

Paid Leave Provisions in Major Contracts, 1961

- **Vacations**
- **Holidays**
- **Jury Duty**
- **Funeral Leave**

Bulletin No. 1342

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, 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 approximately 1,700 agreements studied covered about 7.4 million workers, or almost half of estimated total collective bargaining 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 of 1947, as amended. The provisions of agreements covering 1,000 or more workers do not necessarily reflect policy in smaller collective bargaining situations or in large or small unorganized firms.

These studies were undertaken in the Bureau's Division of Wages and Industrial Relations under the supervision of Harry P. Cohany. The report on paid vacations was prepared by Frank W. Merritt; on holidays by James A. Socknat; on jury leave by Dena G. Weiss and Ernestine M. Moore; and on death leave by Theessa L. Ellis and Laura A. Wood.

From the April, May, and August 1962 issues of
the Monthly Labor Review with an appendix table.

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Paid Leave Provisions in Major Contracts, 1961

Paid Vacation Provisions in Major Union Contracts, 1961

THE TREND in vacation benefits continues upward, a Bureau of Labor Statistics study of major collective bargaining agreements in effect in 1961 has revealed.¹ Since 1957, the date of the Bureau's previous survey,² the proportion of vacation plans providing for paid leave of up to 4 weeks or longer has more than doubled, rising from 20 to 43 percent of all graduated plans (chart 1). A vacation period of 3 or 3½ weeks was provided in 1961 to long-service workers by 49 percent of the graduated plans. The 2-week vacation maximum, which was predominant in 1949, was provided by fewer than 1 out of 10 agreements in 1961.

The extension of maximum vacation periods has been accompanied by reduction in length-of-service requirements. The proportion of agreements requiring 15 and 25 years of service to qualify for 3 and 4 weeks, respectively, dropped markedly during the 4-year period (chart 2). In 1961, 26 percent of the workers under agreements were eligible for a 3-week allowance after 10 years' employment, compared with 11 percent in 1957.

For this study of selected aspects of paid vacation plans (types of plans, length of vacation periods, service requirements, and vacation patterns³), the Bureau analyzed 1,698 collective bargaining agreements covering 1,000 or more workers each, or virtually all agreements of this size in the United States except those in railroad or airline industries.⁴ The 7.4 million workers covered represented almost half of the workers under agreement in the United States, exclusive of railroads and airlines. Manufacturing in-

dustries accounted for 1,030 of the agreements and nonmanufacturing, for 668 agreements and 3,071,000 workers.

All of the 1,698 agreements studied were in effect at the beginning of 1961, with about 30 percent of them scheduled for renegotiation during the year.

Prevalence of Paid Vacation Provisions

Ninety-two percent of the major agreements analyzed provided some form of vacation allowance (table 1). Paid vacations were granted in nearly all manufacturing agreements, and in 4 out of 5 nonmanufacturing agreements. Of the 142 agreements without vacation provisions, 124 were in the construction industry.

Over 90 percent of the agreements with vacation benefits established graduated plans, under which benefits increased with length of service. Of the 142 agreements with other types of vacation provisions, 75 required employer contributions to central funds which subsequently provided vacation pay directly to workers. The remaining 67 plans were of the following types:

	Agreements	Workers
All plans.....	67	462, 900
Uniform plan.....	18	245, 950
Ratio-to-work plan.....	15	93, 900
Reference-to-vacation plan ¹	13	31, 750
Other plans ²	21	91, 300

¹ No details provided.

² Usually combinations of several types of vacation plans.

Graduated Plans

Service and Vacation Time. In 1961, well over 1 out of 3 major manufacturing agreements and over one-half of nonmanufacturing agreements provided paid vacations of up to 4 weeks (table 2), as against 1 out of 6 manufacturing and about 1 out of 4 nonmanufacturing contracts in 1957. A provision for a maximum vacation of 4 weeks appeared in 90 percent or more of the agreements in the petroleum, rubber, and communications industries.

¹ The study was concluded prior to the agreement in the steel industry, effective on July 1, 1962, which liberalized vacation policies.

² See *Paid Vacation Provisions in Major Union Contracts, 1957* (BLS Bulletin 1233, 1958); *Monthly Labor Review*, July 1958, pp. 744-751.

³ For a discussion of other aspects of paid vacation plans, such as computation of vacation pay, scheduling, and accumulation of leave, see BLS Bulletin 1233, op. cit.

⁴ The Bureau does not maintain a file of railroad and airline agreements.

Along with the increase in vacation time during the period 1957-61, the length of service necessary to qualify for longer allowances moved downward. In plans providing for a 2-week vacation, the percentage requiring 5 years' service fell from 36 to 30 percent, while 2- and 3-year requirements rose slightly. The length of service required for 3 weeks' vacation ranged from 1 year to 25 years (table 3). Forty percent of the plans specified 15 years and 36 percent, 10 years of service as a requirement for a 3-week vacation

⁵ A detailed tabulation of vacation allowances by industry appears in the appendix beginning on p. 27.

in 1961, as against 65 and 18 percent, respectively, in 1957.

Twenty-five years was the required length of service in slightly over one-half of the agreements granting a 4-week vacation, compared with over two-thirds of the agreements in 1957.

Allowances at lower service levels tended to be more liberal in 1961 in industries which provided the higher maximum vacation allowances.⁵ For example, the petroleum industry, in which all plans provided a 4-week maximum length of vacations, required only 1 year of service for 2 weeks of vacation and 10 years for 3 weeks.

Chart 1. Maximum Vacation Allowances in Selected Collective Bargaining Agreements, 1949, 1952, 1957, and 1961

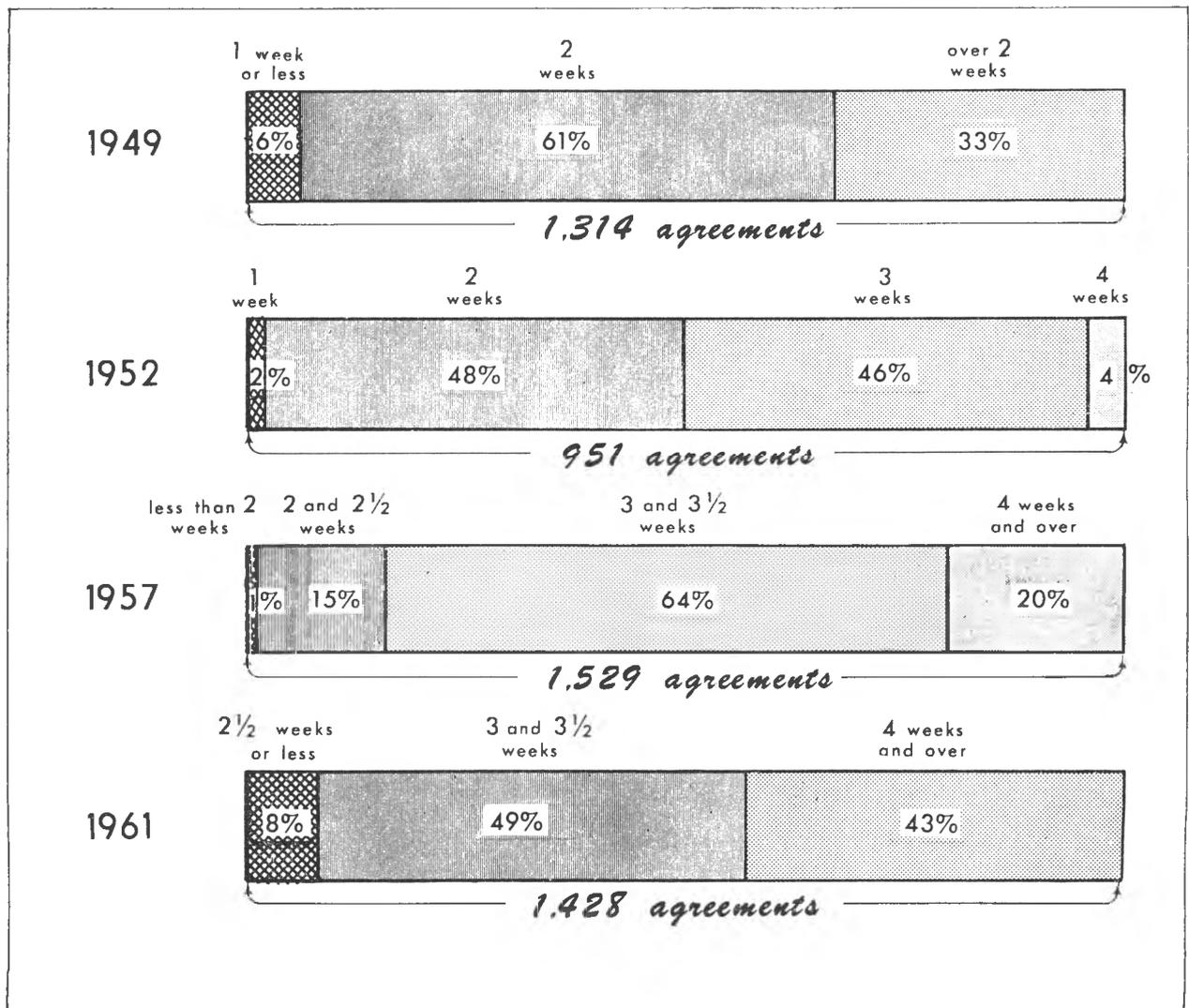


TABLE 1. VACATION PLANS IN MAJOR COLLECTIVE BARGAINING AGREEMENTS, BY INDUSTRY, 1961

Industry	Number studied		Agreements providing paid vacations								Agreements providing no paid vacations	
			Total		Graduated plans		Pooled vacation funds		Other plans ¹			
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
All Industries	1,698	7,365.2	1,556	6,687.7	1,414	5,736.5	75	488.3	67	462.9	142	677.5
Manufacturing	1,030	4,294.2	1,018	4,261.4	950	3,888.1	31	244.8	37	128.6	12	32.8
Ordnance and accessories	20	67.2	20	67.2	16	59.9			4	7.3		
Food and kindred products	114	345.7	113	343.9	112	342.3			1	1.6	1	1.8
Tobacco manufactures	13	26.8	12	25.8	12	25.8					1	1.0
Textile mill products	31	83.4	29	75.4	27	65.8			2	9.6	2	8.0
Apparel and other finished products	51	432.6	48	418.9	18	176.1	29	241.8	1	1.0	3	13.7
Lumber and wood products, except furniture	14	25.2	14	25.2	14	25.2						
Furniture and fixtures	19	33.0	19	33.0	17	29.2			2	3.8		
Paper and allied products	61	133.2	61	133.2	61	133.2						
Printing, publishing, and allied industries	29	62.2	29	62.2	15	29.6			14	32.6		
Chemicals and allied products	49	97.3	47	93.2	42	86.0			5	7.2	2	4.1
Petroleum refining and related industries	15	46.3	15	46.3	15	46.3						
Rubber and miscellaneous plastics products	25	116.2	25	116.2	24	111.2			1	5.0		
Leather and leather products	17	62.9	17	62.9	16	61.4	1	1.5				
Stone, clay, and glass products	39	107.1	39	107.1	38	106.1			1	1.0		
Primary metal industries	118	641.8	118	641.8	118	641.8						
Fabricated metal products	52	137.3	51	135.1	50	133.7			1	1.4	1	2.2
Machinery, except electrical	102	301.4	102	301.4	101	300.2			1	1.2		
Electrical machinery, equipment, and supplies	107	426.9	105	424.9	105	424.0					2	2.0
Transportation equipment	120	1,074.1	120	1,074.1	117	1,018.6			3	55.5		
Instruments and related products	22	51.3	22	51.3	21	49.9			1	1.5		
Miscellaneous manufacturing industries	12	22.8	12	22.8	11	21.3	1	1.5				
Nonmanufacturing	668	3,071.0	638	2,426.3	464	1,848.5	44	243.6	30	334.3	130	644.7
Mining, crude petroleum, and natural gas production	20	240.4	20	240.4	17	33.2			3	207.2		
Transportation ²	112	674.4	111	673.3	87	498.5	14	97.1	10	77.7	1	1.1
Communications	78	511.4	77	510.4	77	510.4					1	1.0
Utilities: Electric and gas	78	193.4	78	193.4	74	177.5			4	15.9		
Wholesale trade	12	20.1	12	20.1	12	20.1						
Retail trade	108	289.5	108	289.5	105	280.3			3	9.2		
Hotels and restaurants	34	165.8	34	165.8	33	160.5			1	5.4		
Services	58	197.0	54	152.0	50	144.0			4	8.0	4	45.0
Construction	167	776.3	43	178.7	9	24.1	30	146.5	4	8.2	124	597.6
Miscellaneous nonmanufacturing industries	1	2.9	1	2.9					1	2.9		

¹ Includes agreements providing for uniform allowances regardless of length of service, ratio-to-work plans, plans with combined features of several different types of vacation arrangements, and plans whose details were not available.

Excludes railroad and airline industries.

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

The food, paper, chemical, rubber, utilities, and retail trade industries, where 4-week maximums were common, required 2 or 3 years for 2 weeks' vacation and 10 years for 3 weeks. Nearly all of these industries had required 15 years' service for 3 weeks' vacation in 1957.

Nearly 2 out of 5 graduated allowances were in increments of half weeks or days in addition to full weekly units. A typical arrangement might grant 1 week's vacation after 1 year of service, and 1 additional day for each year of service between 1 and 5. A worker with 3 years of service would thus be entitled to 1 week and 2 days of vacation.⁶ Half-week and 1-day allowances at the lower benefit levels often stated service requirements in months or fractions of

years. Less than 1 year's service was required for all half-week vacations. The majority of agreements providing a 1½-week vacation stipulated 3 years' service, but nearly one fourth required less than 2 years' service.

Vacation Patterns. The details of specific vacation plans varied widely among the agreements analyzed. In total, about 500 different vacation patterns (e.g., 1 week for 1 year, 2 weeks for 5 years, 3 weeks for 15 years of service) were found among the 1,414 graduated plans. The practice of granting half weeks accounted for a substantial number of these variations.

Over one-half of the workers under graduated plans were covered by 25 vacation plan patterns, each found in at least 10 agreements (table 4), which accounted for about two-fifths of all such plans. The largest concentration of workers in

⁶ For the purposes of this study, a half week was equivalent to 2 days but less than 4 days, or 16 hours but less than 32 hours, or 1 percent but less than 2 percent of annual earnings.

a single pattern—1 week for 1 year, 1½ weeks for 3 years, 2 weeks for 5 years, 2½ weeks for 10 years, 3 weeks for 15 years—was contributed, in the main, by 16 agreements in the automobile industry. This same pattern, supplemented by an additional half-week allowance after 25 years of service, was the most frequent plan in terms of agreements

⁷ Beginning January 1, 1963, regular vacation benefits in the steel industry will be as follows: 1 year's service—1 week; 3 years—2 weeks; 10 years—3 weeks; 25 years—4 weeks. In addition to this increase in regular vacations, the agreement established a savings-vacation plan to provide supplemental vacation and retirement benefits.

(79). More than 80 percent of the workers under this pattern were covered by 52 contracts in the steel industry in 1961.⁷

Other Types of Vacation Plans

Almost all of the funded vacation benefit plans were in industries characterized by seasonal or irregular employment and frequent job changes, such as maritime, apparel, and construction.

