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Wage Chronology

A.T.&T. —LONG LINES DEPARTMENT, 1940-64

Bulletin No. 1443



UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
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Preface

This report 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.

This chronology summarizes the changes in wage rates and related wage practices of A.T. & T.—Long Lines Department that have been negotiated with the Communications Workers of America since October 1940. It includes materials previously published in two parts—as Wage Chronology No. 36, covering the period 1940–52 and Supplement No. 1, 1953–64. The present revision merely rearranges previously published information 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.

Wage Chronology:

A.T. & T.—Long Lines Department, 1940—64

Introduction

1940—52

THE Long Lines Department of the American Telephone & Telegraph Co. is a separate operating unit of the Bell System, which, together with 21 associated Bell Cos. and several thousand independent telephone companies, furnishes telephone service throughout the United States and to foreign countries and ships at sea. It operates toll lines and related equipment for communication between and through the territories of the associated and independent companies. In addition to long distance telephone service, it furnishes various other communication services, including teletypewriter exchange service, private line telephone and telegraph service, radio and television program transmission service, and other special services.

To operate this network, Long Lines employs approximately 23,000 workers in about 390 localities in the United States. Approximately 100 gangs are maintained to construct and repair long distance telephone lines. Despite this wide dispersal, about one-third of the Department's employees are concentrated in the New York metropolitan area, the site of its headquarters.

Long Lines operations are allocated among functional groups, i. e., accounting, commercial, engineering, legal, personnel, plant, publicity, traffic, and treasury. Traffic employees who operate the equipment necessary to establish connections between various localities, and plant employees who construct, install and maintain the operating facilities, are the most important numerically. Clerical employees, who also constitute a large group, are assigned throughout the various functional groups.

Employees assigned to various departments are not only classified by occupation, which determines rate range of pay, but also by group, which determines how related wage practices are applied. With certain exceptions, all employees are classified as Group A or B depending on their function.¹ In essence, Group A encompasses the employees engaged in construction, maintenance, and switchboard operation, and Group B includes those employees performing administrative office and house-service work. All administrative office employees, composed of clerks and employees performing desk work, are classified in the B group. Plant central office employees are classified in both groups; craftsmen, such as equipment maintainers and testboardmen, are in Group A, while caretakers and report clerks are in Group B. All plant outside maintenance men are classed A and plant gang employees are A or B, depending on occupation. Traffic central office employees, composed almost entirely of operators and service assistants, are in group A.

Salary rates and progression from the minimum or starting rate are governed by well-defined schedules. These schedules explicitly set forth the amount of time required to move from one step in the progression to another as well as the weekly salary increase accompanying each step upward. Movement up the scale is practically automatic. Salary rates vary by locality.

Working practices vary among and within departments by occupational group and length of service. These practices, which were established

¹ Classification of employees into groups had its origin prior to the enactment of the Fair Labor Standards Act. Group A employees, during that period, received overtime pay; Group B employees did not.

departmentally before and for some time after the first collective-bargaining agreement, are also highly detailed. In some cases, working practices, such as holidays observed, also vary by locality.

Since 1919, the year in which the Association of Employees of the Long Lines Department was formed, Long Lines employees have been represented by a number of labor organizations. The Association of Employees of the Long Lines Department, functioning through an employee representation plan, became an independent labor organization in 1935. In 1939, the employees organized the Federation of Long Lines Telephone Workers which was renamed American Union of Telephone Workers in 1946. During the various phases of its existence, the union was unaffiliated, affiliated with the National Federation of Telephone Workers,² and affiliated with the Telephone Workers Organizing Committee (CIO). The National Federation of Telephone Workers was renamed Communications Workers of America in 1947 and voted to affiliate with the CIO in 1949, at which time the Long Lines section of TWOC (CIO) was made Division No. 10 of the national union. In April 1951, the organizational structure of CWA was changed to the two-level form of locals and international, and in May of that year, CWA-CIO was substituted for Division No. 10 as the bargaining agent for Long Lines employees.

The first collective-bargaining contract between the Long Lines Department and the Federation of Long Lines Telephone Workers became effective in October 1940. By its terms, the existing wage schedules and working practices were made a part of the agreement. Provisions reported under that date do not, therefore, necessarily indicate changes in prior conditions of employment. This chronology traces changes affecting full-time employees since 1940 as provided by collective-bargaining agreements and by directive orders of the National War Labor Board. The chronology deals with changes affecting traffic, plant, and clerical employees. Practices relating solely to employees in the commercial, engineering, accounting, legal, personnel, publicity, and treasury departments are not reported. The working practices for these employees, however, closely follow those governing administrative office employees.

The 1952 agreement between the company and the CWA-CIO contained no wage reopening. It went into effect on July 5, 1952, and notice of intent to bargain was given by the union early in May 1953.

1953—64

NEGOTIATIONS between American Telephone & Telegraph Co.'s Long Lines Department and the Communications Workers of America over the 12 years, 1953 through 1964, resulted in gradually lengthening contract periods, substantial wage increases, and improvements in and additions to the fringe benefits provided employees.³ Since the agreement effective in July 1952 and summarized in this Long Lines wage chronology, 10 additional agreements have governed relations between the parties. Those negotiated between 1953 and 1956 each ran for a 1-year term; the 1958 agreement remained in effect for 17 months and the 1959 agreement for 16 months. In 1960, the company and the union signed a contract which ran for 3 years, with two wage reopenings, and in 1963 a minimum 38-month agreement, also with two wage reopenings.

During each negotiation, the union proposed a general wage increase and reclassification of some towns into higher rated zones. Frequently, it also proposed reductions in the time required to progress from the minimum to the maximum job rate and the elimination of area differentials. It also asked for various changes in supplementary benefits. Liberalized vacations, for example, were an issue in 1953, 1956, 1958, and 1960. Reductions in the workweek, in some cases to 35 hours, were also proposed a number of times. A company-paid health and welfare plan was demanded in each negotiation from 1953 until a plan was established by the 1963 contract.

² An independent confederation of autonomous local unions organized in 1938.

³ Each of the contracts was for a specified minimum period, and could be terminated at the end of the period by either party on 60 days' prior written notice.

Of the 10 settlements, 2 were wage reopeners and therefore covered only wage items, and 8 changed both wages and supplementary benefits. In addition to wage increases, most of the settlements classified some towns into higher rated zones and two reduced the length of time required for employees in specified classifications to progress from the minimum to the maximum rate for their job.

Over the period from 1952 through the 1963 settlement, the basic maximum rates of pay for long distance operators increased an average of 45 percent or about \$26 a week.

In 1953, negotiations were opened in May, about 2 months before the scheduled termination date of the existing agreement. The 1-year settlement reached on September 2, 1953, increased wages by amounts ranging up to \$8 a week, including increases resulting from shortening all 6½-year progression schedules to 6 years. The waiting period for payment for absence because of illness was reduced.

In 1954, bargaining began in mid-August and on October 9, following 9 weeks of negotiations, the parties announced agreement on a contract to remain in effect for 1 year from October 24. It provided wage advances effective October 9 (including those resulting from reclassification of several towns) of up to \$5.50 a week for employees with at least 1 year of service. Wage rates of employees with shorter service were not changed.

The 1955 negotiations started on September 22 and continued after termination of the contract on October 28, with agreement being consummated on November 14 and effective on November 28. Weekly wage rates, including increases resulting from the shortening of some progression schedules and the reclassification of some towns, were increased \$1 to \$10, effective November 14. The agreement added Veterans Day as a paid holiday in nine States where it had not previously been recognized.

In 1956, the union opened negotiations on October 15 and, when the existing contract expired on November 28, the parties agreed to continue negotiations. The contract agreed to on December 5 raised pay \$1 to \$11.50 a week, effective immediately. The plant night-shift differential was increased for some employees, health benefits were

liberalized, and sickness and disability benefits were extended to workers with 1 but less than 3 years of service. The contract was to run from December 19, 1956, through January 3, 1958.

Contract renewal talks were again opened on November 15, 1957, and were concluded on January 11, 1958, with a 16-month agreement effective February 10. Wage increases of \$1 to \$9.50 were effective January 11, including increases resulting from reclassification of seven towns. Although the union membership authorized a strike, no date was set for a walkout. Maximum carfare allowances for operators on double tours of duty were increased, and negotiations were continued on group life insurance and amendments to the pension plan. On May 12, the company agreed to a contributory life insurance plan for regular employees with 6 months or more of service. Benefits were to approximate annual basic wages with a minimum of \$2,000. Accord on an amended pension plan was reached in January 1959.

Negotiations for revisions in the 1958 contract began on May 1, 1959, and were concluded on June 10, with agreement on weekly wage advances ranging up to \$12 including increases resulting from reclassification of 20 towns. A fourth week of vacation was added for employees with at least 30 years' service, the differential paid to employees assigned "in-charge" responsibilities was increased, and carfare allowances were raised.

Negotiations that began early in September 1960 resulted in agreement on a 3-year contract, after extended negotiations and a vote authorizing the leadership to call a strike. The economic changes agreed to in the contract of November 9 provided wage advances of \$1 to \$10 including increases resulting from the upgrading of 15 towns, in addition to liberalized provisions for vacations, life insurance, and pensions, and establishment of a company-financed major medical (Extraordinary Medical Expense) plan. The agreement provided for two annual reopenings.

Under the first wage reopening, weekly wages were increased \$1 to \$9, including the effects of upgrading 15 towns. In addition, the progression schedule for operators was reduced from 6 to 5½ years, effective November 9, 1961. A year later, under the second wage reopening, company and

union negotiators agreed to wage increases of \$1.50 to \$10.50 a week, including increases resulting from the upgrading of 56 towns. The agreement covered 23,000 workers in 42 States and the District of Columbia.

The 1963 negotiations started on September 20 and were concluded with a 38-month agreement on November 11, 1963. Weekly wage rates, including increases resulting from the reclassification of 42 towns, were raised from \$1 to \$12. Pension and

other welfare benefits were also improved. A separate agreement was reached on a basic contributory hospital-surgical-medical plan. The agreement, which covered 22,600 employees in 42 States and the District of Columbia, also provided for wage reopeners in 1965 and 1966.

The following tables summarize the details of agreements negotiated by the Long Lines Department with the CWA during the years 1940-64.

