

Major Union Contracts in the United States, 1961

Bulletin No. 1353

**UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary**

**BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner**



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Preface

The basic characteristics of major collective bargaining agreements in the United States are described in this study, the second of its type to be prepared by the Bureau of Labor Statistics.

The study is primarily a census of all agreements in the United States covering 1,000 or more workers, including key railroad and airline situations.

All agreements studied, except the railroad and airline agreements, 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.

This report was prepared in the Bureau's Division of Wages and Industrial Relations.

From the October 1962 issue of the Monthly Labor Review with appendix tables.

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Major Union Contracts in the United States, 1961

WITH TOTAL COVERAGE distributed among an estimated 150,000 contracts in 1961, collective bargaining in the United States is highly decentralized. Concentration of contract coverage is, however, by no means negligible. Almost half of the total coverage (8.3 million workers) is accounted for by the 1,733 contracts which individually cover 1,000 or more workers. Moreover, these larger agreements predominate in the basic industries which serve as pattern-setters in American collective bargaining.

No central or State registry of all collective bargaining agreements exists. For a number of years, however, the Bureau of Labor Statistics has been seeking agreements covering 1,000 or more workers, and it is believed nearly all such agreements have been accounted for.¹ Such agreements (hereafter referred to as major agreements) provide the basis for the Bureau's agreement provision studies and enable a periodic analysis of their important characteristics. This is the second such study to be prepared.²

Industry and Occupational Groups

Worker coverage under major agreements was almost equally divided between manufacturing and nonmanufacturing industries, roughly match-

ing the distribution of total union membership between these two industry categories.³ Three-fifths (1,045) of the agreements applied to manufacturing establishments covering approximately 4.4 million workers (table 1). Nonmanufacturing industries accounted for 688 agreements covering about 4 million workers.

Since nonmanufacturing employment greatly exceeds that of manufacturing, the ratio of major agreement coverage to total employment was substantially higher in manufacturing. Workers covered by major agreements accounted for slightly more than a fourth of total employment in manufacturing, or almost twice the corresponding ratio for nonmanufacturing. In both categories, the degree of collective bargaining concentration declined slightly from 1956 levels, probably because of employment losses in major industry sectors.

As might be expected, major agreement coverage was high in such large, well-organized industries as transportation equipment, railroads and airlines, construction, other transportation, and primary metals (tables 1 and 2). As related to total industry employment,⁴ collective bargaining concentration appeared to be highest in transportation equipment, railroads and airlines, other transportation, primary metals, and communications. Somewhat lower in the range were apparel, mining, electrical machinery, rubber, utilities, and construction. Trade and services industries had the smallest proportion of employees under large agreements.

¹ Although the Bureau does not collect railroad and airline agreements (they are filed with the National Mediation Board, as required by the Railway Labor Act), information for key bargaining situations in these industries has been included in this study. Major changes for class I railroad employees are usually negotiated on a national basis; the terms are thereafter incorporated into the agreements between the individual railroads and various unions. For simplicity, the major railroad bargaining situations have been classified by operating, nonoperating, and Railway Express employees and the Pennsylvania Railroad-Transport Workers contract. Each of the four situations has been treated as a single agreement.

² See "Characteristics of Major Union Contracts," *Monthly Labor Review*, July 1956, pp. 805-811. In some details, the data in the two studies are not comparable. For instance, the present study includes 12 major airline agreements, while not one was covered in 1956, and a larger number of construction agreements.

³ See *Directory of National and International Labor Unions in the United States, 1961* (BLS Bulletin 1320, 1962), p. 51; and "Membership of American Trade Unions, 1960," *Monthly Labor Review*, December 1961, p. 1307.

⁴ Ratios between agreement coverage and employment by industry cannot be computed with precision. Agreements are necessarily classified according to the major products of the employer bargaining unit as a whole, while employment data are compiled on an establishment basis.

TABLE 1. TYPE OF EMPLOYER BARGAINING UNIT IN MAJOR AGREEMENTS, BY INDUSTRY, 1961
[Workers in thousands]

Industry	Number studied		Single employer				Multiemployer	
			Single plant		Multiplant			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,733	8,308.0	490	1,021.9	624	3,415.6	619	3,870.5
Manufacturing.....	1,045	4,351.3	441	917.3	392	2,469.4	212	964.7
Ordnance and accessories.....	20	67.5	13	26.3	7	41.2		
Food and kindred products.....	118	360.5	26	45.9	32	97.2	60	217.5
Tobacco manufactures.....	12	25.8	5	7.9	6	15.6	1	2.4
Textile mill products.....	31	81.2	13	20.4	12	32.3	6	28.5
Apparel and other finished textile products.....	55	456.2	1	1.0	8	27.4	44	427.8
Lumber and wood products (except furniture).....	13	26.1	2	2.4	5	8.5	6	15.2
Furniture and fixtures.....	19	33.2	7	8.3	3	6.9	9	18.0
Paper and allied products.....	57	125.9	29	46.0	19	45.8	9	34.1
Printing, publishing, and allied industries.....	34	70.8	3	3.5	4	5.7	27	61.6
Chemicals and allied products.....	53	102.0	36	58.2	17	43.8		
Products of petroleum and coal.....	15	49.2	9	23.6	6	25.6		
Rubber products.....	29	126.2	17	24.6	11	96.7	1	5.0
Leather and leather products.....	19	66.9	4	6.2	6	26.0	9	34.8
Stone, clay, and glass products.....	41	110.3	14	18.3	19	62.7	8	29.3
Primary metal industries.....	113	627.6	57	97.5	51	514.5	5	15.6
Fabricated metal products.....	52	140.8	13	28.7	29	82.0	10	30.1
Machinery (except electrical).....	106	310.9	63	116.5	39	184.6	4	10.0
Electrical machinery.....	105	421.0	48	133.2	52	278.7	5	9.2
Transportation equipment.....	120	1,074.4	62	207.1	54	852.9	4	14.4
Instruments and related products.....	24	53.5	14	34.2	10	19.3		
Miscellaneous manufacturing industries.....	11	21.9	5	8.1	2	2.4	4	11.4
Nonmanufacturing.....	688	3,956.7	49	104.7	232	946.3	407	2,905.8
Mining, crude petroleum, and natural gas production.....	18	237.8	3	4.3	10	23.6	5	210.1
Transportation ¹	115	681.1	17	38.2	20	67.6	78	575.3
Railroads and airlines ²	16	869.6			13	64.1	3	805.5
Communications.....	80	501.3	4	5.2	75	495.1	1	1.0
Utilities: Electric and gas.....	79	195.1	9	35.9	66	154.1	4	5.1
Wholesale trade.....	13	25.2					13	25.2
Retail trade.....	106	289.9	14	18.7	33	92.2	59	179.1
Hotels and restaurants.....	37	171.2			2	4.2	35	167.0
Services.....	53	177.7	2	2.5	10	37.8	41	137.4
Construction.....	170	805.1			2	4.9	168	800.2
Miscellaneous nonmanufacturing industries.....	1	2.9			1	2.9		

¹ Excludes railroads and airlines.
² See text footnote 1.

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

Approximately nine-tenths of the major agreements applied to bargaining units comprised entirely, or almost entirely, of production or blue-collar workers as shown in the following tabulation:

Predominant worker group	Agreements	Workers (thousands)
All worker groups.....	1,733	8,308.0
Production employees (blue-collar) ¹	1,528	7,550.3
Professional and technical employees.....	35	89.4
Clerical employees.....	64	283.0
Sales employees.....	72	226.0
Two groups or more combined ²	20	104.3
Information not available.....	14	55.1

¹ Includes all types of production and nonclerical workers in manufacturing and nonmanufacturing industries.

² Principally in the telephone industry—plant and traffic departments and commercial departments.

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

The agreements (171) applying predominantly or exclusively to white-collar workers accounted for only 7 percent of all major coverage.⁵

The 35 agreements covering professional and technical employees were distributed mainly among three nonmanufacturing industries (airlines, maritime, and services—television and motion pictures) and five manufacturing industries (ordnance, printing and publishing, electrical machinery, transportation equipment, and instruments). With the exception of an industry-wide agreement in the television industry and a

⁵ The Bureau estimates that white-collar workers comprise about 12 percent of total union membership. See BLS Bulletin 1320, op. cit., p. 50; and "Membership of American Trade Unions, 1960," op. cit., pp. 1305-1306.

multiplant agreement in electrical machinery, coverage under any of these agreements did not exceed 3,500 workers.