Three-fifths of all paid vacation plans in the apparel industry stipulated funded arrangements

TABLE 2. MAXIMUM LENGTH OF VACATIONS PROVIDED IN GRADUATED PLANS, MAJOR COLLECTIVE BARGAINING AGREEMENTS, BY INDUSTRY, 1961

Industry	Total graduated plans		Maximum length of vacation ¹													
			1 week		2 weeks		2½ weeks		3 weeks		3½ weeks		4 weeks		Over 4 weeks	
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
All industries.....	1,414	5,736.5	3	6.0	110	463.8	13	38.7	559	2,126.7	117	694.0	596	2,369.5	16	37.9
Manufacturing.....	950	3,888.1	3	6.0	63	320.1	12	36.9	417	1,692.0	110	676.2	338	1,141.3	7	15.8
Ordnance and accessories.....	16	59.9			1	3.5			11	46.4			4	10.0		
Food and kindred products.....	112	342.3							38	77.1	5	11.1	65	244.8	4	9.4
Tobacco manufactures.....	12	25.8	1	2.3	1	1.3			9	21.2			1	1.0		
Textile mill products.....	27	65.8			22	59.4	1	1.1	3	4.3			1	1.1		
Apparel and other finished products.....	18	176.1	2	3.7	15	170.7			1	1.7						
Lumber and wood products, except furniture.....	14	25.2			5	9.6			8	11.6			1	4.0		
Furniture and fixtures.....	17	29.2			1	4.0			15	23.7	1	1.5				
Paper and allied products.....	61	133.2							9	13.5	1	1.2	50	117.3	1	1.2
Printing, publishing, and allied industries.....	15	29.6							9	17.9			6	11.7		
Chemicals and allied products.....	42	86.0					2	3.4	7	18.4			33	64.3		
Petroleum refining and related industries.....	15	46.3											15	46.3		
Rubber and miscellaneous plastic products.....	24	111.2							2	4.7			22	106.6		
Leather and leather products.....	16	61.4			6	28.3			9	31.8			1	1.3		
Stone, clay, and glass products.....	38	106.1			2	6.7			22	69.9	3	8.0	11	21.5		
Primary metal industries.....	118	641.8							40	61.3	63	537.9	14	41.6	1	1.0
Fabricated metal products.....	50	133.7			3	8.2			21	42.7	14	28.7	12	54.1		
Machinery, except electrical.....	101	390.2			1	6.0			61	152.6	6	18.9	33	122.7		
Electrical machinery, equipment, and supplies.....	105	424.9			3	7.0	1	2.5	52	180.2	2	2.9	46	228.2	1	4.2
Transportation equipment.....	117	1,018.6			2	13.3	8	30.0	80	868.3	14	64.9	13	42.1		
Instruments and related products.....	21	49.9							13	31.4	1	1.1	7	17.4		
Miscellaneous manufacturing industries.....	11	21.3			1	2.1			7	13.8			3	5.5		
Nonmanufacturing.....	404	1,848.5			47	143.8	1	1.8	142	434.7	7	17.8	258	1,228.3	9	22.2
Mining, crude petroleum, and natural gas production.....	17	33.2			3	4.2			6	11.4	4	12.3	3	3.9	1	1.5
Transportation ²	87	498.5			2	4.6	1	1.8	26	90.1	2	2.9	55	396.7	1	2.5
Communications.....	77	510.4							2	4.7			74	504.6	1	1.2
Utilities: Electric and gas.....	74	177.5							10	16.1			58	144.4	6	17.0
Wholesale trade.....	12	20.1							7	10.5			5	9.6		
Retail trade.....	105	280.3			7	18.5			44	125.1	1	2.7	53	134.1		
Hotels and restaurants.....	33	160.5			14	54.7			19	105.8						
Services.....	50	144.0			14	40.7			26	68.2			10	35.1		
Construction.....	9	24.1			7	21.1			2	3.0						
Miscellaneous nonmanufacturing industries.....																

¹ Agreements providing pay in lieu of vacation were classified according to the number of weeks paid for. When vacation pay was expressed as percentage of total annual earnings, 2 percent was considered equivalent to 1 week's vacation.

² Excludes railroad and airline industries.

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

between employers' associations and unions. The employer was usually required to pay a certain percentage of weekly wages into a health and welfare or similarly titled fund. The majority of these funds provided for such benefits as life insurance, hospitalization, pensions, and medical care, as well as vacation pay. The portion of the contribution or amount to be specifically allocated to vacation benefits was seldom stipulated.⁸

Most of the 29 pooled funds in the apparel industry were unilaterally administered by the union.⁹ A few large agreements established jointly administered funds, governed by a board of trustees composed of union and employer representatives and headed by an impartial chairman.

Under funded arrangements in the maritime industry, additional vacation benefits were granted to employees having 1 full year of continuous employment, as follows:

An employee shall be eligible for vacation benefits in accordance with the following schedules:

Number of months employed by contributing employers in a spread of 720 days	Number of days of vacation benefits
3 months	11¼ days
4 months	15 days
5 months	18¾ days
6 months	22½ days
7 months	26¼ days
8 months	30 days
9 months	33¾ days
10 months	37½ days
11 months	41¼ days
12 months	45 days

The amount of vacation benefits shall be prorated in accordance with the average base rate pay received by the [employee] during the period of employment used in determining eligibility to benefits.

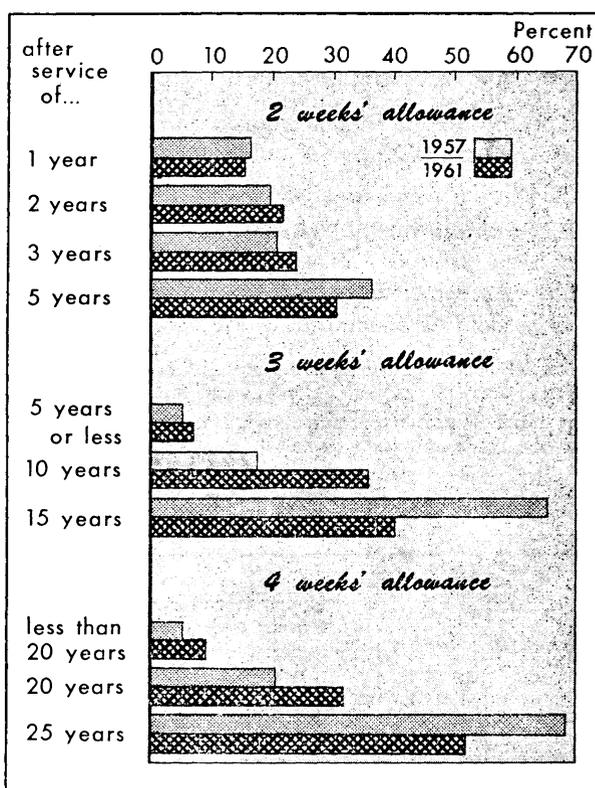
In addition to [these] benefits, if an employee has been in the continuous employ of one employer for 360 consecutive days, he shall be entitled to an additional 18 days of vacation benefits.

Effective as of June 16, 1959, an employee who has been in continuous employ of one employer for 360 consecutive days shall be entitled to an additional 30 days of vacation benefits instead of the aforesaid 18 days.

⁸ For actual percentage contributions to vacation and holiday funds in the apparel industry, see *Employer Expenditures for Selected Supplementary Remuneration Practices for Production Workers in Manufacturing Industries, 1959* (BLS Bulletin 1308, 1962) p. 64.

⁹ Section 302 of the Labor Management Relations Act forbids payments by an employer into trust funds unilaterally administered by the union. Section 302(g), however, exempts from this prohibition all funds established before January 1, 1946, and funds which contained provisions for pooled vacation benefits prior to January 1, 1947.

Chart 2. Percentage of Selected Collective Bargaining Agreements Granting Specific Vacation Allowances for Selected Length of Service Requirements, 1957 and 1961



Funded vacation plans in the construction industry usually designated a certain cents-per-hour or percentage of weekly payroll contribution to a bilaterally administered fund. The details of the plan were to be determined by the trustees, as in the following example:

The vacation plan . . . shall continue to be administered by joint trustees composed of an equal number of representatives of the union and . . . the [employers], which shall designate their trustees and the method of their replacement within 30 days from the date of execution of this agreement.

Every employer shall continue to pay to the trustees for the operation of the vacation plan not later than the 20th day of each month for each hour worked by all employees . . . during the previous month the sum of 10 cents per hour until July 1, 1959, at which time the amount shall be increased to total 4 percent of the gross total wage of each employee . . . for the balance of the term of this agreement.

This plan shall provide that vacations shall be taken with the mutual consent of the employer and the em-

between employers' associations and unions. The employer was usually required to pay a certain percentage of weekly wages into a health and welfare or similarly titled fund. The majority of these funds provided for such benefits as life insurance, hospitalization, pensions, and medical care, as well as vacation pay. The portion of the contribution or amount to be specifically allocated to vacation benefits was seldom stipulated.⁸

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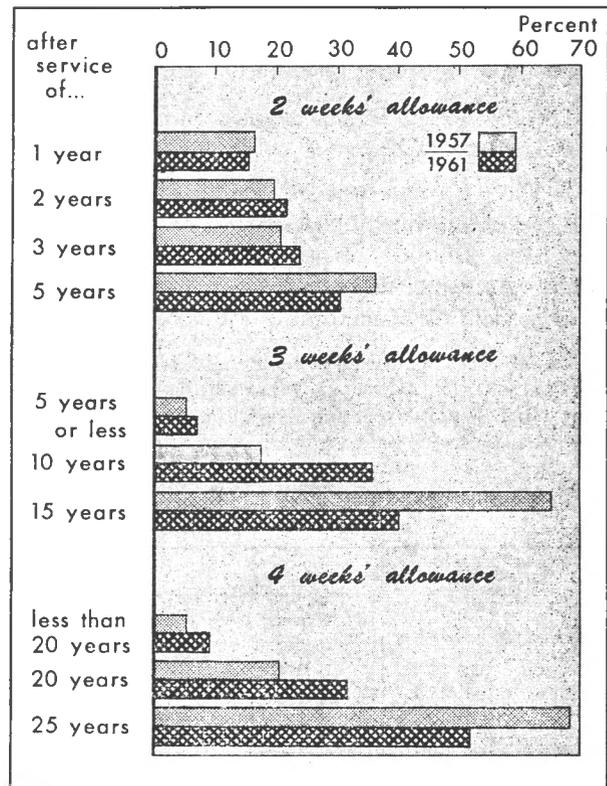
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Every employer shall continue to pay to the trustees for the operation of the vacation plan not later than the 20th day of each month for each hour worked by all employees . . . during the previous month the sum of 10 cents per hour until July 1, 1959, at which time the amount shall be increased to total 4 percent of the gross total wage of each employee . . . for the balance of the term of this agreement.

This plan shall provide that vacations shall be taken with the mutual consent of the employer and the em-

ployee The employee must take his vacation each year and except in unusual circumstances, with the consent of the union, the employee shall not be paid money in lieu of vacation.

* * * * *

The [vacation] plan will operate under a trust agreement and a suitable depository in connection with same shall be selected by the Board of Trustees.

All of the details of administration, . . . periods of vacation, etc., shall be worked out by the said trustees.

Of the 15 ratio-to-work plans, 7 were in the printing and publishing industry. In these industries, the amount of vacation pay was geared to the number of days or hours worked in a year, usually yielding a maximum of 3 weeks' vacation:

[Employees] are entitled to a credit of one-fourteenth of a day's vacation with pay for each day worked with their current employer, but shall not be credited with more than 3 weeks' paid vacation in any 1 year.

Seventy-nine percent of workers receiving vacations under ratio-to-work plans were accounted for by seven transportation (stevedoring and trucking) agreements. A typical provision in this industry based vacation benefits on hours worked during a year as follows:

Any [employee] who during the fiscal year . . . receives from members of the [association], payment for 1,200 hours or more is to be granted 2 weeks' vacation pay—irrespective of whether such hours are paid for at straight-time or overtime rates. Two weeks' vacation pay is 80 hours at the straight-time rate.

Note: A small joint committee is to be appointed to review the case of any man who worked between 650 and 700 hours (for 1 week's vacation pay) or between 1,150 and 1,200 hours (for 2 weeks' vacation pay). The joint committee is to give consideration to the man's previous work record and its decision is to be final.

TABLE 3. LENGTH OF SERVICE REQUIRED FOR SPECIFIC VACATION ALLOWANCES IN GRADUATED PLANS, MAJOR COLLECTIVE BARGAINING AGREEMENTS, 1961¹

Length of service required	Length of vacation period															
	1 Week or less ²		1½ Weeks		2 Weeks		2½ Weeks		3 Weeks		3½ Weeks		4 Weeks		Over 4 Weeks	
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
Total.....	1,539	5,953.4	410	2,258.3	1,386	5,637.9	359	2,139.0	1,267	5,042.4	158	842.1	610	2,401.8	10	37.9
Less than 6 months.....	144	413.4	2	2.6	6	13.4										
6 months but less than 1 year.....	363	1,348.9	39	122.8	38	130.6	4	14.8								
1 year.....	1,006	4,105.5	20	66.1	215	877.4	6	13.7	6	17.2						
Over 1 but less than 2 years.....	15	64.6	39	141.8	20	63.4	3	11.5								
2 years.....			46	135.6	303	1,065.0	3	7.2	3	4.3						
Over 2 but less than 3 years.....			6	8.2	4	6.6										
3 years.....			250	1,763.2	330	1,102.8	5	10.0	9	29.1						
4 years.....					27	94.4	5	26.7								
5 years.....			3	6.3	426	2,244.7	25	69.5	75	234.1	1	1.5	4	13.3		
6 years.....					3	3.5	4	14.4	1	1.1	1	5.0				
7 years.....							12	33.9	8	23.3	1	2.7				
8 years.....							12	45.0	8	16.4			2	9.7		
9 years.....							12	21.7	7	10.9			1	5.0		
10 years.....					3	4.4	218	1,631.9	456	1,323.5	3	6.9	8	13.1	1	1.5
11 years.....							3	8.1	35	284.0						
12 years.....					1	1.3	36	210.0	113	331.0			6	11.2		
13 years.....							1	3.5	6	13.5						
14 years.....									8	18.3						
15 years.....							7	11.6	511	2,671.9	26	99.1	14	41.9	1	1.2
16 years.....							1	2.1	1	3.0	1	2.3				
17 years.....									1	1.2		3.5	1	1.2		
18 years.....											4	10.2	18	249.1		
19 years.....											1	4.0	2	4.5		
20 years.....									9	14.8	15	47.2	195	571.9	4	10.5
21 years.....											2	5.3				
22 years.....											3	10.0	10	88.9	4	10.2
23 years.....													10	48.6		
24 years.....												1	6	11.9		
25 years.....									4	10.4	96	639.3	318	1,279.5	4	5.9
26 years.....													1	3.0		
27 years.....													13	51.0		
30 years.....													1	1.2	2	8.7
Other ³	11	21.1	5	11.7	10	30.6	2	3.8	5	32.7	2	3.8	1	1.2	2	8.7

¹ Based on 1,414 agreements covering 5,736,500 workers.

² Includes 264 agreements allowing half-week vacations to more than 833,000 employees who meet the following service requirements: 86 agreements after less than 6 months, 177 agreements after 6 months but less than 1 year, and 1 agreement with requirements discussed in footnote 3.

³ Includes length-of-service requirements stated in portions of a calendar year, typically in half years, and other service requirements not separately shown.

