66.1
Machinery, except electrical	117	283.9	46	87.5	22	37.4	18	39.7	6	10.4	71	196.4
Electrical machinery, equipment and supplies	100	438.3	48	140.0	8	19.3	22	64.3	18	56.5	52	298.3
Transportation equipment	127	1,152.2	65	314.2	26	79.9	21	169.0	18	65.4	62	838.0
Instruments and related products	24	54.2	11	26.6	4	15.9	6	9.0	1	1.7	13	27.6
Miscellaneous manufacturing	15	22.5	7	9.4	-	-	5	7.2	2	2.2	8	13.1
Nonmanufacturing	624	2,922.0	198	903.2	53	190.0	136	671.9	9	41.3	426	2,018.9
Mining, crude petroleum, and natural gas production	17	252.7	1	1.5	-	-	-	-	1	1.5	16	251.2
Transportation ¹	95	573.2	28	118.8	20	71.6	7	45.9	1	1.4	67	454.4
Communications	79	558.1	47	374.6	1	1.3	46	373.3	-	-	32	183.5
Utilities: Electric and gas	78	200.5	5	18.2	3	8.9	2	9.4	-	-	73	182.3
Wholesale trade	12	21.6	3	3.6	-	-	3	3.6	-	-	9	18.0
Retail trade	92	245.1	54	160.4	2	4.5	48	130.4	4	25.5	38	84.7
Hotels and restaurants	36	176.8	7	36.0	1	4.3	6	31.7	-	-	29	140.9
Services	55	184.9	18	50.2	-	-	18	50.2	-	-	37	134.7
Construction	155	701.9	34	137.4	26	99.5	5	25.0	3	13.0	121	564.5
Miscellaneous nonmanufacturing industries	5	7.4	1	2.5	-	-	1	2.5	-	-	4	4.9

¹ Excludes railroad and airline industries.

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

Recent BLS Industrial Relations Studies

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1278	Analysis of Work Stoppages, 1959.	40 cents
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