A—General Wage Changes ¹

Effective date	Provision	Applications, exceptions, and other related matters																					
Oct. 23, 1940.....	No general wage change.....	First rate progression schedules adopted for plant craftsmen, to become effective Jan. 1, 1941. Eligible craftsmen to be placed on schedule by that date and granted increases as required to reach the proper rates for the employees' period of service.																					
Jan. 1, 1941, to Oct. 8, 1942.	Increases ranging from \$0 to \$7 a week, depending upon location and position on applicable schedule. Starting rates increased up to \$3.	Minimum and maximum weekly rates increased and the progressions for some job classifications were accelerated. The rate ranges were increased as follows, depending upon location: <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="3" style="text-align: center;"><i>Weekly rates</i></th> </tr> <tr> <th style="text-align: left;"><i>Minimum</i></th> <th colspan="2" style="text-align: center;"><i>Maximum</i></th> </tr> </thead> <tbody> <tr> <td>Plant central office craftsmen.....</td> <td style="text-align: center;">\$0 to \$2</td> <td style="text-align: center;">\$2 to \$7</td> </tr> <tr> <td>Traffic operators.....</td> <td style="text-align: center;">\$0 to \$3</td> <td style="text-align: center;">\$2 to \$3</td> </tr> </tbody> </table>	<i>Weekly rates</i>			<i>Minimum</i>	<i>Maximum</i>		Plant central office craftsmen.....	\$0 to \$2	\$2 to \$7	Traffic operators.....	\$0 to \$3	\$2 to \$3									
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Traffic operators.....	\$0 to \$3	\$2 to \$3																					
Oct. 9, 1942.....	Increases ranging from \$2 to \$7 a week, depending upon location and position on applicable schedule.	Adoption of wage-rate schedules for outside plant construction forces during this period resulted in increases for these employees up to \$2 a week. Acceleration of rate of progression permitted increases for operators up to \$4 a week. Retroactive directive orders of the National War Labor Board, dated July 2 and Oct. 6, 1943. Minimum and maximum weekly wage rates were raised and some progression wage schedules were shortened. The rate ranges were increased as follows, depending upon location: <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="3" style="text-align: center;"><i>Weekly rates</i></th> </tr> <tr> <th style="text-align: left;"><i>Minimum</i></th> <th colspan="2" style="text-align: center;"><i>Maximum</i></th> </tr> </thead> <tbody> <tr> <td>Plant central office craftsmen.....</td> <td style="text-align: center;">\$2 to \$3</td> <td style="text-align: center;">\$1 to \$5</td> </tr> <tr> <td>Traffic operators.....</td> <td style="text-align: center;">\$2 to \$6</td> <td style="text-align: center;">\$2 to \$4</td> </tr> <tr> <td>Plant construction forces.....</td> <td style="text-align: center;">\$0</td> <td style="text-align: center;">\$2</td> </tr> </tbody> </table>	<i>Weekly rates</i>			<i>Minimum</i>	<i>Maximum</i>		Plant central office craftsmen.....	\$2 to \$3	\$1 to \$5	Traffic operators.....	\$2 to \$6	\$2 to \$4	Plant construction forces.....	\$0	\$2						
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Plant construction forces.....	\$0	\$2																					
Oct. 10, 1942, to Sept. 6, 1945.	Increases ranging from \$2 to \$11 a week, depending upon location and position on applicable schedule.	All plant construction force employees on the payroll received an increase of \$2 a week. Acceleration of rate of progression permitted increases up to \$7. Minimum and maximum weekly wage rates were raised and some progression schedules for job classifications were shortened. The rate ranges of these employees were increased as follows, depending upon location: <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="3" style="text-align: center;"><i>Weekly rates</i></th> </tr> <tr> <th style="text-align: left;"><i>Minimum</i></th> <th colspan="2" style="text-align: center;"><i>Maximum</i></th> </tr> </thead> <tbody> <tr> <td>Plant central office craftsmen ².....</td> <td style="text-align: center;">\$2 to \$6</td> <td style="text-align: center;">\$2 to \$8</td> </tr> <tr> <td>Traffic operators ³ ⁴.....</td> <td style="text-align: center;">\$3 to \$7</td> <td style="text-align: center;">\$3 to \$8</td> </tr> <tr> <td>Plant construction forces.....</td> <td style="text-align: center;">\$0</td> <td style="text-align: center;">\$0 to \$3</td> </tr> <tr> <td>Outside maintenance forces.....</td> <td style="text-align: center;">\$2 to \$6</td> <td style="text-align: center;">\$2 to \$11</td> </tr> <tr> <td>Clerical forces ⁵ ⁴.....</td> <td style="text-align: center;">\$2 to \$7</td> <td style="text-align: center;">\$2 to \$7</td> </tr> </tbody> </table>	<i>Weekly rates</i>			<i>Minimum</i>	<i>Maximum</i>		Plant central office craftsmen ²	\$2 to \$6	\$2 to \$8	Traffic operators ³ ⁴	\$3 to \$7	\$3 to \$8	Plant construction forces.....	\$0	\$0 to \$3	Outside maintenance forces.....	\$2 to \$6	\$2 to \$11	Clerical forces ⁵ ⁴	\$2 to \$7	\$2 to \$7
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Sept. 7, 1945.....		Rate progression schedule adopted Aug. 4, 1944, for outside maintenance forces and clerical employees with increases retroactive to 1943 for employees at many locations. The effect of these increases was reflected in increases in minimum and maximum rates shown above. Plant construction forces received a minimum increase of \$2 a week, except that resulting rate did not exceed applicable maximums. Increases ranging from \$3 to \$5 a week to New York traffic department employees. Increases were as follows: <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="3" style="text-align: center;"><i>Weekly rates</i></th> </tr> <tr> <th style="text-align: left;"><i>Minimum</i></th> <th colspan="2" style="text-align: center;"><i>Maximum</i></th> </tr> </thead> <tbody> <tr> <td>Traffic operators.....</td> <td style="text-align: center;">\$5</td> <td style="text-align: center;">\$5</td> </tr> <tr> <td>Clerical forces.....</td> <td style="text-align: center;">\$3</td> <td style="text-align: center;">\$3</td> </tr> </tbody> </table>	<i>Weekly rates</i>			<i>Minimum</i>	<i>Maximum</i>		Traffic operators.....	\$5	\$5	Clerical forces.....	\$3	\$3									
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See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters																																										
Feb. 1, 1946.....	Increases ranging from \$5 to \$9 a week, depending upon location and position on applicable schedule.	<p>Minimum and maximum weekly rates were raised and some progression schedules for job classifications were shortened. The rate ranges of these employees were increased as follows:</p> <table> <thead> <tr> <th></th> <th colspan="2">Weekly rates</th> </tr> <tr> <th></th> <th>Minimum</th> <th>Maximum</th> </tr> </thead> <tbody> <tr> <td>Plant central office craftsmen.....</td> <td>\$5 to \$9</td> <td>\$8</td> </tr> <tr> <td>Traffic operators.....</td> <td>\$5 to \$6</td> <td>\$7</td> </tr> <tr> <td>Plant construction forces.....</td> <td>\$5</td> <td>\$6 to \$8</td> </tr> <tr> <td>Outside maintenance forces.....</td> <td>\$5 to \$7</td> <td>\$7 to \$8</td> </tr> <tr> <td>Clerical forces.....</td> <td>\$5 to \$7</td> <td>\$5 to \$7</td> </tr> </tbody> </table> <p>New York traffic operators and clerical employees received increases which, when added to increases previously given on Sept. 7, 1945, conformed to the above pattern. Acceleration of rate of progression permitted increases up to \$15 a week.</p> <p>The rate ranges of employees covered by wage schedules were increased as follows:</p> <table> <thead> <tr> <th></th> <th colspan="2">Weekly rates</th> </tr> <tr> <th></th> <th>Minimum</th> <th>Maximum</th> </tr> </thead> <tbody> <tr> <td>Plant central office craftsmen.....</td> <td>\$2 to \$4</td> <td>\$3 to \$5</td> </tr> <tr> <td>Traffic operators.....</td> <td>\$2 to \$4</td> <td>\$4 to \$5</td> </tr> <tr> <td>Plant construction forces.....</td> <td>\$4</td> <td>\$4</td> </tr> <tr> <td>Outside maintenance forces.....</td> <td>\$2 to \$4</td> <td>\$3 to \$4</td> </tr> <tr> <td>Clerical forces.....</td> <td>\$2 to \$4</td> <td>\$2 to \$4</td> </tr> </tbody> </table>		Weekly rates			Minimum	Maximum	Plant central office craftsmen.....	\$5 to \$9	\$8	Traffic operators.....	\$5 to \$6	\$7	Plant construction forces.....	\$5	\$6 to \$8	Outside maintenance forces.....	\$5 to \$7	\$7 to \$8	Clerical forces.....	\$5 to \$7	\$5 to \$7		Weekly rates			Minimum	Maximum	Plant central office craftsmen.....	\$2 to \$4	\$3 to \$5	Traffic operators.....	\$2 to \$4	\$4 to \$5	Plant construction forces.....	\$4	\$4	Outside maintenance forces.....	\$2 to \$4	\$3 to \$4	Clerical forces.....	\$2 to \$4	\$2 to \$4
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May 9, 1947.....	Increases ranging from \$2 to \$5 a week, depending upon location and position on applicable schedule.	<p>Increases ranging up to \$4 were made at certain points. The increases affected about 5 percent of the employees. Traffic operators were not involved.</p> <p>The rate ranges of employees covered by wage schedules were increased as follows:</p> <table> <thead> <tr> <th></th> <th colspan="2">Weekly rates</th> </tr> <tr> <th></th> <th>Minimum</th> <th>Maximum</th> </tr> </thead> <tbody> <tr> <td>Plant central office craftsmen.....</td> <td>\$1 to \$3</td> <td>\$2 to \$7</td> </tr> <tr> <td>Traffic operators.....</td> <td>\$1 to \$4</td> <td>\$3 to \$4</td> </tr> <tr> <td>Plant construction forces.....</td> <td>\$2</td> <td>\$2 to \$4</td> </tr> <tr> <td>Outside maintenance forces.....</td> <td>\$1 to \$4</td> <td>\$1 to \$7</td> </tr> <tr> <td>Clerical forces.....</td> <td>\$0 to \$4</td> <td>\$1 to \$6</td> </tr> </tbody> </table>		Weekly rates			Minimum	Maximum	Plant central office craftsmen.....	\$1 to \$3	\$2 to \$7	Traffic operators.....	\$1 to \$4	\$3 to \$4	Plant construction forces.....	\$2	\$2 to \$4	Outside maintenance forces.....	\$1 to \$4	\$1 to \$7	Clerical forces.....	\$0 to \$4	\$1 to \$6																					
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June 2, 1948.....																																												
Oct. 15, 1948.....	Increases ranging from \$0 to \$7 a week, depending upon location and position on applicable schedule.	<p>Reclassification of approximately 100 towns in addition to the adjustment of specific wage schedules in some areas.</p> <p>Schedules were reduced to 6½ years. Prior to this, most employees had been assigned to 8-year wage schedules and a few employees had been assigned to 7-year wage schedules. Increases affected about 50 percent of the employees and ranged up to \$11 a week.</p> <p>The rate ranges of employees covered by wage schedules were increased as follows:</p> <table> <thead> <tr> <th></th> <th colspan="2">Weekly rates</th> </tr> <tr> <th></th> <th>Minimum</th> <th>Maximum</th> </tr> </thead> <tbody> <tr> <td>Plant central office craftsmen.....</td> <td>\$3 to \$5</td> <td>\$6 to \$11½</td> </tr> <tr> <td>Traffic operators.....</td> <td>\$3 to \$5</td> <td>\$4½ to \$5½</td> </tr> <tr> <td>Plant construction forces.....</td> <td>\$3 to \$3½</td> <td>\$5 to \$7½</td> </tr> <tr> <td>Outside maintenance forces.....</td> <td>\$3 to \$6</td> <td>\$5½ to \$13</td> </tr> <tr> <td>Clerical forces.....</td> <td>\$3 to \$5½</td> <td>\$3 to \$9</td> </tr> </tbody> </table>		Weekly rates			Minimum	Maximum	Plant central office craftsmen.....	\$3 to \$5	\$6 to \$11½	Traffic operators.....	\$3 to \$5	\$4½ to \$5½	Plant construction forces.....	\$3 to \$3½	\$5 to \$7½	Outside maintenance forces.....	\$3 to \$6	\$5½ to \$13	Clerical forces.....	\$3 to \$5½	\$3 to \$9																					
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July 5, 1951.....	Increases ranging from \$3 to \$13 a week, depending upon location and position on applicable schedule.	<p>The rate ranges of employees covered by wage schedules were increased as follows:</p> <table> <thead> <tr> <th></th> <th colspan="2">Weekly rates</th> </tr> <tr> <th></th> <th>Minimum</th> <th>Maximum</th> </tr> </thead> <tbody> <tr> <td>Plant central office craftsmen.....</td> <td>\$3 to \$5</td> <td>\$6 to \$11½</td> </tr> <tr> <td>Traffic operators.....</td> <td>\$3 to \$5</td> <td>\$4½ to \$5½</td> </tr> <tr> <td>Plant construction forces.....</td> <td>\$3 to \$3½</td> <td>\$5 to \$7½</td> </tr> <tr> <td>Outside maintenance forces.....</td> <td>\$3 to \$6</td> <td>\$5½ to \$13</td> </tr> <tr> <td>Clerical forces.....</td> <td>\$3 to \$5½</td> <td>\$3 to \$9</td> </tr> </tbody> </table>		Weekly rates			Minimum	Maximum	Plant central office craftsmen.....	\$3 to \$5	\$6 to \$11½	Traffic operators.....	\$3 to \$5	\$4½ to \$5½	Plant construction forces.....	\$3 to \$3½	\$5 to \$7½	Outside maintenance forces.....	\$3 to \$6	\$5½ to \$13	Clerical forces.....	\$3 to \$5½	\$3 to \$9																					
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See footnote at end of table.

A—General Wage Changes¹—Continued

Occupational group ⁶	Increases effective ⁷									
	Sept. 2, 1953	Oct. 9, 1954 (Oct. 24)	Nov. 14, 1955 (Nov. 28)	Dec. 5, 1956 (Dec. 19)	Jan. 11, 1958 (Feb. 10)	June 10, 1959 (July 10)	Oct. 10, 1960 (Nov. 9)	Nov. 9, 1961	Nov. 9, 1962	Nov. 10, 1963
Number of towns reclassified.....	29.....	11.....	10.....	17.....	7.....	20.....	15.....	15.....	56.....	42.....
Number of years' service re- quired to reach maximum rates:										
Central office craftsmen.....	6 ⁸	6.....	6.....	6.....	6.....	6.....	6.....	6.....	6.....	6.....
Traffic operators.....	6 ⁸	6.....	6.....	6.....	6.....	6.....	6.....	5½.....	5½.....	5½.....
Plant central office craftsmen:										
Minimum rate.....	\$0 to \$4....	\$0 to \$2....	\$2 to \$5½..	\$2 to \$5½..	\$1 to \$5....	\$1 to \$5½..	\$1 to \$8½..	\$1½ to \$5½	\$1½ to \$8..	\$1½ to \$8½
Maximum rate.....	0 to 5½....	1 to 5½....	3½ to 9½..	3½ to 9½..	2½ to 6....	2 to 11....	3½ to 10..	3 to 9.....	4 to 10½..	3½ to 11
Traffic operators:										
Minimum rate.....	1 to 3.....	0 to 2.....	2 to 2½....	2 to 4.....	2 to 4.....	1 to 3.....	1½ to 7....	1½ to 3....	2 to 3½....	2 to 3½
Maximum rate.....	1½ to 2½..	1½ to 2½..	2 to 3.....	2½ to 3....	2½ to 3½..	3 to 4.....	2½ to 3....	2 ⁹	2½ to 4½..	2½ to 4 ¹⁰
Plant construction forces:										
Minimum rate.....	1 to 2.....	0.....	2½.....	2½.....	2.....	1½.....	2½.....	3.....	2.....	2
Maximum rate.....	1½ to 3....	1 to 2.....	3 to 4.....	3 to 4.....	2½ to 3½..	3 to 4.....	4½ to 6....	2 to 3.....	2 to 4½..	2 to 5
Outside maintenance forces:										
Minimum rate.....	0 to 5.....	0 to 2.....	2 to 5½..	2 to 11½..	1 to 4.....	0 to 5½..	1 to 5½..	1½ to 5½..	1½ to 7....	1½ to 9
Maximum rate.....	1 to 8.....	1 to 5½..	3 to 10..	3 to 11½..	2½ to 9½..	3 to 12....	3 to 10..	2½ to 8....	3½ to 10½..	3½ to 12
Clerical forces:										
Minimum rate.....	½ to 3½..	0 to 2.....	1 to 3.....	1 to 5.....	1½ to 4....	0 to 4½..	1 to 7.....	1 to 5½..	1 to 5.....	1 to 5½
Maximum rate.....	1 to 4½..	0 to 4.....	1 to 6.....	1½ to 5....	1½ to 5½..	0 to 8.....	1½ to 7½..	1 to 6.....	1½ to 6½..	1½ to 6 ¹⁰

¹ General wage changes are construed as upward or downward changes that affect an entire establishment, bargaining unit, or substantial group of employees at one time. Not included within the term and therefore omitted from this tabulation are adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure (such as changes in specific classification rates) that do not have an immediate and noticeable effect on the general wage level.

The general changes listed above were the major changes affecting salary rates during the period covered by this chronology. Because of the omission of nongeneral changes, the payment of premium and special rates and other factors, the total of the general wage changes listed will not necessarily coincide with the movement of straight-time average hourly earnings.

² Included was an increase of \$4 in the minimum and \$2 in the maximum rate of the schedule for plant central office craftsmen in New York City, by N.W.L.B. directive order, effective Dec. 26, 1944.

³ Included was an increase of \$3 in the minimum and maximum rates of traffic operators' schedules in New York City, \$5 in Louisville, Ky., and \$5 in Memphis, Tenn., effective Jan. 10, 1944, by N.W.L.B. directive order.

⁴ Included was an increase of \$3 in the minimum and maximum rates of traffic operators' schedules and \$3 in clerical schedules in Detroit, effective Mar. 28, 1943, by N.W.L.B. directive order.

⁵ Included was an increase of \$3 in the minimum rate and \$2 in the maximum rate of the schedules for certain traffic clerical employees in New York City, Louisville, Ky., and Memphis, Tenn., effective Jan. 10, 1944, by N.W.L.B. directive order. Included also in this period was an increase of \$3 in minimum and \$2 in maximum rates of the schedule for certain plant clerical employees of New York City, effective Dec. 26, 1944, by N.W.L.B. directive order.

⁶ A range is shown since individual increases were governed by location, position on the salary schedule, and job.

⁷ When they differ, the date of the contract is shown in parenthesis below the effective date of the general wage increase. The 1961 and 1962 increases were the result of wage reopenings provided in the 1960 agreement.

⁸ Reduced from 6½ years.

⁹ Effective May 6, 1962, rates were increased \$1.

¹⁰ Effective Feb. 9, 1964, maximum rates for traffic operators were increased \$1 and those for clerical forces, 50 cents.

B—Related Wage Practices ¹

I—TRAFFIC AND PLANT EMPLOYEES

Effective date	Provisions		Applications, exceptions, and other related matters
	Traffic	Plant	
<i>Overtime Pay</i>			
Oct. 20, 1940.....	<p><i>Group A:</i> Time and one-half for work—</p> <p>(1) In excess of a normal tour or a basic workweek.</p> <p>(2) In excess of scheduled half tour.</p> <p>(3) On nonscheduled days.....</p> <p>(4) On second assigned tour if interval between tours was less than 10 hours.</p> <p><i>Group B:</i> If work time was 40 hours or less in a calendar week, compensatory time off or straight-time pay for work—</p> <p>(1) In excess of an assigned tour.</p> <p>(2) In excess of a basic workweek</p> <p>(3) On a nonscheduled day.</p> <p>Time and one-half for hours in excess of 40 in a calendar week.</p>	<p><i>Central office, Group A:</i> Time and one-half for work—</p> <p>(1) On a scheduled day outside of scheduled or shifted normal tour or half tour</p> <p>(2) On a nonscheduled day.....</p> <p>(3) On a second scheduled tour if interval worked since previous scheduled or shifted tour was less than 8 hours.</p> <p>(4) On a scheduled tour if required to work 16 continuous hours immediately preceding start of tour.</p> <p><i>Outside maintenance and gang, Group A:</i></p> <p>Time and one-half for work—</p> <p>(1) In excess of 8 hours on a scheduled day..</p> <p>(2) On a nonscheduled day.</p>	<p><i>Traffic, Group A:</i> Applicable evening and night differentials included in computing overtime rate after 40 hours.</p> <p><i>Plant, Group A:</i> Overtime rate included night differentials.</p>
May 9, 1947.....		<p>Changed to—</p> <p><i>Central Office, Group A:</i> Time and one-half paid for time worked on a second scheduled tour if interval worked since previous scheduled or shifted tour was less than 10 hours.</p>	
July 5, 1950.....		<p>Changed back to 8 hours.....</p>	

See footnote at end of table.