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

TABLE 4. IDENTICAL GRADUATED PAID VACATION PLANS FOUND IN 10 OR MORE AGREEMENTS, 1961¹

Graduated vacation plans (maximum allowance)	Agreements	Workers
Total accounted for.....	618	2,931,600
2 WEEKS		
1 week for 1 year, 2 weeks for 2 years.....	17	60,450
1 week for 1 year, 2 weeks for 3 years.....	12	32,050
1 week for 1 year, 2 weeks for 5 years.....	19	66,750
3 WEEKS		
2 weeks for 1 year, 3 weeks for 10 years.....	13	21,900
2 weeks for 1 year, 3 weeks for 12 years.....	14	75,000
1 week for 1 year, 2 weeks for 2 years, 3 weeks for 5 years.....	20	60,850
1 week for 1 year, 2 weeks for 2 years, 3 weeks for 10 years.....	40	113,850
1 week for 1 year, 2 weeks for 2 years, 3 weeks for 15 years.....	10	55,700
1 week for 1 year, 2 weeks for 3 years, 3 weeks for 10 years.....	25	44,400
1 week for 1 year, 2 weeks for 3 years, 3 weeks for 12 years.....	12	19,050
1 week for 1 year, 2 weeks for 3 years, 3 weeks for 15 years.....	17	22,300
1 week for 1 year, 2 weeks for 5 years, 3 weeks for 15 years.....	47	116,900
1 week for 1 year, 1½ weeks for 3 years, 2 weeks for 5 years, 3 weeks for 15 years.....	10	27,500
1 week for 1 year, 1½ weeks for 3 years, 2 weeks for 5 years, 2½ weeks for 10 years, 3 weeks for 15 years.....	46	709,050
3½ WEEKS		
1 week for 1 year, 1½ weeks for 3 years, 2 weeks for 5 years, 2½ weeks for 10 years, 3 weeks for 15 years, 3½ weeks for 25 years.....	79	463,550
4 WEEKS		
2 weeks for 1 year, 3 weeks for 10 years, 4 weeks for 20 years.....	23	75,150
1 week for 6 months to 1 year, 2 weeks for 1 year, 3 weeks for 15 years, 4 weeks for 25 years.....	19	139,150
1 week for 6 months to 1 year, 2 weeks for 2 years, 3 weeks for 15 years, 4 weeks for 25 years.....	23	190,950
1 week for 1 year, 2 weeks for 2 years, 3 weeks for 10 years, 4 weeks for 20 years.....	25	57,900
1 week for 1 year, 2 weeks for 2 years, 3 weeks for 10 years, 4 weeks for 25 years.....	20	50,250
1 week for 1 year, 2 weeks for 2 years, 3 weeks for 15 years, 4 weeks for 25 years.....	22	76,050
1 week for 1 year, 2 weeks for 3 years, 3 weeks for 10 years, 4 weeks for 20 years.....	29	87,600
1 week for 1 year, 2 weeks for 3 years, 3 weeks for 10 years, 4 weeks for 25 years.....	49	110,800
1 week for 1 year, 2 weeks for 3 years, 3 weeks for 11 years, 4 weeks for 18 years.....	14	224,850
1 week for 1 year, 2 weeks for 3 years, 3 weeks for 12 years, 4 weeks for 25 years.....	13	32,000

¹ Based on 1,414 graduated paid vacation plans covering 5,736,500 workers.

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

Any [employee] who during the fiscal year . . . receives from members of the [association] payment for 1,500 hours or more—irrespective of whether such hours are paid for at straight-time or overtime rates—is to be granted 3 weeks of vacation pay if he has worked 700 hours a year in 5 of the 6 preceding years. Three weeks' vacation pay is 120 hours at the straight-time rate.

Uniform vacation allowances ranging from 1 to 3½ weeks' pay were granted in 8 manufacturing and 10 nonmanufacturing agreements. Two of these, covering about 200,000 workers in the coal mining industry, provided payments of \$200 and \$160, respectively, to each worker for a vacation period of 14 calendar days.

Prevalence of Holiday Provisions in Major Union Contracts, 1961

SEVEN DAYS continued to be the most common paid holiday provision in major agreements in 1961, although 8 or more days were specified in over a third of the agreements with paid holiday provisions. The more liberal provisions for paid holidays were predominantly in nonmanufacturing agreements, largely in the transportation, communications, and utilities industries. Paid holidays were provided by about 9 out of 10 agreements analyzed, a proportion almost identical with the findings of two earlier studies of the Bureau of Labor Statistics in 1952-53 and 1958.¹

A development that was noted in 1961 was the occurrence of funded holiday plans in several con-

struction agreements. Between 1958 and 1961, there was a decrease in the frequency of unpaid holiday provisions but an increase in the number of such days—which, when worked, generally command premium rates. As in the past, unpaid holiday provisions were featured in construction and mining agreements.

Scope of Study

This study was based on an analysis of 1,698 collective bargaining agreements, each covering 1,000 or more workers, or virtually all agreements

¹ "Holiday Provisions in Union Agreements, 1952-53," *Monthly Labor Review*, February 1954, pp. 128-33, and *Labor Management Contract Provisions, 1953: Prevalence and Characteristics of Selected Collective Bargaining Clauses* (BLS Bull. 1166, 1954), pp. 8-13; "Paid Holiday Provisions in Major Union Contracts, 1958," *Monthly Labor Review*, January 1959, pp. 26-32, and BLS Bull. 1248 (1959).

TABLE 1. PAID HOLIDAY PROVISIONS IN MAJOR COLLECTIVE BARGAINING AGREEMENTS, BY INDUSTRY, 1961

[Workers in thousands]

Industry	Number studied		Total with paid holiday provisions ¹		Total without paid holiday provisions ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,698	7,365.2	1,513	6,315.5	185	1,049.7
Manufacturing.....	1,030	4,294.2	1,017	4,268.7	13	25.5
Ordnance and accessories.....	20	67.2	20	67.2		
Food and kindred products.....	114	345.7	107	326.4	7	19.3
Tobacco manufactures.....	13	26.8	13	26.8		
Textile mill products.....	31	83.4	30	82.4	1	1.0
Apparel and other finished products.....	51	432.6	51	432.6		
Lumber and wood products, except furniture.....	14	25.2	14	25.2		
Furniture and fixtures.....	19	33.0	19	33.0		
Paper and allied products.....	61	133.2	61	133.2		
Printing, publishing, and allied industries.....	29	62.2	29	62.2		
Chemicals and allied products.....	49	97.3	49	97.3		
Petroleum refining and related industries.....	15	46.3	15	46.3		
Rubber and miscellaneous plastics products.....	25	116.2	25	116.2		
Leather and leather products.....	17	62.9	17	62.9		
Stone, clay, and glass products.....	39	107.1	39	107.1		
Primary metal industries.....	118	641.8	118	641.8		
Fabricated metal products.....	52	137.3	51	136.3	1	1.0
Machinery, except electrical.....	102	301.4	102	301.4		
Electrical machinery, equipment, and supplies.....	107	426.9	105	424.9	2	2.0
Transportation equipment.....	129	1,074.1	118	1,071.9	2	2.2
Instruments and related products.....	22	51.3	22	51.3		
Miscellaneous industries.....	12	22.8	12	22.8		
Nonmanufacturing.....	668	3,071.0	496	2,046.8	172	1,024.3
Mining, crude petroleum, and natural gas production.....	20	240.4	16	31.9	4	208.5
Transportation.....	112	674.4	106	651.7	6	22.7
Communications.....	78	511.4	77	510.4	1	1.0
Utilities: Electric and gas.....	78	193.4	77	189.0	1	4.4
Wholesale trade.....	12	20.1	12	20.1		
Retail trade.....	108	289.5	108	289.5		
Hotels and restaurants.....	34	165.8	27	146.9	7	18.9
Services.....	58	197.0	49	138.4	9	58.6
Construction.....	167	776.3	23	66.1	144	710.2
Miscellaneous industries.....	1	2.9	1	2.9		

¹ Includes 93 agreements, covering 420,500 workers, which provide for both paid and unpaid holidays.

² Includes 17 agreements, covering 67,300 workers, which make no reference to holidays and 168 agreements, covering 982,400 workers, which provide for unpaid holidays only.

³ Excludes railroad and airline industries.

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

of this size in the United States, exclusive of the railroad and airline industries.² The 7.4 million workers covered by the analyzed contracts represented almost half of all the workers estimated to be under agreements in the United States, exclusive of the two industries. Of these, 4.3 million workers, covered by 1,030 agreements, were in manufacturing, and 668 agreements applied to 3.1 million workers in nonmanufacturing establishments (table 1).

The study deals exclusively with the prevalence of paid and unpaid holidays.³ All agreements analyzed were in effect in 1961. April 1961 was the earliest expiration date of any agreement included in the study, and 70 percent of the agreements were scheduled to expire in 1962 or later.

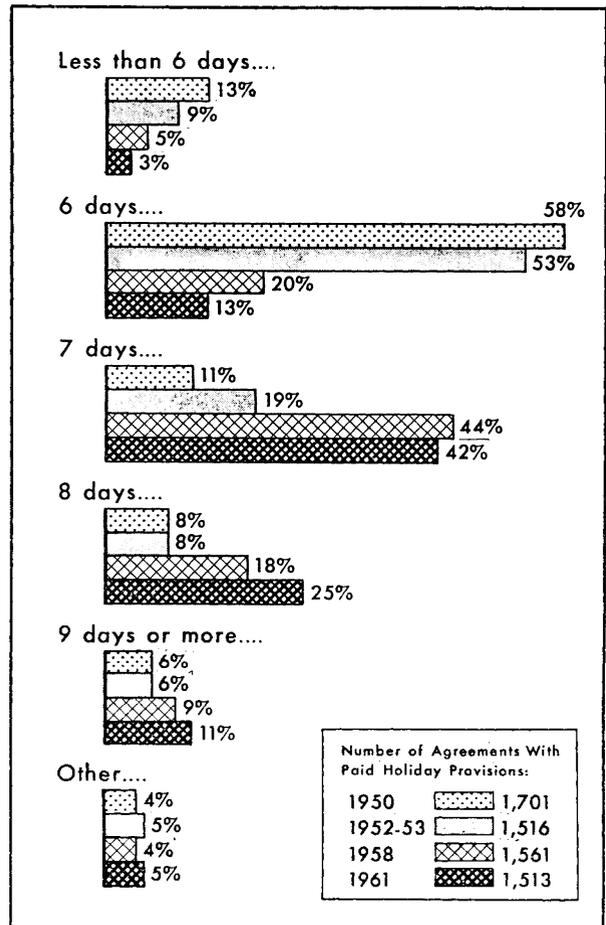
Prevalence of Paid Holidays

By Industry. Paid holidays have been provided by approximately 90 percent of major collective bargaining agreements for nearly a decade, with an increase in the average number of paid holidays being noted in each succeeding study of the BLS (chart). During the 3 years between 1958 and 1961, a general increase in the number of holidays occurred in many industries and no marked change was noted for any specific industry. In 1961, all major agreements studied in 16 manufacturing and 3 nonmanufacturing industries provided for paid holidays. Agreements which did not contain provisions for paid holidays were primarily accounted for by the construction and mining industries. They were also found in the tobacco and transportation industries, in hotels and restaurants, and in services.

Seven paid holidays remained the most common practice in 1961, although a slight decrease in its frequency has taken place with an increase in the proportion of agreements providing more than 7 days. About one-fourth of the agreements with

paid holiday provisions specified 8 days, and another 11 percent provided 9 or more holidays (table 2).

Total Paid Holidays in Major Collective Bargaining Agreements, 1950, 1952-53, 1958, and 1961¹



¹ For purposes of this chart, 2 half-day holidays are the equivalent of 1 full day; thus, 6 full days and 2 half days were counted as 7 holidays.

The "other" category includes, in addition to the agreements designated as "other" in footnote 1, table 2, agreements providing for only 1 half day in addition to full-day holidays; e.g., 6 full days plus 1 half day.

Contracts specifying less than 6 days were infrequent in 1961 and were found in only 52 contracts, or about 3 percent of the total with paid holiday provisions. Two-thirds of these contracts were in the textile mill, apparel, and hotels and restaurants industries (table 3).

² Agreements for the airline and railroad industries are not collected by the Bureau.

³ For practices relating to eligibility requirements for holidays, rates for work on holidays, and pay for holidays falling on nonwork days, see BLS Bull. 1248, op. cit.

TABLE 2. NUMBER OF PAID HOLIDAYS IN MAJOR COLLECTIVE BARGAINING AGREEMENTS, BY INDUSTRY DIVISION, 1961

[Workers in thousands]

Number of Days	All industries		Manufacturing		Nonmanufacturing	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
Total with paid holiday provisions.....	1,513	6,315.5	1,017	4,268.7	496	2,046.8
Less than 6 full days.....	52	205.8	31	104.1	21	101.8
6 full days.....	202	743.5	97	268.6	105	475.0
6 full days plus 1 half day..	21	190.7	20	189.5	1	1.2
6 full days plus 2 half days..	88	809.3	86	806.4	2	2.9
7 full days.....	543	2,234.8	412	1,771.4	131	463.5
7 full days plus 1 half day..	14	30.9	11	27.1	3	3.8
7 full days plus 2 half days..	26	56.0	22	40.0	4	16.0
8 full days.....	353	1,260.6	238	823.7	115	436.9
8 full days plus 1 half day..	11	30.0	11	30.0	-----	-----
8 full days plus 2 half days..	8	13.4	8	13.4	-----	-----
9 full days.....	71	297.6	29	64.3	42	233.3
9 full days plus 1 half day..	5	9.5	3	6.3	2	3.2
9 full days plus 2 half days..	11	26.5	10	24.3	1	2.2
10 full days.....	36	109.6	18	56.2	18	53.5
10 full days plus 1 half day..	2	3.6	1	1.0	1	2.6
11 full days.....	28	113.3	6	10.2	22	103.1
11 full days plus 1 half day..	1	6.9	-----	-----	1	6.9
11 full days plus 2 half days..	1	1.1	-----	-----	1	1.1
12 full days.....	6	69.6	2	6.2	4	63.4
13 full days.....	1	10.0	-----	-----	1	10.0
Others ¹	33	93.2	12	26.5	21	66.8

¹ Includes 6 agreements in the food processing industry, in which unworked holidays are paid for only during the intercampaign, or nonprocessing, season; 13 agreements in which the number of holidays vary by geographical location; 5 agreements in the construction industry, which provide for funded holidays; 4 agreements which are unclear; and 5 agreements in which a definite number of holidays are specified but additional paid holidays are granted under special circumstances.

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

A general shift to a greater number of paid holidays in nearly all industries resulted in a further decrease in the prevalence of 6 full days. However, 6-day provisions continued to represent a substantial portion of all paid holiday provisions in at least two industries—lumber and wood products (except furniture) and leather and leather products.

Accounting for much of the rise in the prevalence of 8 paid holidays were agreement changes in ordinance, food, rubber products, fabricated metals, electrical machinery, transportation, and retail trade. Provisions for 9 or more days were scattered among many manufacturing industries and were most common in food, transportation (other than railroad and airlines), communications, and utilities agreements.

Both in 1958 and 1961, half holidays⁴ were found in approximately one-eighth of the agreements, predominantly in manufacturing industries such as transportation equipment and machinery (except electrical). Most frequently, the half days designated were election day, Christmas Eve and/or New Year's Eve.

By Region. The proportion of agreements granting nine or more paid holidays in the New England and Middle Atlantic regions was much larger than in any other region. A majority of the contracts in each region stipulated at least 7 days, but in two regions—West North Central and South Atlantic—nearly one-third permitted 6 or fewer. In large measure, the regional variations reflected the practices of the industries predominant in these areas, but particular local observances also played a part.

Special Practices. Paid-holiday provisions in 33 agreements did not conform to general practice. In 13 of these, the number of holidays varied by location; 7 of the 13 were master agreements which left determination of the number of days to local bargaining, and 6 were interstate contracts which provided that employees working in certain locations be given an additional day off. Six agreements in food processing made provision for paid holidays during the intercampaign, or nonprocessing season but stipulated that certain holidays would be unpaid if they occurred while the processing season was in progress. Particular groups received special attention in five agreements, on religious or other grounds.

Funded holiday plans in five construction agreements included in the 1961 analysis are a relatively recent development. A combined contribution was designated for both vacations and holidays in two agreements, while three contracts made expressly clear the amount to be paid for holiday purposes from a combined contribution. There were variations among these five agreements in the amounts of employer contributions and the details of the trust funds, but none of the agreements specified the number of days to be observed. For example:

Electrical Workers' Joint Board of Trustees, Holiday and Vacation Fund. Employer's contribution is 7 percent of the gross electrical labor payroll. This contribution shall be made by check or draft for each regular payroll period and shall be mailed to reach the Electrical Workers' Joint Board of Trustees' Office not later than 7 calendar days from the date on which the weekly wages were paid.

* * * * *

⁴ A period of time less than 4 hours was not counted in this analysis as a half day. Many agreements made provision for 2 or 3 hours' leave with pay on election day to enable workers to vote.