The communications industry accounted for the majority of the clerical agreements, and retail trade for nearly all sales personnel agreements.

Employer Bargaining Unit

For the employer, the signer of more than 6 out of 10 major agreements was a single company (table 1).⁶ Their workers accounted for slightly more than half the coverage of all major agree-

ments. Agreements applying to two plants or more constituted the majority of single employer agreements and covered over 75 percent of the workers under such agreements. Multiplant bargaining by single employers was the leading form of bargaining, measured by worker coverage, in

⁶ An important distinction must be drawn between agreements and collective bargaining situations which may produce or influence a number of separate agreements. For example, the basic steel companies typically signed separate multiplant agreements, although their major terms were negotiated in a joint multiemployer bargaining session with the Steelworkers.

TABLE 2. WORKER COVERAGE OF MAJOR AGREEMENTS, BY INDUSTRY, 1961

[Workers in thousands]

Industry	1,000-2,499 workers		2,500-4,999 workers		5,000-9,999 workers		10,000-24,999 workers		25,000-49,999 workers		50,000-99,999 workers		100,000 workers and over	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,057	1,513.4	347	1,136.3	191	1,280.1	103	1,458.2	19	613.8	7	413.8	9	1,892.5
Manufacturing.....	681	970.1	202	659.2	89	596.5	56	777.4	8	268.4	4	253.8	5	826.0
Ordnance and accessories.....	10	15.1	7	23.3	2	15.5	1	13.7						
Food and kindred products.....	74	102.5	29	98.6	10	58.4	4	51.0			1	50.0		
Tobacco manufactures.....	9	13.0	2	7.0	1	5.9								
Textile mill products.....	23	31.3	3	10.7	4	29.2	1	10.0						
Apparel and other finished textile products.....	19	27.9	11	35.6	15	108.3	5	88.0	2	71.4			1	125.0
Lumber and wood products (except furniture).....	9	13.0	4	13.1										
Furniture and fixtures.....	17	26.7	2	6.6										
Paper and allied products.....	46	64.3	9	28.6			2	33.0						
Printing, publishing, and allied industries.....	27	38.2	3	9.9	4	22.8								
Chemicals and allied products.....	44	67.7	7	20.5	2	13.8								
Products of petroleum and coal.....	9	14.1	4	16.1	2	19.1								
Rubber products.....	19	22.2	5	18.5	1	5.0	3	55.5	1	25.0				
Leather and leather products.....	8	12.7	6	19.1	4	25.1	1	10.0						
Stone, clay, and glass products.....	30	44.5	5	18.1	4	27.4	2	20.3						
Primary metal industries.....	74	105.4	16	48.1	10	64.0	9	124.4	1	27.0	2	133.8	1	125.0
Fabricated metal products.....	34	48.9	13	40.6	3	19.7	2	31.7						
Machinery (except electrical).....	77	107.5	20	61.8	3	20.6	4	52.4	2	68.6				
Electrical machinery.....	62	84.5	26	84.0	6	35.6	9	110.6	1	36.4	1	70.0		
Transportation equipment.....	62	90.5	26	87.1	15	103.9	13	177.0	1	40.0			3	576.0
Instruments and related products.....	19	27.5	3	9.5	2	16.5								
Miscellaneous manufacturing industries.....	9	13.1	1	2.8	1	6.0								
Nonmanufacturing.....	376	543.3	145	477.2	102	683.6	47	680.8	11	345.4	3	160.0	4	1,066.5
Mining, crude petroleum, and natural gas production.....	14	20.2	1	4.7	1	7.0	1	20.0					1	186.0
Transportation ¹	61	86.8	24	77.9	16	104.1	8	115.0	3	82.4	2	105.0	1	110.0
Railroads and airlines ²	7	11.5			5	32.6			2	55.0			2	770.5
Communications.....	29	40.3	19	64.6	19	141.9	12	199.6			1	55.0		
Utilities: Electric and gas.....	56	82.8	17	56.6	4	23.6	2	32.1						
Wholesale trade.....	10	13.3	2	6.9	1	5.0								
Retail trade.....	64	88.3	28	87.9	11	73.8	3	40.0						
Hotels and restaurants.....	18	29.7	7	23.0	9	56.5	2	27.0	1	35.0				
Services.....	36	50.4	8	26.3	3	22.0	6	79.0						
Construction.....	81	120.1	38	126.6	33	217.2	13	168.2	5	173.0				
Miscellaneous nonmanufacturing industries.....			1	2.9										

¹ Excludes railroads and airlines.

² See text footnote 1.

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

manufacturing industries as a whole; in metal-working industries, it was by far the predominant type. Among nonmanufacturing industries, multiplant bargaining was strong in communications and utilities, where the larger companies have widely scattered branches or stations.

Except for the railroad industry, multiemployer bargaining mainly involved relatively small companies, and the 619 major multiemployer agreements in effect in 1961 may well have applied to individual employers numbered in the tens of thousands. The ratio of workers covered by such agreements to total major agreement coverage—47 percent—is substantially higher than the ratio of all multiemployer bargaining to all collective bargaining coverage. The traditional strongholds of multiemployer bargaining, and also sources of a large volume of coverage in 1961, are the food and apparel industries, mining, railroads, other transportation (chiefly maritime and trucking), and construction. Multiemployer bargaining in 1961 was also predominant (among major situations) in lumber, furniture, printing and publishing, leather, trade, hotels and restaurants, and services. In nonmanufacturing as a whole, almost three-fourths of all workers under major agreements were covered by multiemployer agreements; in manufacturing, one-fifth.

⁷ See "Unaffiliated Local and Single-Employer Unions in the United States, 1961," *Monthly Labor Review*, September 1962, p. 975.

Multiemployer agreements are distributed by worker coverage in the following tabulation:

Worker coverage	Multiemployer agreements	
	Number	Workers (thousands)
All size groups.....	619	3, 870. 5
1,000 to 2,499 workers.....	330	488. 4
2,500 to 4,999 workers.....	127	419. 6
5,000 to 9,999 workers.....	100	649. 5
10,000 to 24,999 workers.....	43	597. 2
25,000 to 49,999 workers.....	11	369. 4
50,000 to 99,999 workers.....	3	155. 0
100,000 workers or more.....	5	1, 191. 5

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

About half of the 329 major agreements covering 5,000 workers or more were multiemployer agreements, including 5 of the 9 largest in the country.

Unions Involved

Major agreement coverage was divided among the principal trade union categories in the United States roughly in proportion to total union membership,⁷ as follows:

	Percent of—	
	Major agreements	Workers
AFL-CIO affiliates.....	80	80
National unaffiliated unions.....	13	14
Single firm or intrastate unaffiliated unions..	6	3
Mixed union affiliation.....	1	4

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

TABLE 3. UNION AFFILIATION BY WORKER COVERAGE OF MAJOR AGREEMENTS, 1961
[Workers in thousands]

Worker coverage	Number studied		Agreements negotiated by—							
	Agreements	Workers	AFL-CIO affiliates		Unaffiliated unions				AFL-CIO and unaffiliated unions, jointly	
			Agreements	Workers	National ¹		Single firm or intrastate ¹		Agreements	Workers
					Agreements	Workers	Agreements	Workers		
All size groups.....	1, 733	8, 308. 0	1, 391	6, 601. 7	224	1, 146. 8	99	261. 9	19	297. 7
1,000 to 2,499 workers.....	1, 057	1, 513. 4	852	1, 218. 1	138	194. 7	60	91. 1	7	9. 6
2,500 to 4,999 workers.....	347	1, 136. 3	273	893. 7	40	132. 6	30	96. 9	4	13. 1
5,000 to 9,999 workers.....	191	1, 280. 1	154	1, 045. 4	27	172. 1	6	39. 4	4	23. 3
10,000 to 24,999 workers.....	103	1, 458. 2	84	1, 213. 9	13	171. 5	3	34. 6	3	38. 4
25,000 to 49,999 workers.....	19	613. 8	18	588. 8	1	25. 0	-----	-----	-----	-----
50,000 to 99,999 workers.....	7	413. 8	4	258. 8	3	155. 0	-----	-----	-----	-----
100,000 workers or more.....	9	1, 892. 5	6	1, 883. 0	2	296. 0	-----	-----	1	213. 5

¹ See text footnote 7.