B—Related Wage Practices ¹—Continued
I—TRAFFIC AND PLANT EMPLOYEES—Continued

Effective date	Provisions		Applications, exceptions, and other related matters
	Traffic	Plant	
<i>Night Premium Pay</i>			
Oct. 20, 1940.....	<i>Group A:</i> Specified differentials, ranging from \$0.85 to \$3 a week, paid for work after 7 p. m. Time and one-half for scheduled tour starting or ending between 2 a. m. and 6 a. m. provided there was no night differential or other premium.	<i>Central office, Group A:</i> Differentials ranging from \$2 to \$5 paid employees on regular night tour. Time and one-half for scheduled tour starting or ending between 2 a. m. and 6 a. m. provided there was no night differential or other premium. <i>Outside maintenance and gang, Group A:</i> Specified differential paid employees on regular night tour, otherwise time and one-half for hours worked between 6 p. m. and 6 a. m.	
Apr. 6, 1941.....			<i>Traffic, Group A, Chicago:</i> Increased night differential from \$2.50 to \$3.
May 18, 1941.....			<i>Traffic, Group A, Cincinnati:</i> Increased night differential from \$2 to \$2.50.
Jan. 30, 1942.....		Added— <i>Group A:</i> Night differential of \$6 a week paid employees with basic weekly rates of \$60 or more.	<i>Plant, Group A:</i> Night differential included in dismissal pay for night-tour employees.
Dec. 5, 1943.....	<i>Group A:</i> Night differential \$3 a week for 7-hour tours, \$4 a week for 8-hour tours.		<i>Traffic, Group A:</i> \$3 for 8-hour tour at Philadelphia which includes additional 60-minute paid relief.
Jan. 1, 1946.....		Added— <i>Group A:</i> Night differential of \$7 a week paid employees with basic weekly rates of \$70 or more.	
Apr. 7, 1946.....	Uniform evening and night differentials established, ranging from \$2 to \$4 a week, depending on tour worked.		
June 2, 1948.....		Added— <i>Group A:</i> Night differential of \$8 a week paid employees with basic weekly rates of \$80 or more.	
July 5, 1950.....	Added— <i>Group B:</i> Evening and night differential for Traffic Control Bureau clerical employees.	Added— <i>Group B:</i> Night differential for cleaners at New York City and cleaners and janitors at Philadelphia.	Added— <i>Group B, Administrative:</i> Weekly differentials for Treasury Department night teller at New York City.
June 27, 1951.....		Added— Night differential of \$9 a week paid eligible employees with basic weekly rates of \$90 or more.	
July 5, 1952.....			<i>Traffic, Group A:</i> At Detroit night differential increased to \$5 a week.
Sept. 2, 1953 (agreement of same date).	Added: Plant central office craftsmen: Differential of \$10 a week paid eligible employees with basic weekly rates of \$100 or more.		Changed: Traffic—Group A, Cleveland and Detroit—night tour reduced from 8 to 7 hours without change in differential.
Dec. 5, 1956 (agreement dated Dec. 19, 1956).	Added: Plant central office craftsmen: Differential of \$11 a week paid employees with basic weekly rates of \$115 or more.		

See footnote at end of table.

B—Related Wage Practices ¹—Continued

I—TRAFFIC AND PLANT EMPLOYEES—Continued

Effective date	Provisions		Applications, exceptions, and other related matters
	Traffic	Plant	
<i>Night Premium Pay—Continued</i>			
Oct. 10, 1960 (agreement dated Nov. 9, 1960).	Added: Plant central office craftsmen: Differential of \$12 a week paid employees with basic weekly rate of \$130 or more.		Added: Traffic—Group A, Boston—\$3.50 for 7-hour night tour; New York and White Plains—\$4 for 7-hour night tour; Chicago—\$4.50 for 8-hour night tour; Cincinnati, Pittsburgh, and Wayne—\$5 for 8-hour night tour.
<i>Premium Pay for Sunday and Saturday Work</i>			
Oct. 20, 1940.....	<i>Group A:</i> One-half time extra for scheduled Sunday work. Time and one-half for non-scheduled Sunday work. No premium pay for Saturday as such. <i>Group B:</i> No premium pay for Sunday or Saturday as such.		<i>Traffic, Group A:</i> In New York and Chicago, straight time extra paid for scheduled Sundays worked at the request of management if a previous Sunday had been worked in same calendar month.
<i>Holiday Pay</i>			
Oct. 20, 1940.....	6 or more authorized holidays in most States on which employees could be scheduled and excused with regular pay. <i>Group A:</i> If worked, double time for time within normal tour. Time and one-half for work in excess of normal tour on holidays. <i>Group B:</i> If worked, compensatory time off or time extra pay for time worked. <i>Group A:</i> Special payment of \$2 for working evening or night tours on Dec. 24 and Dec. 31 under specified combinations of Christmas and New Year's assignments.	<i>Group A:</i> Minimum of 3 hours paid when called to work on excused holiday.	6 states had only the 5 holidays listed below. Holidays were: New Year's Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, and at least 1 other. ²
Mar. 30, 1941.....			<i>Traffic, Group A, Minneapolis:</i> Special \$2 payment replaced by double time for work on Dec. 24 and Dec. 31 after 7 p. m. to end of latest ending evening tour.
Jan. 30, 1942.....			At least 1 holiday added in 14 States, including the 6 formerly having only 5 holidays. At subsequent dates 8 States added 1 more holiday. ³
Jan. 1, 1945.....	<i>Group B:</i> Saturday holiday included in scheduled workweek when employee had worked on 3 of preceding 8 Saturdays.		

See footnotes at end of table.

B—Related Wage Practices ¹—Continued
I—TRAFFIC AND PLANT EMPLOYEES—Continued

Effective date	Provisions		Applications, exceptions, and other related matters
	Traffic	Plant	
<i>Holiday Pay—Continued</i>			
May 18, 1945.....			<i>Traffic, Group A, except Minneapolis:</i> Special payment for work on Dec. 24 and Dec. 31 changed to \$2 for nightwork starting at 10 p. m. or later and evening work ending after 7 p. m. but not later than 10 p. m.; \$3 for nightwork starting before 10 p. m. and evening work ending after 10 p. m.
May 9, 1947.....	<i>Traffic, Group A, and Plant central office, Group A:</i> Double time for work in excess of a normal tour on a holiday. <i>Group A:</i> Double-time payment plan at Minneapolis for evening and night work on Dec. 24 and Dec. 31 extended to all offices.	<i>Group A:</i> Minimum of half-day's worktime paid when called to work on excused holiday.	
June 2, 1948.....		<i>Group A, Outside maintenance and gangs:</i> Double time for work in excess of a normal tour on a holiday.	
Nov. 28, 1955 (agreement of same date).			Added: Veterans Day, Nov. 11, as holiday in Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, and Tennessee.
Nov. 10, 1963 (agreement of same date).			Added: Inauguration Day, Jan. 20, inauguration year in Arlington, Va., and Silver Spring and Greenbelt, Md. Memorial Day, May 30, and Alaska Day, March 30, in Alaska.
<i>Vacation Pay</i>			
Oct. 20, 1940.....	1 week for 1 year, 2 weeks for 2 years, 3 weeks for 15 years of credited service.....		Evening and night differentials included in vacation pay. <i>Traffic:</i> Special vacation provisions for first year's service were applicable in certain Traffic cities as follows: Memphis and Louisville—1 week's pay after 8 months' service; Boston—2 weeks' pay after 6 months' service.
Oct. 29, 1944.....	Added:— Employee to receive 1 extra day's pay if 12 or more full tours were worked in excess of the established workweeks during first 17 of 18 weeks immediately preceding vacation, one-half day's pay if 6 but less than 12 full tours were worked.		
May 9, 1947.....	Additional day off with pay allowed for scheduled holiday occurring during vacation.....		Boston, Louisville, and Memphis Traffic group changed to same practice as other Traffic offices.

See footnote at end of table.

B—Related Wage Practices¹—Continued
I—TRAFFIC AND PLANT EMPLOYEES—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Vacation Pay—Continued</i>		
<p>Jan. 1, 1954 (agreement dated Sept. 2, 1953). 1959 (agreement dated July 10, 1959).</p>	<p><i>Changed to:</i> 1 week after 6 months' service, if hired before April 1 of current year; 2 weeks after 1 year, if hired before October of preceding calendar year. <i>Added:</i> 4 weeks, paid vacation after 30 years' service.</p>	<p><i>Continued:</i> Pay for unused vacation to laid-off employees, temporary employees whose work was completed, and employees resigning or dismissed. <i>Changed:</i> Paid days in vacation week to be number in established work week during the first 17 of 20 (was 18) weeks preceding vacation in office to which employee was assigned. <i>Traffic—Groups A and B—</i>Vacation pay to include average of night differentials for tours scheduled during first 4 of 7 (was 5) weeks preceding vacation. <i>Continued: Plant Groups A—</i>Inclusion in vacation pay of night differential received in weeks preceding vacation. <i>Traffic and Plant Groups—</i>Provision of additional vacation days if employee worked in excess of scheduled workweek, as follows: (1) If employee worked 6 but less than 12 additional normal tours during contract period—$\frac{1}{2}$ day per week of vacation; if 12 or more normal tours—1 day per week of vacation.</p>
<p>Jan. 1, 1961 (agreement dated Nov. 9, 1960). Jan. 1, 1964 (agreement dated Nov. 10, 1963).</p>	<p><i>Changed:</i> 4 weeks' paid vacation after 25 years. <i>Changed:</i> 3 weeks' paid vacation after 10 years.....</p>	<p><i>Changed:</i> Paid days in vacation week; for full-time employee, to 5 days; for part-time employee, to average weekdays in scheduled workweek during first 10 of 13 weeks preceding vacation.</p>

See footnote at end of table.

B—Related Wage Practices ¹—Continued
I—TRAFFIC AND PLANT EMPLOYEES—Continued

Effective date	Provisions		Applications, exceptions, and other related matters
	Traffic	Plant	
<i>Severance Pay (Lay-Offs)</i>			
Oct. 20, 1940.....	1 week's severance pay for each completed year of net credited service up to and including 7 years, plus 2 weeks' pay for each completed year of net credited service for 8 but less than 15 years, plus 3 weeks' pay for each completed year of net credited service for 15 or more years.		Pay computed at regular weekly rate in effect at date of lay-off. Reengaged employee to repay excess received over that which would have been earned at straight-time rates if retained. Payment to employee reengaged and laid off reduced by any previous severance pay. Laid-off employees also receive vacation payments due.
May 9, 1947.....	Changed to:— 1 week's severance pay for each completed year of net credited service up to and including 4 years, plus 2 weeks' pay for each completed year of net credited service for 5 but less than 9 years, plus 4 weeks' pay for each completed year of net credited service for 9 or more years.		
<i>Termination Pay (Dismissals)</i>			
Oct. 20, 1940.....	1 week's termination pay in lieu of notice to employees with less than 1 year's service, 2 weeks' pay for 1 or more years' service.		Employees not entitled to payment if dismissed (1) at expiration of leave of absence or period of disability payments, (2) because of becoming ineligible for employment under company rules, or (3) for misconduct. A dismissed employee was defined as one terminated for any reason other than transfer, resignation, layoff, retirement, or death. Dismissed employees received vacation payments due.

See footnote at end of table.

B—Related Wage Practices ¹—Continued
 I—TRAFFIC AND PLANT EMPLOYEES—Continued

Effective date	Provisions		Applications, exceptions, and other related matters
	Traffic	Plant	
<i>In-Charge Pay</i>			
Oct. 20, 1940.....	No provision for in-charge pay.....	<i>Central office, Group A:</i> \$3 a week paid employees assigned limited responsibility for directing the work of 1 or more employees, or office responsibility for 4 hours in each of 3 or more of 5 daily tours, or when assigned duties of supervisor for 1 week or more.	
May 9, 1947.....	<i>Group A:</i> \$1.40 a day paid employees assigned to duties of absent supervisor for 4 or more hours during a tour.	<i>Central office, Group A:</i> Changed to \$1.40 a day for any day assigned in-charge responsibilities for 4 hours or more.	
July 10, 1959 (agreement of same date).	Increased: Traffic Group A and Plant Central Office Group A—to \$1.50 for any day assigned duties of absent supervisor or in-charge responsibility for 4 hours or more.		
<i>Travel-Time Pay</i>			
Oct. 20, 1940.....	Applicable rate (straight time or time and one-half) paid for travel time on company business. Except for Plant gang employees, time spent outside of normal working day not paid for if sleeping car or other first class accommodations were provided.	<i>Gang employees:</i> Straight-time rate paid up to 8 hours for travel time between 6 a. m. and 6 p. m. on scheduled days. Straight-time rate paid for all travel time between 6 a. m. and 6 p. m. on nonscheduled days, Sundays, and holidays. Time spent outside of 6 a. m. to 6 p. m. not paid for if sleeping car accommodations were provided.	<i>Plant, gang employees:</i> Time traveling in excess of ½ hour to and ½ hour from the job, and time traveling in the course of the day's work considered travel time on company business. <i>Plant, outside maintenance employees:</i> Time traveling from the storeroom to the job, from one part of the job to another and from the job to the storeroom considered travel time on company business.
May 9, 1947.....			<i>Plant, gang employees:</i> Changed to—Time traveling from the reporting place to the job, from one part of the job to another and from the job back to the reporting place considered travel time on company business.

See footnote at end of table.

B—Related Wage Practices ¹—Continued
I—TRAFFIC AND PLANT EMPLOYEES—Continued

Effective date	Provisions		Applications, exceptions, and other related matters
	Traffic	Plant	
<i>Jury Duty or Summons Pay</i>			
Oct. 20, 1940.....	Leave with full pay granted employees serving on juries or appearing in court as witnesses in compliance with subpoena.		
<i>Voting Pay</i>			
Oct. 20, 1940.....	Employee whose tour did not give opportunity to vote excused with pay for reasonable period.	No provision for voting pay.	
June 2, 1948.....	Employee eligible to vote and requesting leave excused with pay for reasonable period. Company to specify period of leave.		
<i>Meal Allowance</i>			
Oct. 20, 1940.....	Reasonable meal expense paid if time worked in excess of a normal tour extended over a meal period. No pay for meal period.		Not applicable to Traffic, Group A, outside maintenance and gang employees. 2 hours in excess of a normal tour defined as work beyond normal meal period.
June 25, 1944.....	<i>Group B:</i> Reasonable meal expense paid on nonscheduled workdays if employee was compensated for such work by equivalent time off.		

See footnote at end of table.

