

L2,3
1447

IND
AUG 25 1965

Ind

Wage Chronology

Dayton & Montgomery Co
Public Library

AUG 16 1965

DOCUMENT COLLECTION

SINCLAIR OIL COMPANIES 1941-66

Bulletin No. 1447



UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner

Wage Chronology

SINCLAIR OIL COMPANIES
1941-66

Bulletin No. 1447

May 1965



UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner

For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402 - Price 25 cents

Preface

This bulletin is one of a series that traces the change in wage scales and in related benefits, usually embodied in collective bargaining agreements, made by specific employers or combinations of employers. The chronology series is intended primarily as a tool for research, analysis, and wage administration. As such, the series deals only with selected features of the varied history of collective bargaining or wage determination. Reference to job security, grievance procedure, methodology of piece-rate adjustment, and similar matters are omitted. For purpose and scope of the wage chronology series, see Monthly Labor Review, December 1948.

This chronology summarizes the changes in wage rates and related practices in the Sinclair Oil Companies that have been negotiated with the Oil, Chemical and Atomic Workers International Union since 1941. The study includes material previously published as Wage Chronology No. 31, covering the period 1941-53, Supplements No. 1 through No. 3, covering 1953-63, and information not previously published which brings the chronology up to date through June 1966.

The wage chronology program is directed by Lily Mary David, Chief of the Division of Wage Economics, under the general direction of L. R. Linsenmayer, Assistant Commissioner for Wages and Industrial Relations. This chronology was prepared under the supervision of Albert A. Belman. The analysis for the period 1964-66 was prepared by Patricia B. Smith.

Contents

	Page
Introduction	1
1941-52	1
1953-56	2
1957-61	2
1963	4
1964-66	4
 Tables:	
A—General wage changes	5
B—Basic hourly rates paid for selected refinery occupations on specified dates, 1941-63	7
C—Related wage practices	9
Shift premium pay	9
Overtime pay	9
Premium pay for weekend work	10
Holiday pay	10
Paid vacations	11
Reporting time or call-in pay	12
Travel pay	12
Subsistence pay	13
Meals and meal time	13
Severance allowance	13
Shifted-tour pay	14
Demotion pay allowance	14
Absence due to death in family	14
Jury-duty pay	14
Tools and equipment	15
Clothes allowance	15
Moving expense	15
Employees sickness and accident disability benefits plan	16
Group life insurance	17
Employees hospital and surgical plan (prior to 1955, employees benefit plan)	17
Retirement benefits	19
Employees savings plan	22

Wage Chronology:

Sinclair Oil Companies, 1941—66

Introduction

1941—52

THE RELATIVELY LONG SERIES of agreements between Sinclair Oil Corp. subsidiaries and the Oil Workers International Union (CIO) constitutes an unusual collective-bargaining situation in the petroleum industry in the United States. Generally, in the petroleum industry, the parties negotiate their agreements on a plant-by-plant basis, while in this instance, the contracts cover the major part of the companies' operations.

The Sinclair Consolidated Oil Corp. was organized in 1919. In 1932, when a reorganization took place, the name was changed to the Consolidated Oil Corp. Further change in corporate title was effected in May 1943, when the present title of Sinclair Oil Corp. was adopted. Currently the corporation is sole owner of Sinclair Refining Co., Sinclair Oil and Gas Co., Sinclair Pipe Line Co., and Sinclair Research Laboratories, Inc. (all operating within the United States). Sinclair Refining Co. operates plants at Houston and Corpus Christi, Tex.; East Chicago, Ind.; Marcus Hook, Pa.; Wellsville, N. Y.; Sinclair, Wyo.; and Wood River, Ill. (not covered by the CIO contract). Sinclair Oil and Gas Co. operates about 7,000 oil and over 200 gas wells in the United States. More than 14,000 miles of trunk, gathering, and branch pipe lines in Wyoming, from the Gulf of Mexico to the Great Lakes, and from Indiana to Pennsylvania are operated by Sinclair's pipe line subsidiary.

The first Nation-wide contract between the Sinclair companies and the Oil Workers was negotiated in 1934. At that time, the union,

affiliated with the American Federation of Labor, was called the International Association of Oil Field, Gas Well, and Refinery Workers of America. In 1937, the name was changed to Oil Workers International Union; in 1938, when the Congress of Industrial Organizations was formed, the union was among its first affiliates.

Although the majority of the approximately 10,000 workers covered by the contract between the Sinclair subsidiaries and the Oil Workers Union are engaged in refining occupations, substantial numbers are employed at the oil wells and in the pipeline segment of the industry and some in the research departments. Excluded from the bargaining unit are the following occupational classifications: supervisory; executive, administrative, and professional; clerical; and technical.

This chronology traces the major changes in wage rates and related wage practices agreed upon between April 1, 1941, and July 1952. Provisions recorded as in effect at the beginning of this period do not necessarily indicate changes from previous conditions of employment, since written agreements governing wage rates and related conditions of employment had been in effect since 1934. The contract effective July 1, 1952, to remain in force until June 30, 1953, contained significant changes in the Employees Benefit Plan. An agreement to bargain, during the life of the contract, on the institution of an Employees Thrift or Savings Plan, was also reached in the 1952 negotiations.

1953—56

IN ACCORDANCE with an agreement reached in 1952 negotiations, the Oil Workers International Union (CIO) and the Sinclair Oil Corp. subsidiaries, negotiated a voluntary savings plan early in 1953 under which the company would match half of the monthly savings elected by employees. The plan, effective July 1, 1953, gave each participating employee a choice of several types of investment for his savings.

On August 1, 1953, a supplemental wage agreement providing for a 4-percent general wage increase, retroactive to July 1, was concluded. Both basic and supplemental agreements were extended without change or reopening for at least 13 months after which they could be reopened or terminated upon 60 days' notice.

In June 1955, the companies and the union—now the AFL-CIO Oil, Chemical and Atomic Workers¹—agreed to a general wage increase of 10 cents an hour, retroactive to March 1, 1955, and reached tentative agreement on liberalized sickness and accident disability benefits and amendments to the hospitalization and surgical plan as well as on other contract provisions. The supplemental benefit changes were embodied in agreements dated August 22, 1955. The pension plan was also amended as a result of the 1955 negotiations.

