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Wage Chronology

FEDERAL CLASSIFICATION ACT EMPLOYEES, 1924-64

Bulletin No. 1442



UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner

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Preface

This chronology, the only one that reports salary levels and supplementary benefits that have not been determined by collective bargaining, is one of a series that traces the changes in wage scales and related benefits contained in collective bargaining agreements made by individual employers or combination of employers with a union or group of unions. Benefits unilaterally provided by an employer are generally reported. The chronology series is intended primarily as a tool for research, analysis, and wage administration. The series deals only with selected features of the varied history of collective bargaining or wage determination. References to job security, grievance procedure, methodology of piece-rate adjustment, and similar matters are omitted. For purpose and scope of wage chronology series, see Monthly Labor Review, December 1948, page 581.

This chronology includes materials previously published in four parts—as Wage Chronology No. 13 covering the period 1924–50; Supplement No. 1, 1951; Supplement No. 2, 1952–58; and Supplement No. 3, 1959–60.

The basic chronology and first three supplements were combined into a report, published in 1961, that covered the years 1924–60. The present revision incorporates Supplement No. 4 and rearranges the information previously published to provide it in chronological order by subject matter. No additional or revised information is provided.

The wage chronology program is directed by Lily Mary David, Chief of the Division of Wage Economics, under the general direction of L. R. Linsenmayer, Assistant Commissioner for Wages and Industrial Relations. This chronology was prepared under the supervision of Albert A. Belman. The analysis for the period 1961 to 1964 was prepared by Jeanne Griest.

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Wage Chronology:

Federal Classification Act Employees, 1924—64

Introduction

1924—50

THE PASSAGE of the Classification Act of 1923 was the first systematic attempt by the Federal Government to achieve a uniform alignment of jobs and salaries among its various departments and agencies. Although the Civil Service Act of 1883 provided for open competitive examinations, a probationary period before absolute appointment, and apportionment of appointments according to the population of States, Territories, and the District of Columbia, it did not correlate salaries with duties. Attempts were made to do so after the passage of the act, but the process was left in the hands of the individual departments and did not result in the uniformity desired.

The Classification Act of 1923 established the principles that (1) positions covered by the act were to be classified and graded according to their duties and responsibilities; (2) the same pay scale was to be applicable to all positions falling in the same class and grade regardless of department; (3) the different pay scales and the various classes and grades were to be logically associated so that pay was properly related to work; and (4) there was to be a central classifying agency (the Personnel Classification Board) serving all departments and charged with the responsibilities of equalizing and coordinating the classification and grading of positions. Thereafter, the rates of compensation for the same or similar work in different departments assumed a closer relationship. The provisions of the act were not applied by statute to the field service until July 1930. In 1932 the Personnel Classification Board was transferred to the Civil Service Commission.

Subsequent changes in the structure of the Executive branch of the Federal Government brought about many changes in the Classification Act of 1923. These took the form of Congressional amendments and Executive orders. The Classification Act of 1949 superseded the original act and established new authority and procedures. Specifically, the act was designed to "bring position-classification closer to the needs of Government as now constituted and to clarify and coordinate the distribution of authority between the [Civil Service] Commission and the various departments . . ."

The salaries of approximately 900,000 Federal Civil Service employees are now fixed by the 1949 law. Other laws and regulations govern their retirement system, annual leave, and related wage practices. Federal employees are stationed throughout the continental United States, in the Territories, and foreign countries. Because of the wide variety of Government functions, many kinds of positions are included in the Federal service. The levels of responsibility covered by the classification system range from routine, low-skilled work to that of bureau heads.

This chronology¹ traces the major changes in salaries and related practices since the effective date of the Classification Act of 1923, as provided by statute, Executive orders, regulations of the Civil Service Commission, and opinions of the Comptroller General. Only per-annum Federal employees now subject to the Classification Act and employees within the continental United

¹ For the purpose and scope of the wage chronology series, see Monthly Labor Review, December 1948 (p. 581).

States are covered in this chronology. Excluded are provisions governing employees whose compensation is established by wage boards, Post Office Department employees, and certain groups now under the Classification Act, to whom the general provisions are not applicable. Because the Classification Act of 1923 continued some established standards relating to Federal employment, the provisions reported for July 1, 1924, the effective date of the act, do not necessarily indicate changes in previous conditions of employment.

The inclusion of a chronology dealing with the Federal classified service in a series devoted principally to collective-bargaining or other wage-determination arrangements in private industry requires some discussion of the legal position of Federal Civil Service workers compared to that of workers in private employment. The Federal worker is not covered by the Fair Labor Standards Act, State workmen's compensation acts, Federal-State unemployment compensation acts, and Federal Old Age and Survivors Insurance program. (Some Federal workers were given OASI coverage by the act of August 28, 1950.) There are, however, regulations and practices regarding the payment of premium rates for overtime work, on-the-job injury and health compensation, and a contributory retirement system, which are outlined in the chronology. No unemployment-compensation benefits are available to persons separated from Federal employment. Although unions among the Federal classified employees covered by this chronology have existed for several decades, membership has always been relatively small. Collective bargaining on wages and related matters, as it functions in private industry, did not enter into the determination of salary levels and supplementary benefits for these employees.

The purpose of this chronology and others in the series is to present a simplified summary of the major changes in wages and supplementary benefits that have taken place during the periods covered. The information presented in this chronology was extracted from a large volume of acts, regulations, orders, and opinions, with a necessarily drastic limitation on the amount of detail, exceptions, administrative procedures, etc., that could be shown. Readers are, therefore, reminded that except to obtain a summary of the changes, there is no available substitute for the legal docu-

ments and the opinions of the Government agencies charged with interpreting these documents.

1951

BASIC rates of pay of Federal Classification Act employees were increased by an amendment to the Classification Act of 1949 passed in October 1951 by the Eighty-second Congress. Its provisions were retroactive to "the first day of the first pay period which began after June 30, 1951." July 8, 1951, was the effective date of the pay increase for the majority of the more than a million employees affected.

In the period since the Classification Act was made effective, vacation (annual leave) and sick leave provisions for Federal employees were also modified by Acts of Congress.

1952—58

FROM 1952 to 1958, pay scales and supplementary benefits of workers whose rates of pay are set by the Federal Classification Act were affected by a number of legislative measures. Salary scales for all workers under the act except those in general schedule (GS) grade 18 were advanced 7.5 percent by the Federal Employees Salary Increase Act of 1955.² The pay of workers in grade GS-18 was raised in 1956 when Congress increased the maximum salary that could be paid to workers covered by the Classification Act from \$14,800 to \$16,000. In 1958, pay scales were increased an average of 10.1 percent by the Federal Employees Salary Increase Act of 1958.³

The maximum number of jobs that could be classified in GS-16, 17, and 18 was also increased during this period.⁴ Longevity pay steps were added to the salary structure for grades GS-11 through GS-15 in 1954.

The same legislation provided for hiring workers at rates above the minimum for the grade in occupations in which there were recruitment problems. It also provided for the transfer of

² Public Law 94, 84th Cong., 1st sess.

³ Public Law 462, 85th Cong., 2d sess.

⁴ The number was raised in 1954, 1955, 1956, and again in 1958.

most workers under the crafts, protective, and custodial (CPC) schedule to wage-board rate determination; the remainder of these employees were transferred to the general schedule.

The major changes in supplementary benefits introduced between 1952 and 1958 consisted of provision for unemployment compensation, life insurance (to be financed by joint contributions by employees and the Government), and liberalization of the Federal retirement system accompanied by an increase in employee contributions to the retirement fund. Other legislative action during this period included a reduction in the amount of annual leave that could be accumulated, an improvement in overtime pay, introduction of call-back pay provisions, liberalization of travel allowances, provision of allowances for workers required to wear uniforms, and provision for financing of training.

The contributory life insurance system was enacted by the 83d Congress in August 1954. Insurance approximating a worker's annual salary became automatic unless he specifically elected to the contrary. It continues without further charge to employees separated for immediate retirement after 15 years' civilian service or for disability; the amount of insurance is reduced after age 65.

Unemployment compensation was extended to Federal employees beginning January 1, 1955, also by action of the 83d Congress. Under this legislation, payments to an employee are determined under the unemployment insurance law of the State that is applicable in his case. Unemployment compensation benefits begin after the period covered by the terminal annual leave payment.

The retirement system was liberalized by the second session of the 84th Congress. The revisions, effective October 1, 1956, included a change in the method of computing annuities and an increase in the ratio of annuities to earnings, resulting in substantially greater benefits for both normal and disability retirement; reduction in the number of years' service required for optional retirement on an annuity at age 62; immediate annuities upon involuntary separation at age 50 after 20 years' service; a reduction in the penalty for early retirement; and more liberal survivor benefits. Annuities of employees and survivors

already on the annuity rolls had been increased by earlier enactments of 1952, 1954, and 1955. In 1958, benefits for these annuitants were again increased and pensions were provided for widows or widowers of some former employees who died prior to February 29, 1948.

1959—60

In 1959, following the path pioneered by private industry, the first session of the 86th Congress enacted a contributory health insurance program for Federal employees. The Federal Employees Health Benefits Act of 1959, which established a health insurance program for Federal employees and their dependents, was signed by the President on September 28, 1959. The act authorized the Civil Service Commission to contract for and approve health benefits by means of (1) a Government-wide service plan; (2) a Government-wide indemnity plan; (3) certain employee organization plans; and (4) comprehensive medical plans of the group-practice and individual-practice prepayment type.

During June 1960, all eligible employees wishing to participate in the insurance program were to register for the plan of their choice and select either "high option" or "low option" coverage where the carrier offered two levels of benefits. Benefits and payroll deductions were to start on the first day of the first pay period beginning on or after July 1.

The contributory life insurance system established in 1954 was also liberalized by the first session of the 86th Congress. Effective September 23, 1959, the number of years of creditable service required to retain group life insurance without cost after nondisability retirement were reduced from 15 to 12, the reduction in the amount of insurance for employees who continued in employment after age 65 was deferred until retirement, and reductions that were required by the original act were restored. Holiday pay provisions were extended by the same session of Congress to cover the Friday preceding a Saturday holiday.

Significant legislation affecting the earnings of Federal white-collar workers was enacted by the second session of the 86th Congress. A 7.5-percent pay raise for the 980,000 Federal Classification Act Employees was passed over a Presidential veto by

the Congress on July 1, 1960. The increase, which also raised the differential between steps within each grade except GS-18, was effective with the first payroll period beginning on or after July 1, 1960 (July 10 for the majority of the employees affected).

The second session of the 86th Congress also passed legislation liberalizing retirement benefits for those annuitants whose length of service (up to 41 years) exceeded that necessary to provide the then-existing maximum annuity.

The same session of Congress established a contributory health insurance program for certain Federal employees who had retired before July 1, 1960, the effective date of the health insurance program for active employees. Benefits are scheduled to go into effect on July 1, 1961, and will be available to former Federal employees who retired on an immediate annuity with 12 or more years of service or for disability after 5 years' service. Dependents of retirees and dependent survivors of deceased retirees or employees will also be eligible for the benefits to be provided by this program.

In addition, the Congress increased payments to Federal employees or their survivors for injury or death resulting from accidents under the Federal Employees' Compensation Act, effective October 1, 1960. It also liberalized travel and moving expense provisions for employees appointed to manpower shortage positions.

1961-64

AFTER THE SALARY INCREASE of 1960, numerous and far-reaching changes were made in the legislation that sets salary schedules and governs the work practices of employees under the Federal Classification Act; other changes were made by administrative action. In addition to basic salary reform, significant improvements, affecting both future retirees and those already on the pension rolls, were made in the Civil Service Retirement Act, and health benefit plans were liberalized, primarily by agreement with various insurance carriers.

Salary Reform

The most basic revision since 1923 in the salary structure under the Classification Act was passed

by Congress on October 5, 1962, and signed by President John F. Kennedy on October 11.

Consideration of basic salary reform was initiated in the President's budget message for fiscal 1963, sent to Congress in January 1962. The budget message proposal was based on a 4-year study of Federal pay schedules by the Bureau of the Budget and the Civil Service Commission. In February, the President forwarded the proposed legislation to Congress with a message stating that the necessity for reform arose from inequities in salaries paid Federal workers in managerial and professional occupations compared with those for similar occupations in private enterprise, and lack of flexibility in salary administration. It pointed out that many of the defects in the salary system were the cumulative result of past legislation that had given the largest relative pay increases to the lowest grades.

The primary objective of the proposal was to revise Federal statutory salary systems so that high standards of career service could be maintained with equity to Federal employees and to the public. The bill established principles for determining comparability of Federal salary schedules with those in private industry, making initial adjustments necessary to establish correct salary relationships among Federal statutory schedules, and allowing more flexibility in administration, particularly of the Classification Act schedule. Salary adjustments, totaling 11 percent on the average, were to be made in three phases.⁵ Step and longevity rates in grades 1 through 15⁶ would be replaced with a 10-step system providing a spread of 30 percent of the minimum in the grade. To implement the goal of equitable relationships among the four major statutory pay systems,⁷ key levels or ranks in each of the other systems would be linked to an equivalent level in the Classification Act schedule. For

⁵ Effective in January of 1963, 1964, and 1965. Rates in these schedules were based on the 1961 BLS National Survey of Professional, Administrative, Technical, and Clerical Pay.

⁶ The existing number of regular steps was seven in the first 10 grades, six in the next 4, five in grades 15 through 17, and one in grade 18. In addition, there were three longevity steps in grades 1 through 15. Within-grade ranges varied between 6 and 23 percent; including longevity steps, ranges varied from 15 to 34 percent.

⁷ Statutory pay systems are the Classification Act, Postal Field Service, Foreign Service, and Department of Medicine and Surgery in the Veterans Administration.

example, the Postal Field Service schedule and the Classification Act schedule were to be linked by equating PFS 4 with GS-5, PFS 11 with GS-11, and PFS 20 with GS-17. Two new grades (GS-19 and 20) were to be added at the top of the Classification Act schedule, and an annual report was to be made to Congress on the relationship of Federal salaries to those in private industry.

An alternative proposal, drafted and reported out by the House Committee on Post Office and Civil Service, differed most from the Administration bill in the timing of salary changes and provision of larger percentage increases for employees in grades 1 through 5. A two-phase schedule of pay increases was proposed. The first, to be effective in July 1962, was to raise salaries of Classification Act workers 5.6 percent. The second, to be effective in July 1963 (making final increases effective 18 months earlier than under the Administration's proposal), would have brought total increases up to 11.8 percent.

Administration objections to this bill centered on its lack of adequate provision for three factors considered fundamental to pay reform: Comparability with private enterprise salaries, interrelationship of various Federal pay systems, and provision for annual review of the schedules. There was also criticism of the elimination of proposed grades 19 and 20.

The bill that became law originated in the Senate Committee on Post Office and Civil Service and included, in addition to salary increases, changes in salary structures and administrative flexibilities under the four major pay systems. The act provided that determination of Federal salary schedules should be based on the principles of equal pay for substantially equal work and of comparability of Federal salary rates with those in private industry for the same levels of work. The system of classification of jobs previously in effect had followed the principle of equal pay for equal work within a pay system but there had been no method of equating pay for equal work among the various systems. The new legislation set up specific procedures for relating Federal salaries to pay in industry and provided for interrelating salary levels among the various pay systems.

Essentially, this was the Administration bill with adjustments in salary schedules⁸ and timing

of salary increases. Two new salary schedules were provided. The first, effective October 14 or 21, 1962, depending on the pay period dates in each agency, raised annual salaries of Classification Act employees an average of 5.6 percent. The second, effective the first pay period after January 1, 1964, raised salaries for grades 1 through 15 an average of 4.1 percent.⁹ Salaries for grades 16, 17, and 18—limited by those established for members of Congress—were not increased in January 1964. Scales for grades 1 through 7 were identical with those provided in the Administration proposal; salaries for higher levels were lower than the Administration proposed, with the difference becoming progressively greater in the higher grades.¹⁰ An additional step increase was given each employee on the payroll in the three lowest grades, thus providing these workers with greater increases than the Administration had proposed without permanently changing the salary schedule. This change raised average salary rates of all Classified Act employees three-tenths of 1 percent. In contrast with previous postwar increases, however, the legislation provided for proportionately higher total increases for the higher grades, ranging from about 5 percent for employees in grade 3 (including the previously mentioned step increase) to about 17 percent for those in grade 15.

Another step towards establishing levels of pay that would be competitive with private industry authorized the President to raise rates of compensation for any occupation or in any area where higher rates in private enterprise significantly handicap the Government's recruitment or retention of well-qualified workers.¹¹ However, the minimum salary rate established under this provision may not exceed the seventh salary rate prescribed by the legislation for the grade. Previously, the maximum pay for the occupation could not exceed the maximum regular step (step 7

⁸ New schedules were more closely related to Administration recommendations than were those included in the House bill.

⁹ Estimated on the basis of 1963 employment. At the time the bill was drafted, it was estimated that the increases would average 5.5 percent in 1962 and 4.1 percent in January 1964.

¹⁰ The increases actually put into effect in the fourth step were less than \$50 below the Administration proposal for GS-3, but more than \$500 below it for GS-13 and more than \$4,000 below it for GS-17.

¹¹ This provision superseded a similar but more limited authority in 1954 amendments to the Classification Act. See p. 10.

in most grades) for the grade. The Civil Service Commission acted quickly under this authority to set up a special pay scale for about 38,000 engineers and scientists in grades 5 through 11 and for certain grades in other occupations, principally for pharmacologists and medical officers.

The governmentwide quota of positions that could be allocated to the top three grades (16 through 18) was increased from a total of about 2,000 to 2,400 "in addition to any professional engineering positions primarily concerned with research and development and professional positions in the physical and natural sciences and medicine which may be placed in such grades."

The 1962 legislation also revised the amount and timing of salary increases within a grade. Greater uniformity among grades was introduced in the percent increases by providing greater dollar increments in successively higher grades. Longevity increases were abolished, but the number of within-grade rates in each grade was revised to equal the former total of regular plus longevity rates. Within-grade pay increases were not to be automatic; advancement was to depend upon whether an employee's work was "of an acceptable level of competence as determined by the head of the department."

Uniform waiting periods were established in all grades. The former schedule had provided annual step increases for workers in grades 1 through 10, 18-month increases in grades 11 through 17, and longevity increases at 3-year intervals in grades 1 through 15. (No longevity increases were provided in grades 16 through 18.)