B—Related Wage Practices¹—Continued

I—TRAFFIC AND PLANT EMPLOYEES—Continued

Effective date	Provision	Applications, exceptions, and other related matters																					
<i>Health and Welfare Benefits (Revised)³</i>																							
1940.....	<p>In effect:</p> <p><i>Accident benefits:</i> Employees physically disabled by reason of accidental occupational injury to receive for (1) total disability—full pay for 13 weeks, half pay for the remainder of the disability, but not more than \$20 a week after 6 years; (2) partial disability—100 percent of loss in earning capacity for 13 weeks, 50 percent for remainder of disability up to 6 years. Employees with 15 years' service or more to receive full pay for periods specified under sickness benefits for this length of service.</p> <p><i>Sickness benefits:</i> Employees disabled because of sickness, including injuries not arising in the course of employment, to receive:</p> <table border="1" data-bbox="340 695 771 862"> <thead> <tr> <th style="text-align: center;">Years of service</th> <th style="text-align: center;">Full pay for</th> <th style="text-align: center;">Half pay for</th> </tr> </thead> <tbody> <tr> <td>2 and under 5.....</td> <td>4 weeks..</td> <td>9 weeks.</td> </tr> <tr> <td>5 and under 10.....</td> <td>13 weeks..</td> <td>13 weeks.</td> </tr> <tr> <td>10 and under 15.....</td> <td>13 weeks..</td> <td>39 weeks.</td> </tr> <tr> <td>15 and under 20.....</td> <td>26 weeks..</td> <td>26 weeks.</td> </tr> <tr> <td>20 and under 25.....</td> <td>39 weeks..</td> <td>13 weeks.</td> </tr> <tr> <td>25 or more.....</td> <td>52 weeks..</td> <td></td> </tr> </tbody> </table> <p><i>Death benefits:</i> In event of death from (1) work-connected accident—benefits to equal 3 years' wages, but not more than \$5,000; (2) nonoccupational sickness—4 months' pay for employees with 2 but less than 3 years' service and an additional month's pay for each added year of service up to 10 (maximum 12 months); minimum benefit \$250.</p> <p><i>Benefits in case of death of pensioner:</i> Not to exceed payments under sickness-death benefits.</p> <p><i>Funeral benefits:</i> Up to \$250 for necessary expenses.</p>	Years of service	Full pay for	Half pay for	2 and under 5.....	4 weeks..	9 weeks.	5 and under 10.....	13 weeks..	13 weeks.	10 and under 15.....	13 weeks..	39 weeks.	15 and under 20.....	26 weeks..	26 weeks.	20 and under 25.....	39 weeks..	13 weeks.	25 or more.....	52 weeks..		<p>Noncontributory accident, sickness and death benefits plan was established in 1913. Not covered by union agreement. Benefits to begin on first day on which a full day's wage was not paid.</p> <p>Amount of payment could be changed if disability changed from total to partial or from partial to total. No payments for partial disability to be made after 6 years of disability payments.</p> <p>In case of accidental injury resulting in permanent loss of a body member or its use, special benefits not exceeding amount payable for accidental death could be awarded in lieu of all other benefits.</p> <p>Committee administering plan could also approve necessary expenses for first aid treatment or surgery.</p> <p>Benefits to begin on 8th calendar day of absence or, if employee had been receiving benefits and was again absent within 2 weeks, on 1st day.</p> <p>All benefit payments to be reduced by the amount of related benefits required by State or Federal Law.</p> <p>Payments to employees with less than 2 years' service to be governed by company practice.</p>
Years of service	Full pay for	Half pay for																					
2 and under 5.....	4 weeks..	9 weeks.																					
5 and under 10.....	13 weeks..	13 weeks.																					
10 and under 15.....	13 weeks..	39 weeks.																					
15 and under 20.....	26 weeks..	26 weeks.																					
20 and under 25.....	39 weeks..	13 weeks.																					
25 or more.....	52 weeks..																						
Jan. 1, 1946.....	<p>Increase:</p> <p><i>Accident Benefits:</i> For total occupational disability, half pay to continue for duration of disability.</p> <p><i>Death Benefits:</i> Maximum to \$10,000 for death resulting from occupational injury.</p> <p><i>Changed to:</i></p> <p><i>Benefits in case of death of pensioner:</i> Mandatory payments to qualified beneficiaries (1) if death occurred within 1 year after retirement—maximum sickness-death benefit payable as if pensioner had died on last day of active service; (2) if death occurred more than 1 year after retirement—not less than maximum sickness-death benefits reduced by 10 percent for each full year since retirement, or amount of annual pension, whichever was greater. Could be supplemented at company discretion with amount not to exceed payments under (1) if no qualified beneficiaries; payments at company discretion to extent necessary for \$250 burial expense plus cost of last illness.</p>	<p>Payments made at discretion of company.</p> <p>In addition to death benefit.</p>																					
May 9, 1947.....		<p>Agreement that company would not reduce or diminish benefits or privileges without consent of the union.</p>																					

See footnotes at end of table.

B—Related Wage Practices¹—Continued

I—TRAFFIC AND PLANT EMPLOYEES—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Health and Welfare Benefits (Revised)³—Continued</i>		
Dec. 19, 1956 (agreement of same date).	<p><i>Increased:</i> <i>Death benefits</i>—In the event of death from (1) accident—maximum to \$30,000, (2) sickness—minimum to \$500. <i>Funeral benefits</i>—\$500.</p>	<p><i>Added:</i> Agreement that company would not change benefits without 60 days' notice to union.</p>
April 1, 1957.....	<p><i>Increased:</i> <i>Sickness benefits</i>—Employees with 1 but less than 2 years' service, to half pay for 9 weeks.</p>	
Mar. 1, 1958.....	<p><i>Changed to:</i> <i>Death benefits</i>—Sickness—4 months' pay for employees with 6 months but under 2 years' service, and an additional 2 months' pay for each added year of service up to 5 (maximum 12 months). No change in minimum benefits.</p>	
May 18, 1958 (by agreement dated May 12, 1958).	<p><i>Established:</i> Contributory life insurance plan for regular employees with 6 months or more of service, providing benefits equal to employee's annual basic pay adjusted to the next higher \$1,000, with \$2,000 minimum, plus equal amount for accidental death or dismemberment.⁴</p>	<p>Employees to contribute \$0.50 monthly for each \$1,000 above first \$1,000 of life insurance until retirement. Company to pay any additional amount required.</p> <p>Retired employee, continuously insured while eligible after age 45, to be covered without cost by life insurance in amount in effect at retirement reduced by 10 percent after 1 year and by the same dollar amount on each of 4 succeeding retirement anniversary dates, with a minimum of \$1,500. Accidental death and dismemberment insurance discontinued on retirement.</p> <p>For employee totally disabled and not eligible for pension or disability benefits, insurance to be continued with cost to employee during term of disability. After expiration of disability benefits, insurance continued without cost to employee as follows: 1 year for employees with less than 5 years' credited service; 2 years for 5 but less than 10 years' service; and 3 years for 10 but less than 15 years' service. Employees with 15 or more years' service to receive same benefit as retired employee. Accidental death and dismemberment insurance discontinued on expiration of disability benefits.</p> <p>Employees could continue insurance during layoff up to 6 months on payment of contribution.</p>
Dec. 1, 1960 (agreement dated Oct. 10, 1960).	<p><i>Increased:</i> Life insurance—Minimum face amount to \$3,000.⁵</p>	<p><i>Changed:</i> Employee to contribute \$0.50 monthly for each \$1,000 above first \$2,000 life insurance.</p>
Dec. 15, 1960 (agreement dated Nov. 9, 1960).	<p><i>Established:</i> Noncontributory major medical benefits plan for regular employees with 6 or more months' service, retirees, and their dependents.</p> <p><i>Benefits:</i> 80 percent of the amount by which medical expenses exceeded sum of (1) amount payable by specified local plans⁶ providing basic benefits, whether or not employee was covered by such plan, plus (2) 4 percent of annual basic pay of regular employee with minimum of \$100 and maximum of \$500. Lifetime maximum for regular employees and their dependents under 65 years of age—\$15,000; for retired employees and their dependents, and regular employee's dependents over 65—\$2,500.</p> <p><i>Covered expenses:</i> Hospital room plus related hospital services, and services of doctors and registered nurses; professional ambulance services to first hospital; physiotherapy prescribed by attending physician, when performed by qualified physiotherapist; drugs and medicines; diagnostic X-ray and laboratory examinations; X-ray, radium and radioactive isotope therapy; anesthesia and oxygen and the administration thereof; blood and blood plasma to the extent not donated or otherwise replaced; rental of iron lung and other durable medical or surgical equipment; artificial limbs and eyes, except replacements.</p>	<p>Benefits limited to 50 percent for mental care outside hospital or mental institution, except for regular employees absent from work because of disability.</p> <p>Maximum benefit could be restored on submission of evidence of insurability, at any time after receipt of \$1,000 in benefits.</p> <p>4-percent deductible could be applied 3 times in any 12 months, but only once for an accident injuring 2 or more beneficiaries.</p> <p>Benefits available in or outside hospital.</p>
		<p>Not applicable to services of registered nurse ordinarily residing with or a member of beneficiary's immediate family; care in nursing or convalescent homes or places for the aged; expenses covered under laws or regulations of any government; occupational disability; treatment, services, or supplies not certified by doctor; charges in excess of either the regular and customary charges for or the fair and reasonable value of the service; expenses paid under any other plan to which employer contributed or made payroll deductions, to the extent such expense exceeds the "deductible"; dental work or treatment and cosmetic surgery or treatment, except in case of accident; medical observation or diagnostic study when no disease or injury was revealed, except under certain conditions; personal services; pregnancy or childbirth, except severe complications; eyeglasses and hearing aids, or examinations for the prescription or fitting thereof.</p>

See footnotes at end of table.

B—Related Wage Practices¹—Continued

I—TRAFFIC AND PLANT EMPLOYEES—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Health and Welfare Benefits (Revised)³—Continued</i>		
Nov. 1, 1963 (agreement dated Oct. 25, 1963).	<p><i>Changed to:</i> <i>Benefits in case of death of Pensioner:</i> Mandatory payments to qualified beneficiaries if retirement occurred on or after Oct. 31, 1963—maximum sickness death benefits payable as if pensioner had died on last day of active service. Could be supplemented at company discretion with amount not to exceed maximum sickness death benefits if no qualified beneficiaries.</p>	<p>By resolution of the Benefit Committee, the company also provided mandatory payments to qualified beneficiaries if retirement occurred prior to Oct. 31, 1963—not less than maximum sickness death benefits reduced by 10 percent for each full year since retirement and up to Oct. 31, 1963, or amount of annual pension, whichever amount was greater. Could be supplemented at company discretion with amount not to exceed maximum sickness death benefits if no qualified beneficiaries.</p>
Dec. 1, 1963 (agreement dated Nov. 10, 1963).	<p><i>Changed to Major Medical Benefits:</i> Lifetime maximum for regular employees and their dependents under 65 years of age—\$20,000; for retired employees and their dependents, and regular employees' dependents over 65—\$5,000.</p>	<p><i>Changed:</i> Employee to contribute \$0.40 monthly for each \$1,000 above first \$2,000 life insurance.⁷</p>
Jan. 1, 1964 (agreement dated Nov. 10, 1963).	<p><i>Established:</i> Contributory hospital-surgical-medical plan for regular employees, retirees, and their dependents.</p> <p>New York—(Blue Cross and Blue Shield)⁶ -----</p> <p><i>Hospital benefits</i> (room and board)—In member hospital, full coverage for semiprivate room or ward up to 120 days per admission. In nonmember hospital, 80 percent of charges for semiprivate room or ward up to 120 days per admission.</p> <p><i>Special hospital expenses</i> (other than for room and board): Full coverage up to 120 days for meals and special diets; general nursing care; use of operating and other surgical treatment rooms; anesthesia and the administration thereof; all laboratory tests; physical therapy treatments; oxygen and oxygen therapy; all recognized drugs and medicines for use in hospital; dressings, ordinary splints, and plaster casts, X-ray examinations, X-ray therapy, radiation therapy and treatment; electrocardiograms, electroencephalograms, and basal metabolism tests; and administration of blood and blood plasma.</p> <p><i>Outpatient benefits:</i> Full coverage provided for care rendered in hospital within 48 hours after accidental injury, for serious illness, or when minor surgery was required.</p> <p><i>Maternity benefits:</i> All services provided for regular hospitalization up to 120 days, plus use of delivery room, infant feeding, and other routine care of the newborn child.</p> <p><i>Premature Infants benefits:</i> Same as Hospital Benefits.</p> <p><i>Surgical-medical benefits:</i></p> <p>1. Plan to pay full amount of scheduled fee for single employes earning \$4,000 or less and married employes earning \$6,000 or less annually for:</p> <p><i>Surgical services</i>—all accepted operative and cutting procedures for diagnosis and treatment of diseases, injuries, fractures, and dislocations, and postoperative care paid in accordance with a schedule.</p>	<p>Company to contribute ¼ of initial cost of plan. Dollar contribution to be doubled in 1966. Dependents defined as wife or husband and unmarried children (including stepchildren and adopted children residing with employee) under age 19.</p> <p>In New York, company contributed \$1.70 a month for single employees, \$4.79 for a 2-person family, and \$4.95 for larger families.</p> <p>Employee using private room to pay difference between that charge and cost of semiprivate accommodations.</p> <p>Benefits reinstated 90 days after last day of hospitalization.</p> <p>Benefits not available for institutions for convalescence, nursing, or rest care; for service of physicians, surgeons, and technicians not employed by hospital; for dental care, except in case of accident or removal of impacted teeth; hospitalization primarily for diagnostic study, physical therapy, X-ray and laboratory examinations, basal metabolism tests, electrocardiograms, and electroencephalograms; for care under the laws of the United States, or any State or Government (except covered services for which employee paid); for care for occupational disabilities provided in accordance with law; for care provided by any other employer-financed or contributory plan.</p> <p>Benefits limited to 30 days for each confinement for tuberculosis, nervous and mental conditions, alcoholism, or drug addiction.</p> <p>Benefits reinstated 180 days after last day of hospitalization.</p> <p>Excludes ambulance service and services or supplies not certified by doctor</p> <p>Available after 270 consecutive days in plan.</p> <p>Applicable only to infants weighing less than 5½ pounds.</p> <p>Participating doctors agreed to accept plan schedule as payment in full.</p>

See footnotes at end of table.

B—Related Wage Practices¹—Continued

I—TRAFFIC AND PLANT EMPLOYEES—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Health and Welfare Benefits (Revised)³—Continued</i>		
Jan. 1 1964 (agreement dated Nov. 10, 1963)—Continued	<p><i>Medical care</i>—up to 120 days' care in hospital when surgery was not required; doctors' fees limited to \$571 for routine care, \$637 for intensive care.⁹ Up to 30 days' care for tuberculosis, nervous and mental conditions, drug addiction, or alcoholism; doctors' fees limited to \$171.¹⁰</p> <p><i>Premature infants benefits:</i> Up to \$100 provided for in-hospital medical care.</p> <p><i>Anesthesia</i>—20 percent of surgical and maternity care allowance; minimum \$20.</p> <p><i>Radiation Therapy</i>—Up to \$250 for each contract year for proven malignancy and \$200 for benign conditions.</p> <p>2. Plan to pay scheduled fee for:</p> <p><i>Obstetrical benefits</i>—Up to \$75 for normal delivery, \$75 to \$175 for other procedures.</p> <p><i>Diagnostic X-ray and laboratory examinations</i>—up to \$75 per person per contract year for any one accident or illness in doctor's office or hospital out-patient department.</p> <p><i>Consultation services</i>—up to \$20 for one in-hospital specialist consultation per continuous period of hospitalization.</p> <p><i>Electro-shock therapy</i>—up to \$15 for each treatment, in or out of hospital, to maximum of \$150 per contract year.</p>	<p>Full benefits reinstated 3 months after release from hospital; after 6 months for tuberculosis, nervous and mental conditions, drug addiction, or alcoholism.</p> <p>Applicable only to infants weighing 5 pounds or less.</p> <p>Includes X-ray, radium, and other forms of radiation therapy used in the treatment of proved cases of malignancy only.</p> <p>Benefits not available for maternity services.</p>

See footnotes at end of table.