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

The Teamsters, the largest union in the country, held 144 of the 224 major agreements negotiated by national unaffiliated unions (table 3). The expulsion of the Teamsters from the AFL-CIO was responsible for the most significant change since 1956 in the number of major agreements negotiated by Federation affiliates. The number of major agreements attributed to single firm unaffiliated unions declined from 127 (453,300 workers) in 1956 to 99 (261,900 workers) in 1961; affiliation with national unions was the chief reason for this drop.

Sixteen national unions each represented 100,000 workers or more under major agreements.⁸ These 16 are listed in the following tabulation in descending order of workers covered by major agreements to which each union is the exclusive signatory.⁹

	<i>Number of agreements</i>
Automobile Workers.....	118
Steelworkers.....	120
Teamsters (Ind.).....	144
Communications Workers.....	48
Machinists.....	94
Carpenters.....	54
Ladies' Garment Workers.....	37
Electrical Workers, IBEW.....	92
Electrical Workers, IUE.....	47
Mine Workers (Ind.) (excluding District 50).....	2
Clothing Workers.....	20
Hod Carriers.....	33
Retail Clerks.....	42
Hotel & Restaurant Employees.....	30
Rubber Workers.....	23
Meat Cutters.....	44

Geographic Distribution

The interstate dispersion of collective bargaining is emphasized by the many major agreements which cover the farflung multiplant operations of large companies and of multiemployer asso-

⁸ Coverage of agreements is not necessarily identical with union membership. Nonmembers may be included within the bargaining unit represented by a union.

⁹ The coverage of all unions having major agreements will be listed in a BLS report presenting this article with additional data.

ciations. Although only slightly more than a fifth of the 1,733 major agreements covered operations in more than one State or region, more than half of total worker coverage was accounted for by these agreements. Most of those workers—almost 4 million—were under interregional agreements negotiated by multiplant corporations in the steel, automobile, and rubber industries and of the type characteristic of apparel, coal mining, and transportation bargaining (table 4).

All States with the exception of North Dakota and Wyoming had at least one intrastate agreement covering 1,000 workers or more. New York led with 186, followed by California (172), Illinois (132), and Pennsylvania (110). Coverage was highest (776,100 workers) in California, where the large intrastate agreements were principally in nonmanufacturing industries.

TABLE 4. REGIONAL AND STATE DISTRIBUTION OF MAJOR AGREEMENTS, 1961

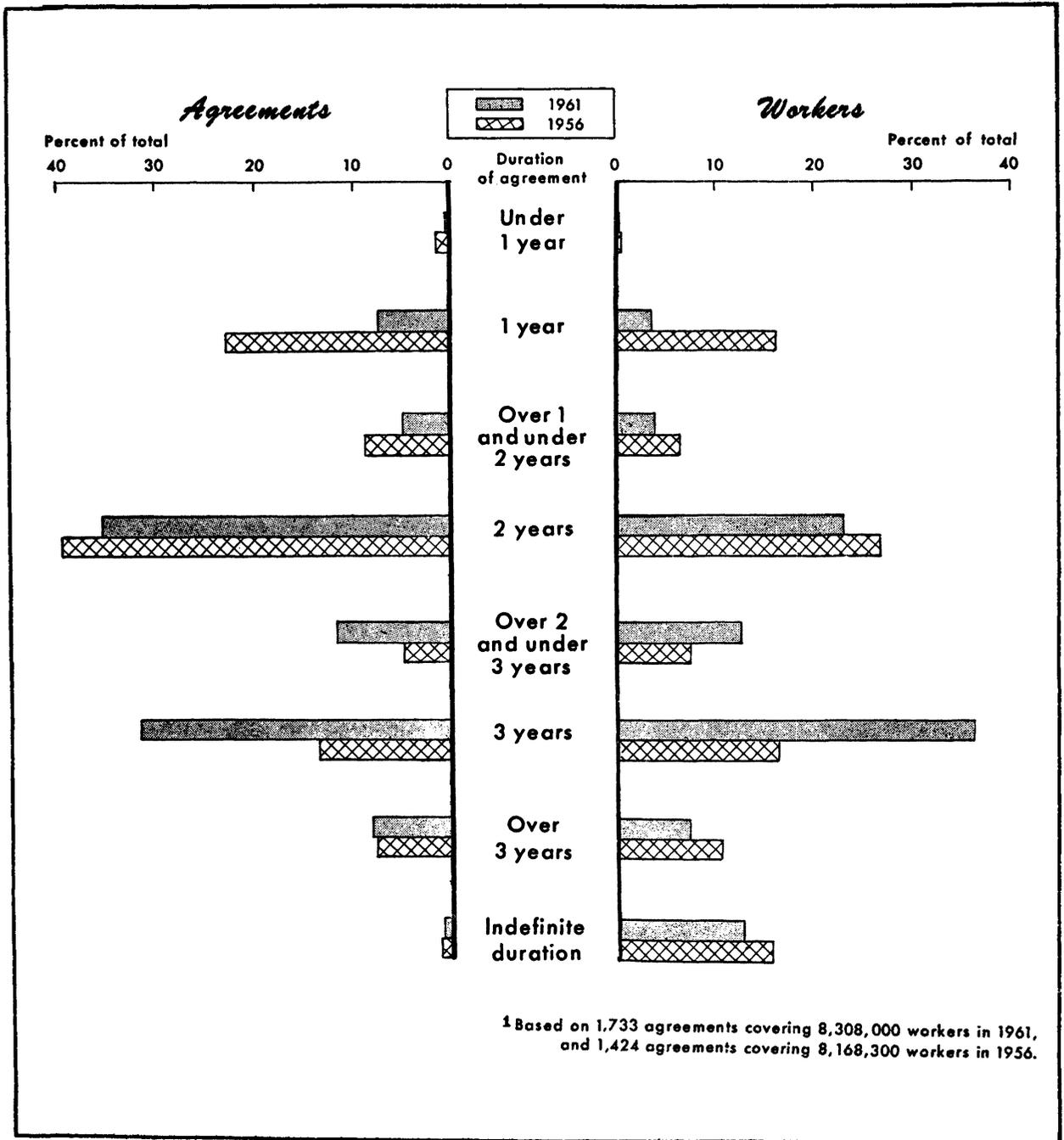
[Workers in thousands]					
Region and State	Agreements	Workers	Region and State	Agreements	Workers
United States..	1,733	8,308.0	South Atlantic—Continued		
Interregional agreements ¹	296	3,965.0	District of Columbia.....	7	20.7
New England.....	107	291.6	Virginia.....	17	50.3
Intraregion ²	8	40.3	West Virginia.....	8	12.6
Maine.....	9	18.7	North Carolina.....	8	18.0
New Hampshire.....	4	7.0	South Carolina.....	6	9.7
Vermont.....	2	2.4	Georgia.....	8	19.9
Massachusetts.....	44	118.0	Florida.....	12	29.2
Rhode Island.....	3	4.6	East South Central.....	34	62.0
Connecticut.....	37	100.8	Kentucky.....	9	14.8
Middle Atlantic.....	397	1,309.1	Tennessee.....	14	24.2
Intraregion ²	32	172.5	Alabama.....	10	20.3
New York.....	186	674.8	Mississippi.....	1	2.8
New Jersey.....	69	171.3	West South Central.....	49	114.6
Pennsylvania.....	110	290.6	Intraregion ²	5	19.3
East North Central.....	401	1,078.1	Arkansas.....	3	4.6
Intraregion ²	15	83.9	Louisiana.....	15	34.8
Ohio.....	89	207.0	Oklahoma.....	2	3.1
Indiana.....	28	65.8	Texas.....	24	53.0
Illinois.....	132	406.4	Mountain.....	38	78.2
Michigan.....	85	196.0	Intraregion ²	2	2.9
Wisconsin.....	52	119.1	Montana.....	4	9.2
West North Central.....	83	200.3	Idaho.....	2	4.2
Intraregion ²	7	32.5	Wyoming.....		
Minnesota.....	31	74.2	Colorado.....	11	19.1
Iowa.....	9	20.3	New Mexico.....	1	1.3
Missouri.....	28	57.1	Arizona.....	5	18.3
North Dakota.....	1	2.6	Utah.....	8	12.7
South Dakota.....	3	6.4	Nevada.....	5	10.6
Nebraska.....	3	6.4	Pacific.....	225	956.6
Kansas.....	4	7.3	Intraregion ²	11	62.2
South Atlantic.....	103	252.7	Washington.....	27	66.9
Intraregion ²	13	37.2	Oregon.....	12	28.5
Delaware.....	3	4.2	California.....	172	776.1
Maryland.....	21	51.0	Alaska.....	1	3.0
			Hawaii.....	2	20.0

¹ Each agreement covered 2 plants or more in different regions.