The law also authorized additional within-grade increases (if department funds were available) in recognition of high quality work, with a limit of one such merit increase a year.

Other changes included authorization to pay a supervisor of wage board employees at a salary rate in his Classification Act grade that exceeded the rate paid those he supervised, up to the maximum of his grade. Salary retention benefits, under which employees whose jobs were downgraded through no fault of their own retained their old salaries for 2 years, and previously available only to employees in grades under 16, were made available to the three top grades as well. An employee brought with his position

under the Classification Act from another Federal system was to retain his salary even though his position was put into a lower salaried grade. The increase in salary for an employee promoted to a higher Classification Act grade was to equal at least two (formerly one) within-grade steps in the grade from which he was promoted.

The Administration's proposal for an annual report to Congress by the President on the relationship of Federal salaries to those in private industry was enacted. The President was required to direct an appropriate agency or agencies to submit to him annual comparisons of Federal employees' salary schedules with private enterprise rates for the same level of work,¹² as determined by the Bureau of Labor Statistics annual surveys of professional, administrative, and clerical pay, and, after getting comments from such Government employee organizations as he considered appropriate, to prepare for Congress an annual report incorporating the comparisons and any recommendations he might have for revision of salary schedules or compensation policy.

1964 Salary Legislation

An omnibus bill was passed by the House of Representatives on June 11, 1964, providing salary increases for the Vice President, members of Congress, Federal judges, Cabinet members, and other appointed officials, as well as for Classification Act, Postal, and other groups of employees in the executive, legislative, and judicial branches of Government. Like an earlier House bill (defeated by a rollcall vote in March), this bill was an attempt to implement the comparability principle of the 1962 legislation. By increasing salaries of members of Congress (by \$7,500 to \$30,000) and of appointed administrative and judicial officials, the bill raised the limits on pay for employees in the top grades of the Classification Act. On July 2, the Senate approved a bill that differed in provisions for Classification Act employees in several respects. The Senate bill provided slightly larger increases for grades GS-9 through 12, "In order to bring this middle-management group closer to comparability" It provided an

¹² Executive Order 11073 delegated this responsibility to the Director of the Bureau of the Budget and the Chairman of the Civil Service Commission.

effective date of July 1 for all salary increases, in place of House provisions making most increases effective after passage but deferring the effective date of raising salaries above \$22,000 to January 1965, when Congressmen's salaries were to advance above \$22,500.

The Senate limited to 249 the number of hearing examiner positions to be exempt from the 2,400 positions authorized for grades GS-16, 17, and 18. Both bills allowed appointments above the minimum salary rate at grade GS-13 or higher for applicants with exceptional qualifications, but the Senate required Civil Service approval in each instance, whereas the House would have allowed such appointments under general Civil Service authorization.

The compromise bill signed by the President on August 14 incorporated all the Senate changes for Classification Act workers and provided salary increases for these workers ranging from about 2.8 percent to 22.5 percent and averaging \$287 or 4.2 percent.¹³

On August 5, 1964, the Civil Service Commission announced it had determined there was a need and justification for an increase in the special rates for physical scientists, engineers, and medical officers. As a result of this action, rates for most of the occupations to which special ranges apply were increased by the same amount and at the same time as the general pay increase.¹⁴

The bill also added salary steps in certain grades, bringing the total number of salary rates to 10 in each grade from 1 through 15 and to 9 for grade 16.

Retirement Benefits

The Civil Service Retirement System was amended in both 1961 and 1962. Effective in late 1961 and early 1962, provision was made for the reinstatement of previously discontinued disability annuities in some circumstances. In 1962, the reduction in annuities of married retirees who elected to have survivors receive benefits was decreased, the annuities of surviving spouses or survivors with insurable interests were increased, and the termination date of annuities paid dependent children was advanced to age 21 for full-time students.

Annuities of both retirees and survivors were increased 5 percent effective January 1, 1963, although no funds were appropriated until May of that year.¹⁵ Annuities beginning between January 2, 1963, and December 31, 1966, were to be raised by progressively smaller amounts. A major conceptual change, effective April 1, 1964, provided for adjustments in annuities when the Consumer Price Index rose 3 percent or more over the level in 1962 or the year of the most recent change.

Health Benefits

Important improvements in service, indemnity, and other health plans were negotiated by the Civil Service Commission with the insurers in 1961 and 1963. Only changes in the low and high options of the two plans with the largest coverage are reported here.

A number of minor but significant improvements were made in the basic Blue Cross and Blue Shield service benefit plan in 1961. Services under the special hospital expense, surgical-medical, and maternity provisions were improved; the low option supplemental benefit deduction was decreased, while the maximum benefit was increased.

In 1963, the supplemental benefit maximum for both high and low option employees was raised substantially, and surgical-medical and maternity services provided by the basic plan were improved.

Low option hospital room and board payments were greatly increased by the indemnity benefit plan in 1961; the deduction for out-of-hospital drugs and medicines was eliminated and improvements made in special hospital expense and maternity provisions. Benefits were reduced for outpatient psychiatric care. Amendments effective in 1964 increased maximum high option benefits by one-third and low option benefits by one-half, in addition to providing regular benefits in maternity cases.

¹³ Estimated by assuming the same distribution of employees by grade and step in 1964 as in 1963.

¹⁴ Regulations issued in 1962 by the Civil Service Commission provide that if the Commission does not make a determination after a general salary increase has been enacted, the new minimum rate is to be the lowest rate in the same grade in the new schedule that is not lower than the former minimum for the occupation.

¹⁵ The funds were provided in a supplemental appropriation, Public Law 88-25, approved May 17, 1963.

Congressional action in 1964 extended coverage of dependent children to age 21 and included foster children within the definition of dependents. It also increased the Government's contribution for women with nondependent husbands to the level of contributions for other employees and retirees. Revisions were made in the conditions under which retirees could continue health insurance coverage.

Other Legislation

To provide jobless Federal workers with temporary unemployment compensation benefits comparable to those provided under State law, the maximum number of weeks of benefits was increased in 1961 to 39. Benefits were paid under the provisions of this act until mid-1962.

In 1961, the Congress increased the maximum per diem allowance for employees traveling in the continental United States and, when the regular allowance was clearly inadequate, for those outside the continental area. Mileage allowances were also raised.

In the same year, Congress established a program that would provide emergency advances of compensation and allowances and, under some circumstances, the continuation of pay for a specified period to Federal employees ordered for military or other reasons to evacuate their regular stations.

Employee-Management Cooperation

Executive Order 10988, signed on January 17, 1962, provided a framework for collective bargaining relationships between the various Federal agencies and their employees.¹⁶ The order, based on the recommendations of a task force chaired by the Secretary of Labor, found that the establishment of employee-management cooperation would contribute to effective conduct of public business and to the well-being of the employee. It reaffirmed the right of employees to join or not to join unions, provided for informal, formal, or exclusive recognition, established a form of advisory arbitration in disputes over unit determinations, directed agency heads to issue regulations to implement the order, and authorized the Civil Service Commission and the Department of Labor to prepare standards of conduct for unions and a code of fair labor practices.¹⁷ Recognition could not be extended to unions that assert their right to strike against the Government, advocate the overthrow of the Government, or practice racial, religious, or nationality discrimination.

¹⁶ For a comprehensive report on the order, see *Monthly Labor Review*, February 1962, pp. III and IV. Details of developments in employee-management relations are beyond the scope of the wage chronology series.

¹⁷ The standards and code were issued in May 1963.

A—General Salary Changes ¹

Effective date	Provisions	Applications, exceptions, and other related matters
July 1, 1924 (Classification Act of 1923, Mar. 4, 1923).		Act established salary ranges by occupational services and grades. Applicable only to the central offices of the departments.
July 1, 1928 (Welch Act, May 28, 1928).	(1) Minimum—\$120 annually to CAF (clerical, administrative, and fiscal), grades 1-4 and SP (sub-professional) 1-5; \$140 to CAF 5; SP 6 and P (professional) 1; \$200 to CAF 6-10; SP 7 and 8 and P 2 and 3; (2) Maximum—\$60 annually to CAF 1-4 and equivalent grades, \$100 to CAF 5-10 and equivalent grades; (3) Crafts, protective and custodial: Minimum—\$180 annually to grades 2-7, \$140 to grade 8 and \$200 to grades 9 and 10; maximum—\$60 annually to grade 1, \$240 to grades 2 and 3, \$180 to grades 4-6 and \$100 to grades 8-10.	The act increased minimum and maximum salary rates for all grades except CAF 11-14; P 4-7 and CPC-1. Act added 2 grades to the CAF and P services and reallocated the positions of former CAF 11-14 grades among CAF 11-15 and former P 4-7 among P 4-8.
July 3, 1930 (Brookhart Act, July 3, 1930).		Increases up to \$200 in maximum rates of \$5,200 or less. Act also extended coverage of classification act to the field service.
July 1, 1932 (Economy Act of 1933, June 30, 1932).		8½ percent decrease in all annual salaries in the form of a 1-month furlough without pay. ¹ Applicable to all employees receiving salaries of \$1,000 or more. No salary reduced below \$1,000 a year. All administrative promotions were suspended.
Apr. 1, 1933 (Economy Act of Mar. 20, 1933, and Executive Orders Nos. 6085, 6188 and 6553).	15 percent decrease in all rates.	By act of Mar. 20, 1933, the President was authorized, after making certain findings, to decrease Federal salary rates. Furlough provision of 1932 eliminated.
Feb. 1, 1934 (Independent Offices Appropriation Act of 1935, Mar. 28, 1934).	Part of reduction restored; salary reduction changed to 10 percent.	
July 1, 1934 (Independent Offices Appropriation Act of 1935, Mar. 28, 1934).	Part of reduction restored, changed to 5 percent.	
Apr. 1, 1935 (Joint Resolution No. 3, 74th Cong., 1st sess., Feb. 13, 1935).	Complete restoration of June 1932 salary levels.	
July 1, 1941 (Mead-Ramspeck Act, Aug. 1, 1941).		Act initiated automatic, within-grade salary increases provided employee's conduct, service, and work were satisfactory. Interval between steps: 18 months, if in-grade increase was \$60 or \$100; or 30 months if in-grade increase was \$200 or \$250. Prior to 1941, within-grade salary increases were determined by administrative action and were subject to the limitation that, in any agency, the average of all salaries within a grade must not exceed the midpoint of the grade.
Aug. 1, 1942 (Custodial Pay Act of Aug. 1, 1942).		Salary rates of SP-1 and 2 and CPC-1 through 8 increased from \$60 to \$200. There was no change in the salary rates of the other grades and services.
July 1, 1945 (Federal Employees Pay Act of 1945, June 30, 1945).	Salaries increased by 20 percent on the first \$1,200, 10 percent on next \$3,400, and 5 percent on remainder, subject to a \$10,000 ceiling. 15.9 percent average increase.	Interval between in-grade increases decreased to 12 months for grades receiving less than \$200 and 18 months for grades receiving \$200 or more.
July 1, 1946 (Federal Employees Pay Act of 1946, May 24, 1946).	Increases of 14 percent or \$250 a year, whichever was greater, but not more than 25 percent. Average increase 14.2 percent.	No salary increased to more than \$10,000. Grades CPC-9 and 10 given additional increases.
July 1948 (Postal Rate Revision and Federal Employees Act of 1948, July 3, 1948).	\$330 a year increase in all rates.	Maximum salary increased to \$10,330.
Oct. 28, 1949 (Classification Act of 1949, Oct. 28, 1949).	Revision of classification structure resulting in increases averaging \$140 a year.	Act provided for consolidation of the 4 services into 2 schedules and the addition of 3 grades in the general schedule. Numerical limitations on the number of positions that could be classified as GS-16, 17, or 18 at any one time were—300 in GS-16, 75 in GS-17, and 25 in GS-18. ⁴ Maximum salary increased to \$14,000 a year.

See footnotes at end of table.

A—General Salary Changes¹—Continued.

Effective date	Provision	Applications, exceptions, and other related matters
July 8, 1951 (Classification Act of 1949, amendments of Oct. 24, 1951).	Salaries increased by 10 percent, with minimum increase of \$300 and maximum of \$800. Average increase in basic scales \$358 a year or 10 percent.	\$300 increase for grades GS-1 through GS-4 and CPC-1 through CPC-6; 10 percent of the minimum rate of each grade for grades GS-5 through GS-13 and CPC-7 through CPC-10; \$800 for grades GS-14 through GS-18.
Sept. 1, 1954 (P.L. 763, 83d Cong., 2d sess., Sept. 1, 1954)	-----	Classification Act limitation on number of positions in general schedule (GS) grades 16, 17, and 18 increased to 400 in GS-16, 115 in GS-17, and 35 in GS-18, in addition to positions previously allotted to specified agencies and functions by other statutes or reorganization plans.
First pay period beginning after Sept. 1, 1954 (by above law).	-----	Crafts, protective, and custodial (CPC) schedule abolished, with employees in recognized trades or skills or in manual labor occupations to be placed under wage-board determination of prevailing rates within 12 months and the remainder (about 35,000) to be transferred to corresponding grades of the general schedule within 6 months. (See footnote 7, table B for grades.)
March 1955 (P.L. 94, 84th Cong., 1st sess., June 28, 1955).	7.5 percent general increase ⁴ -----	Civil Service Commission authorized to fix minimum rates for an occupation above normal minimum for grade in one or more areas upon finding that such action might relieve recruitment difficulties. ⁵
July 28, 1955 (by above law)-----	-----	Longevity step increases extended to employees in grades GS-11 through GS-15 with amount of each step increase for GS-15 not to exceed that for GS-14. No change in salary for GS-18. Maximum rate of GS-17 increased 5.9 percent.
July 1956 (P.L. 854, 84th Cong., 2d sess., July 31, 1956).	-----	Civil Service Commission authorized to establish and revise overall limitation on number of positions in GS-16, 17, and 18 subject to ceiling of 1,200, with 325 in GS-17, and 125 in GS-18.
Jan. 1958 (P.L. 462, 85th Cong., 2d sess., June 20, 1958).	10 percent general increase ⁷ -----	Salary rate for GS-18 increased to \$16,000 and one step added to GS-17. Maximum number of positions in grades 16, 17, and 18 increased to 1,226, with 329 in GS-17, and 130 in GS-18.
First pay period beginning after July 1, 1960 (P.L. 568, 86th Cong., 2d sess., July 1, 1960).	7.5 percent increase, ranging from \$225 to \$1,235 annually. ⁸	Salary rate for GS-18 increased 9.4 percent. Maximum number of positions in grades 16, 17, and 18 increased to 1,513, with 401 in GS-17 and 159 in GS-18. Definitions for grades GS-5 and GS-7 amended by removing restrictive language which prevented Civil Service Commission from permitting college graduates without work experience to be hired at any grade above GS-5. ⁸
		Number of GS-16, 17, and 18 positions authorized for Government-wide use reduced to a total of 1,409, with 363 in GS-17 and 152 in GS-18. ¹⁰

See footnotes at end of table.

A—General Salary Changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
First pay period after Oct. 11, 1962 (P.L. 87-793, Oct. 11, 1962).	Increases averaging \$361 a year or 5.6 percent. ¹¹	<p>Additional step increase to employees in GS-1, 2, and 3 immediately before effective date.¹² This change raised average salary rates of all Classified Act employees three-tenths of 1 percent.</p> <p>Changed:</p> <p>Salary determination—to be based on principles of equal pay for substantially equal work and comparability of Federal and private enterprise salary rates for the same level of work.</p> <p>Amount and timing of salary increases in the in-grade salary schedule. Longevity step increases abolished, but number of regular step rates in each grade increased to equal former total of regular and longevity steps. Within-grade increases not automatic but to depend on employee's work being of an "acceptable level of competence as determined by the head of the department."</p> <p>Authority provided to establish increased rate ranges with minimum not exceeding 7th step of regular range for grade for any occupation or area where substantially higher rates in private industry significantly handicap Government recruitment or retention of well-qualified workers.</p> <p>Minimum increase for employee promoted or transferred to a higher grade raised to equivalent of two step increases in former grade.</p> <p>Added:</p> <p>Provision for additional within-grade increases in recognition of high quality work limited to one a year.</p> <p>Special increases to assure salary of supervisor exceeded earnings of wage board employees supervised.</p> <p>Salary protection for employees in GS-16 through 18 and employees transferred with their positions to the Classification Act from other Federal Systems.</p> <p>Increased: Number of GS-16, 17, and 18 positions authorized for governmentwide use—to 2,400.¹³</p>
First pay period after Jan. 1, 1964 (P.L. 87-793, Oct. 11, 1962).	Increases estimated to average \$283 a year or 4.1 percent. ¹¹	Deferred increase effective first pay period after Jan. 1, 1964.
First pay period after July 1, 1964 (P.L. 88-426, Aug. 14, 1964).	Increases estimated to average \$287 a year or 4.2 percent. ¹⁴	<p>Deferred increase.</p> <p>No increase in salaries of GS-16, 17, or 18.</p> <p>Added:</p> <p>One step to salary schedule for grades 11-14 (total 10), 2 steps for grade 15 (total 10), 4 steps for grade 16 (total 9).</p> <p>To governmentwide limitation of 2,400 positions in GS 16 through GS-18—249 hearing examiner positions in GS-16 and 17.</p>

See footnotes at end of table.

Footnotes:

¹ The changes listed above were the major adjustments in salary rates during the period covered. Because of fluctuations in personnel in the various services and grades and in-grade increases and promotions, the total of the general changes listed will not necessarily coincide with the change in the average salary over the period.

² Prior to Aug. 1, 1942, the craft, protective and custodial service was known as the custodial service.

³ 1-month furlough could be extended over the period covered by the act.

⁴ The numerical limitations were modified by later acts.

⁵ This provision was applied to a number of groups in subsequent years. For example, the Civil Service Commission instructed Federal agencies in April 1956 to increase the minimum salaries of engineers and certain physical scientists in grades GS-5 and GS-7 to the top regular step of the grades, and effective June 1956, the starting rates for such employees in grades GS-9 and GS-11 were increased to the top regular step and 4th step, respectively, of the progression schedules. In December 1957, the Civil Service Commission ordered Federal agencies to increase the rates of pay of all professional engineers and certain physical scientists not already at the top rate of their grades to the maximum of the appropriate rate range. When the 1958 pay act was passed, these advanced minimum rates were converted to rates of the new schedule under an existing Commission regulation which provides that a revision in the pay schedule of the Classification Act automatically changes an advanced minimum rate to the nearest rate of the appropriate grade of the new schedule which does not result in a decrease of the special minimum rate.