B—Related Wage Practices¹—Continued

I—TRAFFIC AND PLANT EMPLOYEES—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Pension Plan (Revised)</i> ^{6 11}		
1940 (plan established Jan. 1, 1913).	<p>Noncontributory plan providing the following benefits:</p> <p><i>Normal benefits:</i> <i>Eligibility:</i> (1) men at age 60 or older and women at 55 or older, with at least 20 years' service, (2) men at age 55 or older and women at age 50 or older, with 25 or more years of service, or (3) any employee with 30 or more years of service. <i>Monthly annuities:</i> 1/2 of 1 percent of average annual pay during 10 years preceding retirement, or—at company's discretion—the 10 consecutive years during which employee received highest wages, times years of service. Benefits to be reduced by one-half of social security benefits. <i>Minimum monthly pension:</i> \$30, except for disabled employees with less than 20 years' service or part-time employees. <i>Disability benefits:</i> Pension of employee with 15 or more years' service, totally disabled as a result of a non-occupational sickness or injury, to be computed like normal benefits.</p>	<p>Not covered by union agreements. Retirement automatic at age 65; however, company could delay retirement if continuation of employment was in its best interest.</p> <p>Retirement (except for men at age 60 and over and women at age 55 and over, with 20 years' service) to be at the discretion of the committee administering the plan.</p> <p>Continuity of service not to be broken for leaves of absence of less than 6 months or periods of disability or temporary layoff.</p> <p>Deduction to be increased as social security benefits were raised by legislation.</p>
Jan. 1, 1946.....	<p><i>Increased:</i> <i>Minimum pensions,</i> to \$50.</p>	
May 9, 1947.....		
Nov. 16, 1949.....	<p><i>Increased:</i> <i>Minimum pensions,</i> including total primary social security benefits, to \$100 a month at age 65 or over and \$75 a month below that age.</p>	<p>Company not to reduce benefits or privileges without union's consent.</p>
Sept. 1, 1952.....	<p><i>Changed:</i> <i>Minimum pensions,</i> to include one-half primary social security benefits.</p>	
Dec. 31, 1952.....	<p><i>Changed:</i> Service pension to be reduced by one-half Federal social security benefits (1) for employees retired before Sept. 1, 1952—by benefits provided by act as amended 1950; (2) for employees retired after Aug. 31, 1952—by benefits in effect on date of retirement.</p>	
Feb. 28, 1959.....	<p><i>Increased:</i> Minimum pensions, to \$115 a month at age 65 and over and \$85 a month below that age.</p> <p><i>Changed:</i> Pensions to be based on greater of 1 percent of the average annual pay during the last or highest 5 years.</p>	
Jan. 1, 1961.....	<p><i>Changed:</i> <i>Minimum pensions,</i> for employees age 65 and over, to (1) \$115 a month for 20 but less than 30 years of service, (2) \$120 for 30 but less than 40 years, and (3) \$125 for 40 years or more.</p>	
Nov. 1, 1963 (agreement dated Oct. 25, 1963).	<p><i>Added:</i> <i>Eligibility:</i> Any employee age 65 with 15 or more years' service.</p> <p><i>Added:</i> <i>Minimum pensions:</i> For employees age 65 with less than 20 years' service—to be reduced proportionately.</p> <p><i>Changed:</i> <i>Service and Disability pensions:</i> Benefits to be reduced by one-third of social security benefits.</p> <p><i>Added:</i> <i>Survivors' Option:</i> Employee eligible for Class A pension⁹ could elect actuarially reduced pension and benefit to spouse or parent, at age 55, of one-third of reduced pension after employee's death.</p>	<p>Disability pension to be reduced by one-third disability insurance benefits (1) for employees retired before Nov. 2, 1963—by benefits provided by act in effect on Nov. 1, 1963; (2) for employees retired after Nov. 1, 1963—by benefits in effect on date of retirement.</p> <p>Widow of employee eligible for Class A pension who died before retirement to receive annuitant's pension at age 55.</p>

See footnotes at end of table.

B—Related Wage Practices¹—Continued

II—TRAFFIC EMPLOYEES ONLY

Effective date	Provision	Applications, exceptions, and other related matters
<i>Sick Leave</i>		
Oct. 20, 1940---	<p>Traffic employees only: Pay for scheduled days during the first 7 calendar days of the absence because of illness or quarantine. (Pay treatment for illness beyond 7th day provided under plan for accident, sickness, and death benefits.)</p>	<p>Group A: Employees with (1) 2 but less than 10 years' service—payment to start on 3d scheduled day of absence, (2) 10 or more years' service—payment to start on 1st day of absence. Regulations provided certain exceptions in Cleveland.</p> <p>Group B: Employees ordinarily paid for scheduled days during first 7 calendar days of an absence period.</p>
Jan. 30, 1942---	-----	Group A: Pay formula not applicable to scheduled days in excess of 5 in a calendar week.
Jan. 1, 1945---	-----	Group A: Pay formula applicable to 6 scheduled days in a calendar week if 3 or more days in that week were worked.
Oct. 5, 1953 (agreement dated Sept. 2, 1953).	<p><i>Changed to:</i> Pay for scheduled sessions¹² during first 7 calendar days of absence because of illness or quarantine.</p>	<p><i>Changed to:</i> <i>Group A:</i> Employees with (1) 2 but less than 5 years' service—pay for all except 1st 4 scheduled sessions, (2) 5 but less than 10 years' service—pay for all except 1st 2 scheduled sessions.</p> <p><i>Eliminated:</i> Exceptions in Cleveland.</p>

See footnotes at end of table.

B—Related Wage Practices ¹—Continued
 II—TRAFFIC EMPLOYEES ONLY—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Pay for Absence because of Death in Family</i>		
Oct. 20, 1940.....	Up to 5 paid days of absence allowed because of death in immediate family. Up to 3 paid days of absence allowed to attend funeral of distant relative or close friend.	Immediate family defined as parents, husband, wife, children, brothers, sisters, or any relative living in same house with employee.
<i>Absence Pay</i>		
Oct. 23, 1940	<p><i>Group A:</i> Employee absent from work after reporting for duty paid for ½ tour if part of a session is worked. If such absence was due to personal illness or injury on the job paid for the full tour.</p> <p><i>Group B:</i> Employee ordinarily paid for full tour if part of full tour is worked.</p>	Provisions not applicable for absence occasioned by union activity unless meeting with management.

See footnote at end of table.

B—Related Wage Practices ¹—Continued

III—PLANT EMPLOYEES ONLY—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Minimum Call-Out Pay</i>		
Oct. 20, 1940.....	<i>Group A:</i> 3 hours' minimum pay guaranteed for each period of work during nonscheduled periods not continuous with any other period of work time or during an excused holiday.	When more than one period of call-out time was involved and where the interval between periods of call-out time was less than 3 hours, total compensation for all such periods not to exceed that which the employee would have received had the employee worked continuously from start of first to end of last such period as a single call-out.
May 9, 1947.....	<i>Central office, Group A:</i> Changed to one-half tour minimum pay for the first call to work on nonscheduled days or excused holidays. 3-hour minimum at all other times.	
June 2, 1948.....	<i>Outside maintenance and gang, Group A:</i> $\frac{1}{2}$ tour minimum pay for the first call to work on nonscheduled days or excused holidays. 3-hour minimum at all other times.	
<i>Shifted Tour Pay</i>		
Oct. 20, 1940.....	<i>Central office, Group A:</i> Time and one-half paid for hours worked up to a normal tour, when employee's tour was shifted without adequate notice to start 4 hours before or after starting time of his scheduled tour, or when the employee worked a scheduled tour which started 4 or more hours before or after the starting time of his basic tour.	
<i>Board and Lodging</i>		
Oct. 20, 1940.....	<i>Nonlocated gang employees:</i> Board and lodging normally furnished by company. Amounts ranging from \$7 to \$13 a week, depending upon the employees' weekly basic rate, considered as the equivalent of board and lodging and paid to employee when board and lodging was not furnished.	Nonlocated employees were workers normally working at different locations as required by company.

See footnote at end of table.

B—Related Wage Practices¹—Continued

III—PLANT EMPLOYEES ONLY—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Board and Lodging—Continued</i>		
Jan. 30, 1942.....	Changed to: Employee's basic rates adjusted to include a wage equivalent for board and lodging and a \$7-a-week deduction for board and lodging was made from the employee's basic rate when board and lodging was furnished by the company.	

¹ The last entry under each item represents the most recent change.
² Additional holidays authorized are as follows:

Area	Holidays in effect July 5, 1952					Area	Holidays in effect July 5, 1952							
	Wash- ington's Birth- day	Me- mo- rial Day	Co- lum- bus Day	Ar- mi- stice Day	Other		Wash- ington's Birth- day	Me- mo- rial Day	Co- lum- bus Day	Ar- mi- stice Day	Other			
Alabama.....		x				Nebraska.....	x	x						
Arizona.....	x	x		x		Nevada.....	x	x						
Arkansas.....		x		x		New Hampshire.....	x	x	x	x				Fast and Election Days.
California.....	x	x			Admission Day.	New Jersey.....	x	x	x					Lincoln's Birthday and Election Day.
Colorado.....	x	x		x		New Mexico.....	x	x		x				
Connecticut.....	x	x			Good Friday.	New York.....	x	x	x	x				Lincoln's Birthday and Election Day.
Delaware.....	x	x				North Carolina.....		x						
District of Columbia.....	x	x		x	Inauguration Day.	North Dakota.....	x	x						
Florida.....		x				Ohio.....	x	x						
Georgia.....		x				Oklahoma.....		x			x			
Idaho.....	x	x		x		Oregon.....	x	x						
Illinois.....	x	x				Pennsylvania.....	x	x		x				
Indiana.....	x	x				Rhode Island.....	x	x	x	x				Victory Day.
Iowa.....	x	x				South Carolina.....		x						
Kansas.....	x	x		x		South Dakota.....		x						
Kentucky.....		x				Tennessee.....		x						
6 counties.....	x					Texas.....		x			x			
Louisiana:						El Paso County only.....	x							
Except New Orleans and Lafayette.....					Jefferson Davis' Birthday.	Utah.....		x			x			Pioneer Day.
New Orleans and Lafayette.....					Mardi Gras.	Vermont.....	x	x	x	x				Battle of Bennington Day.
Maine.....	x	x		x	Patriots' Day.	Virginia.....		x			x			
Maryland.....	x	x		x		Washington.....	x	x						
Massachusetts.....	x	x	x	x	Patriots' Day.	West Virginia.....	x	x			x			
Michigan.....		x				Wisconsin.....		x						
Minnesota.....	x	x				Wyoming.....	x	x			x			
Mississippi.....		x												
Missouri.....	x	x		x										
Montana.....		x												

³ Formerly reported as Accident, Sickness, and Death Benefits.

⁴ Benefits provided as follows:

Annual basic pay		Amount of insurance			Employee contribution	
At least	But less than	Life	Accidental death or disability	Total		
\$2,000	\$2,000	\$2,000	\$2,000	\$4,000	\$0.50	
\$2,000	3,000	3,000	3,000	6,000	1.00	
3,000	4,000	4,000	4,000	8,000	1.60	
\$1,000 steps		and so forth, by— \$1,000 steps			\$2,000 steps	\$1.50 steps

⁵ Benefits provided as follows:

Annual basic pay		Amount of insurance			Employee contribution	
At least	But less than	Life	Accidental death or disability	Total		
\$3,000	\$3,000	\$3,000	\$3,000	\$6,000	\$0.50	
\$3,000	4,000	4,000	4,000	8,000	1.00	
4,000	5,000	5,000	5,000	10,000	1.50	
\$1,000 steps		and so forth, by— \$1,000 steps			\$2,000 steps	\$0.50 steps

⁶ Under the terms of this plan, dependents were separated into 2 classes: Class 1 included the spouse of a regular or retired employee and children under 19 or, if attending school full time, under 23; Class 2 included unmarried children over 19 (or over 23 if at school) and grandchildren, brothers, sisters, parents, grandparents, and parents and grandparents of spouse who were dependent upon participant for support, had resided in participant's household for at least 6 consecutive months, and had incomes of less than \$1,20 from any source other than participant.

⁷ Benefits provided as follows:

Annual basic pay		Amount of insurance			Employee contribution	
At least	But less than	Life	Accidental death or disability	Total		
\$3,000	\$3,000	\$3,000	\$3,000	\$6,000	\$0.40	
4,000	4,000	4,000	4,000	8,000	.80	
	5,000	5,000	5,000	10,000	1.20	
\$1,000 steps		and so forth, by— \$1,000 steps			\$2,000 steps	\$0.40 steps

⁸ Blue Shield benefits vary according to States, but for the most part are similar to benefits provided in the New York Plan.

⁹ Fee per day of routine care:

1st through 7th day—\$7	15th through 70th day—\$5
8th through 14th day—\$6	71st through 120th day—\$4
Fee per day of intensive care (provided in lieu of routine care allowance if serious illness occurred):	
1st and 2d day—\$20	22d through 70th day—\$5
3d through 21st day—\$8	71st through 120th day—\$4

¹⁰ Fee per day for treatment of tuberculosis, nervous and mental conditions, etc.:

1st through 7th day—\$7	15th through 30th day—\$5
8th through 14th day—\$6	

¹¹ Class A pension applied to all employees age 65 with 15 years or more service or male employees age 60 or more (females 55 or more) with 20 years' service.

¹² Two sessions constitute a tour (or day) of duty.

C - 1—Weekly Salary Rates for Plant Central Office Craftsmen, Selected Dates

City ¹	Jan. 1941		July 1946		July 1952		City ¹	Jan. 1941		July 1946		July 1952	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum		Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Boston.....	\$18.00	\$58.00	\$28.00	\$76.00	\$42.00	\$99.50	Louisville.....	\$17.00	\$50.00	\$28.00	\$67.00	\$40.00	\$89.50
Buffalo.....	18.00	54.00	29.00	72.00	44.00	96.00	Memphis.....	17.00	50.00	28.00	67.00	40.00	89.50
Chicago.....	18.00	58.00	30.00	75.00	43.50	100.00	Minneapolis.....	16.00	49.00	30.00	70.00	43.00	93.50
Cincinnati.....	17.00	50.00	31.00	69.00	44.00	93.00	New York.....	18.00	63.00	29.00	80.00	44.00	104.00
Cleveland.....	17.00	52.00	31.00	73.00	45.00	96.00	Philadelphia.....	18.00	58.00	28.00	75.00	41.00	98.50
Detroit.....	17.00	54.00	31.00	76.00	44.00	99.00	Pittsburgh.....	18.00	58.00	28.00	75.00	41.00	98.50
Kansas City.....	17.00	50.00	31.00	68.00	44.00	95.00	St. Louis.....	17.00	53.00	31.00	71.00	44.00	95.00

¹ Table covers 14 of a total of 236 cities. The cities shown are the Long Lines operating centers.