² Each agreement covered 2 plants or more in different States in the same region.

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

Chart 1. Duration of Major Agreements, 1956 and 1961¹



Duration

The trend to long-term agreements (2 years or more), highlighted in the Bureau's 1956 study, was accentuated during the next 5 years (chart 1). In 1961, only 1 out of 8 major agreements, covering a smaller proportion of workers, was negotiated for a term of less than 2 years (table 5). The prevalence of 2-year agreements also declined somewhat. A duration in excess of 2 years became, by 1961, the majority practice.

Significant increases in duration were noted in the major manufacturing agreements in transportation equipment, food, electrical machinery, and primary metals (however, basic steel agreements negotiated in 1962 returned to a 2-year duration); in nonmanufacturing, lengthening of terms was especially notable in transportation, communications, and construction. An indefinite duration (open end) continued in coal mining and railroad agreements.

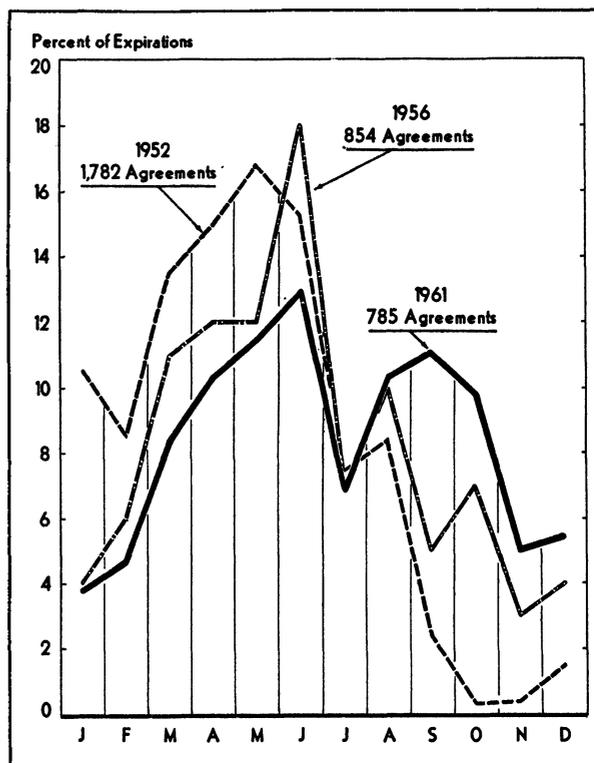
The increasing prevalence of long-term agreements of varying lengths means that fewer major agreements will expire each year and the industrial mix of expiring agreements will change from year to year. If the calendar of expirations¹⁰ in 1961 is typical, the seasonal pattern of expirations is also changing (chart 2). Although the 1961 pattern probably will not be duplicated in later years, it appears that the traditional concentration of bargaining in the spring, as exemplified by the 1952 pattern, no longer holds.

Wage Provisions

Implicit in the trend to long-term agreements is the development of automatic wage adjustment formulas or provisions for wage reopenings, or both, to replace annual negotiations. Cost-of-living review, deferred increases, and wage reopen-

¹⁰ For the purpose of analysis, the expiration date is the formal termination date established by the agreements. In general, it is the earliest date on which termination of the contract could be effective, except for special provisions for termination, such as disagreements arising out of reopening issues. Many agreements provide for automatic renewal at the expiration date unless notice of termination is given. The Labor Management Relations Act of 1947, as amended, requires that a party to an agreement desiring to terminate or modify it shall serve written notice upon the other party 60 days prior to the expiration date.

Chart 2. Monthly Pattern of Major Agreement Expirations, 1952, 1956, and 1961



ings or combinations of these provisions were specified in 7 out of 8 major agreements, as follows:

	Percent of—	
	Major agreements	Workers
Deferred wage increase only.....	39.3	27.5
Wage reopening only.....	17.7	24.1
Cost-of-living review only.....	1.8	1.3
Cost-of-living review and deferred wage increase.....	18.6	24.2
Deferred wage increase and wage reopening.....	7.1	9.1
Cost-of-living review and wage reopening....	1.3	.6
Wage reopening, cost-of-living review, and deferred wage increase.....	1.8	3.3

Deferred wage increase provisions were included in two-thirds of the agreements, wage reopening in over one-fourth, and cost-of-living review in slightly less than a fourth (table 6). Nearly all (95 percent) of the agreements with terms of 2 years or more had such wage adjustment provisions, as compared with less than two-fifths of

those under 2 years. Multiple provisions were most frequent in contracts of more than 3 years.

Deferred Wage Increases and Wage Reopenings. Deferred wage increases are included in agreements sometimes as an "annual improvement factor" or "annual productivity increase."¹¹ A few of the agreements in 1961 made provision for diversion of part of the deferred increases into pension and health and welfare funds.¹²

Although a single deferred increase was the common practice in agreements with terms of less than 2 years, the longer termed agreements with deferred increases tended toward annual or multiple increases and frequently added or substituted a wage reopening clause. Although deferred increases and escalation came into prominence together (the General Motors-UAW agreement of 1948), the former had, by 1961, become

by far the more popular device. Among agreements with terms of 3 years or more, the various combinations of wage adjustment devices ranked in the following order by number of agreements:

Deferred wage increase only	235
Deferred wage increase and cost-of-living review...	156
Wage reopening only.....	153
Deferred wage increase and wage reopening.....	81
Deferred wage increase, cost-of-living review, and wage reopening.....	25
Cost-of-living review only.....	12
Cost-of-living review and wage reopening.....	8

¹¹ Approximately 2 percent of the deferred wage increase provisions limited the increases to specific groups or occupations. The exclusions generally represented small groups and, therefore, did not materially affect total worker coverage.

¹² Similar clauses were incorporated in several automobile and farm equipment agreements negotiated in late 1961 and, therefore, are not included in this study.

TABLE 5. DURATION¹ OF MAJOR
[Workers in

Industry	Number studied		Less than 1 year		1 year		Over 1 and under 2 years		2 years		Over 2 and under 3 years	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,733	8,308.0	7	10.5	131	298.1	84	335.8	610	1,917.4	202	1,043.1
Manufacturing.....	1,045	4,351.3	2	2.2	84	157.0	45	177.8	418	1,273.4	148	866.0
Ordnance and accessories.....	20	67.5			4	6.6	1	3.5	7	30.3	2	5.8
Food and kindred products.....	118	360.5	1	1.1	5	7.6	10	37.2	64	228.9	4	20.7
Tobacco manufactures.....	12	25.8			1	4.4	1	1.1	10	20.4		
Textile mill products.....	31	81.2			7	11.3	1	9.0	10	27.3	2	9.0
Apparel and other finished textile products.....	53	456.2			3	10.5			11	52.5	3	12.0
Lumber and wood products (except furniture).....	13	26.1	1	1.1					8	16.3		
Furniture and fixtures.....	19	33.2			1	1.0	2	3.3	5	6.9	4	7.1
Paper and allied products.....	57	125.9			24	38.6			29	80.2		
Printing, publishing, and allied industries.....	34	70.8			1	1.0			24	51.3	5	10.8
Chemicals and allied products.....	53	102.0			4	6.4	3	4.8	25	41.8	2	2.7
Products of petroleum and coal.....	15	49.2			3	8.8	1	1.7	8	31.1		
Rubber products.....	29	126.2			4	4.1	4	23.9	18	88.3	1	4.0
Leather and leather products.....	19	66.9							15	52.2	1	2.5
Stone, clay, and glass products.....	41	110.3			5	12.3	4	26.0	24	58.9	1	1.0
Primary metal industries.....	113	627.6			3	4.0	8	28.5	21	34.3	54	495.9
Fabricated metal products.....	52	140.8			3	5.7	2	14.0	15	27.4	15	33.5
Machinery (except electrical).....	106	310.9			4	6.6	2	13.7	31	47.9	22	158.9
Electrical machinery.....	105	421.0			5	16.2	2	2.6	34	108.9	11	20.3
Transportation equipment.....	120	1,074.4			2	4.6	3	7.7	40	227.2	20	80.9
Instruments and related products.....	24	53.5			3	4.9	1	1.1	11	24.7	1	1.1
Miscellaneous manufacturing industries.....	11	21.9			2	2.7			8	17.1		
Nonmanufacturing.....	688	3,956.7	5	8.4	47	141.1	39	158.0	192	644.1	54	177.1
Mining, crude petroleum, and natural gas production.....	18	237.8					2	2.7	3	3.9	7	19.4
Transportation ²	115	681.1	1	1.1	4	5.8			25	140.9	7	15.6
Railroads and airlines ²	16	869.6					9	30.4	1	6.4	2	7.4
Communications.....	80	501.3			8	37.1	11	53.6	7	35.6		
Utilities: Electric and gas.....	79	195.1	2	3.1	20	43.8	7	16.1	39	107.1	2	4.2
Wholesale trade.....	13	25.2			2	3.0			2	5.4	1	1.5
Retail trade.....	106	289.9			1	6.4	2	11.9	46	130.3	11	42.2
Hotels and restaurants.....	37	171.2			1	1.0			7	27.9	1	2.0
Services.....	53	177.7			2	2.5			20	58.7	3	9.2
Construction.....	170	805.1	2	4.2	9	41.5	8	33.4	41	125.1	20	75.7
Miscellaneous nonmanufacturing industries.....	1	2.9							1	2.9		