⁶ Because steps were uniform within each grade and rates were rounded to multiples of \$5, increases in such steps varied slightly from 7.5 percent. Increases in the General Schedule averaged 7.6 percent.

⁷ Rates were rounded to multiples of \$5 to maintain a uniform rate structure—resulting in an overall average increase of 10.1 percent.

⁸ The Civil Service Commission ruled that, in general, the GS-7 starting salary could be paid to appointees with high college standing. This affects almost all professional jobs such as engineering, physical and social sciences, accounting, etc., plus management trainees and some other jobs for which college graduates are normally hired.

⁹ Rates were rounded to multiples of \$5, resulting in an overall average increase of 7.7 percent.

¹⁰ While the numerical limitations on positions under this general authority were below those provided by P.L. 462 (85th Cong., 2d sess., June 20, 1958) and reported in Wage chronology No. 13, Supplement No. 2, the total number of GS-16, 17, and 18 positions, including additional authorizations by Congress for specific agencies, was higher than the total authorized in 1958. As of July 1, 1960, Congress had authorized the establishment of a total of 2,080 positions in these three grades.

¹¹ Estimates based on July 1963 employment. At the time the bill was passed, it was estimated that increases would average \$342 or 5.5 percent; the Jan. 1, 1964, increase was estimated to average \$261 or 4.1 percent.

¹² Employees in third longevity step of these grades thus received salaries that exceeded the scheduled maximums by the equivalent of 1-step increase for the grade under the new salary schedule.

¹³ Certain professional positions were excluded from this total. (See introduction.)

¹⁴ Estimated by the Senate staff on basis of July 1963 employment.

B—Basic Federal Salary Ranges by Service and Grade, 1924-64—Continued

Crafts, protective, and custodial	July 1, 1924		July 1, 1928		July 3, 1930		July 1, 1932 ³		Apr. 1, 1933		Feb. 1, 1934		July 1, 1934	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 1.....	\$600	\$780	\$600	\$840	\$600	\$840	\$600	\$840	\$510	\$714	\$540	\$756	\$570	\$798
Grade 2.....	900	1,140	1,080	1,380	1,080	1,380	1,000	1,265	918	1,173	972	1,242	1,026	1,311
Grade 3.....	1,020	1,260	1,200	1,500	1,200	1,500	1,100	1,375	1,020	1,275	1,080	1,350	1,140	1,425
Grade 4.....	1,140	1,500	1,320	1,620	1,320	1,680	1,210	1,540	1,122	1,428	1,188	1,512	1,254	1,596
Grade 5.....	1,320	1,680	1,500	1,800	1,500	1,860	1,375	1,705	1,275	1,581	1,350	1,674	1,425	1,767
Grade 6.....	1,500	1,860	1,680	1,980	1,680	2,040	1,540	1,870	1,428	1,734	1,512	1,836	1,596	1,938
Grade 7.....	1,680	2,040	1,860	2,200	1,860	2,300	1,705	2,108	1,581	1,955	1,674	2,070	1,767	2,185
Grade 8.....	1,860	2,400	2,000	2,500	2,000	2,600	1,833	2,383	1,700	2,210	1,800	2,340	1,900	2,470
Grade 9.....	2,100	2,700	2,300	2,800	2,300	2,900	2,108	2,658	1,955	2,465	2,070	2,610	2,185	2,755
Grade 10.....	2,400	3,000	2,600	3,100	2,600	3,200	2,383	2,933	2,210	2,720	2,340	2,880	2,470	3,040

	Apr. 1, 1935		Aug. 1, 1942		July 1, 1945		July 1, 1946		July 1, 1948		Oct. 28, 1948 ⁴	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum ⁵								
Grade 1.....	\$600	\$840	\$720	\$960	\$864	\$1,152	\$1,080	\$1,402	\$1,410	\$1,732	\$1,510	\$1,870
Grade 2.....	1,080	1,380	1,200	1,500	1,440	1,770	1,690	2,020	2,020	2,350	2,120	2,540
Grade 3.....	1,200	1,500	1,320	1,620	1,572	1,902	1,822	2,168	2,152	2,498	2,252	2,732
Grade 4.....	1,320	1,680	1,500	1,860	1,770	2,166	2,020	2,469	2,350	2,799	2,450	2,930
Grade 5.....	1,500	1,860	1,680	2,040	1,968	2,364	2,244	2,695	2,574	3,025	2,674	3,154
Grade 6.....	1,680	2,040	1,860	2,220	2,166	2,562	2,469	2,921	2,799	3,251	2,900	3,380
Grade 7.....	1,860	2,300	2,040	2,500	2,364	2,870	2,695	3,272	3,025	3,602	3,125	3,725
Grade 8.....	2,000	2,600	2,200	2,800	2,540	3,200	2,896	3,648	3,226	3,978	3,400	4,150
Grade 9.....	2,300	2,900	2,300	2,900	2,650	3,310	3,272	4,024	3,602	4,354	3,775	4,525
Grade 10.....	2,600	3,200	2,600	3,200	2,980	3,640	3,648	4,400	3,978	4,730	4,150	4,900

General schedule grade	Salary range and effective date															
	July 1951			March 1955			January 1958			Crafts, pro- tective, and custodial schedule grade ¹¹	July 1951			March 1955		
	Mini- mum	Maximum ⁸		Mini- mum	Maximum ⁸		Mini- mum	Maximum			Mini- mum	Maximum ⁸		Mini- mum	Maximum	
		Regu- lar scale	Lon- gevity scale		Regu- lar scale	Lon- gevity scale		Regu- lar scale	Lon- gevity scale			Regu- lar scale	Lon- gevity scale		Regu- lar scale	Lon- gevity scale
1.....	\$2,500	\$2,980	\$3,220	\$2,690	\$3,200	\$3,455	\$2,960	\$3,530	\$3,815	1.....	\$1,810	\$2,170	\$2,350	\$1,945	\$2,335	\$2,530
2.....	2,750	3,230	3,470	2,960	3,470	3,725	3,255	3,825	4,110	2.....	2,420	2,840	3,050	2,600	3,050	3,275
3.....	2,950	3,430	3,670	3,175	3,685	3,940	3,495	4,065	4,350	3.....	2,552	3,032	3,272	2,745	3,255	3,510
4.....	3,175	3,655	3,895	3,415	3,925	4,180	3,755	4,325	4,610	4.....	2,750	3,230	3,470	2,955	3,465	3,720
5.....	3,410	4,160	4,535	3,670	4,480	4,885	4,040	4,940	5,390	5.....	2,974	3,454	3,694	3,200	3,710	3,965
6.....	3,795	4,545	4,920	4,080	4,890	5,295	4,490	5,390	5,840	6.....	3,200	3,680	3,920	3,440	3,950	4,205
7.....	4,205	4,955	5,330	4,525	5,335	5,740	4,980	5,880	6,330	7.....	3,435	4,035	4,335	3,695	4,355	4,685
8.....	4,620	5,370	5,745	4,970	5,780	6,185	5,470	6,370	6,820	8.....	3,740	4,490	4,865	4,020	4,830	5,235
9.....	5,060	5,810	6,185	5,440	6,250	6,655	5,985	6,885	7,335	9.....	4,150	4,900	5,275	4,460	5,270	5,675
10.....	5,500	6,250	6,625	5,915	6,725	7,130	6,505	7,405	7,855	10.....	4,565	5,315	5,690	4,905	5,715	6,120
11.....	5,940	6,940	-----	6,390	7,465	8,110	7,030	8,230	8,950							
12.....	7,040	8,040	-----	7,570	8,645	9,290	8,330	9,530	10,250							
13.....	8,360	9,360	-----	8,990	10,065	10,710	9,890	11,090	11,810							
14.....	9,600	10,600	-----	10,320	11,395	12,040	11,355	12,555	13,275							
15.....	10,800	11,800	-----	11,610	12,690	13,335	12,770	13,970	14,690							
16.....	12,000	12,800	-----	12,900	13,760	-----	14,190	15,150	-----							
17.....	13,000	13,800	-----	13,975	14,620	-----	15,375	16,335	-----							
18.....	14,800	14,800	-----	14,800	-----	-----	17,500	-----	-----							

See footnotes at end of table.

B—Basic Federal Salary Ranges by Service and Grade, 1924-64—Continued

General schedule grade	Salary range and effective date								
	July 1960			October 1962 ¹⁰		January 1964		July 1964	
	Minimum	Maximum		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
		Regular scale	Longevity scale						
1.....	\$3,185	\$3,815	\$4,130	¹¹ \$3,245	\$4,190	\$3,305	\$4,250	\$3,385	\$4,420
2.....	3,500	4,130	4,445	¹¹ 3,560	4,505	3,620	4,565	3,680	4,805
3.....	3,760	4,390	4,705	¹¹ 3,820	4,830	3,880	4,900	4,005	5,220
4.....	4,040	4,670	4,985	4,110	5,370	4,215	5,475	4,480	5,830
5.....	4,345	5,335	5,830	4,565	6,005	4,690	6,130	5,000	6,485
6.....	4,830	5,820	6,315	5,035	6,565	5,235	6,810	5,505	7,170
7.....	5,355	6,345	6,840	5,540	7,205	5,795	7,550	6,050	7,850
8.....	5,885	6,875	7,370	6,090	7,935	6,390	8,280	6,630	8,610
9.....	6,435	7,425	7,920	6,675	8,700	7,030	9,100	7,220	9,425
10.....	6,995	7,985	8,480	7,290	9,495	7,690	9,985	7,900	10,330
11.....	7,560	8,860	9,640	8,045	10,165	8,410	10,650	8,650	11,305
12.....	8,955	10,255	11,035	9,475	11,995	9,980	12,620	10,250	13,445
13.....	10,635	11,935	12,715	11,150	14,070	11,725	14,805	12,075	15,855
14.....	12,210	13,510	14,290	12,845	16,245	13,615	17,215	14,170	18,580
15.....	13,730	15,030	15,810	14,565	17,925	15,665	19,270	16,460	21,590
16.....	15,255	16,295	-----	16,000	18,000	16,000	18,000	18,935	24,175
17.....	16,530	17,570	-----	18,000	20,000	18,000	20,000	21,445	24,445
18.....	18,500	-----	-----	20,000	-----	20,000	-----	24,500	-----

¹ All rates are adjusted to the nearest dollar.
² In October 1949, the 3 services were consolidated into a new single general schedule.
³ Since the July 1932 reduction took the form of a furlough without pay rather than a change in established annual rates, the figures shown for this period are earnings rather than rates.
⁴ Unless a higher rate was specified by law.
⁵ Employees in grades 1-10 who had been in same or higher grade for 10 years received an additional (longevity) step increase beyond the maximum rate for each 3 years of continuous service at or above the maximum rate without a change in grade or rate (except because of general increases in salary scales) with a limit of 3 such increases.
⁶ Effective September 1954, under amendments to the Classification Act of 1949, longevity step increases were extended to employees in grades GS-11 through GS-15, with amount of each longevity increase for GS-15 not to exceed that for GS-14. (See table C-1.)
⁷ Under the Classification Act of 1949 as amended on September 1, 1954, the crafts, protective, and custodial schedule was to be abolished, with employees in recognized trades or skills or in manual labor occupations to be placed under wage-board determination of prevailing rates within a 12-month period

and the remainder (about 35,000), to be transferred to corresponding grade of the general schedule within 6 months as follows:

CPC grade	Corresponding GS grade
1, 2, 3.....	1
4.....	2
5.....	3
6.....	4
7.....	5
8.....	6
9.....	7
10.....	8

No loss in pay to workers currently employed was to result from such transfer.
⁸ Increased to \$14,835 in July 1956.
⁹ Increased to \$16,000 in July 1956.
¹⁰ Longevity step increases were abolished by legislation of October 1962 (P.L. 87-793), but the number of steps in each grade was increased to equal the total of regular and longevity rates.
¹¹ Employees in grades 1, 2, and 3, prior to Oct. 14 or 21, 1962, received a general salary increase and a 1-step increase. See table A, footnote 12.

C-1—Provisions and Salary Ranges for Within-Grade Increases, by Grade,
October 1949—July 1960¹

General schedule grade	Provisions for step increases within grade				Range between minimum and maxi- mum salaries excluding longevity				Crafts, protective, and custodial grade ³	Provisions for step increases within grade, Oct. 1949		Range between minimum and maximum salaries, Oct. 1949	
	Number of weeks of satis- factory service between increases	Increase in annual salary ²				Oct. 1949	Mar. 1955	Jan. 1958		July 1960	Number of weeks of satis- factory service between increases		Increase in annual salary
		Oct. 1949	Mar. 1955	Jan. 1958	July 1960								
1 -----	52	\$80	\$85	\$95	\$105	\$480	\$510	\$570	\$630	1 -----	52	\$60	\$360
2 -----	52	80	85	95	105	480	510	570	630	2 -----	52	70	420
3 -----	52	80	85	95	105	480	510	570	630	3 -----	52	80	480
4 -----	52	80	85	95	105	480	510	570	630	4 -----	52	80	480
5 -----	52	125	135	150	165	750	810	900	990	5 -----	52	80	480
6 -----	52	125	135	150	165	750	810	900	990	6 -----	52	80	480
7 -----	52	125	135	150	165	750	810	900	990	7 -----	52	100	600
8 -----	52	125	135	150	165	750	810	900	990	8 -----	52	125	750
9 -----	52	125	135	150	165	750	810	900	990	9 -----	52	125	750
10 -----	52	125	135	150	165	750	810	900	990	10 -----	52	125	750
11 -----	78	200	215	240	260	1,000	1,075	1,200	1,300				
12 -----	78	200	215	240	260	1,000	1,075	1,200	1,300				
13 -----	78	200	215	240	260	1,000	1,075	1,200	1,300				
14 -----	78	200	215	240	260	1,000	1,075	1,200	1,300				
15 -----	78	250	270	300	325	1,000	1,080	1,200	1,300				
16 -----	78	200	215	240	260	800	860	960	1,040				
17 -----	78	200	215	240	260	800	⁴ 860	960	1,040				
18 -----	-	-	-	-	-	-	-	-	-				

¹ Increases were automatic, provided employee's work was satisfactory up to the maximum for the grade. For earlier policy on within-grade increases, see table A.

² The size of each longevity increase was the same as other step increases except in grade 15, where the longevity step was \$215 in 1955, \$240 in 1958, and \$260 in 1960.

³ The CPC schedule was abolished by legislation effective Sept. 1, 1954. See table A.

⁴ Except for grade 17, these within-grade step increases and ranges were provided by legislation of June 1955 but were retroactive to March 1955. That legislation did not change the salary for grade 18. The maximum for grade 17 was increased only 5.9 percent, resulting in a range of \$645 in that grade. Legislation passed the next year increased the salary for grade 18 and added a step to grade 17. Thus, the range of \$860 for grade 17 was not effective until July 1956.

**C-2—Provisions and Salary Ranges for Within-Grade Increases, General Schedule, by Grade,
Selected Periods, October 1949—July 1964**

General schedule grade	Increase in annual salary within grade ¹												
	Oct. 1949	July 1951	Mar. 1955	Jan. 1958	July 1960	Oct. 1962	Jan. 1964	July 1964					
1.....	\$80	\$80	\$85	\$95	\$105	\$105	\$105	\$115					
2.....	80	80	85	95	105	105	105	125					
3.....	80	80	85	95	105	² 105	² 105	135					
4.....	80	80	85	95	105	140	140	150					
5.....	125	125	135	150	165	160	160	165					
6.....	125	125	135	150	165	170	175	185					
7.....	125	125	135	150	165	185	195	200					
8.....	125	125	135	150	165	205	210	220					
9.....	125	125	135	150	165	225	230	245					
10.....	125	125	135	150	165	245	255	270					
11.....	200	200	215	240	260	265	280	295					
12.....	200	200	215	240	260	315	330	355					
13.....	200	200	215	240	260	365	385	420					
14.....	200	200	215	240	260	425	450	490					
15.....	250	250	270	300	325	480	515	570					
16.....	200	200	215	240	260	500	500	655					
17.....	200	200	215	240	260	500	500	750					
18.....	-	-	-	-	-	-	-	-					
	Range between minimum and maximum salaries												
	Oct. 1949		July 1951		Mar. 1955		Jan. 1958		July 1960				
	Longevity ¹												
	Ex- cluding	In- cluding	Ex- cluding	In- cluding	Ex- cluding	In- cluding	Ex- cluding	In- cluding	Ex- cluding	In- cluding			
1.....	\$480	\$720	\$480	\$720	\$510	\$765	\$570	\$855	\$630	\$945	\$945	\$945	\$1,035
2.....	480	720	480	720	510	765	570	855	630	945	945	945	1,125
3.....	480	720	480	720	510	765	570	855	630	945	1,010	1,020	1,215
4.....	480	720	480	720	510	765	570	855	630	945	1,260	1,260	1,350
5.....	750	1,125	750	1,125	810	1,215	900	1,350	990	1,485	1,440	1,440	1,485
6.....	750	1,125	750	1,125	810	1,215	900	1,350	990	1,485	1,530	1,575	1,665
7.....	750	1,125	750	1,125	810	1,215	900	1,350	990	1,485	1,665	1,755	1,800
8.....	750	1,125	750	1,125	810	1,215	900	1,350	990	1,485	1,845	1,890	1,980
9.....	750	1,125	750	1,125	810	1,215	900	1,350	990	1,485	2,025	2,070	2,205
10.....	750	1,125	750	1,125	810	1,215	900	1,350	990	1,485	2,205	2,295	2,430
11.....	1,000	(³)	1,000	(³)	1,075	1,720	1,200	1,920	1,300	2,080	2,120	2,240	2,655
12.....	1,000	(³)	1,000	(³)	1,075	1,720	1,200	1,920	1,300	2,080	2,520	2,640	3,195
13.....	1,000	(³)	1,000	(³)	1,075	1,720	1,200	1,920	1,300	2,080	2,920	3,080	3,780
14.....	1,000	(³)	1,000	(³)	1,075	1,720	1,200	1,920	1,300	2,080	3,400	3,600	4,410
15.....	1,000	(³)	1,000	(³)	1,080	1,725	1,200	1,920	1,300	2,080	3,360	3,605	5,130
16.....	800	(³)	800	(³)	860	(³)	960	(³)	1,040	(³)	2,000	2,000	5,240
17.....	800	(³)	800	(³)	860	(³)	960	(³)	1,040	(³)	2,000	2,000	3,000
18.....	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**C-2—Provisions and Salary Ranges for Within-Grade Increases, General Schedule, by Grade,
Selected Periods, October 1949—July 1964—Continued**