C - 2—Weekly Salary Rates for Plant Central Office Craftsmen, Selected Cities,¹ 1952-63

City	July 1952		September 1953		October 1954		November 1955		December 1956		January 1958	
	Mini- mum	Maxi- mum ²	Mini- mum	Maxi- mum ²	Mini- mum	Maxi- mum ²	Mini- mum	Maxi- mum ²	Mini- mum	Maxi- mum ²	Mini- mum	Maxi- mum ²
Atlanta.....	\$40.00	\$89.50	\$42.00	\$92.50	\$42.00	\$95.00	\$44.00	\$99.00	\$46.00	\$103.50	\$48.00	\$107.50
Baltimore.....	42.00	97.50	45.00	100.00	45.00	102.50	47.50	107.00	53.00	112.00	55.50	117.00
Birmingham.....	40.00	89.50	42.00	92.50	42.00	95.00	44.00	99.00	46.00	103.50	48.00	107.50
Boston.....	42.00	99.50	43.00	102.00	45.00	106.00	47.00	110.00	50.00	115.00	51.00	118.00
Buffalo.....	44.00	96.00	45.00	98.50	45.00	100.50	47.00	105.00	51.00	110.00	53.00	113.50
Charleston, W. Va.....	43.00	93.00	44.50	96.00	45.00	98.50	47.50	103.50	53.00	109.00	55.50	114.00
Charlotte.....	40.00	89.50	42.00	92.50	42.00	95.00	44.00	99.00	46.00	103.50	48.00	107.50
Chattanooga.....	40.00	89.50	42.00	92.50	42.00	95.00	44.00	99.00	46.00	103.50	48.00	107.50
Chicago.....	43.50	100.00	45.00	103.00	46.00	105.50	48.00	110.50	51.00	115.50	54.00	119.50
Cincinnati.....	44.00	93.00	46.00	97.50	46.00	100.50	48.50	105.50	52.50	110.50	55.00	115.50
Cleveland.....	45.00	96.00	47.00	98.50	47.00	100.50	49.50	105.50	53.50	110.50	56.50	115.50
Dallas.....	44.00	95.00	46.00	98.00	46.00	100.50	50.00	105.50	55.00	110.50	58.00	115.50
Denver.....	41.50	87.50	44.00	91.00	44.00	93.50	46.50	98.00	50.00	103.00	53.00	108.50
Des Moines.....	43.00	91.00	45.50	94.50	45.50	97.00	48.00	101.50	51.50	106.50	54.50	111.50
Detroit.....	44.00	99.00	46.00	101.50	46.00	103.50	48.50	108.50	51.50	113.50	55.50	118.50
Duluth ³												
El Paso.....	41.50	88.50	43.50	89.00	43.50	91.50	46.00	95.50	50.00	100.00	53.00	105.00
Harrisburg.....	39.50	94.50	42.00	97.00	42.00	99.50	45.00	106.50	48.00	111.00	51.00	114.50
Hartford.....	40.00	99.50	41.00	102.00	41.00	104.50	43.00	109.00	46.00	112.50	47.00	117.50
Indianapolis.....	45.00	92.00	47.50	95.00	47.50	97.50	50.50	102.50	53.50	107.50	56.00	112.00
Kansas City.....	44.00	95.00	46.00	98.00	46.00	100.50	50.00	105.50	55.00	110.50	58.00	115.50
Knoxville.....	40.00	89.50	42.00	92.50	42.00	95.00	44.00	99.00	46.00	103.50	48.00	107.50
Little Rock.....	43.00	86.50	45.00	89.50	45.00	92.00	49.00	96.50	53.00	101.50	56.00	106.50
Louisville.....	40.00	89.50	42.00	92.50	42.00	95.00	44.00	99.00	46.00	103.50	48.00	107.50
Memphis.....	40.00	89.50	42.00	92.50	42.00	95.00	44.00	99.00	46.00	103.50	48.00	107.50
Miami.....	40.00	89.50	42.00	92.50	42.00	95.00	44.00	99.00	46.00	103.50	48.00	107.50
Milwaukee.....	43.50	92.50	45.50	96.50	45.50	99.50	48.00	104.50	51.00	109.50	54.00	114.50
Minneapolis.....	43.00	93.50	45.50	96.50	45.50	99.00	48.00	103.50	51.50	108.50	54.50	113.50
Montgomery.....	38.50	87.50	40.50	90.50	40.50	93.00	42.50	97.00	44.50	101.50	46.50	105.00
Nashville.....	40.00	89.50	42.00	92.50	42.00	95.00	44.00	99.00	46.00	103.50	48.00	107.50
New Orleans.....	40.00	89.50	42.00	92.50	42.00	95.00	44.00	99.00	46.00	103.50	48.00	107.50
New York.....	44.00	104.00	45.00	106.50	45.00	109.00	47.00	114.00	52.00	119.00	54.00	123.00
Newark.....	44.00	102.00	46.00	104.00	46.00	105.50	48.00	110.00	52.00	114.50	54.00	118.50
Omaha.....	43.00	91.00	45.50	94.50	45.50	97.00	48.00	101.50	51.50	106.50	54.50	111.50
Philadelphia.....	41.00	98.50	43.00	101.00	43.00	103.50	46.00	109.50	50.00	114.50	52.00	118.50
Pittsburgh.....	41.00	98.50	43.00	101.00	43.00	103.50	46.00	109.50	50.00	114.50	52.00	118.50
Reading.....	39.50	94.50	42.00	97.00	42.00	99.50	45.00	106.50	48.00	111.00	51.00	114.50
Richmond.....	40.00	92.00	42.00	94.50	42.00	97.00	44.50	101.50	49.50	106.50	53.00	111.50
Salt Lake City.....	41.50	87.50	43.50	90.00	43.50	92.50	46.00	97.00	50.00	102.00	53.00	107.00
Scranton.....	39.50	94.50	42.00	97.00	42.00	99.50	45.00	106.50	48.00	111.00	51.00	114.50
St. Louis.....	44.00	95.00	46.00	98.00	46.00	100.50	50.00	105.50	55.00	110.50	58.00	115.50
Washington, D.C.....	45.50	100.00	47.00	102.50	47.00	105.00	49.50	109.50	55.00	114.50	57.50	119.50
Wayne, Pa. ⁴												
White Plains, N. Y. ⁵			45.00	106.50	45.00	109.00	47.00	114.00	52.00	119.00	54.00	123.00

See footnotes at end of table.

C-2—Weekly Salary Rates for Plant Central Office Craftsmen, Selected Cities,¹ 1953-63—Continued

City	June 1959		October 1960		November 1961		November 1962		November 1963	
	Mini- mum	Maxi- mum ²	Mini- mum	Maxi- mum ²	Mini- mum	Maxi- mum ²	Mini- mum	Maxi- mum ²	Mini- mum	Maxi- mum ²
Atlanta.....	\$51.00	\$112.50	\$53.00	\$117.00	\$57.00	\$120.00	\$59.00	\$124.50	\$61.00	\$129.00
Baltimore.....	57.50	122.00	59.50	126.50	62.00	129.50	64.00	134.00	66.50	138.50
Birmingham.....	51.00	112.50	53.00	117.00	57.00	120.00	59.00	124.50	61.00	129.00
Boston.....	52.50	124.00	54.50	128.50	56.50	131.50	58.50	136.50	60.50	141.50
Buffalo.....	54.50	118.50	59.00	123.00	63.00	127.00	66.00	132.00	68.00	139.00
Charleston, W. Va.....	57.50	119.00	60.00	123.50	63.00	126.50	65.00	131.50	72.00	136.50
Charlotte.....	51.00	112.50	53.00	117.00	57.00	120.00	59.00	124.50	61.00	129.00
Chattanooga.....	51.00	112.50	53.00	117.00	57.00	120.00	59.00	124.50	61.00	129.00
Chicago.....	58.00	125.50	62.50	131.00	65.50	135.00	68.00	140.00	70.50	145.00
Cincinnati.....	56.50	120.50	58.00	125.00	61.00	128.00	64.00	133.00	66.00	138.00
Cleveland.....	57.50	120.50	59.50	125.00	61.50	128.00	63.50	133.00	66.00	138.00
Dallas.....	60.00	120.50	61.50	125.00	63.50	128.00	66.50	133.00	68.50	138.00
Denver.....	55.00	113.50	57.50	118.00	61.00	121.00	64.00	126.00	67.00	131.00
Des Moines.....	56.00	116.00	59.50	120.00	62.00	123.00	64.50	127.50	68.00	132.00
Detroit.....	58.50	123.50	60.50	128.00	63.00	131.00	65.00	136.00	67.50	141.00
Duluth ³	56.00	116.00	59.50	120.00	62.00	123.00	64.50	127.50	68.00	132.00
El Paso.....	54.50	109.00	57.00	113.00	60.00	116.00	62.50	120.50	65.50	125.00
Harrisburg.....	53.00	119.50	56.00	124.00	59.00	127.00	63.00	131.50	67.00	136.50
Hartford.....	48.50	122.50	50.00	127.50	55.50	130.50	57.00	135.50	58.50	140.50
Indianapolis.....	57.50	117.00	60.00	122.00	62.00	125.00	64.00	130.00	66.00	134.50
Kansas City.....	60.00	120.50	61.50	125.00	63.50	128.00	66.50	133.00	68.50	138.00
Knoxville.....	51.00	112.50	53.00	117.00	57.00	120.00	59.00	124.50	61.00	129.00
Little Rock.....	58.00	110.50	61.50	120.50	63.50	123.50	65.50	128.00	67.50	132.50
Louisville.....	51.00	112.50	53.00	117.00	57.00	120.00	59.00	124.50	61.00	129.00
Memphis.....	51.00	112.50	53.00	117.00	57.00	120.00	59.00	124.50	61.00	129.00
Miami.....	51.00	112.50	53.00	117.00	57.00	120.00	59.00	124.50	61.00	129.00
Milwaukee.....	56.00	119.50	61.00	124.00	63.00	127.00	65.00	132.00	67.00	137.00
Minneapolis.....	56.00	118.50	59.50	123.00	63.00	126.00	66.50	131.00	70.00	136.00
Montgomery.....	49.50	110.00	51.50	114.00	55.50	117.00	57.50	121.50	59.50	125.50
Nashville.....	51.00	112.50	53.00	117.00	57.00	120.00	59.00	124.50	61.00	129.00
New Orleans.....	51.00	112.50	53.00	117.00	57.00	120.00	59.00	124.50	61.00	129.00
New York.....	55.50	128.00	60.50	132.50	64.00	135.50	66.00	140.50	68.00	147.50
Newark.....	55.50	123.50	58.00	129.00	60.00	132.00	65.00	137.00	67.50	142.00
Omaha.....	56.00	116.00	59.50	120.00	62.00	123.00	64.50	127.50	68.00	132.00
Philadelphia.....	54.00	123.00	57.00	127.50	60.00	130.50	65.00	135.50	70.00	140.50
Pittsburgh.....	54.00	123.00	57.00	127.50	60.00	130.50	65.00	135.50	70.00	140.50
Reading.....	53.00	119.50	56.00	124.00	59.00	127.00	63.00	131.50	67.00	136.50
Richmond.....	55.00	116.50	57.00	121.00	60.00	124.00	62.00	128.50	65.00	133.00
Salt Lake City.....	54.50	111.50	57.00	115.50	60.50	118.50	63.00	123.00	66.00	127.50
Scranton.....	53.00	119.50	56.00	124.00	59.00	127.00	63.00	131.50	67.00	136.50
St. Louis.....	60.00	120.50	61.50	125.00	63.50	128.00	66.50	133.00	⁶ 68.50	⁷ 138.00
Washington, D.C.....	59.50	124.50	61.50	129.00	64.50	132.00	66.50	137.00	72.00	142.00
Wayne, Pa. ⁴	54.00	123.00	57.00	127.50	60.00	130.50	65.00	135.50	70.00	140.50
White Plains, N.Y. ⁵	55.50	128.00	60.50	132.50	64.00	135.50	66.00	140.50	68.00	147.50

¹ Cities with populations of 200,000 or more with plant central office craftsmen.

² Time required to reach maximum rate for plant central office craftsmen reduced from 6½ years to 6 years effective Sept. 2, 1953.

³ Plant central office craftsmen were first employed in Duluth in 1958.

⁴ Plant central office craftsmen were first employed in Wayne, Pa., in 1956.

⁵ Plant central office craftsmen were first employed in White Plains, N.Y., in 1953.

⁶ Rate increased an additional \$1 effective Feb. 9, 1964.

⁷ Rate increased an additional \$3 effective Feb. 9, 1964.

D-1—Weekly Salary Rates for Traffic Central Office Operating Employees, Selected Dates

City	Operator						Junior Service Assistant			Service Assistant			Service Observer		
	Jan. 1941		July 1946		July 1952		Jan. 1941	July 1946	July 1952	Jan. 1941	July 1946	July 1952	Jan. 1941	July 1946	July 1952
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Maximum			Maximum			Maximum		
Boston.....	\$13.00	\$25.00	\$27.00	\$41.00	\$37.50	\$57.50	\$26.00	\$43.00	\$59.50	\$30.00	\$50.00	\$66.50	\$30.00	\$47.00	\$65.50
Buffalo.....	15.00	25.00	28.00	41.00	41.00	58.50	26.00	42.00	60.50	30.00	49.00	67.50	30.00	46.00	67.50
Chicago.....	15.00	26.00	30.00	44.00	42.00	60.00	27.00	45.00	62.00	31.00	53.00	69.00	31.00	51.00	69.00
Cincinnati.....	13.00	24.00	27.50	41.50	39.00	58.00	25.00	42.50	60.00	29.00	49.50	67.00	29.00	46.50	66.00
Cleveland.....	14.00	25.00	29.00	42.50	43.00	58.50	26.00	44.50	60.50	31.00	51.50	67.50	31.00	48.50	66.50
Detroit.....	15.00	25.00	31.00	45.00	44.00	61.50	26.00	46.00	63.50	30.00	54.00	70.50	30.00	51.00	69.50
Kansas City.....	13.00	22.00	27.00	39.00	40.00	56.50	.....	.....	58.50	27.00	47.00	65.50	27.00	45.00	64.50
Louisville.....	12.00	20.00	27.00	39.00	36.50	55.00	21.00	41.00	57.00	25.00	47.00	64.00	25.00	45.00	64.00
Memphis.....	12.00	20.00	27.00	39.00	36.50	55.00	21.00	41.00	57.00	25.00	47.00	64.00	25.00	45.00	64.00
Minneapolis.....	14.00	23.00	27.00	40.00	39.00	56.50	24.00	41.00	58.50	28.00	48.00	65.50	28.00	46.00	64.50
New York.....	16.00	29.00	28.00	44.00	42.00	60.50	31.00	46.00	62.50	35.00	53.00	69.50	35.00	50.00	69.50
Philadelphia.....	14.00	25.00	28.00	41.00	40.00	57.00	27.00	43.00	59.00	31.00	50.00	66.00	31.00	47.00	65.00
Pittsburgh.....	14.00	25.00	28.00	41.00	40.00	57.00	27.00	43.00	59.00	31.00	50.00	66.00	31.00	47.00	65.00
St. Louis.....	13.00	23.00	27.00	40.00	40.00	56.50	.....	.....	58.50	28.00	48.00	65.50	28.00	46.00	64.50

D-2—Weekly Salary Rates for Traffic Central Office Employees, Selected Cities, 1952-63

City	Operator											
	July 1952		Sept. 1953		Oct. 1954		Nov. 1955		Dec. 1956		Jan. 1958	
	Mini- mum	Maxi- mum ¹	Mini- mum	Maxi- mum ¹	Mini- mum	Maxi- mum ¹	Mini- mum	Maxi- mum ¹	Mini- mum	Maxi- mum ¹	Mini- mum	Maxi- mum ¹
Boston.....	\$37.50	\$57.50	\$39.00	\$59.00	\$39.00	\$61.50	\$41.00	\$64.00	\$44.00	\$66.50	\$46.00	\$69.00
Buffalo.....	41.00	58.50	42.00	60.00	42.00	61.50	44.00	63.50	(?)	.....	.....	.....
Chicago.....	42.00	60.00	44.00	62.00	46.00	64.00	48.00	66.50	51.50	69.50	54.00	72.50
Cincinnati.....	39.00	58.00	42.00	60.50	42.00	62.50	44.50	65.00	48.50	68.00	51.00	71.00
Cleveland.....	43.00	58.50	45.00	60.50	45.00	62.00	47.00	64.50	51.50	67.50	54.50	70.50
Detroit.....	44.00	61.50	46.00	63.00	46.00	64.50	48.50	67.50	51.50	70.50	55.50	73.50
Hillsboro, Mo. ³	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Kansas City.....	40.00	56.50	42.00	58.50	42.00	60.00	44.50	63.00	47.50	66.00	50.50	69.00
Louisville.....	36.50	55.00	38.00	57.00	38.00	58.50	40.00	61.00	43.00	63.50	45.00	66.00
Memphis.....	36.50	55.00	38.00	57.00	38.00	58.50	40.00	61.00	43.00	63.50	45.00	66.00
Minneapolis.....	39.00	56.50	41.00	58.50	41.00	60.00	43.00	62.50	46.00	65.50	49.00	68.50
Monrovia, Md. ³	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
New York.....	42.00	60.50	43.00	62.50	43.00	64.00	45.00	66.50	48.00	69.50	51.00	72.00
Philadelphia.....	40.00	57.00	42.00	59.00	42.00	60.50	44.00	63.00	46.00	66.00	50.00	68.50
Pittsburgh.....	40.00	57.00	42.00	59.00	42.00	60.50	44.00	63.00	46.00	66.00	50.00	68.50
Rockdale, Ga. ³	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
St. Louis.....	40.00	56.50	42.00	59.00	42.00	60.50	44.50	63.50	47.50	66.50	50.50	69.50
Wayne, Pa. ⁴	.....	.....	.....	.....	.....	.....	.....	.....	46.00	66.00	50.00	68.50
White Plains, N.Y. ⁴	.....	.....	43.00	62.50	43.00	64.00	45.00	66.50	48.00	69.50	51.00	72.00