¹ In classifying agreements by duration, a 1-month leeway was observed; e. g., agreements with terms of 23 or 25 months were grouped with agreements

of 2 years' duration.
² Excludes railroads and airlines.

Provisions permitting one or more contract reopening for wage negotiations were incorporated in 484 contracts covering over 3 million workers. In 3 out of 4 of these agreements, wage negotiations were to take place either at a predetermined date or after specified intervals. A few contracts, however, permitted wage reopening at any time. The remaining provisions tied possible wage reopenings to unpredictable economic factors, such as changes in the cost-of-living or in wages or prices in the industry or area, or, less frequently, in case of national emergency.

Cost-of-Living Review. Cost-of-living escalator clauses, which provide for periodic review and adjustment of wages dependent on the movement of the Bureau of Labor Statistics Consumer Price Index, are the more expendable of the wage adjustment provisions.

After the Bureau's 1956 study, escalator clauses were added to basic steel contracts (and were dropped in 1962 negotiations), major meatpacking agreements (September 1956), and agreements of General Electric, West Coast grocery chains, New York retail bakeries, and Montgomery Ward department stores. In 1956, the railroads reinstated escalation, which had been discontinued in 1954, but dropped it again in 1960.

In 1961, manufacturing agreements accounted for nearly 80 percent of the escalator clauses and a slightly higher proportion of the workers covered. The relative importance of escalation, as shown by the percentage of workers under major agreements containing such clauses, was highest in primary metals (90), transportation equipment (82), ordnance (71), machinery—except electrical (68), and fabricated metals (57). In nonmanufacturing, escalator clauses were

AGREEMENTS, BY INDUSTRY, 1961

thousands]

3 years		Over 3 and under 4 years		4 and under 5 years		5 years		Over 5 years		Indefinite		Industry
Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	
542	3,032.8	22	54.2	31	152.9	66	322.7	23	78.4	15	1,062.4	All industries.
295	1,722.2	12	27.8	20	64.9	13	33.7	5	21.8	3	4.7	Manufacturing.
3	15.5			3	5.9							Ordnance and accessories.
32	62.4			1	1.1	1	1.5					Food and kindred products.
												Tobacco manufactures.
9	22.1	1	1.1	1	1.5							Textile mill products.
31	339.2			2	27.0	3	15.0					Apparel and other finished textile products.
3	4.7							1	4.0			Lumber and wood products (except furniture).
6	12.6	1	2.4									Furniture and fixtures.
4	7.1											Paper and allied products.
3	3.7							1	4.1			Printing, publishing, and allied industries.
16	39.1	1	2.2	1	4.0					1	1.2	Chemicals and allied products.
2	5.4									1	2.3	Products of petroleum and coal.
		1	5.0									Rubber products.
3	12.3					1	1.0					Leather and leather products.
6	10.2					1	2.0					Stone, clay, and glass products.
23	56.7	2	5.0	1	2.0					1	1.3	Primary metal industries.
17	60.2											Fabricated metal products.
39	65.9	2	2.8	3	8.4	3	6.8					Machinery (except electrical).
41	252.8	1	1.1	6	8.8	4	7.5	1	3.0			Electrical machinery.
50	741.4	3	8.3	1	3.2			1	1.2			Transportation equipment.
6	9.2			1	5.1			1	9.5			Instruments and related products.
1	2.1											Miscellaneous manufacturing industries.
247	1,310.6	10	26.4	11	88.0	53	289.0	18	56.6	12	1,057.7	Nonmanufacturing.
1	1.7					1	1.6			4	208.5	Mining, crude petroleum, and natural gas production.
61	464.3	1	3.0	3	10.5	2	2.5	8	19.7	3	17.9	Transportation. ²
										4	825.5	Railroads and airlines. ³
53	369.0					1	1.0					Communications.
7	13.6					1	1.5			1	5.8	Utilities: Electric and gas.
8	15.3											Wholesale trade.
17	30.0	2	5.0	1	2.5	21	37.8	5	23.8			Retail trade.
16	62.8			3	3.0	7	33.0	2	6.6			Hotels and restaurants.
13	55.3	5	14.4	2	17.0	5	14.1	3	6.6			Services.
71	298.7	2	4.0	2	20.0	15	197.6					Construction.
												Miscellaneous nonmanufacturing industries.

² See text footnote 1.

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

TABLE 6. WAGE ADJUSTMENT AND REOPENING PROVISIONS, BY DURATION OF MAJOR AGREEMENTS, 1961

[Workers in thousands]

Duration	Number with provisions		Cost-of-living review only		Deferred wage increase only		Wage reopening only		Cost-of-living review and deferred wage increase		Cost-of-living review and wage reopening		Deferred wage increase and wage reopening		Cost-of-living review, deferred wage increase, and wage reopening	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
Total.....	1,519	7,483.5	31	104.1	681	2,289.1	307	1,999.4	323	2,010.9	22	53.9	123	754.6	32	271.7
Less than 1 year.....	2	4.2			1	2.2	1	2.0								
1 year.....	27	67.7	2	2.5	10	23.6	14	34.7	1	7.0						
Over 1 and under 2 years...	56	229.0	3	20.0	34	124.9	7	37.1	8	40.0			3	4.2	1	2.9
2 years.....	564	1,755.7	6	45.2	331	978.6	117	353.3	70	242.6	7	15.4	30	116.7	3	4.1
Over 2 and under 3 years...	192	1,017.5	6	13.6	68	195.6	12	34.7	88	722.0	7	11.5	8	34.6	3	5.7
3 years.....	529	2,991.6	11	19.6	203	820.5	128	864.8	116	899.6	6	21.8	46	126.7	19	238.7
Over 3 and under 4 years...	21	53.2	1	1.0	11	30.0	1	1.1	7	16.2			1	5.0		
4 years and under 5 years...	31	152.9			10	36.8	7	37.8	6	12.6	1	3.2	7	62.6		
5 years.....	66	322.7			8	49.6	15	58.1	20	34.6	1	2.0	22	178.6		
Over 5 years.....	23	78.4			3	6.5	2	2.3	7	36.5			5	12.9	6	20.3
Indefinite (open end).....	8	810.9	2	2.4	2	21.2	3	573.8					1	213.5		

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

concentrated in transportation (principally local and intercity bus transportation and trucking) and retail trade.

Quarterly wage reviews, featured by automobile agreements, were required by approximately half of the escalator arrangements. Semiannual and annual reviews were each provided for by approximately a fourth. Semiannual review was required mainly in food processing, primary metals other than steel, local and intercity transportation, and retail trade; annual review, principally in the basic steel agreements which were in effect in 1961 and in the large areawide trucking agreements.