General schedule grade	Range as percent of minimum salary											Oct. 1962	Jan. 1964	July 1964
	Oct. 1949		July 1951		Mar. 1955		Jan. 1958		July 1960					
	Longevity ¹													
	Ex- cluding	In- cluding	Ex- cluding	In- cluding	Ex- cluding	In- cluding	Ex- cluding	In- cluding	Ex- cluding	In- cluding				
1.....	21.8	32.7	19.2	28.8	19.0	28.4	19.3	28.9	19.8	29.7	29.1	28.6	30.6	
2.....	19.6	29.4	17.5	26.2	17.2	25.8	17.5	26.3	18.0	27.0	26.5	26.1	30.6	
3.....	18.1	27.2	16.3	24.4	16.1	24.1	16.3	24.5	16.8	25.1	26.4	26.3	30.3	
4.....	16.7	25.0	15.1	22.7	14.9	22.4	15.2	22.8	15.6	23.4	30.7	29.9	30.1	
5.....	24.2	36.3	22.0	33.0	22.1	33.1	22.3	33.4	22.8	34.2	31.5	30.7	29.7	
6.....	21.7	32.6	19.8	29.6	19.9	29.8	20.0	30.1	20.5	30.7	30.4	30.1	30.2	
7.....	19.6	29.4	17.8	26.8	17.9	26.9	18.1	27.1	18.5	27.7	30.1	30.3	29.8	
8.....	17.9	26.8	16.2	24.4	16.3	24.4	16.5	24.7	16.8	25.2	30.3	29.6	29.9	
9.....	16.3	24.5	14.8	22.2	14.9	22.3	15.0	22.6	15.4	23.1	30.3	29.4	30.5	
10.....	15.0	22.5	13.6	20.5	13.7	20.5	13.8	20.8	14.2	21.2	30.2	29.8	30.8	
11.....	18.5	(³)	16.8	(³)	16.8	26.9	17.1	27.3	17.2	27.5	26.4	26.6	30.7	
12.....	15.6	(³)	14.2	(³)	14.2	22.7	14.4	23.0	14.5	23.2	26.6	26.5	31.2	
13.....	13.2	(³)	12.0	(³)	12.0	19.1	12.1	19.4	12.2	19.6	26.2	26.3	31.3	
14.....	11.4	(³)	10.4	(³)	10.4	16.7	10.6	16.9	10.6	17.0	26.5	26.4	31.1	
15.....	10.0	(³)	9.3	(³)	9.3	14.9	9.4	15.0	9.5	15.1	23.1	23.0	31.2	
16.....	7.1	(³)	6.7	(³)	6.7	(³)	6.8	(³)	6.8	(³)	12.5	12.5	27.7	
17.....	6.6	(³)	6.2	(³)	⁴ 6.2	(³)	6.2	(³)	6.3	(³)	11.1	11.1	14.0	
18.....	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ Prior to October 1962, employees in grades GS-1 through 10 progressed from 1 step to the next within a grade every 52 weeks until they reached the 7th step (the maximum excluding longevity steps), while those in grades GS-11 through 17 progressed to each of the 5 or 6 regular steps at 78-week intervals. Progress to the 3 longevity steps (see table A for period and grades for which longevity steps were in effect), was at 3-year intervals. Beginning in October 1962, employees in grades GS 1-17 maintaining acceptable levels of performance progressed to the next higher step after 1 year in steps 1, 2, or 3, after 2 years in steps 4, 5, or 6, and after 3 years in steps 7, 8, or 9. Longevity steps no longer exist; the former longevity steps were incorporated into the regular pay schedule in October 1962.

² In the 1962 and January 1964 salary schedules, the increment between steps was \$105 through step 6. Between the 6th and 7th steps, it was \$110 in the 1962 schedule and \$120 in the 1964 schedule. In both schedules the increment was \$125 beyond the 7th step.

³ Longevity steps were provided only for employees in grades 1-10 until September 1954 when they were extended to grades 11-15.

⁴ This range became effective in July 1956 when 1 step was added to grade 17. In March 1955 the range was \$645 or 4.6 percent.

D—Related Wage Practices¹

Effective date	Provision	Applications, exceptions, and other related matters
<i>Salary Rate Retention</i>		
<p>July 1, 1956 (P.L. 594, 84th Cong., 2d sess., June 18, 1956).</p> <p>Aug. 23, 1958 (P.L. 737, 85th Cong., 2d sess., Aug. 23 1958).</p>	<p>Basic compensation rate plus any subsequent increases provided by law preserved for employee whose position was reclassified into a lower grade and who had been in position continuously for at least 2 years.</p>	<p>Not applicable to GS-16, 17, and 18. Provision retroactive to July 1, 1954. Not applicable if job duties were materially changed, according to Comptroller General's ruling.</p> <p>Previous protection against reduction in pay upon reclassification into lower grade extended to those whose job duties changed materially. Provision made applicable to those downgraded on July 1, 1954, or later. Salary adjustments to be effective not earlier than Aug. 23, 1958. Salary retention under this provision limited to 2 years.</p>
<i>Premium Pay for Nightwork</i>		
<p>July 1, 1924-----</p> <p>July 1, 1945 (act of June 30, 1945).</p> <p>July 1, 1946 (act of July 1, 1946).</p> <p>July 1, 1948 (act of July 3, 1948).</p> <p>Nov. 7, 1954 (P. L. 763, 83d Cong., 2d sess., Sept. 1, 1954).</p>	<p>No provision for night work premium pay.</p> <p>10 percent differential for regularly scheduled hours of work between 6 p. m. and 6 a. m.</p>	<p>Differential not paid employees for nightwork outside of a regularly scheduled tour of duty or when employee is on leave. Limited to hours in basic 40-hour workweek. Aggregate rate including base rate, overtime, holiday and night pay not to exceed a rate of \$10,000 per annum.</p> <p>Night premium extended to hours beyond basic 40-hour workweek between 6 p. m. and 6 a. m.</p> <p>Aggregate rate increased to \$10,330.</p> <p>Night premium extended to cover periods of leave with pay of less than 8 hours during any pay period and periods when employees are excused from nightwork on a holiday. See also provisions for increasing annual salary in lieu of premium pay under the section on Overtime Pay.</p>

See footnote at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Overtime Pay²</i>		
July 1, 1924 (act of Mar. 15, 1898)-----	No provision for payment for overtime work-----	Although the law specified that employees were to work minimum of 7 hours a day, exclusive of Sundays, it provided that head of an agency or department could, by written order, extend hours of an employee, but prohibited payment of additional compensation.
1940-1942 (acts of June 28, 1940, Oct. 21, 1940, June 3, 1941 and Feb. 10, 1942).		Time and one-half for work in excess of 40 hours a week applicable to specific occupations of War and Navy Depts., Coast Guard, Maritime Commission and National Advisory Committee for Aeronautics.
Dec. 1, 1942 (Joint resolution of Dec. 22, 1942).	Time and one-half for work in excess of 40 hours a week, payable only on that part of basic compensation not in excess of a rate of \$2,900 a year. Basic salary plus overtime not to exceed a rate of \$5,000 for any pay period on salaries below \$5,000. No overtime paid on salaries above \$5,000.	10 percent in lieu of overtime for employees whose tour of duty was intermittent, irregular or less than full time. The \$2,900 and \$5,000 provisions also applied to these employees. Resolution expired Apr. 30, 1943.
May 1, 1943, (act of May 7, 1943)-----	Overtime provision of December 1942 reenacted-----	Applicable to per-annum Classification Act employees generally. Additional compensation at rate of \$300 a year was paid employees whose earned overtime pay under this provision for any pay period was less than at rate of \$300 a year. Heads of departments could, at their discretion, grant compensatory time off in lieu of overtime only for overtime exceeding 48 hours a week. Employees whose hours of duty were irregular, specified employees in or under the legislative or judicial branch whose positions fell under Classification Act, and employees whose hours of work were governed by hours of private establishments which they served, to receive overtime at rate of \$300 a year if basic compensation was less than \$2,000 or 15 percent of that part of the basic compensation not in excess of a rate of \$2,900 if salary was more than \$2,000. Additional overtime compensation for any pay period limited to 25 percent of earned basic compensation for such pay period. Act expired June 30, 1945.
July 30, 1944 (act of July 30, 1944)-----		Additional compensation to per annum Classification Act employees at rate of \$300 per annum if basic compensation was less than \$2,000 per annum, or 15 percent of compensation not in excess of \$2,900 per annum if basic compensation was at a rate of \$2,000 or more.
July 1, 1945 (act of June 30, 1945)-----	Changed to: Time and one-half to employees whose basic compensation was less than \$2,980; declining rate of overtime pay to employees whose basic compensation was more than \$2,980. ³	Hourly rate of employees determined by dividing basic annual compensation by 2,080 (previously 2,880) hours. Heads of departments could, by regulation, grant compensatory time off for irregular or occasional overtime work in excess of 48 hours to employees requesting such compensatory time off. Aggregate rate of compensation not to exceed a rate of \$10,000 per annum.
July 1, 1946 (act of May 24, 1946)-----		Compensatory time off permissible for irregular or occasional overtime work in excess of 40 hours a week.
July 1, 1948 (act of July 3, 1948)-----		Aggregate rate increased to \$10,330.

See footnotes at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Overtime Pay²—Continued</i>		
Nov. 7, 1954 (P.L. 763, 83d Cong., 2d sess., Sept. 1, 1954).	<p>Changed to: Time and one-half to employees whose basic compensation did not exceed the GS-9 minimum rate (\$5,060, increased to \$5,440 effective Mar. 1955, and to \$5,985 effective Jan. 1958; overtime pay to employees at higher salary rates equal to time and one-half the GS-9 minimum rate).</p> <p>Additional annual pay (1) up to 25 percent of base rates authorized for standby employees in lieu of all overtime, night, and holiday pay and (2) up to 15 percent for employees where duties require substantial amounts of unscheduled overtime, which cannot be controlled administratively, in lieu of other pay for irregular or unscheduled overtime and for night and holiday duty.</p>	<p>Maximum payment of basic salary plus premium pay in any one pay period increased to top regular GS-15 rate (\$11,800, increased to \$12,690 in Mar. 1955, and to \$13,970 in Jan. 1958). Agencies authorized to require employees above maximum regular rate of GS-9 to take compensatory time off in lieu of overtime pay for irregular or occasional overtime.</p> <p>New aggregate pay not to be below employee's existing aggregate pay. Additional pay not to exceed 25 and 15 percent, respectively, of GS-9 minimum scheduled rate. Those receiving up to 15 percent could also receive premium pay for regularly scheduled overtime. Subject to Civil Service Commission approval.</p>
<i>Premium Pay for Saturday and Sunday Work</i>		
July 1, 1924-----	No provisions for premium pay for work on Saturday or Sunday.	
<i>Holiday Pay</i>		
July 1, 1924 (act of Jan. 6, 1885, June 28, 1894, and Mar. 15, 1898).	6 or more paid holidays for which employees receive their regular pay. No additional pay for holidays worked.	Regular holidays were: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Christmas Day. Thanksgiving Day was a paid holiday by Presidential proclamation. Other days on which the departments and agencies were closed by Executive order were treated as paid holidays.
May 13, 1938 (act of May 13, 1938).	Added: Armistice Day made a paid holiday -----	
Dec. 26, 1941 (act of Dec. 26, 1941).	-----	Thanksgiving Day made a paid holiday by statute.
May 12, 1943 (White House memorandum).	Changed to: All holidays, except Christmas, made work days.	To be effective after the cessation of hostilities with reestablishment of normal holidays by Executive order. Aggregate rate for base rate, overtime, holiday and night pay not to exceed a rate of \$10,000 per annum.
July 1, 1945 (act of June 30, 1945).	Changed to: Time and one-half (total) the regular rate for work on holidays established by law or Executive order.	
Aug. 23, 1945 (White House memorandum).	8 regular paid holidays restored -----	

See footnotes at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Holiday Pay—Continued</i>		
Oct. 3, 1945 (Executive Order No. 9636 of same date).	For employees whose basic workweek did not include Sunday, the Monday following a Sunday holiday to be considered a legal public holiday.	For employees whose basic workweek included Sunday and Monday, either day, as determined by head of department, to be considered a legal public holiday.
July 1, 1946 (act of July 1, 1946). July 1, 1948 (act of July 3, 1948).	Changed to: Double time (total) for holidays worked.....	For employees whose basic workweek included Sunday but not Monday, only Sunday to be considered a legal public holiday. Holiday must fall within employee's basic workweek of 40 hours. Maximum holiday pay limited to 8 hours. Aggregate rate increased to \$10,330.
Aug. 9, 1952 (Executive Order No. 10358, dated June 9, 1952).	Changed to: For employees whose basic workweek did not include Sunday, the next workday following a Sunday holiday to be considered a legal public holiday.	For employees whose basic workweek included Sunday, whenever a holiday fell on a day administratively scheduled as a "regular" weekly nonworkday in lieu of Sunday, the next workday of the basic workweek to be considered a legal public holiday.
Nov. 7, 1954 (P.L. 763, 83d Cong., 2d sess., Sept. 1, 1954).		Added: Whenever the first Monday of September or the fourth Thursday of November or any other holiday which occurred on a specific day of the calendar week (other than Sunday) fell on a day outside the regular basic workweek, the next workday to be considered a legal public holiday.
Jan. 11, 1957 (P.L. 1, 85th Cong., 1st sess., Jan. 11, 1957).		Minimum 2 hours' pay at holiday rate for employees required to work on holiday within basic 40-hour workweek. See also provisions for increasing annual salary in lieu of holiday pay, under the section on Overtime Pay.
July 1, 1959 (P.L. 362, 86th Cong., 1st sess., Sept. 22, 1959).	Added: For employees with a Monday-Friday basic workweek, Friday preceding a Saturday holiday to be considered a legal public holiday.	Presidential inauguration day made a paid holiday by statute for employees of the metropolitan area of the District of Columbia. For employees whose workday covered portions of 2 calendar days, the entire workday on which holiday commenced to be considered a legal public holiday.
		Not applicable to employees on a Monday-Saturday basic workweek. For employees with other than Monday-Friday basic workweek, workday preceding a nonworkday holiday (other than nonworkday scheduled in lieu of Sunday) to be considered a legal public holiday.

See footnote at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Vacation Pay (Annual Leave)</i>		
<p>July 1, 1924 (act of Mar. 15, 1898)--- July 1, 1932 (act of June 30, 1932)--- Mar. 14, 1936 (act of Mar. 14, 1936)--- Sept. 8, 1939 (act of Dec. 17, 1942)--- Mar. 2, 1940 (act of Mar. 2, 1940)--- July 24, 1947 (act of July 25, 1947)-----</p>	<p>Maximum of 30 days' annual leave with pay allowed employees in any 1 year. Reduced to: 15 days----- Increased to: 26 days----- ----- -----</p>	<p>Leave granted at discretion of head of agency. Leave was not cumulative. By act of Feb. 24, 1899, leave was exclusive of Sundays and holidays within leave period. Act allowed the accumulation of leave without limit. Accumulation of leave limited to 60 days.⁴ Permissible accumulation of leave increased to 90 days.⁴ Leave made exclusive of nonworkdays established by Executive or administrative order. Permissible accumulation of leave reduced to 60 days.⁴</p>
<p>July 1, 1950 (General Appropriation Act, 1951, Sept. 6, 1950).</p>	<p>-----</p>	<p>Leave earned within the 1950 calendar year and unused at the close of the fiscal year (June 30, 1951) to be canceled.⁵</p>
<p>July 1, 1951 (Independent Offices Appropriation Act, 1952, Aug. 31, 1951).</p>	<p>Reduced to: 20 days -----</p>	<p>Limitation on permissible accumulation of leave continued.⁶ Provision repealed retroactively by Act of Oct. 30, 1951.</p>
<p>Jan. 1, 1952 (P. L. 455, 82d Cong., 2d sess., July 5, 1952).</p>	<p>-----</p>	<p>Provision for future accumulation of annual leave repealed. Leave earned in any calendar year to be used by June 30 of succeeding year.</p>
<p>Jan. 6, 1952 (Annual and Sick Leave Act of 1951, Oct. 30, 1951).</p>	<p>Changed to: Approximately 13 days for employees with less than 3 years' combined civilian and military service; 20 days for 3 but less than 15 years; 26 days for 15 years or more.</p>	<p>Instead of the calendar year, the act established the full biweekly pay period as the basis of computation. Thus employees with up to 3 years' service receive ½ day for each biweekly period; 3 but less than 15 years, ¾ day; and 15 or more years, 1 day. As a result, the exact number of days earned may vary slightly from one year to another. Permissible 60-day maximum accumulation of annual leave restored.</p>
<p>Sept. 1, 1953 (P. L. 102, 83d Cong., 1st sess., July 2, 1953).</p>	<p>-----</p>	<p>Permissible maximum accumulation of annual leave set at 30 days. Department and agency heads to establish rules for reductions of accumulated leave to this limit within a reasonable period.⁶</p>
<p>Sept. 1, 1954 (P. L. 763, 83d Cong., 2d sess., Sept. 1, 1954).</p>	<p>-----</p>	<p>Requirement for reduction in annual leave repealed.⁷</p>
<i>Sick Leave Pay</i>		
<p>July 1, 1924 (act of Mar. 15, 1898). Mar. 14, 1936 (act of Mar. 14, 1936). Mar. 2, 1940 (act of Mar. 2, 1940).</p>	<p>30 days sick leave with pay allowed employees in any 1 year. Changed to : 1¼ days a month (15 days annually). -----</p>	<p>Leave granted at discretion of head of agency and was not cumulative. Leave cumulative to 90 days. Sick leave made exclusive of Sundays, holidays, and nonworkdays established by Executive or administrative order.</p>
<p>Jan. 6, 1952 (Annual and Sick Leave Act of 1951, Oct. 30, 1951).</p>	<p>Reduced to: ½ day for each full biweekly pay period (approximately 13 days annually).</p>	<p>90-day limitation on permissible accumulation of leave removed.</p>

See footnotes at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Call-Back or Call-In Pay</i>		
Nov. 7, 1954 (P. L. 763, 83d Cong., 2d sess., Sept. 1, 1954).	Minimum 2 hours' overtime pay for unscheduled work when called back to place of employment after regularly scheduled hours, or for work on unscheduled day (including holidays outside basic 40-hour week).	See also provision under Holiday Pay.
<i>Travel Pay (Per Diem)</i>		
July 1, 1924-----	Employees required to travel reimbursed for expenses. Time spent in travel outside regular work schedule not paid for.	Regulated by individual departments and agencies.
July 1, 1926 (act of June 3, 1926).	Changed to: Employees required to travel reimbursed for expenses up to \$7 a day or paid per diem not to exceed \$6 a day in lieu of expenses.	Employees also provided with transportation. Generally the per diem allowance was decreased after an extended stay in one locale. The extent and time of reduction was determined administratively by the individual departments and agencies.
July 1, 1932 (act of June 3, 1932)	Per diem maximum reduced to \$5 a day-----	Actual expense provision eliminated.
Jan. 30, 1942 (act of Jan. 30, 1942).	Increased to: \$6 a day maximum -----	
July 1, 1949 (act of June 9, 1949).	Increased to: \$9 a day maximum ⁸ -----	
July 28, 1955 (P. L. 189, 84th Cong., 1st sess., July 28, 1955).	Increased to: \$12 a day maximum ⁹ -----	
Aug. 14, 1961 (P. L. 87-139, Aug. 14, 1961).	Increased: To \$16 a day maximum (was \$12) -----	Increased: For travel within the continental limits of the United States under unusual circumstances when maximum allowance was much less than actual and necessary expenses of trip—to \$30 a day (was \$25).
		Added: For travel outside the continental United States under above circumstances—maximum per diem for country in which employee traveled plus \$10 a day.