TABLE 3. NUMBER OF PAID HOLIDAYS IN MAJOR COLLECTIVE

[Workers in

Industry	Less than 6 days		6 full days		6 full days plus 1 half day		6 full days plus 2 half days		7 full days		7 full days plus 1 or more half days	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	52	205.8	202	743.5	21	190.7	88	809.3	543	2,234.8	40	86.9
Manufacturing.....	31	104.1	97	268.6	20	189.5	86	806.4	412	1,771.4	33	67.1
Ordnance and accessories.....									4	13.3		
Food and kindred products.....			12	37.8					13	27.4	2	4.1
Tobacco manufactures.....	2	2.1	2	2.3					9	22.4		
Textile mill products.....	8	29.6	11	27.3		1.0			3	4.9	2	4.5
Apparel and other finished products.....	16	58.3	7	29.8	16	183.5			7	142.8	1	11.0
Lumber and wood products, except furniture.....			11	21.5					3	3.7		
Furniture and fixtures.....	1	2.0	4	8.5	1	2.6	1	1.1	10	16.3		
Paper and allied products.....			3	6.8					49	111.6	1	1.5
Printing, publishing, and allied industries.....	1	4.1	4	4.8			6	8.1	5	6.9		
Chemicals and allied products.....			4	16.4					8	20.1	2	3.3
Petroleum refining and related industries.....									1	1.0		
Rubber and miscellaneous plastic products.....							1	3.6	14	46.7		
Leather and leather products.....			11	43.5	1	1.3			2	11.8		
Stone, clay, and glass products.....	2	6.5	6	13.5			1	1.6	23	73.5	1	1.4
Primary metal industries.....			3	4.9			7	10.4	90	603.2	1	1.3
Fabricated metal products.....			3	4.2			9	13.4	16	35.6	3	6.1
Machinery, except electrical.....			3	11.1	1	1.2	18	75.1	46	154.9	11	22.6
Electrical machinery, equipment, and supplies.....			6	12.9			13	32.9	45	201.9	4	4.9
Transportation equipment.....			5	21.4			28	651.4	54	257.8	3	3.8
Instruments and related products.....							1	7.7	8	11.2	1	1.2
Miscellaneous industries.....	1	1.5	2	2.1			1	1.3	2	4.9	1	1.6
Nonmanufacturing.....	21	101.8	105	475.0	1	1.2	2	2.9	131	463.5	7	19.8
Mining, crude petroleum, and natural gas production.....			4	5.9					9	19.2		
Transportation ²	3	5.1	31	267.7					23	57.7		
Communications.....	1	1.2	2	28.5					25	191.6	1	1.1
Utilities: Electric and gas.....	1	5.2	2	2.8			2	2.9	19	42.9	2	2.4
Wholesale trade.....									1	1.0		
Retail trade.....	2	5.0	34	75.3	1	1.2			31	77.9	4	16.4
Hotels and restaurants.....	10	71.6	9	24.9					6	47.0		
Services.....			19	54.0					14	21.2		
Construction.....	4	13.7	4	16.0					3	5.2		
Miscellaneous industries.....												

¹ See footnote 1, table 2.

² Excludes railroad and airline industries.

Paid Vacation and Holidays. The employer agrees to pay monthly, as specified below, into the Carpenters' Vacation and Holiday Trust Fund . . . under the terms of an agreement and declaration of trust dated December 28, 1954, between the Carpenters' District Council and three Employer Associations and which is hereby made a part of this agreement by reference.

(1) For the holiday plan, an amount equal to 2 percent of the gross earnings of each employee covered by this agreement, beginning with the first day of May 1960.

* * * * *

Vacation and Holiday. Contractors shall contribute the amounts shown in the following [tabulation] into the . . . Pipe Trades Trust Fund for each workman covered by this agreement, for each hour worked . . . The contribution for vacation and holiday, when paid on overtime

hours, will be double the amount indicated. These contributions are to be used for paid vacations and holidays . . . The contributions for such purposes are effective on the first full payroll period following the date shown:

	<i>Vacation and holiday</i>
September 1, 1960.....	33 cents
July 1, 1961.....	35 cents
July 1, 1962.....	37 cents

The contractors and the union agree that the contractors shall make all legally required deductions and withholdings based on the total wages of each employee, and shall retain the full amount of vacation and holiday . . . contribution for periodic transmittal to the . . . Pipe Trades Trust Fund.

BARGAINING AGREEMENTS, BY INDUSTRY, 1961

thousands]

8 full days		8 full days plus 1 or more half days		9 full days		9 full days plus 1 or more half days		10 full days		More than 10 full days		Other ¹		Industry
Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	
353	1,260.6	19	43.4	71	297.6	16	35.9	36	109.6	39	204.4	33	93.2	All industries.
238	823.7	19	43.4	29	64.3	13	30.6	18	56.2	9	17.3	12	26.5	Manufacturing.
13	50.1			1	1.0	2	2.9							Ordnance and accessories.
56	200.1	2	3.6	2	3.5			7	24.9	7	14.9	6	10.3	Food and kindred products.
														Tobacco manufactures.
4	5.2			1	10.0									Textile mill products.
2	4.5					1	1.7					1	1.0	Apparel and other finished products.
1	1.2			1	1.4									Lumber and wood products, except furniture.
4	8.2					2	2.9	1	1.2			1	1.1	Furniture and fixtures.
6	12.3			1	2.0			6	24.0					Paper and allied products.
23	38.5	1	1.2	7	11.4	1	2.9	2	2.7	1	1.0			Printing, publishing, and allied industries.
12	36.0									1	1.5	1	7.9	Chemicals and allied products.
10	66.0													Petroleum refining and related industries.
3	6.3													Rubber and miscellaneous plastic products.
6	10.6													Leather and leather products.
16	21.0	1	1.0											Stone, clay, and glass products.
18	74.8	1	1.1			1	1.2							Primary metal industries.
11	17.8	4	7.8	4	4.9	3	4.0	1	2.0					Fabricated metal products.
23	133.5	9	27.5	4	9.1									Machinery, except electrical.
25	130.6			3	7.0							1	2.5	Electrical machinery, equipment, and supplies.
4	6.3	1	1.2	2	5.0	3	15.1	1	1.4					Transportation equipment.
1	1.0			3	9.1							2	3.7	Instruments and related products.
														Miscellaneous industries.
115	436.9			42	233.3	3	5.3	18	53.5	30	187.1	21	66.8	Nonmanufacturing.
2	2.2			1	4.7									Mining, crude petroleum, and natural gas production.
23	103.8			18	137.3			4	15.3	5	115.0			Transportation. ²
29	155.5			6	51.2			1	1.2	7	9.8	4	20.5	Communications.
20	51.3			15	34.7	2	3.8	4	6.7	9	35.2	1	1.4	Utilities: Electric and gas.
8	12.5							1	1.5	1	4.0	1	1.1	Wholesale trade.
25	82.7							1	1.4	3	6.4	7	23.4	Retail trade.
2	3.5													Hotels and restaurants.
5	23.0			1	2.0	1	1.6	5	22.2	2	11.1	2	3.4	Services.
1	2.5			1	3.5			2	5.3	2	2.9	6	17.0	Construction.
										1	2.9			Miscellaneous industries.

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

Identical clauses of two agreements read as follows:

A sum of 2 percent of the base wage rate shall be paid by the employer to a depository designated by the trustees of the Bricklayers' Holiday Trust Fund for each employee covered by this agreement, in accordance with the terms of a trust agreement negotiated April 29, 1957

Prevalence of Unpaid Holidays

The prevalence of unpaid holidays has continued to decline. In 1961, approximately 15 percent of

the agreements studied specified unpaid holidays, as compared with 18 percent in 1958 (table 4). The decrease was particularly noticeable in apparel, textile mill products, leather and leather products, and hotels and restaurants. As in 1958, less than 10 percent of the agreements provided unpaid holidays only.

In the nonmanufacturing industry division, unpaid holiday practices predominated in the construction and mining industries, which accounted for two-thirds of all workers not receiving days off with pay.

TABLE 4. NUMBER OF UNPAID HOLIDAYS IN MAJOR
[Workers

Industry	Number studied		Total with unpaid holiday provisions ¹		Number of unpaid holidays							
					1 day		2 days		3 days		4 days	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,698	7,365.2	261	1,402.9	29	137.5	21	115.0	8	25.3	6	31.5
Manufacturing.....	1,030	4,294.2	79	333.4	26	132.2	18	102.5	5	16.8	2	3.3
Ordnance and accessories.....	20	67.2										
Food and kindred products.....	114	345.7	13	40.8	2	6.4						
Tobacco manufactures.....	13	26.8	2	2.1	1	1.1			1	1.0		
Textile mill products.....	31	83.4	12	29.1	3	5.8	2	2.9			1	1.8
Apparel and other finished products.....	51	432.6	24	192.4	9	99.0	14	91.8				
Lumber and wood products, except furniture.....	14	25.2	3	4.4	2	2.4						
Furniture and fixtures.....	19	33.0	1	4.0								
Paper and allied products.....	61	133.2	4	6.5	3	5.1						
Printing, publishing, and allied industries.....	29	62.2										
Chemicals and allied products.....	49	97.3										
Petroleum refining and related industries.....	15	46.3	1	1.0	1	1.0						
Rubber and miscellaneous plastic products.....	25	116.2							1	10.0		
Leather and leather products.....	17	62.9	3	14.5	1	3.0			1	1.0		
Stone, clay, and glass products.....	39	107.1	3	4.0	2	3.0						
Primary metal industries.....	118	641.8										
Fabricated metal products.....	52	137.3	2	4.0					1	3.0		
Machinery, except electrical.....	102	301.4	3	5.6	1	2.0	1	1.8	1	1.8		
Electrical machinery, equipment, and supplies.....	107	426.9	2	2.5							1	1.5
Transportation equipment.....	120	1,074.1	5	16.7	1	3.5						
Instruments and related products.....	22	51.3										
Miscellaneous industries.....	12	22.8	1	6.0			1	6.0				
Nonmanufacturing.....	668	3,071.0	182	1,069.5	3	5.3	3	12.5	3	8.5	4	28.2
Mining, crude petroleum, and natural gas production.....	20	240.4	3	207.2								
Transportation ⁴	112	674.4	11	51.7			1	1.0	1	1.8	2	4.0
Communications.....	78	511.4	1	1.2								
Utilities: Electric and gas.....	78	193.4	2	9.6								
Wholesale trade.....	12	20.1										
Retail trade.....	108	289.5	2	2.1	1	1.1						
Hotels and restaurants.....	34	165.8	11	56.8	2	4.2	2	11.5	2	6.7	2	24.2
Services.....	58	197.0	3	16.5								
Construction.....	167	776.3	149	724.5								
Miscellaneous industries.....	1	2.9										

¹ Includes 93 agreements, covering 420,500 workers, which provide for both paid and unpaid holidays, and 168 agreements, covering 982,400 workers, which provide for unpaid holidays only.

² Includes 11 agreements providing for 9 holidays, 4 agreements providing for 10 holidays and 5 agreements providing for 11 holidays.

³ Includes 6 agreements in the food processing industry, in which unworked holidays are paid for only during the intercampaign, or nonprocessing season; 5 agreements in which the number of holidays varied by geographic location; 1 agreement providing for an undetermined number of holidays; 1 agree-

COLLECTIVE BARGAINING AGREEMENTS, BY INDUSTRY, 1961

in thousands]

Number of unpaid holidays—Continued												Industry
5 days		6 days		7 days		8 days		Over 8 days ³		Other ³		
Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	
12	47.1	66	263.7	50	271.8	32	190.2	20	82.9	17	238.1	All industries.
9	38.2	5	6.9	1	2.7	3	6.7			10	24.2	Manufacturing.
1	13.0	2	3.9	1	2.7	1	4.5			6	10.3	Ordnance and accessories.
5	17.6	1	1.0									Food and kindred products.
1	1.6											Tobacco manufactures.
1	2.0											Textile mill products.
1	4.0											Apparel and other finished products.
												Lumber and wood products, except furniture.
												Furniture and fixtures.
										1	1.4	Paper and allied products.
												Printing, publishing, and allied industries.
												Chemicals and allied products.
												Petroleum refining and related industries.
										1	1.5	Rubber and miscellaneous plastic products.
												Leather and leather products.
												Stone, clay, and glass products.
		1	1.0									Primary metal industries.
												Fabricated metal products.
						1	1.0					Machinery, except electrical.
						1	1.2					Electrical machinery, equipment, and supplies.
		1	1.0							2	11.0	Transportation equipment.
												Instruments and related products.
												Miscellaneous industries.
3	8.9	61	256.8	49	269.1	29	183.5	20	82.9	7	213.9	Nonmanufacturing.
1	1.1	2	3.8	2	21.0	1	20.0			2	187.2	Mining, crude petroleum, and natural gas production.
		1	1.2			1	3.0	1	16.0			Transportation. ⁴
		1	4.4			1	5.2					Communications.
												Utilities: Electric and gas.
												Wholesale trade.
1	6.0	2	4.2							1	1.0	Retail trade.
		2	2.0									Hotels and restaurants.
1	1.8	53	241.3	47	248.1	26	155.3	19	66.9	1	14.5	Services.
										3	11.2	Construction.
												Miscellaneous industries.

ment providing for 7 1/2 holidays; and 4 agreements in which a definite number of holidays are specified, but additional holidays are granted under special circumstances.

⁴ Excludes railroad and airline industries.

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

Paid Jury Leave in Major Union Contracts, 1961

THE PROPORTION of collective bargaining agreements providing for paid jury leave has increased sharply since 1953. Full or partial pay to employees serving on juries was specified in nearly half of the major agreements in effect in 1961, as compared with 18 percent in 1953.¹ The rise was particularly marked in manufacturing agreements—from 18 percent to 60 percent. In non-manufacturing agreements, the comparable figures were 20 percent and 32 percent.

The study, conducted by the Bureau of Labor Statistics, was based on an analysis of 1,717 collectively bargained agreements, each covering 1,000 or more workers, or virtually all of such agreements in the United States, exclusive of those in the railroad and airline industries.² Most of the agreements were in effect during 1961; a few expired during the last quarter of 1960 and renewed agreements were not available at the time this study was completed. The 7.4 million workers covered by these contracts represented somewhat less than half of all workers estimated to be under agreement in the United States, except railroad and airline industries.

Of the 837 agreements with jury duty provisions, all but 127 limited paid leave to time spent in actual jury service. In addition to jury service pay, 50 agreements also provided pay for time spent in qualifying for jury duty and 78 also granted pay to employees summoned as witnesses. (See table 1.)

Because jury service is a public duty, pay for such time may be a more common practice than an agreement study would indicate.

Pay Provisions

In over three-fourths of the agreements with jury pay clauses, the employee received the difference between jury fees and his regular pay (table 2). This type of payment predominated in all industries except petroleum refining, communications, and utilities, and was typically expressed as follows:

Regular 1,600-hour employees called to jury duty shall not lose any pay by reason of serving as jurors. The employer shall pay such employees the difference between their regular compensation and the payment made to them as jurors.

* * * * *

Employer agrees to compensate employee if called for jury service for the difference he receives in jury compensation and his daily earnings for each day served.

In 1 out of 7 agreements with jury provisions, the employee received his regular pay while on jury duty and was also permitted to retain his jury fees. Most of the agreements in the petroleum refining industry stipulated this method of compensation, as did a significant proportion in communications and utilities industries.

Employees serving on juries shall do so without loss of pay and may retain any jury fees received.

Five percent of the agreements provided for payment of fixed amounts of money. This practice prevailed mainly in the transportation equipment industry, where over two-thirds of the workers received a fixed sum of money, usually \$5 per day.³

Any employee with 1 or more years' seniority who is called to and reports for jury duty shall be compensated by the company at the rate of \$5 per day for each day of jury duty performed on which the employee otherwise would have been scheduled to work for the company and does not work, not to exceed a total of 14 days in any calendar year.

In the remaining agreements, a variety of other pay provisions were found. Several agreements provided for an amount equal to jury pay; a few granted a designated percentage of the difference between the regular wages and jury pay; and one based pay on length of jury service.

An employee serving on jury duty and unable to work will receive the same amount of pay from the company as jury pay received for each day lost. Checks received for jury duty must be presented to the personnel department.

* * * * *

¹ See "Union Contract Provisions for Paid Jury Leave, 1953," *Monthly Labor Review*, May 1955, pp. 545-547, or *Labor-Management Contract Provisions, 1954*, BLS Bull. 1181 (1955).

² The Bureau does not maintain a file of railroad and airline agreements.
³ The study was completed before the current General Motors, Ford, and Chrysler agreements with the United Automobile Workers were received. In these, the maximum number of days allowed for jury duty was increased from 14 to 60. Jury pay was increased to not less than \$10 or the fees received from the court, whichever was greater, but payments were not to exceed the difference between regular pay and the fee received.