In March 1956, the companies and the union concluded negotiations on a supplemental wage agreement providing for a general wage raise of 6 percent or 15 cents an hour, whichever was greater, retroactive to February 1. In addition, increases in night-shift premiums were made effective June 15, 1956.

Negotiations in the spring of 1956 resulted in agreement on a 1-year contract on June 15, 1956. The settlement provided for 3 weeks' vacation

after 10 years' service, an additional paid holiday (Good Friday), an increase in moving expenses and, effective October 1, 1956, a liberalized employee savings plan. Wages were not an issue in these negotiations.

1957—61

UNDER THE TERMS of a wage agreement² concluded in June 1957 by some Sinclair Oil Companies³ and the Oil, Chemical and Atomic Workers International Union (OCAW), over 9,000 workers received a general wage increase of 5 percent retroactive to April 1 and an additional 1 percent retroactive to May 1, 1957.

A separate 2-year working agreement signed by the companies and the union on August 8, 1957, increased premium pay for holiday work, reduced the service requirement for 4 weeks' vacation to 20 years, and increased allowances for employees required to spend the night away from home or to move to another location. Hospital and surgical benefits were improved by a supplemental agreement signed on the same day.

Under the terms of the 1957 master agreement which permitted new negotiations on wages at the request of one of the parties, the union in June 1958 proposed the wage increase set forth in its 1958 bargaining program for the oil industry. The OCAW's 1958 program called for wage increases to compensate for increases in the cost of living and productivity and a reduction of the work-week from 40 to 36 hours (with no change in take-home pay) to provide jobs for men laid off because of increasing automation. The union also sought from the Sinclair Companies liberalization of pension benefits, particularly with regard to early retirement; improvements in sickness and accidents benefits; and changes in the employee savings plan. In reply, the companies offered to

¹ The Oil Workers International Union (CIO) and the United Gas, Coke, and Chemical Workers of America (CIO) merged to form the Oil, Chemical and Atomic Workers International Union on March 4, 1955.

² Wage agreements and working agreements for employees covered under the master agreement are frequently negotiated separately and at different times by the Sinclair Oil Companies with the Oil, Chemical and Atomic Workers. Pension and insurance plans are contained in supplemental agreements.

³ The companies were the Sinclair Refining Co., Sinclair Oil and Gas Co., Sinclair Pipe Line Co., and Sinclair Research, Inc.

improve pensions. After almost 5 months of negotiations, the OCAW revised its industry bargaining program at its October 1958 annual convention and, in November, proposed a 25-cent-an-hour pay increase. This proposal was also rejected by Sinclair's representatives, who maintained that economic conditions in the oil industry did not justify a pay increase at that time. In mid-January 1959, a 5-percent general pay increase was offered by Sinclair to the OCAW and on January 18—the Sinclair strike deadline—the union's National Bargaining Policy Committee accepted that offer, subject to ratification by the membership. This wage settlement became the industry pattern.

Concurrent with the January 1959 wage settlement, the companies agreed to amend the employee savings plan. Under the terms of a memorandum of understanding signed February 27, 1959, participants in the jointly financed plan were given vested rights to company contributions if their employment was terminated because of lack of work. In addition, provisions regarding withdrawals of employee allotments and company contributions were liberalized. Benefit coverage was also improved under the sickness and accident benefits plan in January 1959, but the pension plan issue was referred to a study committee.

Negotiations on contract provisions covering working conditions, pensions, and insurance began again in May 1959. The union demands for a shorter workweek and improvements in the pension, insurance, and severance pay plans, as well as other proposals, were countered by a company proposal to eliminate "restrictive and costly provisions" from the contracts. Settlement was reached just prior to the June 14, 1959, expiration date of the 1957 agreements. The new contracts increased allowances for overnight living and moving expenses. For the first time in the 25 years since the companies and the union had signed a nationwide contract, a supplemental agreement on life insurance—to replace a plan established earlier by the companies—was negotiated by the parties; the revised plan substantially increased benefits. The retirement plan was also improved by a supplemental agreement; the improvements, effective January 1, 1960, included increased normal and

minimum annuities, a wider choice of annuity options, and elimination of the \$600 annual earnings minimum previously necessary to qualify under the plan. No changes were made in the hospital and surgical plan when the union members failed to ratify the proposed substitution of comprehensive medical insurance for the hospital and surgical program in effect. The new basic working agreement was to continue until June 14, 1961. The life insurance plan is to remain in effect until September 1, 1964, and the retirement plan until January 1, 1965; both plans may be reopened on or after April 15, 1964.

Early in June 1960, the parties reached agreement on an employee-financed extended medical expense plan which would be available to participants in the basic hospital-surgical insurance program, effective December 1, 1960.

In July 1960, the National Bargaining Policy Committee of the OCAW, after considering the rise in the Consumer Price Index and the estimated increase in productivity in the industry since the last wage increase in January 1959, established general wage increases of 18 cents an hour and agreements lasting 1 year as bargaining goals for all negotiations scheduled during the year. By mid-November, subsequent to the recess of negotiations with Sinclair, several major producers other than Sinclair had offered their workers 5-percent wage increases in 2-year agreements. After resuming negotiations, Sinclair and the OCAW on December 15, agreed to a 14-cent-an-hour general wage increase, effective December 19. This was the union's first settlement in the 1960 round of wage negotiations with a major petroleum company.

A 1-year working agreement was announced on July 12, 1961, by the parties. The settlement, affecting about 9,000 workers, was ratified on July 27, ending a strike by some 4,000 workers at four refineries that had begun on June 16. Workers at other operations covered under the master agreement continued on the job after the previous contract expired on June 14. Severance pay was the key issue. Under the settlement, the severance benefits of the previous contract (a

maximum of 4 weeks' pay for laid-off workers with 10 or more years' service) were left unchanged; should major layoffs be required at any time in the future, the parties agreed to review conditions existing at that time. Allowances for overnight living and moving expenses were increased, however, as proposed by the companies before the strike. The new working agreement is to be effective through July 26, 1962.