See footnotes at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Mileage Allowance</i>		
July 1, 1924-----	Employees required to use private vehicles for official business reimbursed for actual expenses.	Regulated by individual departments and agencies.
Feb. 14, 1931 (act of Feb. 14, 1931).	Changed to: Automobiles—maximum of 7 cents a mile; motorcycles—maximum of 3 cents.	Applicable only to travel outside of official station. By individual agency appropriation travel by private vehicle inside an official station was reimbursed at approximately 3 cents a mile.
Mar. 3, 1933 (act of Mar. 3, 1933).	Reduced to: Automobiles—maximum of 5 cents; motorcycles—maximum of 2 cents.	
Aug. 2, 1946 (act of Aug. 2, 1946).	Added: Private airplanes—maximum of 5 cents a mile; automobiles inside official station—maximum of 4 cents.	
July 1, 1949 (act of June 9, 1949).	Changed to: Automobiles (inside and outside official station) and airplanes—maximum of 7 cents a mile; motorcycles—maximum of 4 cents a mile.	
July 28, 1955 (P. L. 84th Cong., 1st sess., July 28, 1955).	Increased to: Automobiles and airplanes, maximum of 10 cents a mile; motorcycles, maximum of 6 cents a mile. *	
Aug. 14, 1961 (P.L. 87-139, Aug. 14, 1961).	Increased: Automobile and airplane, to 12 cents a mile maximum (was 10); motorcycle, to 8 cents a mile maximum (was 6).	Added: As compensable expense—actual cost of parking fees.
<i>Evacuation Pay</i>		
Sept. 26, 1961 (P.L. 87-304, Oct. 26, 1961).	<p>Established: Emergency payments at currently authorized rates for employee evacuated for military or other reasons which created imminent danger to lives of employee and/or dependents.</p> <p>Emergency advance—up to 30 days' compensation, allowances, and differentials.</p> <p>Evacuation pay—up to 180 days' pay to employee unable, by circumstances beyond his and the Government's control, to perform duties of position held immediately before evacuation. Special allowance, as determined by President, could be provided to offset direct and additional expenses of evacuation.</p>	<p>Repayment of all or part of advance could be waived if recovery would be contrary to equity and good conscience or against public policy.</p> <p>Evacuated employees could be assigned necessary work without regard to grade or job title.</p>
<i>Jury Duty or Witness Pay</i>		
July 1, 1924-----	No provision for jury duty or witness pay-----	Federal employees were disqualified for jury duty until passage of the act of Aug. 22, 1935.
Aug. 22, 1935 (act of Aug. 22, 1935).	Employees serving on Federal or District of Columbia juries or acting as witnesses paid for time absent.	Time absent not deducted from annual leave. Employees not paid jury or witness fee.
June 29, 1940 (act of June 29, 1940).	Added: Pay for jury or witness duty in any State court-----	

See footnotes at end of table.

D—Related Wage Practices —Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Training</i>		
<p>July 7, 1958 (P. L. 507, 85th Cong., 2d sess., July 7, 1958).</p>	<p>Provides training through Government or non-Government facilities as a means for increasing agency efficiency.</p> <p><i>Expense:</i> Head of each department authorized to pay (1) all or any part of the employee's salary (excluding overtime, holiday pay, and night-shift differential) and (2) necessary expenses for (a) travel and per diem, (b) transportation of immediate family and household goods, (c) tuition, matriculation, library, and laboratory fees, and (d) other directly related services.</p> <p><i>Limitations:</i> (1) Man-years of non-Government facility training in a department in any fiscal year not to exceed 1 percent of total number of man-years of civilian employment; and (2) employee must have at least 1 year of current, continuous service in Government unless otherwise determined by department and Civil Service Commission and must not receive more than 1 year's training for each 10-year service period.</p> <p><i>Retention in service:</i> After expiration of training, employee must agree to continue in service of department for at least three times the length of training period unless involuntarily separated.</p>	<p>Within 90 days after enactment and at least once every 3 years thereafter, head of each department is to review training needs and, within 270 days after enactment, put program into effect. Non-Government facilities to be used only when adequate Government facilities not available.</p> <p>Training not to be given for purpose of giving employee the opportunity to earn a degree or to qualify him for position for which such degree is basic requirement.</p> <p>Civil Service Commission authorized to prescribe other limitations.</p> <p>If voluntarily separated, employee must pay training expense except when waived by department head in public interest. Employee transferring to another department not obligated to repay expenses unless notified to do so by department prior to transfer.</p>
<i>Uniform Allowances</i>		
<p>Sept. 1, 1954 (P. L. 763, 83d Cong., 2d sess., Sept. 1, 1954).</p>	<p>Up to \$100 annual allowance established for each employee required by regulation to wear a uniform on duty.</p>	<p>Agencies to furnish uniform or reimburse employee. Allowance not considered as salary.</p>
<i>Moving Expenses</i>		
<p>July 1, 1924 ----- Oct. 10, 1940 (act of Oct. 10, 1940). Nov. 1, 1946 (act of Aug. 2, 1946).</p>	<p>Employees required to change official stations reimbursed for travel and cost of moving household goods.</p>	<p>Expenses incurred in changing official stations regulated by individual agencies. Generally the regulations provided for employees' traveling expenses and costs of moving household goods.</p> <p>Act made moving expense provisions uniform for all agencies. Maximum cost limited to 5,000 pounds of household goods.</p> <p>Travel expenses of family included as reimbursable item. Maximum reimbursement limited to 7,000 pounds of household goods.</p>

See footnote at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Moving Expenses—Continued</i>		
<p>Feb. 12, 1958 (P. L. 326, 85th Cong., 2d sess., Feb. 12, 1958).</p> <p>Aug. 25, 1958 (P. L. 749, 85th Cong., 2d sess., Feb. 12, 1958).</p> <p>Aug. 25, 1960 (P.L. 587, 86th Cong., 2d sess., July 5, 1960).</p>	<p>Added: Allowance for moving house trailer or mobile dwelling within the United States or Alaska or between these two locations.</p> <p>Added: Payment of travel and moving expenses to first duty station in the United States or Alaska for new appointees in certain technical and scientific positions.</p> <p>Changed: Travel and moving expenses to first duty station in United States for new appointees in manpower shortage positions.</p> <p>Added: Above benefits to student trainees in manpower shortage positions, on completion of college work.</p>	<p>Not to exceed 20 cents a mile in lieu of other allowances for transportation of household goods and personal effects. President to issue regulations.</p> <p>Civil Service Commission to identify positions in which manpower shortage exists and which require skills critical to the national security effort. President to issue regulations. Law to be effective for 2 years.</p> <p>Eliminated: Restrictions limiting benefits to occupations critical to national security effort. Authority of Civil Service Commission to identify positions for which a manpower shortage existed continued.</p> <p>Not applicable if expenses were paid upon appointment as student trainee.</p> <p>Previous practice of requiring employee receiving expenses to agree in writing to remain in Government service for 12 months continued.</p>
<i>Unemployment Compensation</i>		
<p>Jan. 1, 1955 (P.L. 767, 83d Cong., 2d sess., Sept. 1, 1954).</p> <p>May 23, 1960 (P.L. 442, 86th Cong., 1st sess., Apr. 22, 1960).</p> <p>April 8, 1961 (P.L. 87-6, Mar. 24, 1961).</p> <p>June 30, 1962 (P.L. 87-6, Mar. 24, 1961).</p>	<p>Separated Federal employees eligible for State unemployment compensation benefit at the end of the period covered by terminal annual leave payment; compensation to be paid in the amount and under the same conditions as for any employee under the State's jurisdiction.</p> <p>Changed: Eligibility for benefits during period covered by terminal annual leave payment to be determined by State law.</p> <p>Added: Temporary unemployment compensation providing the lesser of half the number of weeks of benefits received in previous compensation period or 13 additional weeks (maximum 39 weeks together with regular benefits), at previous benefit rate for employee who exhausted all prior benefit rights after June 30, 1960.</p> <p>Terminated: Temporary unemployment compensation benefits.</p>	<p>The Secretary of Labor was authorized to enter into agreements with any State for reimbursement of payments to Federal employees and administrative costs.</p> <p>Benefits to be determined by the law of the State in which employee had last official station with the following exceptions: benefits to be governed by State of employee's residence when last official station was outside the United States or service was performed in private industry covered under the State law after termination of Federal employment; District of Columbia law to apply when first claim filed while employee was a resident of Puerto Rico or the Virgin Islands.</p>

See footnote at end of table.

D—Related Wage Practices ¹—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Injury and Death Compensation</i> ¹⁰		
July 1, 1924 (act of Sept. 27, 1916) . . .	<p>Benefits provided for disability or death of employee resulting from injury sustained while in performance of duty as follows:</p> <p><i>Total disability</i>—66⅔ percent of monthly pay but not more than \$66.67 a month or less than \$33.33.</p> <p><i>Partial disability</i>—66⅔ percent of the difference between monthly pay and monthly wage-earning capacity during disability, but not more than \$66.67 a month.</p> <p><i>Medical care</i>—Injured employee furnished with medical, surgical, and hospital services and supplies by U. S. medical officers and hospitals.</p> <p><i>Death allowance</i>—Payable if death results within 6 years of injury:</p> <ol style="list-style-type: none"> (1) Widow without children—35 percent of deceased employee's monthly pay until death or remarriage. (2) Widower, without children—35 percent, if wholly dependent on deceased employee for support at time of death. (3) Widow or widower with children—35 percent plus 10 percent for each child, but not to exceed 66⅔ percent. (4) Orphaned children—25 percent for one child, 10 percent for each additional child, but not to exceed 66⅔ percent. (5) Parents—25 percent if one parent was wholly dependent upon deceased for support; 20 percent to each if both were wholly dependent. (6) Other dependents—20 percent to each if wholly dependent on deceased for support, but not to exceed 30 percent if more than one was wholly dependent. <p><i>Burial allowance</i>—\$100 maximum.</p>	<p>Employees injured in performance of duty could elect to receive benefits under Federal Employees Compensation Act or, if eligible, under Civil Service Retirement Act.</p> <p>If basic pay was less than \$33.33 monthly, compensation was to equal full amount of monthly pay. Payments to start on 4th day of disability.</p> <p>In case of minors and learners, compensation could be increased to probable wage-earning capacity if it would have increased but for the injury. Compensation could also be reduced if earnings of employee, irrespective of injury, would probably have decreased because of old age. Payments to start on 4th day of disability.</p> <p>Where Government care is not practical, designated, and approved, private sources could be used.</p> <p>Child's compensation to cease when he dies, marries, or reaches the age of 18; or if over 18 and incapable of self support, when he becomes capable of self support.</p> <p>If one or both are partially dependent on deceased, amount of compensation reduced proportionately. Compensation paid for maximum of 8 years.</p> <p>If one or more of dependents in this category was partially dependent, amount of compensation reduced to 10 percent divided equally. Compensation paid for maximum of 8 years. Compensation paid only if dependents in categories 1 to 5 were not living or if living total compensation of all categories was not to exceed 66⅔ percent of deceased's monthly compensation.</p>
Feb. 12, 1927 (act of Feb. 12, 1927) . . .	<p><i>Total disability</i>—Minimum and maximum benefits increased to \$58.33 and \$116.66, respectively.</p> <p><i>Partial disability</i>—Maximum increased to \$116.66 a month.</p> <p><i>Burial allowance</i>—Maximum increased to \$200.</p>	
Apr. 1, 1933 (act of Mar. 20, 1933) . . .	15 percent decrease in monthly compensation payment . . .	As interpreted by decision of the Comptroller General, dated Apr. 15, 1933.
Feb. 1, 1934 (Independent Office Appropriations Act of 1935, Mar. 28, 1934).	Part of reduction restored; monthly compensation payment reduction changed to 10 percent.	
July 1, 1934 (Independent Office Appropriation Act of 1935, Mar. 28, 1934).	Part of reduction restored, changed to 5 percent	
Apr. 1, 1935 (Joint Resolution No. 3, 74th Cong., 1st sess., Feb. 13, 1935).	Complete restoration of June 1932 monthly compensation levels.	
May 13, 1936 (act of May 3, 1936) . . .	Added: <i>Attendant's allowance</i> —Maximum of \$50 a month when services of an attendant necessary.	Allowance payable when employee was totally blind, lost both hands or feet, or their use, or was paralyzed, or other total disability cases in which constant services of an attendant were necessary.

See footnotes at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Injury and Death Compensation</i> ¹⁰ —Continued		
July 28, 1945 (act of July 28, 1945).	<i>Death allowance</i> —6-year limitation on payment of death benefits removed.	8-year maximum allowable compensation period to parents and "other dependents" removed. Removal of 6-year limitation made retroactive to all injuries occurring prior to July 28, 1945, if death occurred after that date. Removal of 8-year maximum made applicable to dependents receiving compensation, dependents whose claim was in process of initial adjudication, and dependents whose compensation was terminated within 3 years of effective date of amendment, and who were suffering hardship because of the termination.
Nov. 1, 1949 (act of Oct. 14, 1949).	<p>Changed to:</p> <p><i>Total disability</i>—66$\frac{2}{3}$ percent of basic compensation or 75 percent for periods during which employee has one or more dependents. Minimum and maximum benefits increased to \$112.50 and \$525, respectively.</p> <p><i>Partial disability</i>—66$\frac{2}{3}$ percent (or 75 percent if employee has one or more dependents) of the difference between monthly pay and monthly wage-earning capacity. Maximum increased to \$525.</p> <p><i>Attendant's allowance</i>—Increased to \$75 a month.</p> <p><i>Death allowance</i>—(1) Widow without children—increased to 45 percent. (2) Widower without children—increased to 45 percent. (3) Widow or widower with children—increased to 40 percent, plus 15 percent for each child, but not to exceed 75 percent. (4) Orphaned children—increased to 35 percent for one child, 15 percent for each additional child, but not to exceed 75 percent for all.</p> <p><i>Burial allowance</i>—Maximum increased to \$400.</p> <p>Added: <i>Permanent functional losses</i>—Specified number of weeks compensation at full weekly rate in addition to scheduled payments for periods of temporary disability.¹¹</p> <p>Added: <i>Vocational rehabilitation</i> provided, including, when necessary, up to \$50 a month for maintenance.</p>	For a partial functional loss the award is reduced a proportionate number of weeks.
Oct. 1, 1960 (P.L. 767, 86th Cong., 2d sess., Sept. 13, 1960).	<p>Increased:</p> <p><i>Total disability</i>—Minimum to \$180 a month.</p> <p><i>Attendant's allowance</i>—to \$125 a month.</p> <p><i>Burial allowance</i>—Maximum to \$800.</p> <p><i>Vocational rehabilitation</i>—to \$100 a month.</p> <p>Monthly wage base used to compute compensation for injury or death increased to: for awards based on injuries occurring prior to Jan. 1, 1946—30 percent; after Dec. 31, 1945, but prior to Jan. 1, 1951—20 percent; after Dec. 31, 1950, but prior to Jan. 1, 1958—10 percent.</p>	<p>Benefits continued after rehabilitation in proportion to loss in wage-earning capacity.</p> <p>For disability associated with an earlier injury and recurring more than 6 months after employee resumed regular full-time Government employment, compensation to be computed on basis of salary at time (1) of recurrence, (2) disability began, or (3) of original injury, whichever was greatest.</p> <p>Minimum monthly wage base for the computation of death benefits increased from \$150 to \$240.</p> <p>Added: Continuation of medical benefits (including all services, appliances, and supplies prescribed or recommended by qualified physicians) and compensation under permanent disability schedule for injury in performance of duty where injured employee elected to receive a retirement annuity.</p>