TABLE I. PROVISIONS FOR PAID JURY LEAVE IN MAJOR COLLECTIVE BARGAINING AGREEMENTS, BY INDUSTRY, 1961

Industry	Total number studied		Number with provisions		Number with provisions for—						No reference to jury pay	
					Jury pay		Jury and time qualifying for jury pay ¹		Jury and witness pay ²			
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
All industries.....	1,717	7,438.0	837	3,843.4	710	3,192.3	49	259.3	78	391.8	880	3,594.7
Manufacturing.....	1,047	4,355.2	623	3,081.6	545	2,726.1	46	255.6	32	100.0	424	1,273.7
Ordnance and accessories.....	20	67.5	20	67.5	11	33.8	8	32.5	1	1.3		
Food and kindred products.....	118	360.4	65	234.9	64	232.9	1	2.0			53	125.5
Tobacco manufactures.....	12	25.8	8	20.4	8	20.4					4	5.4
Textile mill products.....	31	81.2	6	15.9	6	15.9					25	65.3
Apparel and other finished products.....	53	456.2									53	456.2
Lumber and wood products, except furniture.....	13	26.1									13	26.1
Furniture and fixtures.....	19	33.2		6.9	4	6.9					15	26.4
Paper and allied products.....	57	125.9	35	89.1	33	86.5	1	1.2	1	1.4	22	36.8
Printing, publishing, and allied industries.....	34	70.8	13	32.4	13	32.4					21	38.5
Chemicals and allied products.....	53	102.0	42	73.2	32	55.7	2	2.7	8	14.9	11	28.8
Petroleum refining and related industries.....	15	49.2	13	47.1	9	39.9	2	3.3	2	3.9	2	2.1
Rubber and miscellaneous plastics products.....	29	126.2	23	113.0	22	95.0	1	18.0			6	13.2
Leather and leather products.....	19	66.9	6	27.0	6	27.0					13	39.9
Stone, clay, and glass products.....	41	110.3	31	90.4	31	90.4					10	20.0
Primary metal industries.....	113	627.6	89	588.6	88	587.1			1	1.6	24	39.0
Fabricated metal products.....	53	141.8	30	102.4	28	88.4	2	14.0			23	39.4
Machinery, except electrical.....	106	310.9	61	210.5	53	158.3	4	39.5	4	12.7	45	100.4
Electrical machinery, equipment, and supplies.....	105	421.0	75	358.1	56	282.9	4	11.0	15	64.3	30	62.9
Transportation equipment.....	121	1,077.4	81	956.5	65	842.8	16	113.7			40	120.9
Instruments and related products.....	24	53.5	16	40.2	11	22.4	5	17.8			8	13.3
Miscellaneous industries.....	11	21.9	5	7.7	5	7.7					6	14.2
Nonmanufacturing.....	670	3,082.8	214	761.8	165	466.2	3	3.8	46	291.9	456	2,321.0
Mining, crude petroleum and natural gas production.....	18	237.8	6	15.0	6	15.0					12	222.9
Transportation ³	115	681.1	16	39.5	15	37.8	1	1.8			99	641.6
Communications.....	80	501.0	51	347.0	20	81.4			31	265.6	29	154.0
Utilities: Electric and gas.....	79	195.1	52	124.3	38	99.0			14	25.3	27	70.8
Wholesale trade.....	13	25.2	7	12.6	7	12.6					6	12.6
Retail trade.....	106	289.9	71	204.0	70	203.0			1	1.0	3 ⁵	86.0
Hotels and restaurants.....	37	171.2	3	9.2	3	9.2					34	162.0
Services.....	53	177.7	8	10.4	6	8.4	2	2.0			45	167.4
Construction.....	168	801.1									168	801.1
Miscellaneous industries.....	1	2.9									1	2.9

¹ Includes 10 agreements which allow qualifying pay only when employees cannot report for examination on their own time.

² Includes 1 agreement, covering 1,600 employees in the utilities industry, which provides pay for jury duty, time spent for qualifying, and serving as witness.

³ Excludes railroad and airline industries.

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

When an employee is called for jury duty by local or Federal Government, the company will pay him 50 percent of the difference between his base pay for 40 hours and other payments he may receive for such duty.

* * * * *

When an employee is absent from work because of jury service for a period not in excess of 10 working days, he shall be paid his regular rate of pay. . . . An employee absent because of jury service in excess of 10 scheduled working days shall be paid . . . his regular rate of pay for all absences from work because of such jury service in excess of 10 scheduled working days . . . with the understanding that he shall reimburse the company with the pay . . . received for such jury service . . . in excess of 10 working days.

Pay for serving as a witness was usually paid in the same manner as jury service; pay for time spent in qualifying for service was typically limited to 2 or 3 hours.

When an employee is called for jury service, or called to serve as a witness in a court action under subpoena, he will give the company proper notice and the company will reimburse the employee for the difference between the employee's regular pay and the amount that the employee receives for court service. It is the employee's responsibility to collect for his court service.

* * * * *

Pay for worktime lost by employees who must report for jury examination will only be paid when they cannot report for such examination on their own time, and in such case, will be paid for a maximum of 3 hours.

Other Provisions

Sixty-one of the agreements specifically provided that time lost because of jury service would

be treated as time worked in computing overtime pay, while 67 excluded it.⁴ For example:

An employee who is required to be absent from work for jury service shall receive whatever straight-time pay he would have otherwise received up to and including 40 hours in any one week less the amount of jury pay which he received for the same period. When the above is applicable, each full day of jury service shall be credited as one 8-hour day in the computation of overtime, and each partial day of jury service shall be credited as a partial day toward overtime.

* * * * *

Hours for which jury pay is allowed but which are not worked shall not be counted for the purpose of determining overtime premium and payment.

Some contracts made pay for jury leave contingent upon the return of the employees to their jobs if their jury service was completed prior to the end of the working day. Workers covered by

142 agreements were required to report for work any time during the workday when they were not required to be in court; in 63, they were required to return only if they were able to work a designated number of hours.

Any hourly paid employee who loses time from his regularly assigned work because of jury service will be paid for the time so lost at his straight-time rate . . . provided such employee, if he finishes his jury duty or is temporarily excused from same during the hours that he ordinarily works, will report back to system for work each day he is so dismissed or excused.

* * * * *

⁴ Whether in the remaining agreements such absences were counted for overtime purposes would depend on the specific provisions governing a variety of overtime situations, e.g., daily or weekly work schedules or work outside such regular schedules. Many agreements consider all excused absences as time worked, while others grant premium pay for work on Saturday or Sunday as such. See *Premium Pay for Night, Weekend, and Overtime Work in Major Union Contracts*, BLS Bull. 1251 (1959).

TABLE 2. METHOD OF COMPENSATION FOR JURY LEAVE UNDER MAJOR COLLECTIVE BARGAINING AGREEMENTS, BY INDUSTRY, 1961

Industry	Number with pay provisions		Employees receive—							
			Regular pay plus fees		Difference between regular pay and fees		Fixed dollar amount		Other ¹	
	Agreement	Workers (thousands)	Agreement	Workers (thousands)	Agreement	Workers (thousands)	Agreement	Workers (thousands)	Agreement	Workers (thousands)
All industries.....	837	3,843.4	118	554.3	632	2,444.6	43	763.7	44	80.9
Manufacturing.....	623	3,081.6	49	196.9	507	2,077.2	43	763.7	24	43.9
Ordnance and accessories.....	20	67.5			17	61.1	1	4.0	2	2.5
Food and kindred products.....	65	234.9	1	2.2	63	231.5			1	1.2
Tobacco manufactures.....	8	20.4			8	20.4				
Textile mill products.....	6	15.9			4	12.2			2	3.7
Apparel and other finished products.....										
Lumber and wood products, except furniture.....										
Furniture and fixtures.....	4	6.9			4	6.9				
Paper and allied products.....	35	89.1	1	1.4	34	87.7				
Printing, publishing, and allied industries.....	13	32.4	1	2.2	10	27.7	2	2.5		
Chemicals and allied products.....	42	73.2	4	6.2	32	56.9			6	10.2
Petroleum refining and related industries.....	13	47.1	12	46.0	1	1.1				
Rubber and miscellaneous plastics products.....	23	113.0			23	113.0				
Leather and leather products.....	6	27.0			6	27.0				
Stone, clay, and glass products.....	31	90.4	8	37.0	23	53.4				
Primary metal industries.....	89	588.6	1	8.0	83	570.7	2	4.9	3	5.0
Fabricated metal products.....	30	102.4	1	1.2	27	97.5	1	2.8	1	1.0
Machinery, except electrical.....	61	210.5	2	4.1	47	127.7	8	73.5	4	5.2
Electrical machinery, equipment, and supplies.....	75	358.1	17	86.6	51	247.6	4	16.8	3	7.2
Transportation equipment.....	81	956.5			54	289.3	25	659.3	2	8.0
Instruments and related products.....	16	40.2	1	2.0	15	38.2				
Miscellaneous industries.....	5	7.7			5	7.7				
Nonmanufacturing.....	214	761.8	69	357.4	125	367.5			20	37.0
Mining, crude petroleum and natural gas production.....	6	15.0			6	15.0				
Transportation ³	16	39.5	1	1.0	15	38.5				
Communications.....	51	347.0	32	258.9	15	69.9			4	18.3
Utilities: Electric and gas.....	52	124.3	28	83.9	21	36.0			3	4.4
Wholesale trade.....	7	12.6			7	12.6				
Retail trade.....	71	204.0	8	13.7	51	177.5			12	12.8
Hotels and restaurants.....	3	9.2			3	9.2				
Services.....	8	10.4			7	8.9			1	1.5
Construction.....										
Miscellaneous industries.....										

¹ In most of these agreements, the amount of jury pay was unclear. Several provide for regular wages or jury pay, whichever amount is greater. A few base pay on length of jury service or limit it to a percentage of the employee's earnings.

² Contains 1 agreement which provides for a maximum differential of \$5 per day.

³ Excludes railroad and airline industries.

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

When jury duty requires less than 4 hours during his scheduled shift, the employee must work as much as is practicable of the balance of the shift.

On the other hand, several contracts contained statements which specifically exempted employees from any company service while on jury duty. There were also instances where employees were excused from work on the sixth day after having completed 5 days of jury service.

Employees who give such notice [to report for jury service] shall be paid for their scheduled hours of work at straight-time rates and not be required to report for work on any day on which jury service is performed.

* * * * *

Where an employee on jury duty has served 5 days during the week, he shall not be required to work on Saturday.

Several contracts permitted a rearrangement of work schedules to allow workers to earn their regular wages in addition to jury pay. In others, night-shift personnel were reassigned to the day shifts to permit them to serve as jury men and receive jury pay.

Regular employees paid on an hourly rate who serve time on jury duty that prevents them from working their work schedules on such days will be paid the difference between their jury pay and their company card rates for 8 hours less their earnings during hours in which they worked for the company on such days.

Employees will not be required to work for the company on days on which they are required to report for jury duty, but the company will, when it has the work, endeavor to arrange work schedules that will permit these employees, if they so desire, to earn their regular daily wages in addition to their jury pay on such days.

* * * * *

The work schedules of [night] shift workers will be revised when necessary so that they will not be assigned to nightwork on normal jury duty days.

Employees were usually required to give prior notice and submit evidence of court attendance to qualify for jury pay. In a number of instances they were not eligible for such pay if they voluntarily sought jury duty.

When called for jury service, the employee should promptly notify his foreman. The summons notice is to be shown to the clerk, who will furnish a jury service time record card. This card must have the time excused from court each day written in ink and approved by the clerk of the court from which excused. When jury service is over, the card must be returned to the clerk immediately.

* * * * *

This section [provision for paid jury leave] will not apply where an employee voluntarily seeks jury service.

More than 20 percent of the agreements limited jury pay eligibility to a specified number of days' service per year and/or the number of jury calls an employee might answer annually or another designated period.

Regular journeymen employees and apprentices required to be absent from employment to serve on a jury shall be paid regular wages minus any pay received as jurymen for a maximum of 5 days during the life of this [3-year] contract.

* * * * *

The company agrees that once each year any worker covered by this contract who is called for jury service will receive his regular base rate of pay for each regularly scheduled workday spent on jury duty.

* * * * *

The company will pay an employee his regular base rate (exclusive of incentives) for time lost from work . . . on account of jury duty. . . . This will apply to any worker only once during any calendar year unless the person serves on two different types of juries, such as State and Federal.

* * * * *

The employer will pay the difference between the employee's pay and that received for jury service, provided, however, that a member serves only once in 2 years on jury service.

In contrast, a few agreements explicitly banned any time restrictions on jury leave with pay. Others provided for an extension of the initial allowance for reasons beyond the employee's control.

Employees will be excused from work for whatever period is necessary for jury duty.

* * * * *

The company agrees to pay an employee called for jury duty on a regular working day . . . and for a period not in excess of 2 weeks. . . . This 2 weeks' time may be extended when the employee is held on jury duty for reasons beyond his control.

There were several instances in which the employer reserved the right to have workers excused from jury service when work requirements made this necessary.

The company may endeavor to have an employee summoned for jury service excused from jury duty, and the employee shall cooperate by requesting such excuse if the employee is needed by the company for the time summoned.

Paid Leave on Death in Family in Major Union Contracts, 1961

COLLECTIVE BARGAINING PROVISIONS granting leave with pay to employees who lose time because of death in the family increased substantially during the period 1953-61. One out of three major agreements covering a fourth of all workers under these agreements, provided some allowance for death leave in 1961, as against one out of eight contracts, covering a similar proportion of workers in 1953. In manufacturing industries, the proportion of agreements with such allowances rose from 10 percent to 38 percent; in nonmanufacturing, prevalence climbed from 18 to 26 percent.¹

The duration of death leave remained virtually unchanged, and the 3-day maximum was still the predominant allowance. A small number of agreements extended this maximum to 5 days, usually if travel was necessary to attend the funeral. In some cases, the allowance depended upon such factors as the employee's relationship to the deceased, attendance at the funeral, and fulfilling of other requirements.

This study was based on 1,717 current 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 7.4 million workers covered by these major agreements were slightly less than half of all the workers estimated to be covered by collective bargaining in the United States, exclusive of the two industries. Of the agreements studied, 1,047 covered 4.4 million workers in manufacturing, and 670 covered 3 million workers in nonmanufacturing industries. Virtually all of the agreements were in effect in 1961.

Prevalence

One-third (572) of the agreements analyzed, covering about one-fourth of the workers under study, provided for paid absences due to death in the employee's family (table 1). Among manufacturing industries, the highest concentration of

death leave clauses was found in petroleum refining, followed by paper, chemicals, and rubber, the clauses appearing in at least 4 out of 5 contracts in each industry. Such provisions were less common in nonmanufacturing industries, where the highest prevalence—3 out of 5 contracts—was found in the communications industry.

Duration

Death leave payments were usually expressed in terms of maximum "scheduled" days, and less frequently in "calendar" days. A majority of the agreements with leave provisions in virtually all industries allowed a maximum of 3 days, which usually extended over the employee's regular work schedule:

When a death occurs in an employee's immediate family, the company will grant funeral leave up to a maximum of 3 regularly scheduled consecutive workdays

About one-tenth of the agreements limited pay to a specified number of "calendar" days which fell within the scheduled workweek:

In case of a death in the immediate family . . . requiring such employee's absence from his regularly scheduled assignments, the employee shall be granted a leave of absence up to 3 consecutive calendar days. When an employee's normal time off falls within the 3-day period, he shall be reimbursed for that portion of the time normally scheduled for work

A few agreements granted additional days off if considerable travel to attend a funeral was necessary:

. . . the company will grant a leave of absence with pay from the day of death until and including the day of the funeral not to exceed 3 days, provided, however, the company may grant up to 5 days with pay from day of death in unusual cases in which it is necessary for the employee to travel a substantial distance for the funeral.

¹ See "Union Contract Provisions for Paid Leave on Death in Family," *Monthly Labor Review*, March 1955, pp. 322-325.

² The Bureau does not maintain a file of railroad and airline agreements.