1963

FOLLOWING WAGE SETTLEMENTS in petroleum refining in the winter of 1960-61, no major bargaining over wages occurred in the industry until the second half of 1962. In June of that year, the National Bargaining Policy Committee of the Oil, Chemical and Atomic Workers International Union set as a bargaining goal a 6½-percent increase in earnings and/or benefits, with a minimum increase of 17 cents an hour. The proposal was approved by the union membership in the following month. The union sought also a common termination date of December 31, 1963, for all of its contracts. In December 1962, as a result of West Coast settlements in the industry, the committee voted to reduce its wage demand and to approve the pattern of 5-percent wage increases that had developed in those settlements.

Negotiations with the Sinclair Companies began on January 3, 1963, after preliminary discussions in October 1962. A 5-percent wage increase in a 1-year contract was agreed to on January 11, 1963, retroactive to January 1. Some 6,500 Sinclair refinery, pipeline, production, and research employees were covered. The sickness and accident benefit and the employees savings plan agreements were each extended without change for a 3-year period, beginning February 1. To meet increases in hospital costs, the parties worked out a new schedule of employee contributions—averaging \$5.33 a month—to the hospital and surgical plan, which was extended without other changes for 2 years, also beginning February 1.

1964-66

BARGAINING GOALS for 1964 negotiations in the oil industry were adopted by the National Bargaining Policy Committee of the Oil, Chemical and Atomic Workers International Union in January. The principal objective developed by the Committee, and approved by the membership in March, was the equivalent of a 5-percent wage increase to be applied entirely to fringe benefits.

In mid-July, negotiators for the OCAW and Sinclair Oil Companies announced agreement on a 2-year contract covering approximately 6,000 Sinclair refinery, pipeline, production, and research employees. Retroactive to July 1, the agreement provided fringe benefits approximately equivalent to a 4½-percent wage increase. The major improvements were the establishment of a flexible normal retirement age, with the minimum age set at 62; elimination of the 40-year maximum on service credited in computing minimum annuities (by allowing credit for service before age 25); and an additional week's vacation, bringing the total to 5, for workers with 25 years or more of service. Other changes included increases in subsistence pay and moving expenses, and modified life insurance benefits for retirees.

While the Sinclair agreement allocated the entire increase in 1964 to fringe benefits, most other oil companies negotiating with the union subsequently agreed to a 2-percent wage increase which, with improvements in paid vacations and pensions, approximated a 4½-percent package settlement.

The Sinclair contract is to remain in effect through June 30, 1966. The following tables bring the Sinclair chronology up to date through that date.

A—General Wage Changes¹

Effective date	Provision	Applications, exceptions, and other related matters
Apr. 1, 1941 (by agreement of June 27, 1941).	5 cents an hour increase -----	
Sept. 1, 1941 -----	10 cents an hour increase -----	
Sept. 1, 1942 -----	5.5 cents an hour increase -----	
Jan. 1, 1946 (by agreement of Dec. 17, 1945).	18 percent increase, averaging approximately 25 cents an hour.	
Oct. 1, 1946 (by agreement of Nov. 15, 1946).	18 cents an hour increase -----	The increase (\$31.20 a month) was a cost-of-living adjustment based on the Bureau of Labor Statistics' Consumers' Price Index during the 9-month period ending Sept. 30, 1946. Thereafter, adjustments were to be based on a quarterly review of the CPI. No changes were to be made unless the index increased or decreased 3 points. None of the cost-of-living changes were incorporated in base rates. No reduction below the base period rates was permitted. ²
Jan. 1, 1947 -----	7 cents an hour increase (total 25 cents).	Quarterly adjustment of cost-of-living allowance.
Apr. 1, 1947 -----	3 cents an hour increase (total 28 cents).	Quarterly adjustment of cost-of-living allowance.
June 30, 1947 -----	28 cents an hour cost-of-living allowance abolished.	Escalator provision discontinued.
July 1, 1947 (by agreement of Aug. 1, 1947).	25 cents an hour increase -----	The 25 cents consisted of a 15-cent increase in base rates and a 10-cent bonus payment which was not made a part of the wage structure.
June 30, 1948 (by agreement of May 8, 1948).	-----	10-cent bonus incorporated into wage structure.
July 1, 1948 (by agreement of May 8, 1948).	17.5 cents an hour increase -----	
July 1, 1949, to Sept. 30, 1950.	-----	Inequity adjustments, averaging 2.5 cents an hour, granted by geographic location.
Oct. 1, 1950 (by agreement of Nov. 25, 1950).	6-percent or 10-cent-an-hour increase, whichever was greater. Average 11.4 cents an hour.	
Oct. 1, 1950, to Mar. 31, 1951.	-----	Inequity adjustments, averaging 2 cents an hour, granted by geographic location.
Apr. 1, 1951 (by agreement of Apr. 20, 1951).	3.7-percent increase, averaging 7.5 cents an hour.	Balance of amount allowable under WSB regulations.
July 1, 1951 -----	No change -----	First quarterly review in accordance with escalator clause in 1951 contract, providing for 1-cent adjustment for each 1-point change in CPI; wage rates not to go below Apr. 1, 1951, levels. Approved by WSB in September 1951. ²
Oct. 1, 1951 -----	1 cent an hour increase -----	Quarterly adjustment of cost-of-living allowance.
Jan. 1, 1952 -----	3 cents an hour increase (total 4 cents).	Quarterly adjustment of cost-of-living allowance.
Apr. 1, 1952 -----	1 cent an hour decrease (total 3 cents).	Quarterly adjustment of cost-of-living allowance.
Apr. 30, 1952 -----	3 cents an hour cost-of-living allowance abolished.	Escalator provision discontinued.
May 1, 1952 (by agreement of May 19, 1952).	15 cents an hour increase -----	\$36.50 flat amount of retroactive pay representing 9-cent hourly increase for the period Jan. 1, 1952, through Apr. 30, 1952, only, less cost-of-living allowances received during such period.
July 1, 1953 (by agreement of Aug. 1, 1953).	4-percent increase -----	
Mar. 1, 1955 (by agreement of June 16, 1955).	10 cents an hour increase -----	
Feb. 1, 1956 (by agreement of Mar. 5, 1956).	6-percent or 15 cents an hour increase, whichever was greater.	