City	Operator—Continued									
	June 1959		Oct. 1960		Nov. 1961		Nov. 1962		Nov. 1963	
	Mini- mum	Maxi- mum ¹	Mini- mum	Maxi- mum ¹	Mini- mum	Maxi- mum ¹	Mini- mum	Maxi- mum ¹	Mini- mum	Maxi- mum ¹
Boston.....	\$49.00	\$72.50	\$51.00	\$75.00	\$54.00	\$77.00	\$56.00	\$80.00	\$58.00	\$83.00
Buffalo.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Chicago.....	55.50	76.50	57.00	79.00	59.50	81.00	61.50	84.00	64.00	87.00
Cincinnati.....	52.50	74.00	54.00	76.50	57.00	78.50	59.00	81.50	61.00	84.50
Cleveland.....	55.50	73.50	57.50	76.00	60.50	78.00	62.50	81.00	65.00	84.50
Detroit.....	58.50	76.50	60.50	79.00	63.00	81.00	65.00	84.00	67.50	87.00
Hillsboro, Mo. ³	.....	.....	.....	.....	.....	.....	56.00	75.00	59.50	79.00
Kansas City.....	52.50	72.00	54.00	74.50	55.50	76.50	57.50	79.50	59.50	82.50
Louisville.....	46.50	70.00	48.50	72.50	51.00	74.50	53.00	77.00	55.00	79.50
Memphis.....	46.50	70.00	48.50	72.50	51.00	74.50	53.00	77.00	55.00	79.50
Minneapolis.....	50.00	71.50	52.00	74.00	54.50	76.00	56.50	79.00	(⁶)	(⁶)
Monrovia, Md. ³	.....	.....	.....	.....	.....	.....	53.50	70.00	55.50	72.50
New York.....	52.00	75.00	57.00	78.00	60.00	80.00	63.00	84.00	65.00	88.00
Philadelphia.....	52.00	71.50	59.00	74.50	61.00	76.50	63.00	80.50	65.00	83.50
Pittsburgh.....	52.00	71.50	59.00	74.50	61.00	76.50	63.00	80.50	65.00	83.50
Rockdale, Ga. ³	.....	.....	.....	.....	.....	.....	51.00	73.50	53.00	76.00
St. Louis.....	52.50	72.50	54.00	75.00	55.50	77.00	57.50	80.00	⁸ 59.50	⁸ 83.00
Wayne, Pa. ⁴	52.00	71.50	59.00	74.50	61.00	76.50	.....	.....	.....	.....
White Plains, N.Y. ⁴	52.00	75.00	57.00	78.00	60.00	80.00	63.00	84.00	65.00	88.00

See footnotes at end of table.

D-2—Weekly Salary Rates for Traffic Central Office Employees, Selected Cities, 1952-63—Continued

City	Junior service assistant										
	July 1952	Sept. 1953	Oct. 1954	Nov. 1955	Dec. 1956	Jan. 1958	June 1959	Oct. 1960	Nov. 1961	Nov. 1962	Nov. 1963
	Maximum										
Boston	\$59.50	\$61.00	\$63.50	\$66.00	\$68.50	\$71.00	\$74.50	\$77.00	\$79.00	\$82.00	\$85.00
Buffalo	60.50	62.00	63.50	65.50							
Chicago	62.00	64.00	66.00	68.50	71.50	74.50	78.50	81.00	83.00	86.00	89.00
Cincinnati	60.00	62.50	64.50	67.00	70.00	73.00	76.00	78.50	80.50	83.50	86.50
Cleveland	60.50	62.50	64.00	66.50	69.50	72.50	75.50	78.00	80.00	83.00	86.50
Detroit	63.50	65.00	66.50	69.50	72.50	75.50	78.50	81.00	83.00	86.00	89.00
Hillsboro, Mo. ¹											
Kansas City	58.50	60.50	62.00	65.00	68.00	71.00	74.00	76.50	78.50	81.50	84.50
Louisville	57.00	59.00	60.50	63.00	65.50	68.00	72.00	74.50	76.50	79.00	81.50
Memphis	57.00	59.00	60.50	63.00	65.50	68.00	72.00	74.50	76.50	79.00	81.50
Minneapolis	58.50	60.50	62.00	64.50	67.50	70.50	73.50	76.00	78.00	81.00	
Monrovia, Md. ²											
New York	62.50	64.50	66.00	68.50	71.50	74.00	77.00	80.00	82.00	86.00	90.00
Philadelphia	59.00	61.00	62.50	65.00	68.00	70.50	73.50	76.50	78.50	82.50	85.50
Pittsburgh	59.00	61.00	62.50	65.00	68.00	70.50	73.50	76.50	78.50	82.50	85.50
Rockdale, Ga. ³											
St. Louis	58.50	61.00	62.50	65.50	68.50	71.50	74.50	77.00	79.00	82.00	85.00
Wayne, Pa. ⁴											
White Plains, N.Y. ⁵		64.50	66.00	68.50	71.50	74.00	77.00	80.00	82.00	86.00	90.00
Service assistant											
City	July 1952	Sept. 1953	Oct. 1954	Nov. 1955	Dec. 1956	Jan. 1958	June 1959	Oct. 1960	Nov. 1961	Nov. 1962	Nov. 1963
Maximum											
Boston	\$66.50	\$68.00	\$70.50	\$73.00	\$75.50	\$78.00	\$81.50	\$84.50	\$86.50	\$90.00	\$93.00
Buffalo	67.50	69.00	71.50	73.50							
Chicago	69.00	71.00	73.00	75.50	78.50	81.50	85.50	89.00	91.00	94.00	97.00
Cincinnati	67.00	69.50	71.50	74.00	77.00	80.00	83.00	86.50	88.50	91.50	94.50
Cleveland	67.50	69.50	71.00	73.50	76.50	79.50	82.50	85.00	88.00	91.00	94.50
Detroit	70.50	72.00	73.50	76.50	79.50	82.50	85.50	89.00	91.00	94.00	97.00
Hillsboro, Mo. ¹											
Kansas City	65.50	67.50	69.00	72.00	75.00	78.00	81.00	83.50	86.50	89.50	92.50
Louisville	64.00	66.00	67.50	70.00	72.50	75.00	79.00	81.50	83.50	86.50	89.00
Memphis	64.00	66.00	67.50	70.00	72.50	75.00	79.00	81.50	83.50	86.50	89.00
Minneapolis	65.50	67.50	69.00	71.50	74.50	77.50	80.50	83.00	85.50	89.00	
Monrovia, Md. ²											
New York	69.50	71.50	74.00	76.50	79.50	82.00	85.00	88.00	90.00	94.00	98.00
Philadelphia	66.00	68.00	70.50	73.00	76.00	78.50	81.50	84.50	86.50	90.50	93.50
Pittsburgh	66.00	68.00	70.50	73.00	76.00	78.50	81.50	84.50	86.50	90.50	93.50
Rockdale, Ga. ³											
St. Louis	65.50	68.00	69.50	72.50	75.50	78.50	81.50	84.00	87.00	90.00	93.00
Wayne, Pa. ⁴											
White Plains, N.Y. ⁵		71.50	74.00	76.50	79.50	82.00	85.00	88.00	90.00	94.00	98.00
Service observer											
City	July 1952	Sept. 1953	Oct. 1954	Nov. 1955	Dec. 1956	Jan. 1958	June 1959	Oct. 1960	Nov. 1961	Nov. 1962	Nov. 1963
Maximum											
Boston	\$65.50	\$68.00	\$70.50	\$73.00	\$75.50	\$78.00	\$81.50	\$84.50	\$86.50	\$90.00	\$93.00
Buffalo	67.50	69.00	71.50	73.50							
Chicago	69.00	71.00	73.00	75.50	78.50	81.50	85.50	88.00	91.00	94.00	97.00
Cincinnati	66.00	69.50	71.50	74.00	77.00	80.00	83.00	85.50	87.50	91.50	94.50
Cleveland	66.50	69.50	71.00	73.50	76.50	79.50	82.50	85.00	88.00	91.00	94.50
Detroit	69.50	72.00	73.50	76.50	79.50	82.50	85.50	88.00	91.00	94.00	97.00
Hillsboro, Mo. ¹											
Kansas City	64.50	67.50	69.00	72.00	75.00	78.00	81.00	83.50	86.50	89.50	92.50
Louisville	64.00	66.00	67.50	70.00	72.50	75.00	79.00	81.50	83.50	86.50	89.00
Memphis	64.00	66.00	67.50	70.00	72.50	75.00	79.00	81.50	83.50	86.50	89.00
Minneapolis	64.50	67.50	69.00	71.50	74.50	77.50	80.50	83.00	85.00	89.00	
Monrovia, Md. ²											
New York	69.50	71.50	74.00	76.50	79.50	82.00	85.00	88.00	90.00	94.00	98.00
Philadelphia	65.00	68.00	69.50	72.00	75.00	77.50	80.50	83.50	85.50	89.50	92.50
Pittsburgh	65.00	68.00	69.50	72.00	75.00	77.50	80.50	83.50	85.50	89.50	92.50
Rockdale, Ga. ³											
St. Louis	64.50	68.00	69.50	72.50	75.50	78.50	81.50	84.00	87.00	90.00	93.00
Wayne, Pa. ⁴											
White Plains, N.Y. ⁵		71.50	74.00	76.50	79.50	82.00	85.00	88.00	90.00	94.00	98.00

¹ Time required to reach maximum rates for operators reduced from 6½ years to 6 years effective Sept. 2, 1953, and to 5½ years effective Nov. 9, 1961.

² Traffic employees were not employed in Buffalo by the Long Lines Department after May 6, 1956.

³ Traffic employees were first employed in Hillsboro, Monrovia, and Rockdale in 1961.

⁴ Traffic employees, except service observers, were employed in Wayne only for the period 1956-62. Service observers were not employed in Wayne.

⁵ Traffic employees were first employed in White Plains in 1953.

⁶ Traffic employees were not employed in Minneapolis by the Long Lines Department after Mar. 2, 1963.

⁷ Maximum rate increased an additional \$1 effective May 6, 1962.

⁸ Rate increased an additional 50 cents effective Feb. 9, 1964.

⁹ Rate increased an additional \$2 effective Feb. 9, 1964.

E - 1—Weekly Salary Rates for Clerical Employees, Selected Dates, Groups and Cities

City	Group 3 ¹						Group 4 ¹					
	Aug. 1944 ²		July 1946		July 1952		Aug. 1944 ²		July 1946		July 1952	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Chicago.....	\$20.00	\$33.00	\$30.00	\$44.00	\$43.00	\$61.50	\$20.00	\$38.00	\$30.00	\$49.00	\$43.00	\$67.00
Cincinnati.....	20.00	29.00	28.50	39.50	39.00	53.50	20.00	33.00	28.50	43.50	39.00	60.00
Cleveland.....	21.00	32.00	29.00	41.00	43.00	57.00	21.00	36.00	29.00	45.00	43.00	61.50
Kansas City.....	18.00	27.00	27.00	38.00	40.00	53.00	18.00	33.00	27.00	44.00	40.00	60.50
New York.....	20.00	34.00	28.00	43.00	42.00	58.00	20.00	40.00	28.00	49.00	42.00	65.50
Philadelphia.....	19.00	33.00	28.00	42.00	40.00	56.00	19.00	39.00	28.00	48.00	40.00	62.50
St. Louis.....	18.00	28.00	27.00	39.00	40.00	53.00	18.00	34.00	27.00	45.00	40.00	60.50

¹ Each clerical group is composed of a number of occupations requiring approximately the same skill or degree of responsibility. Group 3 has 6 occupations among which are file clerk, and typist. Group 4 has 18 occupations among which are calculating machine operator, junior draftsman, payroll clerk, and stenographer.

² Initial schedules; employees at many locations received retroactive increases as a result of the establishment of these schedules.

E-2 — Weekly Salary Rates for Clerical Employees, Selected Groups and Cities,¹ 1952-63

City	July 1952			September 1953			October 1954			November 1955		
	Minimum	Maximum		Minimum	Maximum		Minimum	Maximum		Minimum	Maximum	
		Group 3 ²	Group 4 ²		Group 3 ²	Group 4 ²		Group 3 ²	Group 4 ²		Group 3 ²	Group 4 ²
Atlanta	\$39.00	\$57.00	\$60.00	\$40.50	\$59.00	\$62.00	\$40.50	\$60.50	\$63.50	\$42.50	\$62.50	\$66.00
Baltimore	39.00		64.00	40.50		66.00	40.50		67.00	43.00		69.50
Birmingham	39.00	57.00	60.00	40.50	59.00	62.00	40.50	60.50	63.50	42.50	62.50	66.00
Boston	37.50	54.00	60.50	39.00	55.50	62.00	39.00	57.00	63.50	41.00	59.00	65.50
Buffalo	41.00	55.00	60.50	42.00	56.50	62.00	42.00	58.00	63.50	44.00	60.00	65.50
Charleston	38.50		60.50	39.00		62.50	39.00		64.00	41.00		66.50
Charlotte	39.00	57.00	60.00	40.50	59.00	62.00	40.50	60.50	63.50	42.50	62.50	66.00
Chattanooga	39.00		60.00	40.50		62.00	40.50		63.50	42.50		66.00
Chicago	43.00	61.50	67.00	45.00	63.50	69.00	46.00	65.50	71.00	48.00	67.50	73.50
Cincinnati	39.00	53.50	60.00	42.00	55.50	62.50	42.00	58.00	65.50	44.50	60.50	68.00
Cleveland	43.00	57.00	61.50	45.00	59.00	63.50	45.00	60.50	65.00	47.50	63.00	67.50
Dallas	40.00	53.00	60.50	42.00	55.00	62.50	42.00	56.50	64.00	44.50	59.50	67.00
Denver	40.00	56.50	59.50	42.00	59.00	62.00	42.00	60.50	63.50	44.00	63.00	66.00
Des Moines	39.00		60.00	42.00		62.00	42.00		63.50	44.00		66.00
Detroit	44.00	60.00	67.00	46.00	61.50	68.50	46.00	62.50	69.50	48.50	65.00	72.50
Duluth												
El Paso	40.00		59.50	41.50		61.50	41.50		65.00	43.50		65.00
Harrisburg	38.00	54.50	61.50	40.00	56.50	63.50	40.00	57.50	64.50	42.00	59.50	67.00
Hartford	38.00		60.50	39.00		62.00	39.00		63.50	41.00		65.50
Houston							42.00		64.00	44.50		67.00
Indianapolis	40.50	56.50	60.50	42.00	57.50	61.50	42.00	58.50	63.00	44.50	60.50	65.00
Kansas City	40.00	53.00	60.50	42.00	55.00	62.50	42.00	56.50	64.00	44.50	59.50	67.00
Knoxville	39.00		60.00	40.50		62.00	40.50		63.50	42.50		66.00
Little Rock	39.00		57.00	41.00		59.00	41.00		60.50	43.50		63.50
Los Angeles				47.00		70.00	47.00		71.50	50.00		74.00
Louisville	39.00	57.00	60.00	40.50	59.00	62.00	40.50	60.50	63.50	42.50	62.50	66.00
Memphis	39.00	57.00	60.00	40.50	59.00	62.00	40.50	60.50	63.50	42.50	62.50	66.00
Miami	39.00		60.00	40.50		62.00	40.50		63.50	42.50		66.00
Milwaukee	39.00	57.00	60.00	40.50	59.00	62.00	40.50	60.50	63.50	42.50	62.50	66.00
Minneapolis	39.00	56.50	61.00	42.00	58.50	63.00	42.00	60.00	66.00	44.00	62.50	68.50
Montgomery	38.00		57.00	39.50		59.00	39.50		60.50	41.50		62.50
Nashville	39.00	57.00	60.00	40.50	59.00	62.00	40.50	60.50	63.50	42.50	62.50	66.00
New Orleans	39.00		60.00	40.50		62.00	40.50		63.50	42.50		66.00
New York	42.00	58.00	65.50	43.00	60.00	67.50	43.00	61.50	69.00	45.00	64.00	71.50
Newark	44.00	59.50	65.00	45.00	61.00	66.50	45.00	61.50	67.00	47.00	64.00	69.50
Omaha	39.00	54.50	60.00	42.00	56.50	62.00	42.00	58.00	63.50	44.00	60.50	66.00
Philadelphia	40.00	56.00	62.50	42.00	58.00	64.50	42.00	59.50	66.00	44.00	62.00	68.50
Pittsburgh	40.00	56.00	62.50	42.00	58.00	64.50	42.00	59.50	66.00	44.00	62.00	68.50
Reading	38.00		61.50	40.00		63.50	40.00		64.50	42.00		67.00
Richmond	38.50	55.00	62.00	40.00	56.50	63.50	40.00	58.00	65.00	42.00	60.00	67.00
Salt Lake City	40.00		59.50	41.50		61.50	41.50		63.00	43.50		65.50
San Francisco	43.50	62.50	68.00	47.00	64.50	70.00	47.00	66.00	71.50	50.00	68.50	74.00
Scranton	38.00		61.50	40.00		63.50	40.00		64.50	42.00		67.00
Seattle							47.00		71.00	49.00		73.50
St. Louis	40.00	53.00	60.50	42.00	55.00	62.50	42.00	56.50	64.00	44.50	59.50	67.00
Washington, D.C.	43.50	60.00	66.00	45.00	61.50	67.50	45.00	63.00	69.00	47.50	65.50	71.50
Wayne, Pa.												
White Plains, N.Y.				43.00	60.00	67.50	43.00	61.50	69.00	45.00	64.00	71.50