TABLE 1. PREVALENCE OF PROVISIONS AND MAXIMUM DAYS ALLOWED FOR PAID

Industry	Number studied		Number with provision		Percent with provision		Maximum days allowed					
							Less than 3 days ¹		3 days			
	Scheduled days		Calendar days		Scheduled days		Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers						
All industries.....	1,717	7,438.0	572	1,836.1	33.3	24.7	30	111.8	44	145.1	391	1,125.5
Manufacturing.....	1,047	4,355.2	398	1,158.5	38.0	26.6	19	52.8	42	138.6	308	856.3
Ordnance and accessories.....	20	67.5	8	16.8	40.0	24.9					4	5.5
Food and kindred products.....	118	360.4	45	114.0	38.1	31.6	5	14.3	10	22.1	30	77.7
Tobacco manufactures.....	12	25.8										
Textile mill products.....	31	81.2	3	5.1	9.7	6.3					2	3.6
Apparel and other finished products.....	53	456.2										
Lumber and wood products, except furniture.....	13	26.1										
Furniture and fixtures.....	19	33.2	1	2.0	5.3	6.0					1	2.0
Paper and allied products.....	57	125.9	49	92.0	86.0	73.1			7	14.2	42	77.8
Printing, publishing, and allied industries.....	34	70.8	12	31.3	35.3	44.2					12	31.3
Chemicals and allied products.....	53	102.0	45	86.8	84.9	85.1	2	3.0	4	6.2	34	68.4
Petroleum refining and related industries.....	15	49.2	15	49.2	100.0	100.0					10	27.4
Rubber and miscellaneous plastics products.....	29	126.2	23	113.0	79.3	89.5			13	78.1	10	34.9
Leather and leather products.....	19	66.9	3	11.5	15.8	17.2	2	9.5			1	2.0
Stone, clay, and glass products.....	41	110.3	30	88.0	73.2	79.7	1	1.1	2	3.4	21	57.6
Primary metal industries.....	113	627.6	17	28.7	15.0	4.6	1	1.0			16	27.0
Fabricated metal products.....	53	141.8	14	28.3	26.4	19.9	1	1.7			12	20.6
Machinery, except electrical.....	106	310.9	32	61.7	30.2	19.8			1	1.0	29	58.7
Electrical machinery, equipment, and supplies.....	105	421.0	62	319.1	59.0	75.8	4	10.8	2	5.5	54	285.5
Transportation equipment.....	121	1,077.4	17	64.3	14.0	6.0	2	9.7	1	4.0	11	34.6
Instruments and related products.....	24	53.5	17	39.5	70.8	73.8	1	1.8	2	4.1	14	33.6
Miscellaneous industries.....	11	21.9	5	7.6	45.5	34.8					5	7.6
Nonmanufacturing.....	670	3,082.8	174	677.6	26.0	22.0	11	59.0	2	6.5	83	269.2
MinIng, crude petroleum and natural gas production.....	18	237.8										
Transportation ²	115	681.1	13	62.4	11.3	9.2	4	41.8			4	11.8
Communications.....	80	501.0	49	341.3	61.3	68.1	3	7.9			14	87.2
Utilities: Electric and gas.....	79	195.1	45	110.9	57.0	56.8	1	2.7			20	43.2
Wholesale trade.....	13	25.2	4	9.0	30.8	35.7					4	9.0
Retail trade.....	106	289.9	55	141.7	51.9	48.9	2	3.8	2	6.5	35	109.5
Hotels and restaurants.....	37	171.2										
Services.....	53	177.7	6	8.6	11.3	4.8					5	7.6
Construction.....	168	801.1	1	1.0	.6	.1					1	1.0
Miscellaneous industries.....	1	2.9	1	2.9	100.0	100.0	1	2.9				

¹ Includes 17 agreements with a 1-day allowance and 13 with 2 days.² Includes 36 agreements with a 5-day allowance, 4 with 6 days, and 1 with 14 days.

Four agreements stipulated that the 6-day annual sick leave accumulation could also be used for death leave:

In the event of an employee's absence from work because of . . . sickness or death of a member of his immediate family, an employee shall be entitled to 6 days' sick and accident leave with pay during each year of service

Provisions in 45 agreements, predominantly in the communications industry, had no specific time allowance. Most of these clauses merely stated that a "reasonable" amount of time would be allowed or that the existing company policy would apply:

An employee may be permitted to be absent without deduction in pay for a period that is reasonable and warranted on account of death in the employee's immediate family.

* * * * *

The company's policy is to continue normal salary payments during brief periods of absences due to . . . death in the family.

Three agreements in the stone, clay, and glass industry provided for a fixed dollar allowance without indicating the leave duration:

A regular employee . . . who has a death in his immediate family . . . shall be given a payment of \$60 by the company, provided the employee attends the funeral.

DEATH LEAVE IN MAJOR COLLECTIVE BARGAINING AGREEMENTS, BY INDUSTRY, 1961

Maximum days allowed—Continued										Industry
4 days				Over 4 days ¹				Number of days not specified		
Calendar days		Scheduled days		Calendar days		Scheduled days				
Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	
3	5.0	18	71.2	8	30.2	33	99.0	45	248.5	All Industries.
		5	20.7			11	33.5	13	56.8	Manufacturing.
						3	10.3	1	1.0	Ordnance and accessories.
								1	1.5	Food and kindred products.
										Tobacco manufactures.
										Textile mill products.
										Apparel and other finished products.
										Lumber and wood products, except furniture.
										Furniture and fixtures.
										Paper and allied products.
		2	4.9			3	4.3			Printing, publishing, and allied industries.
		3	15.8					2	6.0	Chemicals and allied products.
										Petroleum refining and related industries.
										Rubber and miscellaneous plastics products.
						1	1.3	5	24.6	Leather and leather products.
								1	6.0	Stone, clay, and glass products.
								2	2.0	Primary metal industries.
								1	15.7	Fabricated metal products.
						1	1.7			Machinery, except electrical.
						3	16.0			Electrical machinery, equipment, and supplies.
										Transportation equipment.
										Instruments and related products.
										Miscellaneous industries.
3	5.0	13	50.6	8	30.2	22	65.5	32	191.8	Nonmanufacturing.
		3	6.0			2	2.9			Mining, crude petroleum and natural gas production.
		2	3.2	5	24.5	4	44.3	21	174.3	Transportation. ³
2	3.0	7	36.7	3	5.7	5	6.3	7	13.4	Communications.
										Utilities: Electric and gas.
1	2.0	1	4.7			11	12.1	3	3.1	Wholesale trade.
										Retail trade.
								1	1.0	Hotels and restaurants.
										Services.
										Construction.
										Miscellaneous industries.

¹ Excludes railroad and airline industries.

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

In 79 agreements, the length of death leave depended upon the employee's relationship to the deceased (table 2). Thus, while the maximum allowance was always granted to attend the funeral of immediate family members, as defined in the agreement, a shorter period was designated in the case of more distant relatives. For example:

In the event of a death in the immediate family (father, mother, wife, husband, brother, sister, son, or daughter), the employee shall be given 3 workdays off with pay to attend the funeral

In the event of a death of other than immediate family (in-laws, foster- or step-parent, and/or children or grand-

children), the employee shall be given 1 workday off with pay to attend the funeral.

Agreements, however, differed considerably in their definition of family members, as the following clauses illustrate:

Immediate family means: mother, father, brothers, sisters, children, and employee's legal wife.

* * * * *

Immediate family is defined as mother, father, brother, sister, son-in-law, daughter-in-law, or spouse of the employee; mother, father, sister, or brother of the employee's spouse; children of the employee; grandparents and grandchildren of the employee.

TABLE 2. LENGTH OF DEATH LEAVE ACCORDING TO RELATIONSHIP TO DECEASED, IN MAJOR COLLECTIVE BARGAINING AGREEMENTS, BY INDUSTRY, 1961

Industry	Number with provisions		Uniform death leave for all family members		Leave differs for immediate and distant family members		Other ¹	
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
All industries.....	572	1,836.1	490	1,593.0	79	239.8	3	3.3
Manufacturing.....	398	1,158.5	351	1,042.2	46	115.3	1	1.0
Ordnance and accessories.....	8	16.8	8	16.8				
Food and kindred products.....	45	114.0	37	96.5	8	17.6		
Tobacco manufactures.....								
Textile mill products.....	3	5.1	3	5.1				
Apparel and other finished products.....								
Lumber and wood products, except furniture.....								
Furniture and fixtures.....	1	2.0	1	2.0				
Paper and allied products.....	49	92.0	45	86.2	4	5.8		
Printing, publishing, and allied industries.....	12	31.3	12	31.3				
Chemicals and allied products.....	45	86.8	35	64.0	10	22.8		
Petroleum refining and related industries.....	15	49.2	15	49.2				
Rubber and miscellaneous plastics products.....	23	113.0	22	112.0	1	1.0		
Leather and leather products.....	3	11.5	3	11.5				
Stone, clay, and glass products.....	30	88.0	26	82.4	4	5.6		
Primary metal industries.....	17	28.7	17	28.7				
Fabricated metal products.....	14	28.3	12	24.7	2	3.6		
Machinery, except electrical.....	32	61.7	26	50.3	5	10.4	1	1.0
Electrical machinery, equipment, and supplies.....	62	319.1	56	292.3	6	26.8		
Transportation equipment.....	17	64.3	15	60.4	2	3.9		
Instruments and related products.....	17	39.5	13	21.4	4	18.1		
Miscellaneous manufacturing industries.....	5	7.6	5	7.6				
Nonmanufacturing.....	174	677.6	139	550.9	33	124.5	2	2.3
Mining, crude petroleum and natural gas production.....								
Transportation ²	13	62.4	12	55.9	1	6.5		
Communications.....	49	341.3	40	273.7	9	67.6		
Utilities: Electric and gas.....	45	110.9	26	75.2	18	34.4	1	1.3
Wholesale trade.....	4	9.0	3	8.0	1	1.0		
Retail trade.....	55	141.7	50	125.7	4	15.0	1	1.0
Hotels and restaurants.....								
Services.....	6	8.6	6	8.6				
Construction.....	1	1.0	1	1.0				
Miscellaneous nonmanufacturing industries.....	1	2.9	1	2.9				

¹ Includes 2 agreements that specified "reasonable periods" of absence and 1 agreement which allowed 3 days' leave for death in the immediate family only and made leave relating to other family members subject to company discretion.

² Excludes railroad and airline industries.

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

Eligibility

Slightly more than a third of the 572 agreements with death leave allowances designated specific periods of company service as a prerequisite (table 3). In virtually all of these, workers were eligible by the end of the first year of service.

Some contracts granted death leave to "regular" employees only and others to employees "who had completed their probationary period."

About a fourth of the agreements imposed certain other qualifications before the employee was eligible to receive pay for death leave. Written evidence was frequently required to substantiate the validity of the leave. This could take the form of a published notice of death, or a statement attesting to the employee's attendance at the funeral:

No pay shall be granted under the provision of this paragraph where (a) the employee does not attend the

funeral of the deceased relative or (b) the employee fails upon request to furnish the company with reasonable proof of death and evidence of the employee's attendance at the funeral.

In 19 agreements, the employee, among other requirements, had to submit satisfactory proof of relationship to the deceased:

Entitlement for funeral leave shall be established by a statement from (a) the attending physician, (b) the funeral director, (c) an obituary notice showing the relationship to the deceased, or (d) any other written proof presented in good faith by the employee, which may be satisfactory to the company.

Where funeral attendance was required to obtain the maximum allowance, a shorter leave period was sometimes granted for other observances:

. . . time off for regularly scheduled hours will be granted with pay up to a maximum of 32 hours One day with pay will be granted for religious or similar observances held in lieu of a funeral.

TABLE 3. ELIGIBILITY REQUIREMENTS FOR DEATH LEAVE PAYMENTS IN MAJOR COLLECTIVE BARGAINING AGREEMENTS, 1961

Eligibility requirements	Total with provisions	
	Agreements	Workers (thousands)
Plans with paid death leave provisions.....	572	1,836.1
LENGTH OF COMPANY SERVICE		
Less than 1 year.....	124	385.5
1 year.....	64	286.9
More than 1 year.....	6	15.3
Service requirements undefined ¹	15	50.5
No reference to service requirements.....	363	1,098.0
ADDITIONAL REQUIREMENTS		
Employee must—		
Submit proof or notification of death.....	51	213.4
Attend funeral.....	43	102.4
Submit proof of relationship and proof or notification of death.....	8	18.6
Submit proof of relationship, proof or notification of death, and attend funeral.....	6	13.2
Submit proof of relationship and attend funeral.....	5	18.1
Submit proof of death and attend funeral.....	37	73.4
No additional requirements for paid death leave..	422	1,397.1

¹ Includes 4 agreements covering "regular" employees and 11 requiring "completion of probationary period." Length of service necessary to attain such status was not given in these agreements.

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

Difference in observances because of religious practices was also recognized in a few contracts:

The employee shall be allowed up to 3 days' pay . . . up to and including the day of the funeral . . . provided, however, that when the employee involved is of the Jewish faith, the employee will be allowed pay for the day of the funeral plus pay for 2 additional days immediately following the day of the funeral if these days are regularly scheduled working days.

As explicitly set forth in a small number of agreements, death leave, when taken during an employee's vacation period or over a holiday, was not paid, although there were a few exceptions:

In the event any or all of the 3 workdays . . . should fall on a holiday or during an employee's scheduled vacation, he shall take off extra days up to 3 to compensate for any such days.

Relation to Overtime

Only about 1 out of 6 agreements with death leave provisions made reference to the treatment of such leave in computing hours worked for overtime purposes. In most cases, the purpose of this reference was specifically to exclude such leave from the computation of hours worked. The following clauses illustrate the practice:

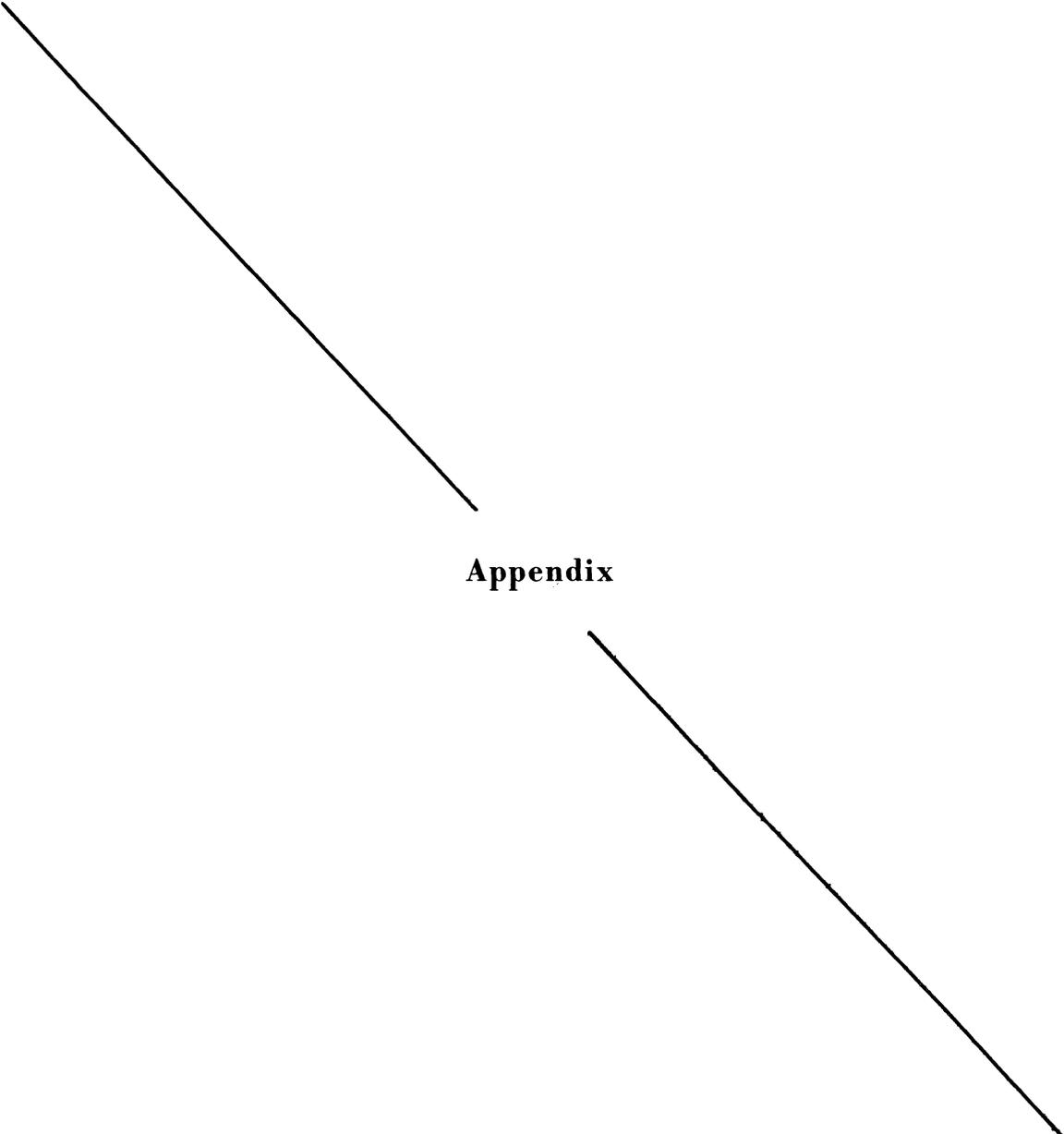
. . . funeral absences which are compensated for . . . shall be credited as hours worked in computing overtime and in determining days worked. . . .