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
May 1, 1957 (agreement of June 14, 1957).	6-percent increase, averaging 15 cents an hour.	5 percent retroactive to Apr. 1, 1957.
Jan. 18, 1959 (agreement of Feb. 27, 1959).	5-percent increase, averaging 13.5 cents an hour.	Some additional rate increases, effective February 1, resulted from adjustment of classification inequities. ³
Dec. 19, 1960 (agreement of Dec. 15, 1960).	14 cents an hour increase	
Jan. 1, 1963 (Memorandum of Understanding dated Jan. 11, 1963).	5-percent increase, averaging 15 cents an hour.	

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

The changes that are listed above were the major adjustments in wage rates made during the period covered. Because of fluctuations in earnings occasioned by premium rates and other factors, the total of the general changes listed will not necessarily coincide with the changes in average hourly earnings over the period of the chronology.

² Only base rates used in determining payments under certain fringe benefits.

³ Since 1949, the master agreement between the Sinclair companies and the OCAW has provided that the union could request adjustment of classification rate inequities resulting from a comparison with the average rates of pay for jobs having comparable duties and responsibilities in agreed-upon major competitive companies in the local area. Requests by the union for adjustments in basic wage rates could be made no more than twice annually, to be effective February 1 and August 1.

B—Basic Hourly Rates Paid for Selected Refinery Occupations on Specified Dates, 1941—63

Occupation	Corpus Christi, Tex. ¹	East Chicago, Ind.	Houston, Tex.	Marcus Hook, Pa.	Sinclair, Wyo.	Wells-ville, N. Y.	Corpus Christi, Tex. ²	East Chicago, Ind.	Houston, Tex.	Marcus Hook, Pa.	Sinclair, Wyo.	Wells-ville, N. Y.
	January 1, 1941						January 1, 1945					
Boilermakers	-	\$1.16	\$1.15	\$1.15	-	-	\$1.395	\$1.365	\$1.395	\$1.355	\$1.355	\$1.145
Boilermakers' helpers	-	.935	.86	.975	-	-	1.075	1.14	1.08	1.18	1.085	1.035
Firemen	-	1.015	1.04	-	-	\$0.975	1.205	1.22	1.205	1.315	1.315	1.125
Light oil treaters	-	1.315	1.155	1.135	\$1.18	1.10	1.255	1.52	1.36	1.34	1.435	1.305
Laborers, common	-	.755	.58	.74	.72	.63	.785	.96	.785	.945	.925	.835
Laborers, entrance	-	.65	.48	.65	.65	.63	.685	.855	.685	.855	.855	.835
Laborers, skilled	-	.755	.63	.80	.85	.70	.835	-	.835	1.005	1.055	.905
Machinists	-	1.16	1.15	1.15	1.18	1.08	1.395	1.365	1.395	1.355	1.385	1.285
Machinists' helpers	-	.935	.86	.975	.93	.83	1.075	1.14	1.08	1.18	1.085	1.035
Pipefitters	-	1.16	1.15	1.15	1.06	1.08	1.395	1.365	1.395	1.355	1.355	1.285
Pipefitters' helpers	-	.935	.85	.975	.85	.83	.985	1.19	1.08	1.18	1.085	1.035
Pumpers	-	1.315	1.10	1.05	1.18	.92	1.305	1.52	1.305	1.34	1.435	1.18
Stillmen	-	1.315	1.315	1.314	1.315	1.27	1.52	1.52	1.52	1.52	1.52	1.475
Stillmen's helpers	-	1.125	1.05	1.11	1.11	1.20	1.305	1.33	1.305	1.315	1.315	1.255
	January 1, 1950						January 1, 1951					
Boilermakers	\$2.085	\$2.035	\$2.085	\$2.025	\$2.025	\$1.815	\$2.21	\$2.18	\$2.21	\$2.205	\$2.145	\$1.925
Boilermakers' helpers	1.70	1.77	1.70	1.815	1.705	1.645	1.80	1.895	1.80	1.925	1.805	1.745
Firemen	1.88	1.865	1.88	1.975	1.975	1.755	1.995	2.00	1.995	2.095	2.095	1.86