See footnotes at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Health Benefit Plans</i>		
July 10, 1960 (P.L. 382, 86th Cong., 1st sess., Sept. 28, 1959).	<p>Contributory health benefit plans established for active employees and those retiring¹² on or after July 1, 1960, and their dependents. Employees could elect a Government-wide service or indemnity plan, each offering two levels of benefits (high and low options), 1 of 13 employee organization plans¹³ or 1 of 21 comprehensive medical plans¹⁴ of the group—or individual—practice prepayment type. Only the provisions of the Government-wide plans are reported here.</p>	<p>Government to contribute 50 percent of lowest rates charged by qualified carrier for high or low option benefits offered by the Government-wide service and indemnity plans, but contribution limited to (1) \$1.25–\$1.75 biweekly for employee or annuitant enrolled for self alone, (2) \$3–\$4.25 biweekly for employee or annuitant enrolled for self and family, and (3) \$1.75–\$2.50 biweekly for a female employee or annuitant enrolled for self and family including a nondependent husband.¹⁵</p> <p>Employees rejecting participation in program when originally offered provided another opportunity during the first “open period” (Oct. 1 through Oct. 15, 1961) to elect plan. At that time, each participating employee to have opportunity to change plan elected or options and to change from self only to family enrollment or the reverse. Additional open periods to be provided by Civil Service Commission, and certain changes (e.g., self only to family) may be made upon occurrence of certain events justifying the change.</p> <p>Benefits effective first pay period in July 1960 for employees electing to participate; employees hired after June 30, 1960, given 31 days to elect or reject participation.</p> <p>Dependents to include wife or husband and unmarried children under age 19.¹⁶</p> <p>Employee on leave without pay could have coverage continued up to 1 year without current cost to employee or Government. Coverage continued for employees retiring after July 1960 and their dependents, and for survivor annuitants of employees who die while enrolled for self and family.</p> <p>Benefits not applicable to employees retired prior to July 1, 1960 (see health benefits plan below for employees retired before July 1, 1960).</p>
	<p>A—Service Benefit Plan (Blue Cross and Blue Shield): LOW OPTION BENEFITS ARE SHOWN IN PARENTHESES</p> <p>Basic Benefits: <i>Hospitalization (room and board):</i> In member hospital, full coverage for semiprivate room or ward accommodations, up to 120 (30) days per admission.¹⁷ In nonmember hospital, actual charges up to \$12 a day for maximum of 120 (30) days. In oversea hospitals, full coverage for usual and customary room and board charges up to 120 (30) days.</p> <p><i>Special hospital expenses:</i> For charges other than room and board. In member hospital, full coverage, up to 120 (30) days per admission for the following services: use of operating, recovery, and treatment rooms and equipment; drugs and medicines for use in the hospital; dressings, ordinary splints, and plaster casts; and when provided and billed as a regular hospital service, laboratory and X-ray examinations, electrocardiograms, metabolism tests, radiation therapy, physical therapy, oxygen and its administration, administration of blood and blood plasma, and anesthetics and their administration. In nonmember hospitals, 90 percent of actual charges for services and supplies listed for member hospitals.</p>	<p>For persons confined to hospital on date of enrollment, plan effective immediately for basic surgical-medical benefits (except physician's visits to nonsurgical patient in hospital) and for supplemental benefits.</p> <p>Employees using private room in member hospital to pay difference between that charge and hospital's average charge for semiprivate accommodations (up to \$12 a day).</p> <p>Room and board benefits not available for nursing or rest homes, hotels, or places for the aged, drug addicts, or alcoholics; in sanatoriums for the care and treatment of tuberculosis or mental or nervous disorders; in any place which was not a “hospital”; or for hospitalization primarily for diagnostic studies or tests or for physiotherapy.</p> <p>Basic benefits limited to 30 (10) days within 12 consecutive months for treatment of pulmonary tuberculosis and mental or nervous disorders.</p> <p>Supplies and services available only to bed patients and for surgical treatment in outpatient department or for emergency surgical or medical treatment in outpatient department within 72 hours after accident.</p> <p>Basic benefits limited to drugs and medicines listed in official formularies.</p> <p>Basic benefits not available for nursing or rest homes, hotels, or places for the aged, drug addicts, or alcoholics; in sanatoriums for the care and treatment of tuberculosis or mental or nervous disorders; in any place which was not a “hospital”; for blood or blood plasma; for hospitalization primarily for diagnostic studies or tests or physiotherapy; or for services unrelated to the condition being treated, special braces, or artificial limbs or eyes.</p>

See footnotes at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Health Benefit Plans—Continued</i>		
July 10, 1960 (P.L. 382, 86th Cong., 1st sess., Sept. 28, 1959)—Con.	<p><i>Surgical-medical:</i>¹⁸ Plan to pay physician a set fee, depending on area, in accordance with high or low option fee schedule for the following benefits:</p> <p>In hospital—for bed cases, physical therapy, laboratory, pathological services, and diagnostic X-ray (the latter also within 72 hours after an accident, in doctor's office or hospital outpatient department), and for nonsurgical cases, doctor's visits up to 120 (30) days per admission.</p> <p>In or out of hospital—surgery, radiation therapy, and anesthesia.</p> <p><i>Maternity:</i> Full coverage of hospital charges up to \$100 (\$10 for each day in hospital up to 10 days), plus fee set locally for obstetrician's and anesthesiologist's services.</p> <p>Supplemental Benefits:</p> <p><i>Major medical:</i> 80 (75) percent of total expenses incurred in a benefit period¹⁹ in excess of basic benefits plus \$100 (\$200) "deductible," up to \$10,000 (\$2,500). Expenses covered were: hospitalization, up to \$25 (\$15) a day for room and board; surgical-medical benefits, including surgery, home calls, consultations, office visits, doctor's visits in the hospital, and specialist's visits in or out of hospital; use of operating and treatment rooms; drugs and dressings used in a hospital; private nurse; prescription drugs used outside hospital; X-ray and diagnostic laboratory procedures; ambulance service related to inpatient care or to outpatient accident care; transfusions, including cost of blood and plasma, anesthesia, oxygen, braces, crutches, and artificial limbs and eyes; rental of durable equipment for treatment and services of qualified professional therapist.</p> <p>B—Indemnity Benefit Plan:</p> <p>LOW OPTION BENEFITS ARE SHOWN IN PARENTHESES</p> <p><i>Maximum benefit:</i> \$30,000 (\$10,000) each for employee and dependents.</p> <p><i>Hospitalization (room and board):</i> First \$1,000 a year (\$250) for semiprivate or ward accommodations, plus 80 (75) percent of balance.</p>	<p>In "service areas"—For patients within annual income limit, doctor to accept local scheduled fee as full payment; patients above income limit to pay excess over local scheduled fees.</p> <p>In "nonservice areas"—Patient to pay doctor excess of regular fee over plan scheduled fees.</p> <p>Basic benefits limited for the following: cosmetic surgery—to that required to correct accidental injury; oral surgery—by excluding that involving tooth structure, alveolar process, periodontal disease, or abscess; diagnostic X-ray, laboratory, and pathological services—to those related to the condition diagnosed; in-hospital medical care of pulmonary tuberculosis and mental and nervous disorders—to that in hospital (not a sanatorium) with benefits not to exceed 30 (10) days during any 12 consecutive months.</p> <p>Benefits not available for administration of anesthetics by operating surgeon or assistant or for home or office visits by physician (except for surgery and for radiation therapy).</p> <p>No waiting period for maternity benefits.</p> <p>Benefits limited to employees or employees' wives covered under family enrollments and to pregnancies ending while individual was covered by plan.</p> <p>Benefits not available for diagnostic X-ray, laboratory, or pathological services related to pregnancy.</p> <p>Regular instead of maternity benefits, and under certain conditions, supplemental benefits, paid in cases involving severe complications.</p> <p>On submission of evidence of insurability, maximum benefit could be reinstated.</p> <p>Each covered member of family to have separate deductible²⁰ for each benefit period.</p> <p>Supplemental benefits reduced by amounts received from other health and welfare plans.</p> <p>Supplemental benefits limited for the following: Cosmetic surgery and treatment and dental work—to that required to correct accidental injury; nursing care—to that provided by a registered professional nurse or, in a hospital, by a registered practical nurse not related to insured (low option limited to 75 percent of charges up to \$500); maternity care—to severe complications of pregnancy; mental or nervous disorders—to inpatient care, including treatment in a mental institution, and to 50 percent of outpatient and out-of-hospital treatment (low option limited to inpatient treatment in hospital, not mental institution); pulmonary tuberculosis—to inpatient care in a hospital or sanatorium.</p> <p>Benefits effective immediately except maximum benefit limited to \$1,000 (\$500) for persons confined to hospital or other institution on date of enrollment.</p> <p>Up to \$1,000 (\$500) of benefits received in previous year restored on January 1 of each year. Maximum benefit amount could be restored at any time on submission of evidence of insurability.</p> <p>Maternity expenses not charged against maximum benefit.</p> <p>Employees using private room to pay difference between cost of private room and hospital's average charge for semiprivate accommodations.</p> <p>Benefits not available for personal comfort services such as radio and television, beauty and barber services; or for room and board expense in nursing homes, rest homes, hotels, and in places for the aged, drug addicts, alcoholics, or in any other place which was not a hospital.</p>

See footnotes at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Health Benefit Plans—Continued</i>		
July 10, 1960 (P.L. 382, 86th Cong., 1st sess., Sept. 28, 1959)—Con.	<p><i>Special hospital expenses:</i> 80 (75) percent of expenses in excess of \$50²¹ deductible for the following: in hospital—all services and supplies; out of hospital—private nurse; drugs and medicines requiring doctor's prescription; diagnostic X-ray and laboratory tests and examinations; ambulance service; blood and blood plasma; electrocardiograms; anesthesia; basal metabolism tests; oxygen; surgical dressings, splints, and casts; intravenous injections and solutions; X-ray, radium, and radioactive isotopes therapy; artificial limbs and eyes.</p> <p><i>Surgical-medical:</i> 80 (75) percent of expenses in excess of \$50²¹ deductible for the following: professional services of physician, surgeon, radiologist, internist, and other specialists, both in and out of a hospital, including all surgery, office visits, home calls, consultations, and doctor's visits in hospital.</p> <p><i>Maternity:</i> Full hospital charges up to \$15 (\$10) a day for maximum of 10 days. Obstetrician's fees: Normal delivery, \$90; caesarean section, \$150; and \$60 for other termination of pregnancy. Anesthetist fees range from \$12 to \$30 depending on procedure provided.</p>	<p>Benefits limited for: cosmetic surgery and treatment—to that necessary for prompt repair of accidental injuries; ambulance service—to that necessary for trip to first hospital where treated; services of a private nurse—to nurse not related to insured and not ordinarily living in home of insured; physiotherapy—to that administered by physician or prescribed and administered by qualified physiotherapist not related to insured and not ordinarily living in the home of insured; dental work—to that necessary for prompt repair of accidental injury to natural teeth and to oral surgery not involving tooth structure, alveolar process, abscess, periodontal disease, or disease of gingival tissue; drugs and medicines while not confined in hospital to amount exceeding \$30 each calendar year; mental and nervous disorders while not confined in hospital—to 50 percent of covered expenses.</p> <p>Benefits not available for personal comfort services; blood or blood plasma donated or replaced; routine physical examinations, eye examinations, and immunizations.</p> <p>\$50 deductible applied to each covered family member once a calendar year, but not over 3 per family a year. Expenses applied against deductible in last 3 months of calendar year credited toward the deductible for the next year.</p> <p>Same limitations as applied to special hospital expenses.</p>
July 1, 1961 (P.L. 724, 86th Cong., 2d sess., Sept. 8, 1960).	<p>Contributory health benefit plan established. Available to certain employees retired prior to July 1, 1960, their dependents, and dependents of deceased retirees or employees, if eligible for annuities.²²</p> <p>Annuitants could (1) enroll in uniform Government-wide plan, (2) retain existing plan, (3) enroll in another plan, or (4) waive benefits under the program.²²</p> <p style="text-align: center;">ONLY PROVISIONS OF THE UNIFORM GOVERNMENT-WIDE PLAN ARE REPORTED HERE</p> <p>Basic Benefits: <i>Hospitalization (room and board):</i> Up to \$15 a day for maximum of 31 days during any calendar year, limited to \$465 for any one confinement. <i>Special hospital expenses:</i> For in-hospital charges other than room and board, up to \$150 in any calendar year. <i>Surgical benefits:</i> Up to \$240 in any calendar year in accordance with surgical schedule.</p>	<p>No waiting period for maternity benefits.</p> <p>Benefits limited to employees or employees' wives covered under family enrollment and to pregnancies ending while individual was covered by plan.</p> <p>Regular benefits instead of maternity benefits paid in cases involving severe complications; these benefits subject to the deductible provision.</p> <p>Deductible not applicable in regular maternity cases.</p> <p>Maternity benefits not counted against maximum benefit.</p> <p>Government to contribute \$3 a month for retired employee enrolled for self only and double the individual contribution for a retired employee and dependents.²³</p> <p>In addition, Government to contribute an amount, up to 2 percent of each contribution, for payment of expenses incurred by the Civil Service Commission in administering plan.</p> <p>Employee could elect one of three types of coverage—basic, major medical, or combined basic and major medical.</p> <p>The following not to be included in covered expenses by the uniform plan under either basic or supplemental benefits and not to be considered "deductible" for supplemental benefit purposes: services and supplies not specifically listed in plan booklet or those not recommended by doctor; personal comfort services; disease or injury covered in whole or in part by workmen's compensation; pregnancy, childbirth, or miscarriage; cosmetic surgery and related services except those necessary for prompt repair of injuries; most dental work or oral surgery, except that necessary for the prompt repair of injuries; routine physical eye examination, and immunizations; mental or nervous disorders while not confined in a hospital.</p> <p>Benefits also applicable to hospital outpatients for surgery and emergency treatment on day of accident or the next day.</p> <p>Benefits payable whether surgery performed in or out of hospital.</p>

See footnotes at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Health Benefit Plans—Continued</i>		
July 1, 1961 (P.L. 724, 86th Cong., 2d sess., Sept. 8, 1960)—Con.	<p>Supplemental Benefits: <i>Major medical:</i> \$5,000 lifetime maximum benefit per person. Expenses covered in calendar year were: hospitalization (room and board) up to \$12 a day beginning on 32d day with maximum of 90 days; convalescent hospitalization (room and board) up to \$6 a day for maximum of 31 days.²⁴ In addition: 75 percent of expenses incurred in excess of calendar year deductible of \$100 per person or \$150 per family for the following: special hospital expense—amount in excess of \$150; surgery—amount in excess of \$240; doctor's fees, including home, office, or hospital visits for nonsurgical treatment; nurses' charges in or out of hospital, up to \$16 a day for maximum of 31 days; out-of-hospital charges including drugs and medicines requiring doctor's prescription; diagnostic X-rays and other diagnostic and laboratory tests; X-ray, radium, and radioactive isotope treatment; blood or blood plasma not donated or replaced, anesthetic, and oxygen; and rental of durable medical or surgical equipment.</p>	<p>Payments made under basic benefits not to be charged against \$5,000 maximum. Deductible applied to major medical expenses whether or not annuitant was insured for basic coverage. The following expenses not to be credited toward the \$100 or \$150 deductible: room and board in hospital or in convalescent hospital; salaries of special or private duty nurses exceeding \$16 a day for 31 days; or charges for a family member who received maximum benefit.</p>
Nov. 1, 1961	<p>A—Service Benefit Plan: (Blue Cross and Blue Shield):</p> <p style="text-align: center;">LOW OPTION BENEFITS, WHERE DIFFERENT, ARE SHOWN IN PARENTHESES</p> <p>Basic Benefits: <i>Special hospital expenses</i>.....</p> <p><i>Surgical-medical:</i> Added: Out of hospital—Physician's fee paid for (1) emergency first aid within 72 hours of accidental injury for which basic benefits were not payable, and (2) removal of casts and sutures by physician other than one who applied them.</p> <p><i>Maternity:</i> Increased: Benefits for cesarean delivery and miscarriage to regular basic and supplemental benefits. Added: Anesthesia—Up to \$18 (\$12) for administration by hospital employee if all charges for covered services exceeded maternity allowance under plan.</p>	<p>Added: Payments for supplies and services provided for 24 hours after use of operating room for surgical care. Radiation therapy for outpatients.</p> <p>Definition of physician expanded to include surgical chiropodist, as well as medical doctor, osteopath, and dental surgeon.</p>

See footnotes at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Health Benefit Plans—Continued</i>		
Nov. 1, 1961— Continued.	<p>Supplemental Benefits: <i>Major medical:</i> Reduced: Low option deductible to \$150..... Increased: Low option maximum per benefit period²⁴ to \$5,000. Maximum for 3 benefit periods or more to \$30,000 (was \$20,000 for 2 periods or more); maximum for 2 periods or more to \$10,000 (was \$5,000). Changed: Charges paid in excess of \$20 (\$25) for x-rays, laboratory, basal metabolism, and radioisotope examinations, electrocardiograms, and electroencephalograms in physician's office or hospital outpatient department. B—Indemnity Benefit Plan:</p> <p style="text-align: center;">LOW OPTION BENEFITS, WHERE DIFFERENT, ARE SHOWN IN PARENTHESES</p> <p><i>Hospitalization (room and board):</i> Increased: Low option allowable expenses—to \$500 plus 75 percent of balance. <i>Special hospital expenses</i>.....</p>	<p>Added: Outside hospital—Licensed practical nurse's services when registered nurse not available. Eliminated: Low option limit (75 percent of charges up to \$500) on nursing care. Increased: Low option mental and nervous disorder care to 50 percent of charges for outpatient and out-of-hospital treatment in excess of deductible.</p> <p>Eliminated: \$30 deductible for drugs and medicines while not confined to hospital. Definition of physician included medical doctor, osteopath, dentist, chiroprapist, and Christian Science practitioner. Added: Services of (1) qualified psychologist, (2) licensed practical nurse when hospital used such nurses for private care, or when doctor prescribed 24-hour care and combination of registered and licensed practical nurses was used, or when services of registered nurse were prescribed but not available, (3) qualified Christian Science nurse, and (4) Christian Science practitioner in lieu of doctor. Benefits for (1) excision of not completely erupted impacted teeth, (2) specified diseases, injuries, or malformations of the foot, (3) eyeglasses and hearing aids if necessary because of accident and obtained within 90 days, (4) ambulance service to second hospital if treatment not available at first, and from hospital to home if required by patient's condition.</p>
Nov. 15, 1961.....	<p><i>Maternity:</i> Eliminated: Anesthetist schedule. <i>Other medical expenses</i>.....</p>	<p>Reduced: Benefits for mental and nervous disorders while not confined in hospital—to lesser of \$250 a year or 50 percent of covered expenses (was 50 percent of covered expenses).</p>
Nov. 1, 1963.....	<p>A—Service Benefit Plan: Basic Benefits: <i>Hospitalization (room and board)</i>..... <i>Surgical-medical:</i> Added: High option—Intensive medical care for up to 10 days for patient eligible for in-hospital medical care. <i>Maternity</i>..... Supplemental Benefits: <i>Major medical:</i>²⁵ Increased: Maximum payable in any one benefit period to \$30,000 (\$10,000). B—Indemnity Benefit Plan: <i>Maximum benefits:</i> Increased to \$40,000 (\$15,000)..... Changed: <i>Special hospital expenses:</i> Deductible reduced to maximum of \$25. <i>Maternity:</i> Regular benefits provided.</p>	<p>Increased: Benefits for treatment of pulmonary tuberculosis or mental or nervous disorders—to full amount of basic benefits. Added: Diagnostic X-rays in hospital outpatient department or in doctor's office in connection with minor surgery. Laboratory and pathological services in hospital outpatient department within 72 hours after an accident or in connection with minor surgery. Revised: Doctor's fees in "nonservice areas" to conform to a national scale of relative values. Eliminated: Deduction from total delivery allowance of amounts paid for false labor or threatened miscarriage. Changed: Drugs and medicines for nervous and mental disorders to be included in regular supplemental benefits (formerly subject to 50-percent limit). Increased: Employee contributions for family benefits. Changed: Eyeglasses provided to correct impairment caused by accident or surgery if obtained within 1 year. Hearing aids provided if necessitated by accident and obtained within 120 days.</p>