* * * * *

The company will protect an eligible employee from loss of pay during absence due to a death in his immediate family . . . (a) The time to be paid for may be any 3 consecutive working days . . . (c) The hours thus paid for shall not be considered as hours worked in computing overtime payable for hours worked in excess of 40 in any workweek, or for determining the sixth or seventh day worked in any workweek

However, analysis of the agreements does not reveal any particular pattern of handling death leave for overtime purposes. Many agreements accept all excused absences as time worked; others require the payment of premium rates for all work performed on Saturday or Sunday, regardless of the number of hours worked during the week.³

³ See "Premium Pay for Weekend Work in Major Contracts," *Monthly Labor Review*, April 1959, pp. 379-388, or *Premium Pay for Night, Weekend, and Overtime Work in Major Union Contracts*, BLS Bull. 1251 (1959), pp. 7-16.



Appendix

Length of service required for specific vacation allowances in graduated plans, major collective bargaining agreements,¹ by industry, 1961

28

Industry	½ week's vacation after—				1 week's vacation after—									
	Less than 6 months		6 months but less than 1 year		Less than 6 months		6 months but less than 1 year		1 year		Over 1 but less than 2 years		Other	
	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers
All industries -----	86	213.3	178	620.1	58	200.1	186	732.3	1,006	4,105.5	15	64.6	10	17.6
Manufacturing -----	54	135.3	147	507.1	36	122.0	94	248.6	722	3,006.7	10	55.7	9	15.1
Ordnance and accessories -----	3	10.9	-	-	1	1.9	2	9.0	8	26.6	-	-	-	-
Food and kindred products -----	1	1.0	7	11.7	1	1.2	7	16.6	94	289.4	-	-	-	-
Tobacco manufactures -----	1	2.3	2	2.3	-	-	6	15.4	3	3.4	-	-	-	-
Textile mill products -----	3	6.9	3	6.4	4	17.3	6	9.7	17	38.9	-	-	-	-
Apparel and other finished products -----	1	3.0	8	137.2	-	-	7	32.3	8	16.3	-	-	-	-
Lumber and wood products, except furniture -----	1	3.0	-	-	1	3.0	-	-	13	22.2	-	-	-	-
Furniture and fixtures -----	1	2.0	4	4.9	-	-	4	8.2	12	20.0	-	-	-	-
Paper and allied products -----	1	2.0	9	16.3	-	-	2	3.1	58	129.0	1	1.2	-	-
Printing, publishing, and allied industries -----	6	17.2	-	-	5	16.4	5	7.6	4	4.5	-	-	-	-
Chemicals and allied products -----	3	4.2	8	20.4	1	1.0	4	7.5	27	58.1	1	1.5	1	1.5
Petroleum refining and related industries -----	-	-	-	-	-	-	1	1.1	1	1.0	-	-	-	-
Rubber and miscellaneous plastics products -----	-	-	-	-	-	-	-	-	24	111.2	-	-	-	-
Leather and leather products -----	-	-	3	13.8	1	3.0	2	3.5	13	54.9	-	-	-	-
Stone, clay, and glass products -----	1	3.8	4	5.8	-	-	2	3.2	33	97.1	1	3.0	2	2.8
Primary metal industries -----	3	3.9	10	21.3	3	6.5	5	13.1	106	616.7	-	-	1	1.8
Fabricated metal products -----	4	12.4	8	14.3	1	3.2	4	7.8	44	115.7	-	-	-	-
Machinery, except electrical -----	5	7.3	22	48.9	5	7.4	8	25.3	83	243.7	-	-	1	1.0
Electrical machinery, equipment, and supplies -----	8	10.8	40	143.4	2	2.9	10	43.3	79	279.7	5	47.7	4	8.1
Transportation equipment -----	8	25.8	16	56.6	7	38.4	9	24.0	79	848.3	1	1.2	-	-
Instruments and related products -----	4	19.0	2	2.9	2	12.6	7	13.0	10	21.6	1	1.2	-	-
Miscellaneous manufacturing industries -----	-	-	1	1.4	2	7.3	3	5.2	6	8.9	-	-	-	-
Nonmanufacturing -----	32	78.0	31	113.0	22	78.1	92	483.7	284	1,098.9	5	8.9	1	2.5
Mining, crude petroleum, and natural gas production -----	-	-	-	-	-	-	-	-	14	29.5	-	-	-	-
Transportation ² -----	5	6.7	1	1.5	5	27.0	5	11.3	65	404.8	-	-	-	-
Communications -----	3	4.1	3	26.0	5	6.9	49	356.8	19	113.9	1	3.0	-	-
Utilities: Electric and gas -----	14	29.9	5	7.9	8	38.1	16	33.4	35	74.5	3	3.7	-	-
Wholesale trade -----	1	1.0	1	4.0	-	-	-	-	11	18.1	-	-	-	-
Retail trade -----	4	12.4	6	13.7	2	3.2	13	40.6	78	208.6	-	-	1	2.5
Hotels and restaurants -----	1	2.0	8	21.3	-	-	2	6.5	30	151.8	1	2.2	-	-
Services -----	3	19.6	6	30.7	2	3.0	6	33.7	24	75.3	-	-	-	-
Construction -----	1	2.5	1	7.9	-	-	1	1.5	8	22.6	-	-	-	-
Miscellaneous nonmanufacturing industries -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Length of service required for specific vacation allowances in graduated plans, major collective bargaining agreements,¹ by industry, 1961—Continued

(Workers in thousands)

Industry	1½ weeks' vacation after—											
	6 months but less than 1 year		1 year		Over 1 but less than 2 years		2 years		3 years		Other	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries -----	41	125.4	20	66.1	39	141.8	46	135.6	250	1,763.2	14	26.2
Manufacturing -----	22	71.6	13	50.5	25	89.7	36	96.8	238	1,736.3	12	21.5
Ordnance and accessories -----	2	9.9	2	11.5	-	-	-	-	1	4.0	-	-
Food and kindred products -----	-	-	-	-	1	2.0	3	3.2	-	-	-	-
Tobacco manufactures -----	-	-	-	-	-	-	1	1.3	1	1.1	-	-
Textile mill products -----	-	-	-	-	-	-	1	10.0	12	25.7	-	-
Apparel and other finished products -----	-	-	-	-	-	1.7	-	-	1	1.0	-	-
Lumber and wood products, except furniture -----	-	3.0	-	-	-	-	-	-	1	1.2	-	-
Furniture and fixtures -----	-	-	-	-	-	-	1	2.0	2	2.5	1	2.0
Paper and allied products -----	-	-	-	-	-	-	4	8.2	-	-	2	6.3
Printing, publishing, and allied industries -----	5	16.2	-	-	-	-	-	-	-	-	-	-
Chemicals and allied products -----	2	2.5	-	-	1	6.1	-	6.3	-	-	1	1.5
Petroleum refining and related industries -----	-	-	-	-	-	-	-	-	1	3.6	-	-
Rubber and miscellaneous plastics products -----	-	-	-	-	-	-	-	-	-	-	-	-
Leather and leather products -----	-	-	-	-	-	-	-	-	-	-	-	-
Stone, clay, and glass products -----	-	-	-	-	-	-	3	13.0	3	4.8	-	-
Primary metal industries -----	-	-	1	1.0	1	2.0	3	3.9	77	569.2	-	-
Fabricated metal products -----	-	-	2	9.5	-	-	2	3.0	16	32.9	1	2.0
Machinery, except electrical -----	2	2.6	1	1.7	2	7.2	2	3.3	44	170.8	1	1.4
Electrical machinery, equipment, and supplies -----	2	4.6	1	11.4	15	68.6	9	29.1	34	193.5	4	6.0
Transportation equipment -----	4	13.9	5	13.3	-	-	4	11.6	40	719.5	1	1.2
Instruments and related products -----	4	19.0	-	-	-	2.1	2	2.2	4	5.6	-	-
Miscellaneous manufacturing industries -----	-	-	1	2.1	-	-	-	-	1	1.0	1	1.1
Nonmanufacturing -----	19	53.9	7	15.7	14	52.2	10	38.8	12	26.9	2	4.7
Mining, crude petroleum, and natural gas production -----	-	-	1	1.5	-	-	1	1.7	6	14.8	-	-
Transportation ² -----	4	5.4	4	10.5	1	1.7	2	3.1	4	8.2	-	-
Communications -----	1	1.2	-	-	3	26.0	-	-	-	-	-	-
Utilities: Electric and gas -----	10	24.9	1	2.7	2	3.3	-	-	-	-	-	-
Wholesale trade -----	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade -----	1	1.8	1	1.0	1	2.7	1	2.8	-	-	-	-
Hotels and restaurants -----	-	-	-	-	5	15.5	2	3.4	-	-	1	2.2
Services -----	3	20.6	-	-	2	3.0	4	27.8	-	-	1	2.5
Construction -----	-	-	-	-	-	-	-	-	2	4.0	-	-
Miscellaneous nonmanufacturing industries -----	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Length of service required for specific vacation allowances in graduated plans, major collective bargaining agreements,¹ by industry, 1961—Continued

Industry	(Workers in thousands)											
	2 weeks' vacation after—											
	6 months but less than 1 year		1 year		2 years		3 years		5 years		Other	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries -----	38	130.6	215	877.4	303	1,065.0	330	1,102.8	426	2,244.7	74	217.5
Manufacturing -----	27	89.0	99	474.5	117	325.4	236	667.9	399	2,148.1	50	128.5
Ordnance and accessories -----	1	1.9	6	30.5	2	4.5	4	16.9	1	4.0	1	1.0
Food and kindred products -----	2	3.9	13	37.4	43	107.8	46	123.5	5	60.8	2	4.5
Tobacco manufactures -----	1	1.0	6	17.7	-	-	2	2.3	1	1.1	1	1.4
Textile mill products -----	-	-	-	-	1	1.1	2	11.1	23	52.6	-	-
Apparel and other finished products -----	-	-	8	153.1	1	3.0	2	3.2	5	13.1	-	-
Lumber and wood products, except furniture -----	-	3.0	-	-	-	-	8	15.0	4	5.8	-	1.5
Furniture and fixtures -----	-	-	2	3.1	-	-	11	20.5	4	5.6	-	-
Paper and allied products -----	-	-	-	-	2	6.4	40	94.8	16	26.1	1	3.6
Printing, publishing, and allied industries -----	5	16.2	4	6.2	1	1.0	3	3.5	-	-	2	2.8
Chemicals and allied products -----	2	3.9	10	19.7	11	21.4	10	15.0	3	11.2	5	13.4
Petroleum refining and related industries -----	-	-	13	44.2	-	-	-	-	1	1.0	1	1.1
Rubber and miscellaneous plastics products -----	-	-	-	-	1	1.3	22	106.4	1	3.6	-	-
Leather and leather products -----	-	-	-	-	-	-	1	1.0	14	57.9	1	2.5
Stone, clay, and glass products -----	-	-	-	-	6	13.6	5	6.8	23	80.3	2	3.0
Primary metal industries -----	-	-	4	11.7	2	2.9	8	14.9	99	601.2	1	1.2
Fabricated metal products -----	-	-	-	-	4	13.5	13	54.4	28	57.6	4	7.0
Machinery, except electrical -----	2	3.0	5	10.0	10	21.8	12	30.8	63	203.9	8	26.3
Electrical machinery, equipment, and supplies -----	3	5.6	6	37.2	22	88.0	23	68.6	42	187.5	9	38.2
Transportation equipment -----	7	35.5	19	97.6	8	34.2	15	53.6	56	762.2	7	15.5
Instruments and related products -----	3	15.1	2	5.1	2	2.9	5	13.8	5	7.3	4	5.8
Miscellaneous manufacturing industries -----	-	-	1	1.3	1	2.1	4	12.2	5	5.7	-	-
Nonmanufacturing -----	11	41.7	116	403.0	186	739.6	94	434.9	27	96.6	24	89.1
Mining, crude petroleum, and natural gas production -----	-	-	2	2.3	1	1.2	3	4.9	10	23.3	-	-
Transportation ² -----	6	28.5	10	35.2	21	45.7	34	284.8	10	51.5	4	21.8
Communications -----	-	-	30	189.6	44	308.9	-	-	-	-	2	10.7
Utilities: Electric and gas -----	3	9.6	30	63.9	26	60.5	5	8.8	-	-	9	33.6
Wholesale trade -----	-	-	1	2.0	9	15.5	2	2.6	-	-	-	-
Retail trade -----	-	-	22	57.7	49	138.9	29	67.8	-	-	4	7.5
Hotels and restaurants -----	-	-	1	3.0	27	148.4	3	5.6	-	-	2	3.5
Services -----	2	3.6	20	49.4	8	19.2	17	59.3	2	3.5	1	9.0
Construction -----	-	-	-	-	1	1.5	1	1.2	5	18.4	2	3.0
Miscellaneous nonmanufacturing industries -----	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Length of service required for specific vacation allowances in graduated plans, major collective bargaining agreements,¹ by industry, 1961—Continued

(Workers in thousands)