Light oil treaters	1.945	2.22	2.205	2.005	2.12	1.965	2.06	2.375	2.335	2.225	2.245	2.085
Laborers, common	1.425	1.56	1.425	1.54	1.515	1.41	1.525	1.68	1.525	1.64	1.615	1.51
Laborers, entrance	1.235	1.435	1.235	1.435	1.435	1.41	1.335	1.555	1.335	1.535	1.535	1.51
Laborers, skilled	1.485	1.70	1.485	1.61	1.67	1.495	1.585	1.825	1.585	1.71	1.77	1.595
Machinists	2.085	2.035	2.085	2.025	2.06	1.815	2.21	2.18	2.21	2.205	2.185	1.925
Machinists' helpers	1.70	1.77	1.70	1.815	1.705	1.645	1.80	1.895	1.80	1.925	1.805	1.745
Pipefitters	2.085	2.035	2.085	2.025	2.025	1.94	2.21	2.18	2.21	2.205	2.145	2.055
Pipefitters' helpers	1.70	1.77	1.70	1.815	1.765	1.645	1.80	1.895	1.80	1.925	1.87	1.745
Pumpers	2.075	2.22	2.075	1.975	2.12	1.815	2.20	2.375	2.20	2.12	2.245	1.925
Stillmen	2.27	2.22	2.255	2.22	2.22	2.165	2.405	2.375	2.405	2.44	2.355	2.295
Stillmen's helpers	1.965	1.995	1.965	1.975	1.975	1.905	2.085	2.135	2.085	2.095	2.095	2.02
	May 1, 1951						May 1, 1952					
Boilermakers	\$2.29	\$2.26	\$2.30	\$2.29	\$2.265	\$1.995	\$2.45	\$2.41	\$2.45	\$2.44	\$2.415	\$2.145
Boilermakers' helpers	1.865	1.965	1.865	1.995	1.87	1.81	2.015	2.115	2.015	2.145	2.02	1.96
Firemen	2.07	2.075	2.07	2.175	2.175	1.93	2.22	2.225	2.22	2.325	2.325	2.08
Light oil treaters	2.135	2.465	2.42	2.305	2.33	2.16	2.455	2.615	2.59	2.455	2.48	2.31
Laborers, common	1.595	1.74	1.595	1.70	1.675	1.565	1.745	1.89	1.745	1.85	1.825	1.715
Laborers, entrance	1.45	1.615	1.45	1.59	1.59	1.565	1.60	1.765	1.60	1.74	1.74	1.715
Laborers, skilled	1.645	1.895	1.645	1.775	1.835	1.655	1.795	2.045	1.795	1.925	1.985	1.805
Machinists	2.29	2.26	2.30	2.305	2.265	1.995	2.45	2.41	2.45	2.455	2.415	2.145
Machinists' helpers	1.865	1.965	1.865	1.995	1.87	1.81	2.015	2.115	2.015	2.145	2.02	1.96
Pipefitters	2.29	2.26	2.30	2.29	2.265	2.13	2.45	2.41	2.45	2.44	2.415	2.28
Pipefitters' helpers	1.865	1.965	1.865	1.995	1.94	1.81	2.015	2.115	2.015	2.145	2.09	1.96
Pumpers	2.28	2.465	2.29	2.20	2.33	1.995	2.44	2.615	2.44	2.35	2.48	2.145
Stillmen	2.495	2.465	2.495	2.545	2.44	2.38	2.645	2.615	2.645	2.695	2.59	2.53
Stillmen's helpers	2.16	2.245	2.16	2.175	2.175	2.095	2.31	2.395	2.31	2.325	2.325	2.245
	July 1, 1953						March 1, 1955					
Boilermakers	\$2.55	\$2.505	\$2.55	\$2.575	\$2.51	-	\$2.65	\$2.605	\$2.65	\$2.675	\$2.61	-
Boilermakers' helpers	2.11	2.20	2.11	2.23	-	-	2.21	2.30	2.21	2.33	-	-
Firemen	-	2.315	2.335	-	2.42	\$2.165	-	2.415	2.435	-	2.52	\$2.265
Light oil treaters	-	2.72	2.705	2.67	2.58	2.40	-	2.82	2.805	2.77	2.68	2.50
Laborers, common	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, entrance	1.815	1.855	1.665	1.81	1.81	1.875	1.915	1.955	1.765	1.91	1.91	1.975
Laborers, skilled	1.815	1.965	1.745	1.925	1.90	1.875	1.915	2.065	1.845	2.025	2.00	1.975
Machinists	2.55	2.505	2.55	2.59	2.51	2.23	2.65	2.605	2.65	2.69	2.61	2.33
Machinists' helpers	-	2.20	2.11	2.23	-	2.04	2.21	2.30	2.21	2.33	-	2.14
Pipefitters	2.55	2.505	2.55	2.575	2.51	2.37	2.65	2.605	2.65	2.675	2.61	2.47
Pipefitters' helpers	2.11	2.20	2.11	2.23	2.175	2.04	2.21	2.30	2.21	2.33	2.275	2.14
Pumpers	2.58	2.72	2.58	2.60	2.58	2.23	2.68	2.82	2.68	2.70	2.68	2.33
Stillmen	2.75	2.72	2.75	2.84	2.695	2.63	2.85	2.82	2.85	2.94	2.795	2.73
Stillmen's helpers	2.40	2.49	2.40	2.42	2.42	2.335	2.50	2.59	2.50	2.52	2.52	2.435