See footnotes at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Health Benefit Plans—Continued</i>		
<p>Nov. 1, 1963—Con.</p> <p>Mar. 17, 1964 (P.L. 88-284, Mar. 17, 1964).</p> <p>First pay period after June 16, 1964. (P.L. 88-284, Mar. 17, 1964).</p>		<p>Added: Prosthetic devices (except dental) to replace all or part of an internal organ.</p> <p>Increased: Age at which coverage of dependent children ceased—to 21 years.</p> <p>Added: Foster child to definition of dependents.</p> <p>Increased: Government contribution for woman employee or annuitant enrolled for self and family including nondependent husband to \$3-\$4.25 biweekly (same as men employees or annuitants).</p> <p>Added: Coverage extended to retirees (including those disabled before July 1, 1960) enrolled in a plan before Dec. 31, 1964, and continuing coverage after retirement if otherwise eligible (formerly retiree must have enrolled at first opportunity).</p>
<i>Group Life Insurance</i>		
<p>Aug. 29, 1954 (P. L. 598, 83d Cong., 2d sess., Aug. 17, 1954).</p> <p>Aug. 17, 1954 (P. L. 356, 84th Cong., 1st sess., Aug. 11, 1955).</p> <p>Aug. 29, 1954 (P. L. 541, 84th Cong., 2d sess., May 28, 1956).</p>	<p>Contributory life insurance plan for all regular employees²⁷ established to provide benefits approximating annual salary up to \$20,000, plus equal insurance for accidental death and dismemberment.²⁸</p>	<p>Employee to contribute 25 cents biweekly for each \$1,000 of life insurance up to age 65 unless retired prior to that time; the Government to pay an amount determined by the Civil Service Commission, up to one-half the employee contribution.</p> <p>Life insurance (without double indemnity and dismemberment benefits) provided without cost to employee retiring on immediate annuity after at least 15 years' creditable civilian service or for disability. Employees 65 years of age and over not to contribute.</p> <p>Employee not allowed to elect insurance in any amount other than that provided in the schedule.</p> <p>After age 65, insurance reduced by 2 percent a month to a maximum 75 percent reduction.</p> <p>Employee not allowed to carry Government group life insurance after the earlier of (1) separation or (2) 12 months after discontinuance of salary payments; however, within the following 31 days, he could convert without a medical examination to an individual life insurance policy at standard rates.</p> <p>Employees with at least 5 years' civilian service could credit military service toward the 15-year requirement for insurance eligibility upon retirement.</p> <p>Life insurance to continue for employees receiving benefits under Federal Employees' Compensation Act for injuries incurred on the job even though salary payments had been discontinued for more than 12 months.</p>

See footnotes at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Group Life Insurance—Continued</i>		
Aug. 17, 1954 (P.L. 377, 86th Cong., 1st sess., Sept. 23, 1959).		<p>Reduction in amount of insurance for employees in service after age 65 deferred until retirement. Full amount of life and accidental death and dismemberment insurance restored to employees over age 65 whose insurance had been reduced.</p> <p>Changed: Employee to contribute 25 cents biweekly for each \$1,000 of life insurance regardless of age.</p> <p>Number of years of creditable service required to retain group life insurance without cost reduced to 12 years for employees retiring on immediate (nondisability) annuity. Such insurance to be reduced by 2 percent a month to a maximum of 75 percent at age 65 or at retirement, whichever was later.</p>

¹ The last item under each entry represents the most recent change.

² Generally the minimum hours established by the act of Mar. 15, 1898, were accepted as the normal workday for Federal office employees. The act of Mar. 3, 1931, restricted the workweek by establishing 4 hours as the normal workday on Saturday but permitted additional hours worked on that day to be compensated for by the equivalent number of hours off on another day. In 1936 the authority of the heads of departments was restated in more specific terms. This act (Mar. 14, 1936) directed the heads of departments to issue "general public regulations not inconsistent with law setting forth the hours of duty per day and per week for each group of employees." Prior to World War II office employees worked 39 hours a week.

With the advent of the emergency immediately preceding the war, various departments went on a 44-hour week and the War and Navy Departments operated on 48-hour weekly schedules. In December 1942 the President requested all departments to work a 48-hour, 6-day week. This schedule continued until 1945 when the departments commenced operations on a 40-hour, 5-day week.

Recently, because of the Korean situation, some offices in the Department of Defense and in some other departments returned to a 44- or 48-hour week.

³ For example, employees earning \$2,980 a year received \$1,433 an hour (assuming 2,080 working hours a year) regularly and \$2.149 an hour overtime; employees earning \$4,300 a year received \$2,067 an hour regularly but only \$1,905 during overtime hours, and employees earning \$6,230 a year received \$2,995 regularly but only \$1,549 during overtime hours.

⁴ While more than the specified number of days could be accumulated within the calendar year employees were not permitted to carry over from year to year more than the legal maximum.

⁵ This provision automatically prevented the accumulation of leave, as permitted by act of July 25, 1947, but did not cancel any leave accumulated prior to the effective date of the act.

⁶ This act did not cancel previously accumulated leave in excess of 30 days except to the extent that leave used beyond current accrual reduced the individual allowable accumulation. After August 1, 1953, lump-sum leave payments could not exceed 30 days or the number of days of leave carried over at the beginning of the year, whichever was greater.

⁷ Public Law 763 (83d Cong., 2d sess.) also increased the maximum lump-sum payments for unused leave made to beneficiaries of deceased employees to leave accumulated at beginning of year in which worker died plus leave accumulated and not used during the year.

⁸ Travel pay regulations vary widely between departments as well as within departments on the basis of position and area. The 1949 regulations governing per diem paid Department of Labor employees, for example, provide: \$9 a day for first 7 days, \$8 for the next 25 days at the same point, \$7 for the next 25 days at the same point, and \$6 a day for any further stay at the same point. In addition, these regulations provide for the payment of \$6 a day while flying and \$7 for steamship travel outside the continental limits of the United States. Special provision is also made for short trips. The Department of Labor pays \$6 a day for trips lasting less than 24 hours, except that no per diem is allowed when travel is entirely between 8 a. m. and 6 p. m. Overnight per diem is not allowed when travel is within 40 miles of official station unless it can be shown to be advantageous to the Government.

Travel pay and mileage allowance regulations vary among agencies—the August 1955 regulations governing per diem paid Department of Labor employees provide: \$12 a day for the first 30 days and a minimum of \$9 a day for additional time at the same point. For travel outside the continental United States, standardized Government regulations apply (generally \$6 a day for the first 9 days en route). For travel wholly within 1 calendar day, the Department of Labor pays \$9 a day (except that no per diem is allowable when travel is entirely between 8 a. m. and 6 p. m.). As in the past, no per diem is allowed when travel is within 40 miles of official station unless advantageous to the Government.

⁹ As of March 1, 1957, the Department raised the automobile mileage allowance to 9 cents.

¹⁰ Federal employees are not covered by State workmen's compensation acts.

¹¹ The law provides from 15 weeks' compensation for loss of the fourth finger to 312 weeks' compensation for loss of an arm. Compensation for disfigurement is not to exceed \$3,500.

¹² "Retiring employees" included: (1) employees retired on immediate annuities after 12 or more years of service or for disability, or (2) members of families receiving immediate annuities as survivors of retired employees or as survivors of active employees who died after 5 or more years of service, or (3) employees found to be unable to return to duty by determination of Secretary of Labor and receiving monthly compensation under the Federal Employees' Compensation Act as a result of occupational illness or injury, or (4) members of families receiving monthly compensation under the Federal Employees' Compensation Act as the surviving beneficiary of (a) an employee who, having completed 5 or more years of service, died as a result of illness or injury compensable under such act or (b) a former employee who was separated after having completed 5 or more years of service and who died while receiving monthly compensation under such act.

¹³ Limited to employee members of sponsoring organizations.

¹⁴ Limited to employees in geographic area served by the plan.

Footnotes—Continued

¹⁵ Government to contribute 50 percent of biweekly premium of employee or annuitant enrolled for self alone in employee organization or comprehensive medical plan if charge was less than \$2.50, \$6 if enrolled for self and family, and 30 percent of premium for female employee or annuitant enrolled for self and family including nondependent husband.

¹⁶ Unmarried children age 19 and over also included if incapable of self-support because of disability which began before age 19.

¹⁷ A member hospital was one that agreed with Blue Cross to provide paid-in-full basic hospital benefits.

¹⁸ Allowances for specified services varied from area to area. For the Washington, D.C., "Service Area," the benefits listed below were paid in full for participants electing the "high option" plan if the maximum family income was below \$6,000 for employee and family and \$4,000 for employee only. Washington, D.C., is not classified as a "Service Area" for participants electing the "low option" plan, e.g., only a specified allowance is paid for doctor's services regardless of participant's annual income or whether a participating doctor was used.

Surgery: Up to \$300.

Obstetrical care: \$50 to \$150, depending upon procedure provided.

In-hospital medical care: Limited to 1 visit a day—\$15 first visit, \$10 for second and third visits, and \$5 for each additional visit up to 117.

Anesthesia services: Up to \$30, depending upon service provided.

Laboratory and pathological services: Up to \$25, depending upon service.

Diagnostic X-rays: Up to \$60.

Radiation therapy: \$3 to \$10 per treatment; maximum amount per consecutive 12-month period limited to \$50 for benign condition of the skin and \$150 for a neoplastic condition.

¹⁹ A benefit period began on the first day of care by a physician and ended 12 months later, or after 90 days without covered medical expenses, whichever occurred first.

²⁰ When 2 or more insured family members were injured in the same accident, only 1 deductible is charged against all expenses.

²¹ The plan required only one \$50 deductible for all services other than those necessary for maternal care.

²² Participants were entitled to the Government contribution only if the carrier (1) had been providing health benefits for at least 1 year and (2) was licensed to issue individual or group health insurance in all the States of the United States and the District of Columbia. Item (2) not applicable to a plan sponsored by an association or other organization in which more than 50 percent of the members were Federal employees or former Federal employees.

²³ These amounts were to be added to pensions of annuitants who chose other than the uniform Government-wide plan. Where total premiums were less than the Government contribution, the Government's share was not to exceed the total premium.

²⁴ Convalescent benefits available only to persons confined in a hospital during the acute stage of an illness or injury for at least 5 days and moved, on orders of doctor, directly to convalescent hospital to recuperate.

²⁵ A benefit period began on the first day of care by a physician and ended 12 months later. The period previously ended at earlier of (a) 12 months after it began or (b) 90 days without covered medical expenses.

²⁶ Under a family enrollment of 3 members or more, only 2 deductibles were charged against all expenses during a benefit period.

²⁷ Insurance automatic unless employee submitted written request that he not be insured.

²⁸ Benefits provided as follows:

If annual compensation is—		The amount of group life insurance shall be—	The amount of additional group accidental death and dismemberment* insurance shall be—
Greater than—	But not greater than—		
0	\$1,000	\$1,000	\$1,000
\$1,000	2,000	2,000	2,000
2,000	3,000	3,000	3,000
3,000	4,000	4,000	4,000
4,000	5,000	5,000	5,000
5,000	6,000	6,000	6,000
6,000	7,000	7,000	7,000
7,000	8,000	8,000	8,000
8,000	9,000	9,000	9,000
9,000	10,000	10,000	10,000
10,000	11,000	11,000	11,000
11,000	12,000	12,000	12,000
12,000	13,000	13,000	13,000
13,000	14,000	14,000	14,000
14,000	15,000	15,000	15,000
15,000	16,000	16,000	16,000
16,000	17,000	17,000	17,000
17,000	18,000	18,000	18,000
18,000	19,000	19,000	19,000
19,000	-----	20,000	20,000

* For loss of 1 hand or of 1 foot or loss of sight of 1 eye, one-half the amount shown in last column; for loss of 2 or more of such members, the full amount shown. Provision is made for salaries in excess of maximum for workers under the Classification Act, since life insurance applies to each appointive or elective officer or employee in or under the executive, judicial, or legislative branch of the U. S. Government.

E—Changes in Provisions Affecting

Effective date (1)	Provisions relating to—				
	Eligibility		Annuities		
	Voluntary retirement (2)	Involuntary retirement (3)	Full (4)	Reduced (5)	Deferred (6)
July 1, 1924 (act of May 22, 1920, and Sept. 22, 1922).	At 70 with 15 years' service (see col. 11).	At 55 with 15 years' service when separated not for cause (see col. 11).	(1) 30 or more years of service—60 percent of average annual salary earned during 10 years preceding retirement, but not more than \$720 or less than \$360; (2) 27 and under 30 years—54 percent, but not more than \$648 or less than \$324; (3) 24 and under 27 years—48 percent but not more than \$576 or less than \$288; (4) 21 and under 24 years—42 percent, but not more than \$504 or less than \$252; (5) 18 and under 21 years—36 percent but not more than \$432 or less than \$216; (6) 15 and under 18 years—30 percent, but not more than \$360 or less than \$180.	Employee retiring at 55 to receive immediate life annuity at established rate minus specified percentages for each year under retirement age (see col. 11).	Employee retiring at 55 to receive life annuity at regular retirement age (see col. 11).
July 1, 1924 (act of July 3, 1926).		Minimum age reduced to 45 years, but immediate annuity could not begin until age 55.			
July 1, 1926 (act of July 3, 1926).			Maximum annuity increased to \$1,000.		
July 1, 1930 (act of May 29, 1930).	Added: Employee with 30 years of service but 2 years below retirement age allowed to retire with full annuity.		Maximum annuity increased to \$1,200 with some exceptions.		
June 16, 1933 (act of June 16, 1933).		Employees with 30 years of service but below retirement age (see cols. 5 and 11).		Added: Full annuity minus 3½ percent. Full annuity paid on reaching retirement age (see col. 3).	
Sept. 1, 1934 (act of June 22, 1934).					
Jan. 1, 1940 (act of Aug. 4, 1939).				Choice of survivor's annuity determined amount paid employee (see col. 8).	
Jan. 24, 1942 (acts of Jan. 24, 1942, July 30, 1947, and June 10, 1949).	Changed to: (1) retirement automatic at 70 with 15 years' service; (2) optional at 60 with 30 years' service; (3) optional at 62 with 15 years' service; (4) optional at 55 with 30 years' service.	Employee involuntarily separated after 5 years' service could elect reduced annuity at 55; if separated for any reason, full annuity payable at 62.	Added: minimum annuity to equal average annual salary during highest 5 consecutive years multiplied by years of service (not to exceed 35), divided by 70.	Employees retiring at 55 with 30 years' service to receive reduced annuity (see col. 2).	
July 1, 1942 (act of Jan. 24, 1942).					
July 1, 1945 (act of Aug. 8, 1946).	Added: at 55 years or older, separated between July 1, 1945, and June 30, 1947, under specified conditions, after 25 years' service (see col. 5).	Added: at 55 years or older, separated between July 1, 1945, and June 30, 1947, after 25 years' service, not for cause (see col. 5).		Annuity computed on established basis reduced 2 percent a year under 60 if employee had 30 years' service, otherwise 2 percent a year for each year under 62.	
July 1, 1947 (act of Feb. 28, 1948).		Added: employees with 25 years' service, at any age, separated not for cause.		Immediate annuity reduced by 3 percent for each year employee was under 60.	

See footnotes at end of table.

Retirement Benefits ¹

Provisions relating to—				
Disability retirement (7)	Survivors and beneficiaries (8)	Refunds (9)	Employee contribution ² (10)	Changes in existing annuities and other matters (11)
Employee with 15 or more years of service totally disabled for useful and efficient service by reason of disease or injury not due to misconduct, etc., to receive same benefits as in full annuity schedule.	Amount of employee's contribution, plus interest, remaining in fund after death to accrue to employee's estate or to his next of kin.	Employee separated from service before becoming eligible for annuity or transferred to position outside act refunded total contribution plus interest. Employee retiring at age 55 could elect refund instead of annuity.	2½ percent of basic salary.	Under sec. 6 of act as interpreted by Attorney General's opinion of June 14, 1920, retirement at 70 was automatic whether or not employee had 15 years of service. Employees with less than 15 years service did not receive annuities. Employee retiring at 55 allowed to elect reduced immediate annuity, full deferred annuity, or refund.
Required years of service reduced to 5.		Added: Charge of \$1 for each month of service, from July 1, 1930, deducted from refund of employee voluntarily separated, discharged for cause, or transferred to position outside act.	Increased to 3½ percent.	Act expired June 30, 1935.
	<i>Beneficiaries:</i> Employee entitled to designate beneficiary who would be paid any sum remaining in fund at death. <i>Survivors:</i> Employee could reduce annuity during his life and choose between (1) equal annuity or (2) half annuity to survivor during survivor's life (see col. 11).	Employees voluntarily or involuntarily separated not for cause with less than 5 years' service refunded contribution plus interest (see col. 11).		Amount of annuity determined by life expectancy of employee and survivor.
			Increased to 5 percent.	Act of 1947 increased years of service during which a refund could be elected to 10. 1949 act increased this period to 20 years.
				Expired June 30, 1947.
				By act of Aug. 25, 1949, provisions were made retroactive to July 1, 1945.