City	December 1956			January 1958			June 1959			October 1960		
	Minimum	Maximum		Minimum	Maximum		Minimum	Maximum		Minimum	Maximum	
		Group 3 ²	Group 4 ²		Group 3 ²	Group 4 ²		Group 3 ²	Group 4 ²		Group 3 ²	Group 4 ²
Atlanta	\$45.50	\$65.00	\$68.50	\$47.50	\$67.50	\$71.00	\$48.50	\$71.00	\$74.50	\$50.00	\$73.50	\$77.00
Baltimore	47.00		72.00	49.50		74.50	50.50		77.00	53.00		79.00
Birmingham	45.50	65.00	68.50	47.50	67.50	71.00	48.50	71.00	74.50	50.00	73.50	77.00
Boston	44.00	61.50	68.00	46.00	66.00	72.50	49.00	69.00	75.50	51.00	71.50	78.00
Buffalo	46.00	62.00	67.50	48.00	64.00	70.00	49.50		72.00	53.50		75.00
Charleston	45.00		70.00	47.50		73.00	50.00		76.00	51.50		78.00
Charlotte	45.50	65.00	68.50	47.50	67.50	71.00	48.50	71.00	74.50	50.00		77.00
Chattanooga	45.50		68.50	47.50		71.00	48.50		74.50	50.00		77.00
Chicago	51.00	70.50	76.50	53.50	73.50	79.50	54.50	76.50	83.00	56.00	78.50	86.00
Cincinnati	48.50	63.50	71.00	51.00	66.50	74.00	52.50	69.50	77.00	54.00	73.50	80.00
Cleveland	51.50	66.00	70.50	54.50	69.00	73.50	55.50	71.00	75.50	57.50	73.00	77.50
Dallas	47.50	62.50	70.00	50.50	65.50	73.00	52.50		76.00	54.00		79.00
Denver	46.50	66.00	69.00	49.00	69.00	72.00	50.50	72.00	75.00	52.00	74.50	77.50
Des Moines	47.00		69.00	50.00		72.00	50.00		76.00	52.00		78.50
Detroit	51.50	68.00	75.50	55.50	71.00	78.50	58.50	74.00	81.50	60.50		84.00
Duluth							50.00		76.00	52.00		78.50
El Paso	45.50		68.00	48.00		71.00	49.50		74.00	51.00		76.50
Harrisburg	44.00	62.00	69.50	46.00	63.50	71.50	49.00	66.50	74.50	51.00	69.00	77.50
Hartford	44.00		68.50	47.00		71.50	48.50		74.50	56.00		77.50
Houston	47.50		70.00	50.50		73.00	52.50		76.00	54.00		79.00
Indianapolis	48.50	62.50	67.50	51.50	64.50	70.00	53.00	67.00	73.00	54.50		75.50
Kansas City	47.50	62.50	70.00	50.50	65.50	73.00	52.50	68.50	76.00	54.00	71.50	79.00
Knoxville	45.50		68.50	47.50		71.00	48.50		74.50	50.00		77.00
Little Rock	46.00		66.50	48.50		69.50	50.50		72.00	54.00		77.50
Los Angeles	55.00		77.00	57.50		80.00	59.50		82.50	64.00		85.50
Louisville	45.50	65.00	68.50	47.50	67.50	71.00	48.50	71.00	74.50	50.00		77.00
Memphis	45.50	65.00	68.50	47.50	67.50	71.00	48.50	71.00	74.50	50.00		77.00
Miami	45.50		68.50	47.50		71.00	48.50		74.50	50.00		77.00

See footnotes at end of table.

E-2—Weekly Salary Rates for Clerical Employees, Selected Groups and Cities,¹ 1952-63—Continued

City	December 1956			January 1958			June 1959			October 1960		
	Minimum	Maximum		Minimum	Maximum		Minimum	Maximum		Minimum	Maximum	
		Group 3 ²	Group 4 ²		Group 3 ²	Group 4 ²		Group 3 ²	Group 4 ²		Group 3 ²	Group 4 ²
Milwaukee	\$47.00		\$66.50	\$50.00		\$69.50	\$51.50		\$73.00	\$54.50		\$75.50
Minneapolis	47.00	\$85.50	71.50	50.00	\$68.50	74.50	50.00		77.50	52.00		80.00
Montgomery	44.00		64.50	46.00		67.00	47.00		70.00	49.00		72.50
Nashville	45.50	65.00	68.50	47.50	67.50	71.00	48.50	\$71.00	74.50	50.00		77.00
New Orleans	45.50		68.50	47.50		71.00	48.50		74.50	50.00		77.00
New York	48.00	67.00	74.50	51.00	69.00	77.00	52.00	70.50	79.00	55.00	\$74.00	82.00
Newark	49.50	67.00	72.50	51.50	69.50	75.00	52.00	71.50	77.00	53.50		78.50
Omaha	47.00	63.50	69.00	50.00	66.50	72.00	50.00		76.00	52.00		78.50
Philadelphia	46.00	65.00	71.50	48.00	67.50	74.00	50.00	70.00	77.00	53.00	72.00	81.00
Pittsburgh	46.00		71.50	48.00		74.00	50.00		77.00	53.00		81.00
Reading	44.00		69.50	46.00		71.50	49.00		74.50	51.00		77.50
Richmond	46.00	63.00	70.00	48.50	66.00	73.00	50.50	67.50	74.50	52.00	69.00	78.50
Salt Lake City	45.50		68.50	48.50		71.00	50.50		74.50	52.00		77.00
San Francisco	55.00	70.00	77.00	57.50	72.50	80.00	59.50		82.50	64.00		85.50
Scranton	44.00		69.50	46.00		71.50	49.00		74.50	51.00		77.50
Seattle	53.00		78.50	55.50		79.50	57.00		82.00	59.00		84.50
St. Louis	47.50	62.50	70.00	50.50	65.50	73.00	52.50	68.50	76.00	54.00	71.50	79.00
Washington, D.C.	51.50	68.50	74.50	54.00	71.00	77.00	55.50	73.50	79.50	57.00	76.00	81.50
Wayne, Pa.	46.00	65.00	71.50	48.00	67.50	74.00	50.00	70.00	77.00	53.00	72.00	81.00
White Plains, N.Y.	48.00	67.00	74.50	51.00	69.00	77.00	52.00	70.50	79.00	55.00	74.00	82.00

	November 1961			November 1962			November 1963		
	Minimum	Maximum		Minimum	Maximum		Minimum	Maximum	
		Group 3 ²	Group 4 ²		Group 3 ²	Group 4 ²		Group 3 ²	Group 4 ²
Atlanta	\$51.50	\$75.00	\$78.50	\$53.50	\$77.00	\$80.50	\$55.50	\$79.00	\$83.00
Baltimore	54.00		80.50	55.50		83.00	57.50		85.00
Birmingham	51.50	75.00	78.50	53.50	77.00	80.50	55.50	79.00	83.00
Boston	53.00	73.00	79.50	55.00	76.00	82.50	57.00	79.00	85.50
Buffalo	55.00		78.00	57.00		81.00	59.00		85.00
Charleston	53.00		79.50	55.00		82.50	57.00		85.00
Charlotte	51.50		78.50	53.50		80.50	55.50		83.00
Chattanooga	51.50		78.50	53.50		80.50	55.50		83.00
Chicago	57.50	80.00	88.00	59.50	83.00	91.00	62.00	86.00	94.00
Cincinnati	56.00	75.00	81.50	59.00	77.50	84.50	61.00	82.00	87.50
Cleveland	59.00	74.50	79.00	61.00	77.50	83.00	63.50	82.50	87.00
Dallas	55.50		81.00	57.50		84.00	59.50		87.00
Denver	55.00	76.00	79.50	57.00	79.00	82.50	59.50	82.00	85.50
Des Moines	53.50		81.50	55.50		84.50	57.50		87.00
Detroit	63.00		85.50	65.00		88.50	67.50		91.50
Duluth	53.50		81.50	55.50		84.50	57.50		87.00
El Paso	54.00		78.50	56.00		81.00	58.50		83.50
Harrisburg	53.00	72.00	79.50	55.00	75.50	82.00	57.00	78.50	85.00
Hartford	55.50		79.50	57.00		82.00	58.50		85.50
Houston	55.50		81.00	57.50		84.00	59.50		87.00
Indianapolis	56.00		77.00	58.00		80.00	59.50		83.00
Kansas City	55.50	73.00	81.00	57.50	76.00	84.00	59.50	79.00	87.00
Knoxville	51.50		78.50	53.50		80.50	55.50		83.00
Little Rock	55.50		79.50	57.50		82.50	59.50		85.00
Los Angeles	68.00		87.50	71.50		90.50	74.50		95.50
Louisville	51.50		78.50	53.50		80.50	55.50		83.00
Memphis	51.50		78.50	53.50		80.50	55.50		83.00
Miami	51.50		78.50	53.50		80.50	55.50		83.00
Milwaukee	57.00		77.00	59.00		80.00	61.00		83.00
Minneapolis	54.50		82.50	56.50		86.00	59.00		89.00
Montgomery	50.50		74.00	52.50		76.00	54.50		78.00
Nashville	51.50		78.50	53.50		80.50	55.50		83.00
New Orleans	51.50		78.50	53.50		80.50	55.50		83.00
New York	56.50	76.00	84.00	58.50	79.00	87.00	60.50	82.00	90.00
Newark	55.00		81.00	57.00		84.00	59.00		87.00
Omaha	53.50		81.50	55.50		84.50	57.50		87.50
Philadelphia	55.00	74.50	83.00	57.00	78.50	86.00	59.00	81.50	89.00
Pittsburgh	55.00	74.50	83.00	57.00	78.50	86.00	59.00	81.50	89.00
Reading	53.00		79.50	55.00		82.00	57.00		85.00
Richmond	53.50	70.50	80.00	55.00	72.50	82.00	57.00	74.00	84.00
Salt Lake City	55.00		79.00	57.00		81.50	59.50		84.00
San Francisco	68.00		87.50	71.50		90.50	74.50		95.50
Scranton	53.00		79.50	55.00		82.00	57.00		85.00
Seattle	62.50		86.00	64.50		89.00	66.50		91.50
St. Louis	55.50	73.00	81.00	57.50	78.00	84.00	59.50	79.00	87.00
Washington, D.C.	58.50	78.00	83.00	60.50	81.50	85.50	66.00	83.50	87.50
Wayne	55.00	74.50	83.00	57.00	78.50	86.00	59.00	81.50	89.00
White Plains	56.50	76.00	84.00	58.50	79.00	87.00	60.50	82.00	90.00

¹ Cities with populations of 200,000 or more with clerical employees.
² Each clerical group is composed of a number of occupations requiring approximately the same skill or degree of responsibility. Group 3 has 4 occupations, among which are file clerks and typists. Group 4 had 20 occupations up to Feb. 10, 1958; 19 up to July 10, 1959; 18 up to Nov. 9, 1960; 16

thereafter, among which are junior draftsmen, payroll clerks, stenographers, and traffic clerks.

³ Rate increased an additional \$0.50 effective Feb. 9, 1964.

⁴ Rate increased an additional \$2 effective Feb. 9, 1964.

NOTE: Dashes indicate no employees in group.

F—Salary Progression Schedule for Operators by City ¹

City	Effective date and number of years' service required to reach maximum rates							City	Effective date and number of years' service required to reach maximum rates						
	De- cem- ber 1940	Octo- ber 1942	1943 ²	1944 ²	Jan- uary 1945	Feb- ruary 1946	July 1950		De- cem- ber 1940	Octo- ber 1942	1943 ²	1944 ²	Jan- uary 1945	Feb- ruary 1946	July 1950
Boston.....	13	12	-----	-----	9	8	6½	Louisville.....	11	-----	-----	9	-----	8	6½
Buffalo.....	13	12	-----	8	-----	-----	6½	Memphis.....	11	-----	-----	9	-----	8	6½
Chicago.....	13	12	9	-----	-----	8	6½	Minneapolis.....	³ 13	12	-----	-----	⁴ 8	-----	6½
Cincinnati.....	13	12	-----	10	-----	8	6½	New York.....	13	12	-----	8	-----	-----	6½
Cleveland.....	10	-----	-----	8	-----	-----	6½	Philadelphia.....	13	12	10	-----	9	8	6½
Detroit.....	13	12	9	8	-----	-----	6½	Pittsburgh.....	13	12	10	-----	9	8	6½
Kansas City.....	12	-----	-----	10	-----	8	6½	St. Louis.....	13	12	-----	10	-----	8	6½

¹ Other groups followed the same general pattern as operators. At present the longest schedule for any Long Lines employees is 6½ years.

² Various months during the year indicated.

³ Effective March 1941.

⁴ Effective Mar. 2, 1945, the wage schedule was reduced to 10 years and effective Mar. 16, it was reduced to 8 years.

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.

Berkshire Hathaway Inc. (formerly Northern Cotton Textile Associations), 1943-64. BLS Report 281 (20 cents).
Bethlehem Atlantic Shipyards, 1941-62. BLS Report 216.
¹Big Four Rubber Companies, Akron and Detroit Plants, 1937-55.
¹Bituminous 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).
²Federal Classification Act Employees, 1924-64. BLS Bulletin 1442.
Ford Motor Company, 1941-64. BLS Report 99 (30 cents).
General Motors Corp., 1939-63. BLS Report 185 (25 cents).

¹International 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).

¹New 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).
¹Pacific Gas and Electric Co., 1943-59.
¹Pacific 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. BLS Report 186 (30 cents).
Western Greyhound Lines, 1945-63. BLS Report 245 (30 cents).
Western Union Telegraph Co., 1943-63. BLS Report 160 (30 cents).

¹ Out of print. See Directory of Wage Chronologies, 1948-October 1964, for Monthly Labor Review issue in which basic report and supplements appeared.

² Study in progress; price not available.

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