See footnotes at end of table.

B—Basic Hourly Rates Paid for Selected Refinery Occupations on Specified Dates, 1941–63—Continued

Occupation	Corpus Christi, Tex. ¹	East Chicago, Ind.	Houston, Tex.	Marcus Hook, Pa.	Sinclair, Wyo.	Wells-ville, N. Y.	Corpus Christi, Tex. ²	East Chicago, Ind.	Houston, Tex.	Marcus Hook, Pa.	Sinclair, Wyo.	Wells-ville, N. Y.
	February 1, 1956						May 1, 1957					
Boilermakers	\$2.81	\$2.76	\$2.81	\$2.835	\$2.765	-	\$2.98	\$2.925	\$2.98	\$3.005	\$2.93	-
Boilermakers' helpers	2.36	2.45	2.36	2.48	-	-	2.50	2.595	2.50	2.63	-	-
Firemen	-	2.565	2.585	-	2.67	\$2.415	-	2.72	2.74	-	2.83	\$2.56
Light oil treaters	-	2.99	2.975	2.935	2.84	2.65	-	3.17	3.155	3.11	3.01	2.81
Laborers, common ³	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, entrance	1.915	2.105	1.915	2.06	2.06	2.125	2.03	2.23	2.03	2.185	2.185	2.255
Laborers, skilled	1.995	2.215	1.995	2.175	2.15	2.125	2.115	2.35	2.115	2.305	2.28	2.255
Machinists	2.81	2.76	2.81	2.85	2.765	2.48	2.98	2.925	2.98	3.02	2.93	2.63
Machinists' helpers	2.36	2.45	2.36	2.48	-	2.29	2.50	2.595	2.50	2.63	-	2.425
Pipefitters	2.81	2.76	2.81	2.835	2.765	2.62	2.98	2.925	2.98	3.005	2.93	2.775
Pipefitters' helpers	2.36	2.45	2.36	2.48	2.425	2.29	2.50	2.595	2.50	2.63	2.57	2.425
Pumpers	2.84	2.99	2.84	2.86	2.84	2.48	3.01	3.17	3.01	3.03	3.01	2.63
Stillmen	3.02	2.99	3.02	3.12	2.965	2.895	3.20	3.17	3.20	3.31	3.145	3.07
Stillmen's helpers	2.65	2.745	2.65	2.67	2.67	2.585	2.81	2.91	2.81	2.83	2.83	2.74
	January 18, 1959 ⁴						December 19, 1960					
Boilermakers	\$3.235	\$3.08	\$3.13	\$3.165	\$3.075	(⁵)	\$3.375	\$3.22	\$3.27	\$3.305	\$3.215	(⁵)
Boilermakers' helpers	2.625	2.735	2.625	2.76	-	(⁵)	2.765	2.875	2.775	2.90	-	(⁵)
Firemen	-	2.855	2.865	-	2.97	(⁵)	-	2.995	3.005	-	3.11	(⁵)
Light oil treaters	-	3.345	3.315	3.28	3.16	(⁵)	-	3.485	3.455	3.42	3.30	(⁵)
Laborers, common ³	-	-	-	-	-	(⁵)	-	-	-	-	-	(⁵)
Laborers, entrance	2.13	2.34	2.13	2.295	2.295	(⁵)	2.27	2.48	2.27	2.435	2.435	(⁵)
Laborers, skilled	2.22	2.47	2.22	2.42	2.395	(⁵)	2.36	2.61	2.36	2.56	2.535	(⁵)
Machinists	3.13	3.08	3.13	3.18	3.075	(⁵)	3.27	3.21	3.27	3.32	3.215	(⁵)
Machinists' helpers	2.625	2.735	2.625	2.76	-	(⁵)	2.765	2.865	2.775	2.90	-	(⁵)
Pipefitters	3.13	3.08	3.13	3.165	3.075	(⁵)	3.27	3.21	3.27	3.305	3.215	(⁵)
Pipefitters' helpers	2.625	2.735	2.625	2.76	2.70	(⁵)	2.765	2.865	2.775	2.90	2.84	(⁵)
Pumpers	3.16	3.345	3.16	3.14	3.16	(⁵)	3.30	3.485	3.30	3.28	3.30	(⁵)
Stillmen	3.36	3.345	3.36	3.485	3.30	(⁵)	3.50	3.485	3.50	3.625	3.44	(⁵)
Stillmen's helpers	2.95	3.055	2.95	3.065	2.97	(⁵)	3.09	3.195	3.09	3.205	3.11	(⁵)
							January 1, 1963 ⁷					
Boilermakers	(⁶)	\$3.38	\$3.435	\$3.47	\$3.375	(⁵)	(⁶)	3.02	2.915	3.045	-	(⁵)
Boilermakers' helpers	(⁶)	3.145	3.155	-	3.265	(⁵)	(⁶)	3.66	3.63	3.59	3.465	(⁵)
Firemen	(⁶)	-	-	-	-	(⁵)	(⁶)	2.605	2.385	2.555	2.555	(⁵)
Light oil treaters	(⁶)	2.74	2.48	2.69	2.66	(⁵)	(⁶)	3.38	3.435	3.485	3.375	(⁵)
Laborers, common ³	(⁶)	3.02	2.915	3.045	-	(⁵)	(⁶)	3.02	2.915	3.045	-	(⁵)
Laborers, entrance	(⁶)	3.38	3.435	3.47	3.375	(⁵)	(⁶)	3.38	3.435	3.47	3.375	(⁵)
Laborers, skilled	(⁶)	3.02	2.915	3.045	-	(⁵)	(⁶)	3.02	2.915	3.045	-	(⁵)
Machinists	(⁶)	3.38	3.435	3.47	3.375	(⁵)	(⁶)	3.66	3.465	3.445	3.465	(⁵)
Machinists' helpers	(⁶)	3.66	3.675	3.805	3.61	(⁵)	(⁶)	3.66	3.675	3.805	3.61	(⁵)
Pipefitters	(⁶)	3.355	3.245	3.365	3.265	(⁵)	(⁶)	3.355	3.245	3.365	3.265	(⁵)

¹ Refinery not acquired by Sinclair Refining Co. until 1943.² Houston rates used when classification not shown in force report.³ Workers not now employed in this classification, which was listed in the original chronology published in 1952.⁴ Includes inequity adjustments effective Feb. 1, 1959.⁵ Plant closed prior to Jan. 18, 1959.⁶ The Corpus Christi refinery was sold by Sinclair on June 1, 1962.⁷ Since application of the 5-percent general wage increase resulted in fractions of a cent adjustments, the agreement provided that basic hourly rates of pay would be increased or decreased to the nearest 1/2-cent.

C—Related Wage Practices¹

Effective date	Provision	Applications, exceptions, and other related matters
<i>Shift Premium Pay</i>		
July 1, 1941----- June 1, 1946-----	No provision for shift premium pay. 4 cents an hour for second shift; 6 cents an hour for third shift.	Applicable also to hourly workers who were not regular shift employees but who worked more than 4 hours during or into the second or third shift; and to employees who had completed their regular scheduled work hours and were held over or assigned to work another shift within 24 hours from the start of the regularly scheduled hours.
July 1, 1951----- May 1, 1952-----	Changed to: 5 cents an hour for second shift; 7 cents an hour for third shift. Increased to: 6 cents an hour for second shift; 12 cents an hour for third shift.	
July 1, 1952----- June 15, 1956 (by supplemental agreement of Mar. 5, 1956).	Increased to: 8 cents an hour for second shift; 16 cents an hour for third shift.	New shift premiums applied to hourly workers who were not regular shift employees but who worked more than 1 hour during or into the second or third shift.
<i>Overtime Pay</i>		
July 1, 1941-----	Time and one-half for work outside regular hours. (Employers and union were at this time in agreement as to a 36-hour workweek.)	Applicable to: Day men required to work beyond quitting time; shift men required to work overtime when relief men failed to appear if employer had 10 hours' notice that the relief shift man would not report. Other overtime for shift men paid at rate of time and one-half and the equivalent of actual overtime worked had to be taken off without pay.
June 1, 1942-----		Agreement that, for the duration of the war emergency, the 36-hour week be extended to 40 hours without premium overtime pay for the extra 4 hours.
June 1, 1944-----	Changed to: Time and one-half for work in excess of 8 hours a day or 40 hours a week, and for all work outside of regularly scheduled hours.	Applicable to all employees. No employee required to take time off to offset overtime.
July 1, 1949-----		Time and one-half paid for the following types of work: Call-out work; work before regular starting time or beyond regular quitting time; work in excess of 8 hours a day; employer-called conferences outside of regular working hours. No additional payments made if these categories of work extended the workweek beyond 40 hours. Premium payments for work in the following cases did not cancel overtime payment for hours in excess of 40 in the workweek: change of hours; work on paid holidays; double time payable on seventh day; work on regular day off.