The combined effect of differences in periodicity and timing of escalator clauses was to spread

the impact of possible wage adjustments throughout the year, as shown in the following tabulation:

Month in which adjustment was to be made ¹	Agreements	Workers (thousands)
All escalator agreements.....	408	2,440.5
January.....	106	802.9
February.....	63	368.4
March.....	143	633.1
April.....	60	656.8
May.....	45	125.2
June.....	138	592.1
July.....	101	783.7
August.....	60	200.3
September.....	138	611.1
October.....	114	1,194.0
November.....	44	124.2
December.....	132	597.4

¹ Not to be confused with month of the Consumer Price Index upon which adjustment was based.

Five tables are presented in this appendix to provide additional data on agreement coverage by national and international unions, industry, and region; prevalence of wage adjustment provisions and frequency of cost-of-living review, by industry; and months of cost-of-living adjustments.

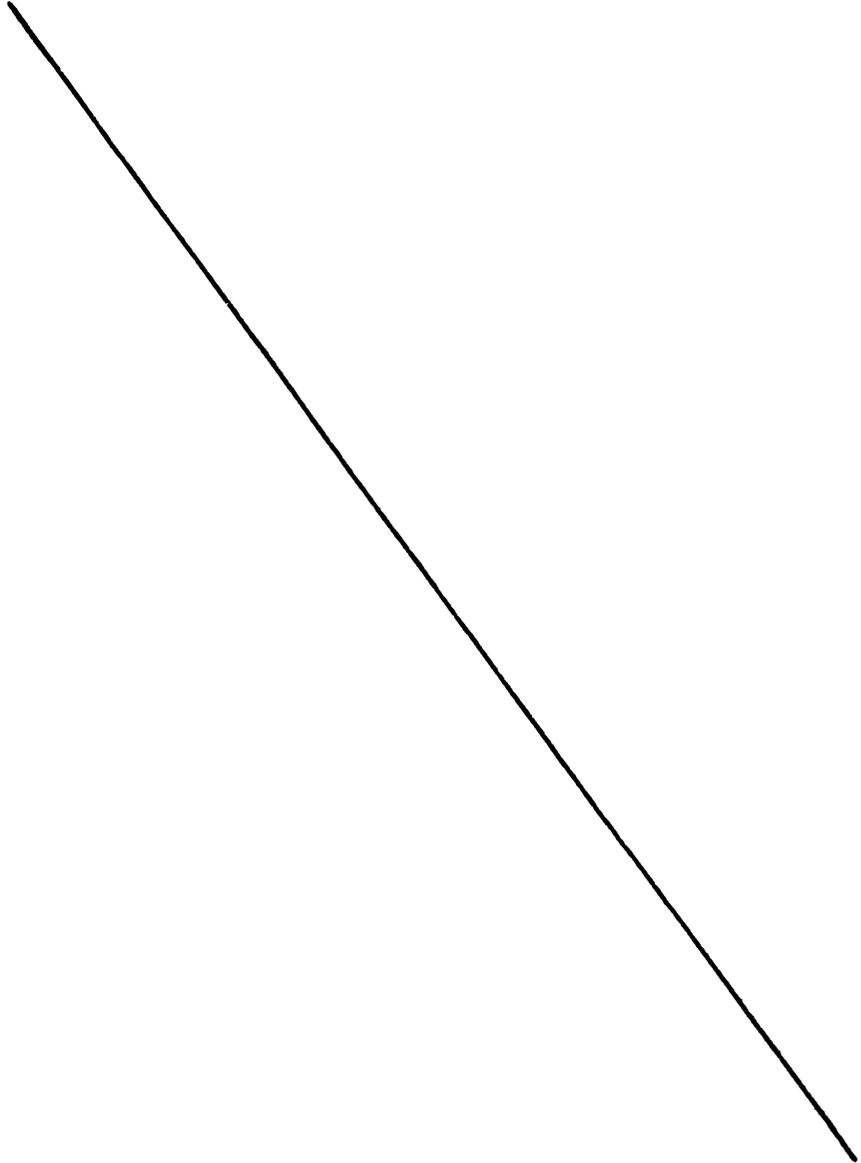


Table A-1. National and International Unions¹ Signatory to Major Agreements,² by Worker Coverage, 1961

<u>300,000 workers and over</u>	<u>10,000 and under 25,000 workers—Continued</u>
Auto Workers (118)	Hatters (3)
Communications Workers (48)	Industrial Workers, Allied (12)
Machinists (94)	Laundry (5)
Steelworkers (120)	Laundry (Ind.) (5)
Teamsters (Ind.) (144)	Leather Goods, Plastic (3)
<u>200,000 and under 300,000 workers</u>	Lithographers (Ind.) (4)
Carpenters (54)	Masters, Mates and Pilots (3)
Electrical (IBEW) (92)	Mine, Mill (Ind.) (9)
Electrical (IUE) (47)	Molders (6)
Garment, Ladies (37)	Printing Pressmen (8)
Mine Workers (Excluding Dist. No. 50) (Ind.) (2)	Pulp (9)
<u>100,000 and under 200,000 workers</u>	Salaried Unions (Ind.) (1)
Clothing (20)	Sheet Metal (5)
Hod Carriers (33)	Shoe and Boot (5)
Hotel (30)	Telegraphers (1)
Meat Cutters (44)	Textile Workers (UTWA) (9)
Retail Clerks (42)	Tobacco (9)
Rubber (23)	Typographical (6)
<u>50,000 and under 100,000 workers</u>	Woodworkers (7)
Building Service (19)	<u>5,000 and under 10,000 workers</u>
Engineers, Operating (18)	Air Line Pilots (5)
Longshoremen's Association (14)	Bakery (Ind.) (4)
Oil, Chemical and Atomic (31)	Bakery, American (4)
Painters (12)	Brick and Clay (2)
Street, Electric Railway (27)	Chicago Truck Drivers (Ind.) (1)
Telephone Unions (Ind.) (9)	Communications Association (Ind.) (2)
Textile Workers (TWUA) (24)	Elevator Constructors (1)
Transport Workers (6)	Furniture (4)
<u>25,000 and under 50,000 workers</u>	Garment, United (2)
Actors (3)	Marine Engineers (3)
Boilermakers (14)	Mechanics Educational (4)
Bricklayers (11)	Musicians (6)
Electrical (U. E.) (Ind.) (9)	Newspaper Guild (5)
FLU or LIU (21)	Newspaper and Mail Delivers (Ind.) (2)
Glass Bottle (11)	Packinghouse Workers (Ind.) (1)
Glass and Ceramic (7)	Plasterers (4)
Insurance Workers (3)	Potters (3)
Iron Workers (12)	Toy Workers (2)
Longshoremen and Warehousemen (Ind.) (5)	Upholsterers (5)
Marine and Shipbuilding (9)	<u>Under 5,000 workers</u>
Maritime (4)	Associated Unions (Ind.) (1)
Mine Workers (Dist. No. 50) (Ind.) (20)	Broadcast Employees (1)
Packinghouse (11)	Cement (1)
Papermakers (17)	Cigar Makers (2)
Plumbing (7)	Engineers, Technical (1)
Railway and Steamship Clerks (1)	Granite Cutters (1)
Retail, Wholesale (17)	Guard, Plant (Ind.) (1)
Seafarers (4)	Jewelry (1)
Shoe Workers, United (5)	Lace Operatives (Ind.) (1)
Utility (8)	Lathers (2)
<u>10,000 and under 25,000 workers</u>	Leather Workers (2)
Aluminum (4)	Office Employees (2)
Bookbinders (11)	Pattern Makers (1)
Brewery (9)	Photo-Engravers (2)
Chemical (11)	Roofers (1)
Distillery (7)	Shoe and Allied Craftsmen (Ind.) (1)
Glass, Flint (7)	Stage (2)
Grain Millers (6)	Stone, United (2)
	Stove Mounters (1)
	Utility Workers of New England (Ind.) (1)
	Watchworkers (Ind.) (2)

¹ All unions are affiliated with the AFL-CIO except those followed by (Ind.). For full union identification and addresses, see *Directory of National and International Labor Unions in the United States, 1961*, BLS Bulletin 1320.

² Excluded from this listing are 72 agreements covering 1 million workers which include members of 2 or more unions, and 99 agreements covering 262,000 workers represented by unaffiliated single-employer or intra-state unions.