E—Changes in Provisions Affecting

Effective date	Provisions relating to—				
	Eligibility		Annuities		
	Voluntary retirement	Involuntary retirement	Full	Reduced	Deferred
(1)	(2)	(3)	(4)	(5)	(6)
Feb. 29, 1948 (act of Feb. 28, 1948).					
Apr. 1, 1948 (act of Feb. 28, 1948).			Changed to: 1½ percent of average basic salary during highest 5 consecutive years of allowable service, multiplied by years of service; or 1 percent of average basic salary during highest 5 consecutive years of service, plus \$25, multiplied by years of service (choice of methods). Annuity limited to 80 percent of basic salary during 5-year period.	Changed to: Annuity on retirement at 55 with 30 years' service reduced by 3 percent for each year under 60. Annuity of employee electing to receive reduced benefits and an annuity to widow after death to have payments reduced by 10 percent and by ¾ of 1 percent for each year wife is under 60 on date of retirement, but not more than a total of 25 percent. Annuity of employee electing survivor with insurable interest reduced to: 90 percent if survivor is same age, older, or less than 5 years younger; 85 percent if 5 but less than 10 years younger; 80 percent if 10 but less than 15 years younger; 75 percent if 15 but less than 20 years younger; 70 percent if 20 but less than 25 years younger; 60 percent if more than 25 years younger.	Changed to: Annuity on separation with 5 but under 20 years' service deferred until employee reaches 62, or paid in a lump sum plus interest. Annuity on separation after 20 years but prior to becoming eligible for retirement deferred until employee reaches 62.
July 1, 1948 (act of Feb. 28, 1948). Sept. 30, 1949 (act of Sept. 30, 1949).				Annuity of employee electing to receive reduced annuity and an annuity to widow or widower to have annual benefits, (1) under \$1,500 reduced by 5 percent, (2) amount over \$1,500 by 10 percent; and (3) total by ¾ of 1 percent for each year husband or wife is under 60. Reductions limited to 25 percent of scheduled annuity.	

See footnotes at end of table.

Retirement Benefits¹—Continued

Provisions relating to—				
Disability retirement (7)	Survivors and beneficiaries (8)	Refunds (9)	Employee contribution : (10)	Changes in existing annuities and other matters (11)
	<p>Changed to: upon death while employed or upon death of annuitant in certain cases, survivors receive: (1) widow, and no children, of employee with 5 or more years civilian service on reaching 50—$\frac{1}{4}$ of annuity employee was entitled to; (2) widow and children—$\frac{1}{4}$ of employee's annuity to widow immediately, $\frac{1}{4}$ of annuity to each child but not more than \$900 divided by number of children or \$360, whichever is less; (3) children only (no widow)—$\frac{1}{2}$ of employee's annuity to each child, but not more than \$1,200 divided by number of children or \$480, whichever is less.</p> <p>Named survivor with insurable interest to receive 50 percent of reduced annuity. Named surviving widow to receive at age 50 or immediately if over that age, 50 percent of full annuity.</p>	<p>Changed to: employee separated with less than 20 years service could elect refund of contributions with interest. Charge of \$1 for each month eliminated.</p>		<p>Widow's annuity continues until death or remarriage. Children's annuity generally continues until death, marriage, or reaching 18 years of age.</p> <p>Person with insurable interest defined as one with a close relationship to employee or one who has reasonable expectancy of benefit in the continuation of retiring employee's life. Employee retired prior to effective date of act to have annuity increased by 25 percent or \$300, whichever was less, or could elect to have husband or wife receive survivorship annuity of 50 percent of original annuity, but not more than \$600 a year. Act of July 6, 1950, provided above annuity and survivorship benefits to employees who retired prior to Apr. 1, 1948.</p>
			Increased to 6 percent.	
	Survivor's benefits extended to widower if elected by employee on retirement.			

E—Changes in Provisions Affecting

Effective date (1)	Provisions relating to—				
	Eligibility		Annuities		
	Voluntary retirement (2)	Involuntary retirement (3)	Full (4)	Reduced (5)	Deferred (6)
Oct. 1, 1952 (P. L. 555, 82d Cong., 2d sess., July 16, 1952).					
Aug. 31, 1954 (P. L. 747, 83d Cong., 2d sess., Aug. 31, 1954). ⁴					
Sept. 1, 1954 (P. L. 769, 83d Cong., 2d sess., Sept. 1, 1954).					
Oct. 1, 1955 (P. L. 369, 84th Cong., 1st sess., Aug. 11, 1955).					
Oct. 1, 1956 (P. L. 854, 84th Cong., 2d sess., July 31, 1956).	Added: Retirement optional at 62 with 5 years' service.	Added: Employees with 20 years' service at 50 years or older, separated not for cause.	Increased to: Following percentages of average basic salary during highest 5 consecutive years of allowable service: (a) Sum of: $1\frac{1}{2}$ percent times 5 plus $1\frac{3}{4}$ times years of service over 5 and including 10 plus 2 percent times years of service over 10; or (b) formula obtained by substituting 1 percent plus \$ 25 in any or all parts of formula (a). Eighty percent limitation on annuity continued.	Changed to: Annuity on retirement at age 55 with 30 years' service reduced by 1 percent for each year ($1\frac{1}{12}$ percent per month) under age 60. For involuntary separation, additional 2 percent ($\frac{1}{6}$ percent per month) for each year under 55. Employee electing to provide annuity to widow or widower to have annual benefits, regardless of age of survivor, reduced by (1) $2\frac{1}{2}$ percent of the first \$ 2,400 and (2) 10 percent of the amount over \$ 2,400. Annuity of employee electing survivor other than widow or widower with insurable interest who is 25 or more years younger changed to: 65 percent if survivor is 25 but less than 30 years younger and 60 percent if more than 30 years younger.	Changed to: Any employee separated (except for causes enumerated in P. L. 769) after 5 years' civilian service may choose to receive a deferred annuity at age 62 or a lump sum refund of contributions plus interest through Dec. 31, 1956.

See footnotes at end of table.

Retirement Benefits¹—Continued

Provisions relating to—				
Disability retirement (7)	Survivors and beneficiaries (8)	Refunds (9)	Employee contributions ² (10)	Changes in existing annuities and other matters (11)
				Existing annuity of employee or survivors of retiree temporarily increased by \$36 a year for each 6-month period from beginning date of annuity to Oct. 1, 1952; no annuity increased to more than \$2,160 and no increase to exceed the lesser of \$324 or 25 percent. ³
				Increase in regular annuities provided by act of July 16, 1952, made permanent and extended to annuities purchased by voluntary contributions.
				Rights to annuity forfeited if employee convicted of specified offenses including treason, subversive activity, and certain felonies in connection with official position; also for falsification or failure to testify regarding these offenses. Annuities awarded prior to Sept. 1, 1954, not revoked if conviction also before then. Contributions plus interest refunded employee denied annuity.
				Increases in annuities range from 12 percent on amounts up to \$1,500 for employees retired from Aug. 20, 1920, to June 30, 1955, to 1 percent on annuities of more than \$1,500 for employees retired in last half of 1957. No annuity, excluding that purchased by voluntary contributions, to be increased to more than \$4,104. ⁵
Added: Employee guaranteed the lesser of (1) 40 percent of average basic salary during highest 5 consecutive years or (2) the amount of an annuity based on years of service plus remaining years to age 60. If income from wages or self-employment before employee becomes age 60 reaches 80 percent of current salary of position from which employee retired, annuity will be discontinued 1 year after determination that earning capacity is restored.	Eliminated: Age requirement for widows. Added: Dependent disabled widower of employee. Changed: Computation of children's annuity to: (1) Children with 1 surviving parent—smallest of (a) 40 percent of employee's highest 5-year average basic salary divided by number of children; (b) \$1,800 divided by number of children; or (c) \$600 each. (2) Children with no surviving parent—smallest of (a) 50 percent of employee's highest 5-year average basic salary; (b) \$2,160 divided by number of children; or (c) \$720 each.	Changed to: Employees separated with less than 5 years' service receive refund of contributions (with interest if service exceeds 1 year). Employee separated with 5 years' service or over (except as provided under act of Sept. 1, 1954), may choose between deferred annuity and refund of contributions with interest not beyond Dec. 31, 1956.	Increased to 6½ percent.	

E—Changes in Provisions Affecting

Effective date (1)	Provisions relating to—				
	Eligibility		Annuities		
	Voluntary retirement (2)	Involuntary retirement (3)	Full (4)	Reduced (5)	Deferred (6)
Aug. 1, 1958 (P. L. 465, 85th Cong., 2d sess., June 25, 1958).					
July 12, 1960 (P. L. 622, 86th Cong., 2d sess., July 12, 1960).			Added: Employees with service exceed- ing the length nec- essary to provide maximum annuity (80) percent of highest 5- year average) to have excess contributions plus 3 percent inter- est used (1) to make up past service con- tribution for which no payment had been made to the fund and (2) to make voluntary contributions to fund for purchase of larger annuity, or both.		
Oct. 4, 1961 (P. L. 87-350, Oct. 4, 1961).					
Jan. 1, 1962 (P. L. 87-350, Oct. 4, 1961).					

Retirement Benefits¹—Continued

Provisions relating to—				
Disability retirement (7)	Survivors and beneficiaries (8)	Refunds (9)	Employee contributions ² (10)	Changes in existing annuities and other matters (11)
	Added: Annuity to unremarried widow or widower of employee or retiree ⁶ who died before Feb. 29, 1948; employee must have completed 10 years ¹ creditable service and survivor must have been married to employee 5 years just prior to death; survivor to receive one-half of annuity employee received or would have received if retired for disability at time of death, but not more than \$750 a year. ⁶			Annuity based on service terminated prior to Oct. 1, 1956, increased 10 percent (maximum \$500 a year to employee and \$250 to survivor). \$4,104 limitation removed. ⁷ Employee automatically retired because of age prior to July 31, 1956, whose accumulated or current accrued leave would have carried him through July 30, 1956, may accept 10 percent increase or annuity computed under formula of act of July 31, 1956.
Added: Annuity to be reinstated for person who recovered but was not reemployed under the Federal Civil Service Retirement Act and who again became totally disabled by recurrence of original disability prior to age 62.				Annuity not to be raised by any increase granted during period when annuity was not payable. Life insurance or health coverage already terminated not to be restored.
Added: Annuity previously discontinued because individual regained earning capacity to be reinstated, although employee was not medically recovered or reemployed under the act, if, prior to age 62, income from wages or self-employment declined below 80 percent of current salary of position from which retired.				Annuity not to be raised by any increase granted during period when annuity was not payable. Life insurance or health coverage already terminated not to be restored.

E—Changes in Provisions Affecting

Effective date (1)	Provisions relating to—				
	Eligibility		Annuities		
	Voluntary retirement (2)	Involuntary retirement (3)	Full (4)	Reduced (5)	Deferred (6)
Oct. 11, 1962 (P. L. 87-793, Oct. 11, 1962).				Decreased: Reduction in annuity when annuity to spouse was elected to 2½ percent of 1st \$3,600, plus 10 percent of amount over \$3,600.	
Jan. 1, 1963 (P. L. 87-793, Oct. 11, 1962).					

¹ By act of Aug. 28, 1950, certain Federal employees not under the Retirement Act (temporary appointments) are covered by Social Security Old Age and Survivor's Insurance benefits.

² The Federal Government, through June 1957, made annual appropriation to the retirement fund. Effective July 1957, each agency was to match employee contributions.

³ Increase was to remain in effect until the earlier of (1) June 30, 1955; (2) the end of the second month following the third month the Bureau of Labor Statistics Consumer Price Index was less than the April 1948 index—169.9 of the 1935-39 level or the comparable index on a new base; or (3) June 30, 1954, unless appropriation was made for fiscal 1955.

⁴ The Sept. 1, 1954, social security amendments liberalized benefits for Federal workers (mostly temporary) under Federal Old-Age and Survivors Insurance.

Retirement Benefits¹—Continued

Provisions relating to—																						
Disability retirement (7)	Survivors and beneficiaries (8)	Refunds (9)	Employee contributions ² (10)	Changes in existing annuities and other matters (11)																		
	<p>Increased:</p> <p>Annuity to qualified surviving spouse or survivor with insurable interest to 55 percent.</p> <p>Age at which child's annuity terminated to 21 for children studying full time (was age 18 under all circumstances).</p>			<p>Increased: Annuities of those receiving or entitled to receive pensions by 5 percent. Annuities commencing after Jan. 1, 1963, increased by:</p> <table border="1"> <thead> <tr> <th>Commencement date</th> <th>Percentage increase</th> </tr> </thead> <tbody> <tr> <td>Jan. 2, 1963, and before</td> <td></td> </tr> <tr> <td>Jan. 1, 1964 -----</td> <td>4</td> </tr> <tr> <td>Jan. 1, 1964, and before</td> <td></td> </tr> <tr> <td>Jan. 1, 1965 -----</td> <td>3</td> </tr> <tr> <td>Jan. 1, 1965, and before</td> <td></td> </tr> <tr> <td>Jan. 1, 1966 -----</td> <td>2</td> </tr> <tr> <td>Jan. 1, 1966, and before</td> <td></td> </tr> <tr> <td>Jan. 1, 1967 -----</td> <td>1</td> </tr> </tbody> </table> <p>Ceilings on annuities established by 1952 (\$2,160) and 1955 (\$4,104) acts removed.</p> <p>Established: Cost-of-living annuity adjustment formula; annuities of retirees or survivors to be raised on April 1 of 1964 and of each subsequent year by the percentage increase (to the nearest 0.1 percent) in the calendar year averages of the BLS Consumer Price Index (1957-59=100) when the index for the latest complete year increases 3 percent or more from 1962 or from the subsequent year before the most recent change under the formula. Percentage change to be applied to basic annuity plus previous cost-of-living increases. Annuities purchased by voluntary contributions excluded from cost-of-living increase.</p>	Commencement date	Percentage increase	Jan. 2, 1963, and before		Jan. 1, 1964 -----	4	Jan. 1, 1964, and before		Jan. 1, 1965 -----	3	Jan. 1, 1965, and before		Jan. 1, 1966 -----	2	Jan. 1, 1966, and before		Jan. 1, 1967 -----	1
Commencement date	Percentage increase																					
Jan. 2, 1963, and before																						
Jan. 1, 1964 -----	4																					
Jan. 1, 1964, and before																						
Jan. 1, 1965 -----	3																					
Jan. 1, 1965, and before																						
Jan. 1, 1966 -----	2																					
Jan. 1, 1966, and before																						
Jan. 1, 1967 -----	1																					

⁵ Annuity of employee increased as follows:

If annuity began between—	Annuity not in excess of \$1,500 increased by—	Annuity in excess of \$1,500 increased by—
Aug. 20, 1920 and June 30, 1955 -----	12 percent	8 percent
July 1, 1955 and Dec. 31, 1955 -----	10 "	7 "
Jan. 1, 1956 and June 30, 1956 -----	8 "	6 "
July 1, 1956 and Dec. 31, 1956 -----	6 "	4 "
Jan. 1, 1957 and June 30, 1957 -----	4 "	2 "
July 1, 1957 and Dec. 31, 1957 -----	2 "	1 "

Increases to survivor to depend on date survivor's annuity began.

⁶ Deceased must have been serving under or retired under a retirement law the benefits of which were then or are now (Aug. 1, 1958) paid from the Civil Service retirement and disability fund.

⁷ To be paid from the Civil Service retirement and disability fund. To terminate for each fiscal year beginning on or after July 1, 1960, unless Congress appropriates necessary funds.

Wage Chronologies

The following list constitutes all wage chronologies published to date. Those for which a price is shown are available from the Superintendent of Documents, U. S. Government Printing Office, Washington, D. C., 20402, or from any of its regional sales offices. Those for which a price is not shown may be obtained free as long as a supply is available, from the Bureau of Labor Statistics, Washington, D. C., 20212, or from any of the regional offices shown on the inside back cover.

- Aluminum Company of America, 1939-61. BLS Report 219.
American Viscose, 1945-63. BLS Report 277 (20 cents).
The Anaconda Co., 1941-58. BLS Report 197.
Anthracite Mining Industry, 1930-59. BLS Report 255.
Armour and Co., 1941-63. BLS Report 187.
¹ A. T. & T.—Long Lines Department, 1940-64.
- Berkshire Hathaway Inc. (formerly Northern Cotton Textile Associations), 1943-64. BLS Report 281 (20 cents).
Bethlehem Atlantic Shipyards, 1941-62. BLS Report 216.
² Big Four Rubber Companies, Akron and Detroit Plants, 1937-55.
² Bituminous Coal Mines, 1933-59.
The Boeing Co. (Washington Plants), 1936-64. BLS Report 204 (20 cents).
- Carolina Coach Co., 1947-63. BLS Report 259
Chrysler Corporation, 1939-64. BLS Report 198 (25 cents).
Commonwealth Edison Co. of Chicago, 1945-63. BLS Report 205 (20 cents).
Ford Motor Company, 1941-63. BLS Report 99 (30 cents).
General Motors Corp., 1939-63. BLS Report 185 (25 cents).
- ² International Harvester Company, 1946-61.
International Shoe Co., 1945-64. BLS Report 211.
Lockheed Aircraft Corp. (California Company), 1937-64. BLS Report 231 (25 cents).
Martin-Marietta Corp. (Baltimore Plant), 1944-61. BLS Report 232.
Massachusetts Shoe Manufacturing, 1945-64. BLS Report 209 (20 cents).
- ² New York City Laundries, 1945-58.
North American Aviation, 1941-64. BLS Report 203 (25 cents).
North Atlantic Longshoring, 1934-61. BLS Report 234.
- Pacific Coast Shipbuilding, 1941-64. BLS Report 254 (25 cents).
² Pacific Gas and Electric Co., 1943-59.
² Pacific Longshore Industry, 1934-59.
Railroads—Nonoperating Employees, 1920-62. BLS Report 208 (25 cents).
- Sinclair Oil Companies, 1941-63. BLS Report 225 (25 cents).
Swift & Co., 1942-63. BLS Report 260 (25 cents).
United States Steel Corporation, 1937-64 (30 cents).
Western Greyhound Lines, 1945-63. BLS Report 245 (30 cents).
Western Union Telegraph Co., 1943-63. BLS Report 160 (30 cents).

¹ Study in progress; price not available.

² Out of print. See Directory of Wage Chronologies, 1948-October 1964, for Monthly Labor Review issue in which basic report and supplements appeared.

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