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Premium Pay for Weekend Work</i>		
July 1, 1941----- June 1, 1944 (by Directive Order of NWLB, Aug. 17, 1944). ³	Time and one-half for work on Sunday as such, unless it was a regularly scheduled workday. Changed to: Time and one-half for work on Sunday provided it was the sixth day of work in any regularly scheduled week. Added: Double time for work on the seventh day within the workweek.	Applicable to day employees, but not to shift workers. Applicable to all employees.
June 1, 1946-----		Unworked holidays, unless they fell on an employee's regularly scheduled day off, included as days worked, and double-time rate for seventh day applied when 48 hours or 6 days of work had been performed.
July 1, 1949-----		Added: Each day during which more than 4 hours was worked included in the account of days worked, unless an employee was absent for a portion of a day without justifiable cause. In case of unexcused absence that day was not counted in the computation of 7 consecutive days of work.
<i>Holiday Pay</i>		
July 1, 1941-----	Time and one-half for hourly day employees if they worked on 6 specified holidays; straight-time pay for Fourth of July and Christmas if not worked, unless they fell on regular days off; no payment for other 4 holidays if not worked.	Holidays were: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas. Day men allowed to lay off Washington's Birthday and Armistice Day without pay if they wished (not applicable to shift employees). Time and one-half for shift men who worked Fourth of July and Christmas.
June 1, 1944 ³ -----	Provision extended to include all hourly employees. Added: Straight-time pay for Labor Day when not worked, unless it fell on regular day off.	Any employee allowed to lay off Washington's Birthday and Armistice Day without pay if he wished.
June 1, 1945-----	Changed to: Straight-time pay for all 6 holidays if not worked unless they fell on regular days off.	
July 1, 1948-----	Changed to: Double time for work on 6 holidays.	To be paid for holiday not worked, employee must have worked last regularly scheduled workday before the holiday and the first one thereafter, unless excused, ill, or injured. Employee requested to work on a holiday, but who did not work, received no pay for the holiday.
July 1, 1949-----	Added: In national election years, straight-time pay for Presidential Election Day and General National Congressional Election Day if not worked or if holiday fell on a regular day off, except Saturday. Double time paid for hours worked on these holidays.	
July 1, 1951-----	Added: Armistice Day as a paid holiday (total 7) in years when neither Presidential nor Congressional Election was held.	Employees allowed to lay off without pay on Armistice Day in years when it was not a paid holiday.

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Holiday Pay—Continued</i>		
July 1, 1952		Straight time paid for any holiday that fell on a regular day off. To be eligible for unworked holiday pay, employee must work last regularly scheduled workday before the holiday or the first one thereafter, unless excused, ill, or injured.
June 15, 1956 (by agreement dated July 17, 1956).	Added: 1 paid holiday (total, 8).	Holiday was Good Friday.
June 15, 1957 (agreement dated Aug. 8, 1957).	Increased to: 8 hours at straight-time plus time and one-half for hours worked up to normal daily hours, and double time for work after normal daily hours.	
<i>Paid Vacations</i>		
July 1, 1941	One week with pay for employees with 1 year's service; 2 weeks for employees with 2 or more years' service.	Pay based on full-time weekly pay in 3 months prior to vacation. Employee laid off for reason beyond his control and reemployed within 180 days retained vacation rights but forfeited one-twelfth of vacation pay for each month lost. No employee forced to take vacation because of shutdown.
June 1, 1945		Employee whose services were terminated received earned vacation pay on pro rata basis of 1/12 for each month beyond anniversary date of employment. During the national emergency, employer could give vacation pay in lieu of vacation.
June 1, 1946	Added: 3 weeks after 15 years	
July 1, 1948	Added: 4 weeks after 25 years	Additional day of vacation allowed if 1 of the 6 paid holidays fell within vacation.
July 1, 1949	Changed to: 2 weeks' vacation for employees with 1 year's service.	For refineries and research and development department: based on average hourly straight-time earnings in 4 workweeks preceding the vacation. For pipeline and producing operations: based on average hourly straight-time earnings in 2 preceding pay periods. Time lost through unpaid absences was accumulated, and if the total was 22 or more scheduled workdays, the vacation allowance was reduced 1/2 for each 22 days. Not applicable to time spent in approved absence on personal or union business, or the 2-day waiting period for sick benefit payments.
June 15, 1956 (by agreement dated July 17, 1956).	Changed to: 3 weeks' vacation for employees with 10 years' service.	
June 15, 1957 (agreement dated Aug. 8, 1957).	Changed to: 4 weeks' vacation for employees with 20 or more years' service.	In effect: Additional day's pay provided when paid holiday fell in vacation period. Employee rehired within 1 year of layoff because of force reduction or any reason beyond his control retained vacation rights, but forfeited 1/2 of vacation pay for each month lost during year.