NOTE: The number of agreements is indicated in parentheses.

Table A-2. Regional and Industry Distribution of Major Agreements, 1961

Industry	Number studied		(Workers in thousands)									
			Region ¹									
	Agreements	Workers	Inter-regional ²		New England		Middle Atlantic		East North Central		West North Central	
Agreements			Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	
All industries -----	1,733	8,308.0	296	3,965.0	107	291.6	397	1,309.1	401	1,078.1	83	200.3
Manufacturing -----	1,045	4,351.3	172	2,159.7	76	186.4	253	653.6	278	650.1	38	80.8
Ordnance and accessories -----	20	67.5	1	13.7	2	3.9	3	3.9	1	3.0	1	4.0
Food and kindred products -----	118	360.5	24	95.9	2	5.4	24	52.2	23	50.2	8	16.8
Tobacco manufactures -----	12	25.8	-	-	-	-	-	-	-	-	-	-
Textile mill products -----	31	81.2	2	2.5	6	15.6	9	34.0	1	1.9	-	-
Apparel and other finished textile products -----	53	456.2	15	278.0	2	5.5	25	149.9	4	7.3	3	8.0
Lumber and wood products (except furniture) -----	13	26.1	1	2.3	-	-	1	2.0	3	8.5	-	-
Furniture and fixtures -----	19	33.2	2	4.9	1	1.0	4	8.7	4	5.8	-	-
Paper and allied products -----	57	125.9	6	27.6	6	10.6	12	17.2	14	22.3	4	5.5
Printing, publishing, and allied industries -----	34	70.8	3	5.1	1	1.1	14	39.7	11	17.9	1	1.1
Chemicals and allied products -----	53	102.0	4	12.9	1	1.7	16	23.8	10	20.3	2	4.0
Products of petroleum and coal -----	15	49.2	2	19.1	-	-	1	1.5	2	5.4	-	-
Rubber products -----	29	126.2	6	87.6	6	9.1	4	9.2	10	14.9	-	-
Leather and leather products -----	19	66.9	4	22.0	8	23.7	3	12.5	2	4.0	1	3.0
Stone, clay, and glass products -----	41	110.3	18	73.0	1	1.2	9	17.9	11	14.6	1	1.9
Primary metal industries -----	113	627.6	23	420.3	3	5.0	24	41.5	42	125.2	1	2.0
Fabricated metal products -----	52	140.8	15	61.2	4	8.5	9	18.1	14	25.3	1	1.0
Machinery (except electrical) -----	106	310.9	7	93.2	14	25.5	21	37.9	52	137.8	5	5.9
Electrical machinery -----	105	421.0	13	184.5	9	30.3	30	72.1	39	87.2	5	13.9
Transportation equipment -----	120	1,074.4	25	754.3	7	34.9	23	62.2	31	92.6	4	6.8
Instruments and related products -----	24	53.5	-	-	2	2.4	15	34.9	2	3.6	1	7.0
Miscellaneous manufacturing industries -----	11	21.9	1	2.1	1	1.2	6	14.7	2	2.9	-	-
Nonmanufacturing -----	688	3,956.7	124	1,805.3	31	105.3	144	655.5	123	428.0	45	119.5
Mining, crude petroleum, and natural gas production -----	18	237.8	2	187.4	1	1.2	1	20.0	4	5.7	1	7.0
Transportation ³ -----	115	681.1	32	330.7	5	18.3	19	162.9	15	56.0	3	4.2
Railroads and airlines ⁴ -----	16	869.6	16	869.6	-	-	-	-	-	-	-	-
Communications -----	80	501.3	25	223.9	1	9.1	21	114.0	18	68.1	2	20.2
Utilities: Electric and gas -----	79	195.1	11	26.7	4	5.4	18	61.8	21	43.5	4	4.9
Wholesale trade -----	13	25.2	-	-	-	-	4	9.6	2	3.1	1	1.0
Retail trade -----	106	289.9	10	35.3	4	16.3	23	62.8	23	66.9	10	18.2
Hotels and restaurants -----	37	171.2	-	-	1	4.3	6	44.9	6	32.8	4	7.3
Services -----	53	177.7	11	65.0	-	-	15	58.8	9	29.6	5	6.1
Construction -----	170	805.1	17	66.7	15	50.6	36	117.9	25	122.4	15	50.8
Miscellaneous nonmanufacturing industries -----	1	2.9	-	-	-	-	1	2.9	-	-	-	-

See footnotes at end of table.

Table A-2. Regional and Industry Distribution of Major Agreements, 1961—Continued

Industry	(Workers in thousands)									
	Region ¹									
	South Atlantic		East South Central		West South Central		Mountain		Pacific	
	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers	Agree-ments	Work-ers
All industries -----	103	252.7	34	62.0	49	114.6	38	78.2	225	956.6
Manufacturing -----	65	146.8	27	48.4	31	65.4	15	29.0	90	331.3
Ordnance and accessories ---	2	9.8	-	-	1	3.5	4	9.9	5	15.9
Food and kindred products ---	5	7.0	-	-	1	1.0	3	3.5	28	128.7
Tobacco manufactures -----	8	19.6	4	6.2	-	-	-	-	-	-
Textile mill products -----	11	25.2	2	2.1	-	-	-	-	-	-
Apparel and other finished textile products -----	1	1.0	-	-	-	-	-	-	3	6.5
Lumber and wood products (except furniture) -----	-	-	-	-	1	1.2	1	2.6	6	9.5
Furniture and fixtures -----	1	1.2	1	1.0	-	-	-	-	6	10.6
Paper and allied products ---	4	6.7	4	6.4	5	6.7	-	-	2	23.0
Printing, publishing, and allied industries -----	-	-	-	-	-	-	-	-	4	6.1
Chemicals and allied products -----	11	21.1	5	12.0	4	6.2	-	-	-	-
Products of petroleum and coal -----	-	-	-	-	6	16.8	-	-	4	6.6
Rubber products -----	2	2.1	-	-	-	-	1	3.5	-	-
Leather and leather products -----	-	-	-	-	-	-	-	-	1	1.8
Stone, clay, and glass products -----	1	1.8	-	-	-	-	-	-	-	-
Primary metal industries ---	5	6.3	4	5.3	1	2.2	6	9.5	4	10.5
Fabricated metal products ---	2	2.2	2	4.6	-	-	-	-	5	19.9
Machinery (except electrical) -----	2	2.0	-	-	2	3.6	-	-	3	5.1
Electrical machinery -----	3	13.3	2	3.9	1	1.4	-	-	3	14.7
Transportation equipment ---	6	26.7	2	6.1	8	21.2	-	-	14	69.7
Instruments and related products -----	-	-	1	1.0	1	1.7	-	-	2	3.0
Miscellaneous manufacturing industries -----	1	1.0	-	-	-	-	-	-	-	-
Nonmanufacturing -----	38	105.9	7	13.6	18	49.3	23	49.2	135	625.3
Mining, crude petroleum, and natural gas production -----	-	-	1	2.0	1	1.3	6	11.6	1	1.7
Transportation ³ -----	12	22.8	2	2.3	7	24.7	1	1.0	19	58.5
Railroads and airlines ⁴ ---	-	-	-	-	-	-	-	-	-	-
Communications -----	6	28.4	-	-	-	-	-	-	7	37.6
Utilities: Electric and gas ---	6	13.6	1	1.8	4	6.6	2	3.4	8	27.4
Wholesale trade -----	-	-	-	-	-	-	-	-	6	11.5
Retail trade -----	5	10.6	-	-	2	2.1	2	2.0	27	75.7
Hotels and restaurants -----	3	11.9	-	-	-	-	4	9.2	13	60.9
Services -----	-	-	1	1.1	-	-	-	-	12	17.2
Construction -----	6	18.7	2	6.5	4	14.6	8	22.1	42	335.0
Miscellaneous nonmanu- facturing industries -----	-	-	-	-	-	-	-	-	-	-

¹ The States included in the regions used in this study are shown in table 4, p. 7.

² Each agreement covered 2 plants or more in different regions.

³ Excludes railroads and airlines.

⁴ See text footnote 1.