Industry	2½ weeks' vacation after—															
	1 year		Over 1 but less than 5 years		5 years		Over 5 but less than 10 years		10 years		Over 10 but less than 15 years		15 years		Other	
	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers
All industries -----	6	13.7	16	55.3	25	69.5	40	114.9	218	1,631.9	40	221.6	7	11.6	7	20.7
Manufacturing -----	4	9.0	7	13.8	24	68.4	36	99.4	209	1,591.2	32	202.0	7	11.6	7	20.7
Ordnance and accessories -----	-	-	2	2.2	-	-	-	-	1	4.0	-	-	-	-	-	-
Food and kindred products -----	-	-	3	9.4	-	-	1	3.0	1	1.5	1	3.1	4	6.0	-	-
Tobacco manufactures -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products -----	-	-	1	1.1	-	-	-	-	-	-	-	-	1	1.4	-	-
Apparel and other finished products -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lumber and wood products, except furniture -----	-	-	-	-	-	-	-	-	-	-	1	1.5	-	-	-	-
Furniture and fixtures -----	-	-	-	-	2	2.3	1	2.0	2	2.6	-	-	-	-	-	-
Paper and allied products -----	-	-	1	1.2	1	1.2	-	-	-	-	-	-	-	-	1	1.8
Printing, publishing, and allied industries -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	14.8
Chemicals and allied products -----	-	-	-	-	3	11.2	3	9.6	-	-	-	-	-	-	-	-
Petroleum refining and related industries -----	-	-	-	-	-	-	-	-	-	-	1	1.0	-	-	-	-
Rubber and miscellaneous plastics products -----	-	-	-	-	-	-	-	-	2	5.0	-	-	-	-	-	-
Leather and leather products -----	-	-	-	-	-	-	-	-	1	1.3	-	-	-	-	-	-
Stone, clay, and glass products -----	-	-	-	-	3	3.7	1	1.5	2	3.6	1	1.2	-	-	-	-
Primary metal industries -----	-	-	-	-	6	14.0	4	11.7	79	573.7	1	1.4	-	-	-	-
Fabricated metal products -----	-	-	-	-	1	1.2	2	3.6	23	76.1	-	-	-	-	1	2.0
Machinery, except electrical -----	-	-	-	-	1	4.5	4	6.0	38	177.7	9	18.6	-	-	-	-
Electrical machinery, equipment, and supplies -----	-	-	-	-	1	11.4	15	48.8	15	24.5	13	166.4	-	-	1	2.1
Transportation equipment -----	4	9.0	-	-	5	17.7	3	4.6	42	717.8	3	5.9	2	4.2	-	-
Instruments and related products -----	-	-	-	-	-	-	1	7.7	2	2.3	2	3.0	-	-	-	-
Miscellaneous manufacturing industries -----	-	-	-	-	1	1.3	1	1.0	1	1.4	-	-	-	-	-	-
Nonmanufacturing -----	2	4.8	9	41.5	1	1.1	4	15.5	9	40.7	8	19.6	-	-	-	-
Mining, crude petroleum, and natural gas production -----	-	-	2	3.1	-	-	-	-	5	16.9	-	-	-	-	-	-
Transportation ² -----	2	4.8	1	1.5	1	1.1	1	1.0	2	3.2	1	1.5	-	-	-	-
Communications -----	-	-	-	-	-	-	1	1.2	-	-	-	-	-	-	-	-
Utilities: Electric and gas -----	-	-	-	-	-	-	1	1.3	-	-	7	18.2	-	-	-	-
Wholesale trade -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade -----	-	-	2	11.2	-	-	-	-	-	-	-	-	-	-	-	-
Hotels and restaurants -----	-	-	1	1.5	-	-	1	12.0	-	-	-	-	-	-	-	-
Services -----	-	-	3	24.2	-	-	-	-	2	20.6	-	-	-	-	-	-
Construction -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous nonmanufacturing industries -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Length of service required for specific vacation allowances in graduated plans, major collective bargaining agreements, by industry,¹ 1961—Continued

Industry	3 weeks' vacation after—																	
	Less than 5 years		5 years		Over 5 but less than 10 years		10 years		12 years		15 years		20 years		25 years		Other	
	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers
All industries	18	50.6	75	234.1	24	51.5	456	1,323.5	113	331.0	511	2,671.9	9	14.8	4	10.4	57	354.7
Manufacturing	10	30.4	29	74.1	12	22.4	295	817.2	73	242.9	394	2,049.7	8	12.6	4	10.4	30	87.2
Ordnance and accessories	-	-	-	-	1	1.0	4	16.1	9	35.3	1	4.0	-	-	-	-	-	-
Food and kindred products	3	11.9	20	61.3	8	16.6	56	175.9	7	20.1	10	38.3	2	2.2	1	1.4	3	7.9
Tobacco manufactures	-	-	-	-	-	-	6	16.1	1	1.0	2	3.7	-	-	1	1.4	-	-
Textile mill products	-	-	-	-	-	-	1	1.0	-	-	1	1.9	-	-	1	1.4	1	1.1
Apparel and other finished products	-	-	-	-	-	-	-	-	-	-	1	1.7	-	-	-	-	-	-
Lumber and wood products, except furniture	-	-	-	-	-	-	6	8.9	1	4.0	2	2.7	-	-	-	-	-	-
Furniture and fixtures	-	-	1	1.7	-	-	9	15.0	-	-	5	7.6	1	1.0	-	-	-	-
Paper and allied products	-	-	-	-	-	-	53	119.8	2	4.4	2	2.7	-	-	-	-	2	4.0
Printing, publishing, and allied industries	6	17.4	8	11.2	-	-	1	1.0	-	-	-	-	-	-	-	-	-	-
Chemicals and allied products	-	-	-	-	-	-	33	57.3	-	-	5	17.7	1	1.5	1	6.3	-	-
Petroleum refining and related industries	-	-	-	-	1	2.2	13	43.1	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	-	-	-	-	-	-	11	90.6	2	2.5	1	3.6	-	-	-	-	10	14.6
Leather and leather products	-	-	-	-	-	-	-	-	-	-	10	33.1	-	-	-	-	-	-
Stone, clay, and glass products	-	-	-	-	-	-	14	40.4	-	-	19	55.0	1	1.0	-	-	2	3.0
Primary metal industries	-	-	-	-	-	-	8	10.0	3	10.9	103	483.3	-	-	-	-	1	1.2
Fabricated metal products	-	-	-	-	-	-	7	16.7	6	13.0	29	88.2	1	2.0	-	-	1	1.0
Machinery, except electrical	-	-	-	-	1	1.4	19	41.0	10	17.6	69	231.6	1	2.6	-	-	-	-
Electrical machinery, equipment, and supplies	-	-	-	-	1	1.2	29	92.6	5	10.7	64	305.9	-	-	-	-	2	5.1
Transportation equipment	-	-	-	-	-	-	14	39.7	24	109.4	57	752.6	1	2.4	-	-	5	44.3
Instruments and related products	1	1.1	-	-	-	-	8	21.8	3	14.2	6	7.8	-	-	-	-	3	5.1
Miscellaneous manufacturing industries	-	-	-	-	-	-	3	10.6	-	-	7	8.6	-	-	-	-	-	-
Nonmanufacturing	8	20.2	46	160.0	12	29.2	161	506.3	40	88.1	117	622.3	1	2.2	-	-	27	267.5
Mining, crude petroleum, and natural gas production	-	-	-	-	-	-	1	1.0	-	-	11	25.0	-	-	-	-	-	-
Transportation ²	4	14.0	9	64.3	7	21.4	22	99.2	18	41.8	4	4.9	-	-	-	-	19	245.2
Communications	1	1.2	3	4.2	-	-	3	3.9	2	4.6	67	488.6	-	-	-	-	1	8.0
Utilities; Electric and gas	-	-	-	-	2	4.1	50	129.3	5	11.3	11	20.1	-	-	-	-	6	12.8
Wholesale trade	-	-	3	3.5	1	1.5	6	12.5	1	1.1	-	-	-	-	-	-	1	1.5
Retail trade	1	2.1	21	69.9	2	2.3	54	161.3	4	4.4	15	19.2	-	-	-	-	-	-
Hotels and restaurants	1	1.5	3	7.3	-	-	10	47.3	2	10.6	2	37.0	1	2.2	-	-	-	-
Services	1	1.4	7	10.9	-	-	14	50.4	8	14.5	6	26.1	-	-	-	-	-	-
Construction	-	-	-	-	-	-	1	1.5	-	-	1	1.5	-	-	-	-	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Length of service required for specific vacation allowances in graduated plans, major collective bargaining agreements,¹ by industry, 1961—Continued

(Workers in thousands)

Industry	3½ weeks' vacation after—									
	10 years		15 years		20 years		25 years		Other	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries -----	3	6.9	26	99.1	15	47.2	96	639.3	18	49.7
Manufacturing -----	3	6.9	25	97.6	15	47.2	91	625.7	9	24.6
Ordnance and accessories -----	-	-	-	-	1	1.2	3	4.1	-	-
Food and kindred products -----	1	4.5	1	3.4	2	5.6	-	-	2	8.0
Tobacco manufactures -----	-	-	-	-	-	-	-	-	-	-
Textile mill products -----	-	-	-	-	-	-	-	-	-	-
Apparel and other finished products -----	-	-	-	-	-	-	-	-	-	-
Lumber and wood products, except furniture -----	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures -----	-	-	-	-	-	-	1	1.5	-	-
Paper and allied products -----	2	2.4	-	-	-	-	1	1.2	1	1.8
Printing, publishing, and allied industries -----	-	-	-	-	-	-	-	-	-	-
Chemicals and allied products -----	-	-	-	-	-	-	-	-	-	-
Petroleum refining and related industries -----	-	-	1	1.0	-	-	-	-	-	-
Rubber and miscellaneous plastics products -----	-	-	1	1.4	-	-	-	-	-	-
Leather and leather products -----	-	-	-	-	-	-	-	-	-	-
Stone, clay, and glass products -----	-	-	1	4.5	-	-	1	2.0	1	1.5
Primary metal industries -----	-	-	5	15.5	5	22.7	58	529.9	1	1.3
Fabricated metal products -----	-	-	4	5.8	-	-	10	22.9	1	2.0
Machinery, except electrical -----	-	-	-	-	4	9.7	5	17.9	1	3.5
Electrical machinery, equipment, and supplies -----	-	-	4	28.1	1	1.9	1	1.0	2	6.5
Transportation equipment -----	-	-	8	38.0	1	5.0	10	44.1	-	-
Instruments and related products -----	-	-	-	-	1	1.2	1	1.1	-	-
Miscellaneous manufacturing industries -----	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	-	-	1	1.5	-	-	5	13.6	9	25.1
Mining, crude petroleum, and natural gas production -----	-	-	-	-	-	-	4	12.3	1	1.5
Transportation ² -----	-	-	1	1.5	-	-	1	1.4	-	-
Communications -----	-	-	-	-	-	-	-	-	-	-
Utilities: Electric and gas -----	-	-	-	-	-	-	-	-	7	21.0
Wholesale trade -----	-	-	-	-	-	-	-	-	-	-
Retail trade -----	-	-	-	-	-	-	-	-	1	2.7
Hotels and restaurants -----	-	-	-	-	-	-	-	-	-	-
Services -----	-	-	-	-	-	-	-	-	-	-
Construction -----	-	-	-	-	-	-	-	-	-	-
Miscellaneous nonmanufacturing industries -----	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Length of service required for specific vacation allowances in graduated plans, major collective bargaining agreements,¹ by industry, 1961—Continued

Industry	4 weeks' vacation after—																	
	5 years		10 years		15 years		Over 15 - less than 20 years		20 years		Over 20 - less than 25 years		25 years		30 years		Other	
	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers
All industries	4	13.3	8	13.1	14	41.9	21	254.7	195	571.9	26	149.4	318	1,279.5	13	51.0	11	30.1
Manufacturing	2	10.7	3	4.4	10	33.9	1	2.2	105	283.6	17	131.5	193	637.1	7	32.0	6	20.5
Ordnance and accessories	-	-	-	-	-	-	-	-	1	3.5	-	-	3	6.6	-	-	-	-
Food and kindred products	2	10.7	1	1.0	10	33.9	-	-	23	53.9	-	-	26	133.2	1	1.0	6	20.5
Tobacco manufactures	-	-	-	-	-	-	-	-	-	-	-	-	1	1.0	-	-	-	-
Textile mill products	-	-	-	-	-	-	-	-	-	-	-	-	1	1.1	-	-	-	-
Apparel and other finished products	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	1	4.0	-	-	-	-	-	-	-	-
Furniture and fixtures	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Paper and allied products	-	-	-	-	-	-	-	-	6	7.9	8	44.7	36	64.8	-	-	-	-
Printing, publishing, and allied industries	-	-	2	3.4	-	-	-	-	2	2.6	-	-	2	5.7	-	-	-	-
Chemicals and allied products	-	-	-	-	-	-	-	-	18	29.8	-	-	15	34.5	-	-	-	-
Petroleum refining and related industries	-	-	-	-	-	-	1	2.2	12	35.3	-	-	2	8.9	-	-	-	-
Rubber and miscellaneous plastics products	-	-	-	-	-	-	-	-	3	5.0	8	85.6	11	16.0	-	-	-	-
Leather and leather products	-	-	-	-	-	-	-	-	-	-	-	-	1	1.3	-	-	-	-
Stone, clay, and glass products	-	-	-	-	-	-	-	-	5	10.3	1	1.3	5	9.9	-	-	-	-
Primary metal industries	-	-	-	-	-	-	-	-	6	7.4	-	-	9	35.2	-	-	-	-
Fabricated metal products	-	-	-	-	-	-	-	-	-	-	-	-	12	54.1	-	-	-	-
Machinery, except electrical	-	-	-	-	-	-	-	-	9	16.8	-	-	23	104.9	1	1.0	-	-
Electrical machinery, equipment, and supplies	-	-	-	-	-	-	-	-	8	74.9	-	-	34	127.5	5	30.0	-	-
Transportation equipment	-	-	-	-	-	-	-	-	4	14.9	-	-	9	27.3	-	-	-	-
Instruments and related products	-	-	-	-	-	-	-	-	6	16.2	-	-	1	1.2	-	-	-	-
Miscellaneous manufacturing industries	-	-	-	-	-	-	-	-	1	1.4	-	-	2	4.1	-	-	-	-
Nonmanufacturing	2	2.6	5	8.7	4	8.0	20	252.5	90	288.4	9	17.9	125	642.5	6	19.0	5	9.6
Mining, crude petroleum, and natural gas production	-	-	-	-	1	1.6	-	-	1	1.0	-	-	1	1.3	-	-	-	-
Transportation ²	-	-	1	3.5	1	2.5	18	249.0	27	116.3	-	-	5	20.3	2	2.2	2	5.5
Communications	1	1.2	2	3.2	-	-	-	-	1	1.6	-	-	67	483.9	3	14.8	1	1.2
Utilities: Electric and gas	-	-	-	-	-	-	1	2.3	17	28.9	8	15.9	37	112.4	1	2.0	-	-
Wholesale trade	-	-	-	-	-	-	-	-	4	8.1	-	-	-	-	-	-	1	1.5
Retail trade	-	-	-	-	2	3.9	1	1.2	36	104.9	1	2.0	13	22.1	-	-	-	-
Hotels and restaurants	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Services	1	1.4	2	2.0	-	-	-	-	4	27.7	-	-	2	2.6	-	-	1	1.4
Construction	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Length of service required for specific vacation allowances in graduated plans, major collective bargaining agreements,¹ by industry, 1961—Continued

(Workers in thousands)

Industry	Over 4 weeks' vacation after—											
	10 years		15 years		20 years		22 years		25 years		Other	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1	1.5	1	1.2	4	10.5	4	10.2	4	5.9	2	8.7
Manufacturing	-	-	-	-	3	8.2	-	-	3	3.4	1	4.2
Ordnance and accessories	-	-	-	-	-	-	-	-	-	-	-	-
Food and kindred products	-	-	-	-	3	8.2	-	-	1	1.2	-	-
Tobacco manufactures	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products	-	-	-	-	-	-	-	-	-	-	-	-
Apparel and other finished products	-	-	-	-	-	-	-	-	-	-	-	-
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	-	-	-	-	-	-	-	-	-	-	-	-
Paper and allied products	-	-	-	-	-	-	-	-	1	1.2	-	-
Printing, publishing, and allied industries	-	-	-	-	-	-	-	-	-	-	-	-
Chemicals and allied products	-	-	-	-	-	-	-	-	-	-	-	-
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	-	-	-	-	-	-	-	-	-	-	-	-
Leather and leather products	-	-	-	-	-	-	-	-	-	-	-	-
Stone, clay, and glass products	-	-	-	-	-	-	-	-	-	-	-	-
Primary metal industries	-	-	-	-	-	-	-	-	1	1.0	-	-
Fabricated metal products	-	-	-	-	-	-	-	-	-	-	-	-
Machinery, except electrical	-	-	-	-	-	-	-	-	-	-	-	-
Electrical machinery, equipment, and supplies	-	-	-	-	-	-	-	-	-	-	1	4.2
Transportation equipment	-	-	-	-	-	-	-	-	-	-	-	-
Instruments and related products	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous manufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	1	1.5	1	1.2	1	2.3	4	10.2	1	2.5	1	4.5
Mining, crude petroleum, and natural gas production	1	1.5	-	-	-	-	-	-	-	-	-	-
Transportation ²	-	-	-	-	-	-	-	-	1	2.5	-	-
Communications	-	-	1	1.2	-	-	-	-	-	-	-	-
Utilities: Electric and gas	-	-	-	-	1	2.3	4	10.2	-	-	1	4.5
Wholesale trade	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	-	-	-	-	-	-	-	-	-	-	-	-
Hotels and restaurants	-	-	-	-	-	-	-	-	-	-	-	-
Services	-	-	-	-	-	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-

¹ 1,414 agreements covering 5,736,500 workers.

² Excludes railroads and airline industries.