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

Table A-3. Wage Adjustment and Reopening Provisions in Major Agreements, by Industry, 1961

Industry	(Workers in thousands)									
	Number studied ¹		Automatic cost-of-living review		Deferred wage increase		Wage reopening			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Specific		Conditional	
							Agreements	Workers	Agreements	Workers
All industries	1,733	8,308.0	408	2,440.5	1,159	5,326.2	366	2,388.3	118	691.2
Manufacturing	1,045	4,351.3	320	2,011.1	684	3,087.7	219	779.5	70	323.7
Ordnance and accessories	20	67.5	10	48.1	14	45.0	3	13.3	-	-
Food and kindred products	118	360.5	26	83.8	99	308.3	8	16.4	13	28.3
Tobacco manufactures	12	25.8	-	-	5	8.5	-	-	1	1.4
Textile mill products	31	81.2	-	-	8	20.6	14	35.6	3	10.0
Apparel and other finished textile products	53	456.2	-	-	8	26.0	16	180.6	28	224.5
Lumber and wood products (except furniture)	13	26.1	2	5.2	10	20.2	2	6.3	-	-
Furniture and fixtures	19	33.2	6	8.7	12	23.2	5	8.8	-	-
Paper and allied products	57	125.9	-	-	24	53.3	17	43.9	-	-
Printing, publishing, and allied industries	34	70.8	1	2.2	31	66.8	2	2.5	-	-
Chemicals and allied products	53	102.0	8	18.3	23	47.8	24	47.1	2	3.8
Products of petroleum and coal	15	49.2	-	-	1	1.0	6	10.3	1	2.2
Rubber products	29	126.2	2	5.0	8	15.7	20	110.1	2	6.0
Leather and leather products	19	66.9	-	-	13	55.0	3	8.5	4	16.5
Stone, clay, and glass products	41	110.3	6	9.5	27	82.2	6	7.7	2	3.4
Primary metal industries	113	627.6	75	564.9	94	602.3	13	18.8	-	-
Fabricated metal products	52	140.8	25	79.9	41	115.8	4	8.2	1	3.2
Machinery (except electrical)	106	310.9	46	209.9	77	248.9	20	37.8	3	5.0
Electrical machinery	105	421.0	28	71.7	70	304.9	37	137.9	4	4.7
Transportation equipment	120	1,074.4	74	879.2	96	991.7	16	74.8	3	5.5
Instruments and related products	24	53.5	7	20.0	16	36.3	2	8.7	-	-
Miscellaneous manufacturing industries	11	21.9	4	4.9	7	14.6	1	2.8	3	9.3
Nonmanufacturing	688	3,956.7	88	429.4	475	2,238.5	147	1,608.7	48	367.6
Mining, crude petroleum, and natural gas production	18	237.8	6	15.2	13	28.0	-	-	-	-
Transportation ²	115	681.1	47	317.3	95	563.6	22	127.9	19	265.5
Railroads and airlines ³	16	869.6	-	-	4	241.1	2	770.5	-	-
Communications	80	501.3	-	-	12	41.3	51	356.8	1	10.8
Utilities: Electric and gas	79	195.1	1	3.5	25	67.0	24	62.5	2	9.1
Wholesale trade	13	25.2	1	1.1	11	22.2	2	6.5	3	3.5
Retail trade	106	289.9	24	59.9	96	263.8	10	24.9	5	7.0
Hotels and restaurants	37	171.2	4	20.0	32	158.0	11	74.6	1	2.0
Services	53	177.7	4	5.5	37	115.0	9	19.2	10	47.3
Construction	170	805.1	1	7.0	149	735.8	16	165.9	7	22.5
Miscellaneous nonmanufacturing industries	1	2.9	-	-	1	2.9	-	-	-	-

¹ Nonadditive. A number of agreements provided for more than 1 type of wage action.

² Excludes railroads and airlines.

³ See text footnote 1.

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

Table A-4. Frequency of Cost-of-Living Review in Major Agreements, by Industry, 1961

(Workers in thousands)

Industry	Frequency of review							
	Quarterly		Semiannually		Annually		Other ¹	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
All industries -----	205	1,296.3	101	331.3	98	807.0	4	5.9
Manufacturing -----	185	1,243.1	61	188.5	71	575.5	3	4.0
Ordnance and accessories -----	10	48.1	-	-	-	-	-	-
Food and kindred products -----	3	7.1	21	74.5	2	2.2	-	-
Tobacco manufactures -----	-	-	-	-	-	-	-	-
Textile mill products -----	-	-	-	-	-	-	-	-
Apparel and other finished textile products -----	-	-	-	-	-	-	-	-
Lumber and wood products (except furniture) -----	-	-	1	4.0	1	1.2	-	-
Furniture and fixtures -----	3	4.2	1	1.5	2	3.0	-	-
Paper and allied products -----	-	-	-	-	-	-	-	-
Printing, publishing, and allied industries -----	1	2.2	-	-	-	-	-	-
Chemicals and allied products -----	7	17.1	1	1.3	-	-	-	-
Products of petroleum and coal -----	-	-	-	-	-	-	-	-
Rubber products -----	2	5.0	-	-	-	-	-	-
Leather and leather products -----	-	-	-	-	-	-	-	-
Stone, clay, and glass products -----	2	2.8	2	3.2	2	3.5	-	-
Primary metal industries -----	11	13.4	19	64.1	45	487.4	-	-
Fabricated metal products -----	10	16.4	7	26.5	8	37.1	-	-
Machinery (except electrical) -----	33	176.8	8	12.5	5	20.6	-	-
Electrical machinery -----	26	69.7	-	-	1	1.0	1	1.0
Transportation equipment -----	67	856.7	-	-	5	19.5	2	3.0
Instruments and related products -----	6	19.0	1	1.0	-	-	-	-
Miscellaneous manufacturing industries -----	4	4.9	-	-	-	-	-	-
Nonmanufacturing -----	20	53.2	40	142.8	27	231.6	1	1.9
Mining, crude petroleum, and natural gas production -----	-	-	1	1.2	5	14.0	-	-
Transportation ² -----	12	36.0	26	89.9	8	189.6	1	1.9
Railroads and airlines ³ -----	-	-	-	-	-	-	-	-
Communications -----	-	-	-	-	-	-	-	-
Utilities: Electric and gas -----	1	3.5	-	-	-	-	-	-
Wholesale trade -----	-	-	1	1.1	-	-	-	-
Retail trade -----	2	4.2	11	43.6	11	12.1	-	-
Hotels and restaurants -----	2	6.0	-	-	2	14.0	-	-
Services -----	3	3.5	-	-	1	2.0	-	-
Construction -----	-	-	1	7.0	-	-	-	-
Miscellaneous nonmanufacturing industries -----	-	-	-	-	-	-	-	-

¹ 2 agreements specified monthly adjustments; another varied the frequency of adjustments by the number made in the previous year; and the remaining agreement did not indicate frequency of adjustments.

² Excludes railroads and airlines.

³ See text footnote 1.

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

Table A-5. Calendar of Cost-of-Living Adjustment Provisions in Major Agreements, 1961

(Workers in thousands)

Month of adjustment ¹	Number with provisions		Frequency of review							
			Quarterly		Semiannually		Annually		Monthly	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
Total	408	2,440.5	205	1,296.3	101	331.3	98	807.0	2	2.9
January	106	802.9	49	623.1	49	154.8	6	22.2	2	2.9
February	63	368.4	33	100.3	24	95.8	4	169.5	2	2.9
March	143	633.1	123	573.0	10	29.0	8	28.4	2	2.9
April	60	656.8	49	623.1	7	26.0	2	4.9	2	2.9
May	45	125.2	33	100.3	9	21.1	1	1.0	2	2.9
June	138	592.1	123	573.0	2	4.8	11	11.5	2	2.9
July	101	783.7	49	623.1	49	154.8	1	3.0	2	2.9
August	60	200.3	33	100.3	24	95.8	1	1.4	2	2.9
September	138	611.1	123	573.0	10	29.0	3	6.4	2	2.9
October	114	1,194.0	49	623.1	7	26.0	56	542.1	2	2.9
November	44	124.2	33	100.3	9	21.1	-	-	2	2.9
December	132	597.4	123	573.0	2	4.8	5	16.8	2	2.9
Frequency not specified ²	2	3.0	-	-	-	-	-	-	-	-

¹ Refers to month in which adjustment was to be made, not the month of the Consumer Price Index on which adjustment was based.

² 1 agreement varied the frequency by the number of adjustments made in the previous year; the other did not specify the frequency.

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