See footnote at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Paid Vacations—Continued</i>		
July 1, 1964 (Memorandum of Understanding dated July 11, 1964).	Added: 5 weeks' vacation after 25 years or more of service.	
<i>Reporting Time or Call-in Pay</i>		
July 1, 1941.....	4 hours' pay if called for work as scheduled and no work or less than 3 hours' work were available; full day's pay if 3 hours or more were worked. Time and one-half paid for actual time worked if called in emergency outside of regular working hours, with minimum guarantee of 3 hours' pay at regular rate; minimum guarantee of 4 hours' pay at regular rate, whether worked or not, if called outside regular hours, except in emergency.	
June 1, 1944.....	Changed to: Minimum guarantee increased to 4 hours' pay at straight-time rate.	Not applicable in case of emergencies when no work was performed.
<i>Travel Pay</i>		
July 1, 1941.....	For production employees: transportation paid if employee was instructed to report for work at other than regular place of employment.	
June 1, 1944.....	Added: for production employees, transportation supplied or paid for by employer, and travel time considered as hours worked; for pipeline employees, paid for travel to job from place where they were required to report for work, but return was paid for, at straight-time rates, only if it was over 1 hour.	Not applicable to truck drivers, who were paid for all time worked.
June 1, 1945.....	Added: for pipeline employees, transportation supplied or paid for by employer, and travel time considered as hours worked.	

See footnote at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Subsistence Pay</i>		
July 1, 1941-----	No provision for subsistence pay.	
June 1, 1945-----	\$3.50 a day and all necessary transportation charges paid to employee compelled to remain overnight on job away from headquarters.	
July 1, 1948-----	Changed to: actual living expense up to, but not to exceed, \$5 a day.	
July 1, 1949-----	Changed to: flat rate of \$5 a day.	
July 1, 1951-----	Increased to: \$6 a day.	
July 1, 1952-----	Increased to: \$6.50 a day.	
June 15, 1955 (by agreement dated Aug. 22, 1955).	Increased to: \$7 a day.	
June 15, 1957 (agreement dated Aug. 8, 1957).	Increased to: \$7.25 a day-----	
June 15, 1959 (agreement dated Nov. 12, 1959).	Increased to: \$7.50 a day-----	
July 27, 1961 (agreement dated Aug. 10, 1961).	Increased to: \$7.75 a day-----	
July 1, 1964 (Memorandum of Understanding dated July 11, 1964).	Increased to: \$8 a day-----	
<i>Meals and Meal Time</i>		
July 1, 1941-----	Meal supplied to employee required to work overtime past regular meal time; additional meals supplied at 5-hour intervals as long as the employee worked overtime.	Meals eaten on company time.
<i>Severance Allowance</i>		
July 1, 1941-----	No provision for severance allowance.	
June 1, 1942-----	Employees separated through no fault of their own received 1 week's pay for 1 year's service; 2 weeks' pay for 2 or more years' service.	
June 1, 1944 (by N.W.L.B. ruling, Sept. 28, 1944). ⁴	Changed to: 1 week's pay for 1 year's service; 2 weeks' pay for 2 but less than 5 years; 3 weeks' pay for 5 but less than 10 years; 4 weeks' pay for 10 or more years' service.	
June 1, 1946-----		Employee laid off and granted severance pay, then rehired and laid off again, received second severance payment only if service since reemployment was 1 year or more.
July 1, 1951-----		Severance pay not allowed employees separated because of retirement under the retirement plan.

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Shifted-tour Pay</i>		
July 1, 1941.....	Time and one-half paid for first day of temporary work outside of regular hours when working hours were changed and if employee was kept off regular schedule 7 or more calendar days and on first day of return to regular hours or change to different schedule.	Not applicable to usual shift changes. If employee was asked to begin work more than 3 hours before regular starting time it was considered a change in hours rather than overtime.
June 1, 1942.....	Added: employee compensated for net amount of time and pay lost as a result of shifted tour.	Not applicable if change was because of permanent promotion to a higher-paid job.
June 1, 1945.....		Not applicable if change was due to substituting for employee on vacation or when change due to change in lunch period did not alter quitting time by more than 1 hour.
<i>Demotion Pay Allowance</i>		
July 1, 1941.....	Regular rate of pay allowed for first 40 hours after demotion, if caused by temporary or permanent closing of unit or department.	
June 1, 1944.....	Extended to: 2 weeks from date of demotion.	Not applicable if demotion was at employee's request, or incidental to extension of workweek. Not applicable if demotion was for cause.
June 1, 1946.....		
<i>Absence Due to Death in Family</i>		
July 1, 1941.....	No provision for absence caused by death in family.	
June 1, 1946.....	Time off, up to 3 scheduled workdays, paid at straight time in case of death in immediate family.	Immediate family defined as including wife, child, mother, father, brother, sister, mother-in-law and father-in-law.
July 1, 1949.....		Grandchild included in immediate family.
<i>Jury-duty Pay</i>		
July 1, 1941.....	No provision for jury-duty pay.	
July 1, 1949.....	Straight-time pay, without deduction of jury fees, for time lost while serving on juries.	

See footnote at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Tools and Equipment</i>		
July 1, 1941 ----- July 1, 1949 -----	No provision covering tools and equipment. Company to provide tools it deemed necessary to carry on operations.	Excluded: Ordinary hand tools used by craftsmen in their trades.
<i>Clothes Allowance</i>		
July 1, 1941 ----- July 1, 1949 -----	No provision for clothes allowance. Clothing destroyed or rendered unfit for use, while on job, by acid, caustic, other chemicals, or fire to be replaced.	Applicable only if: (1) the accident was not due to employee's negligence, (2) the employee was using available protective clothing or devices, (3) the loss was immediately reported to the foreman, (4) the clothing was surrendered to the foreman when the claim was made. Gloves were supplied for welders.
July 1, 1951 -----		Gloves were supplied for welders' servicing crews.
<i>Moving Expense</i>		
July 1, 1941 ----- June 1, 1945 -----	No provision covering moving expenses. Expense, up to \$25, of moving personal effects and household goods paid pipeline and production employees.	Applicable if employee was compelled to move because of demotion, promotion, or displacement because of seniority rules.
June 1, 1946 -----	Added: Refinery employees in case of permanent shut-down. Maximum payment increased to \$50.	When employee was transferred <i>at request of the employer</i> , the necessary ordinary and usual moving expenses were borne by the company, and the employee lost no pay for time lost in making the move.
July 1, 1949 -----	Maximum payment increased to \$65.	
July 1, 1951 ----- July 1, 1952 -----	Maximum payment increased to \$75. Maximum payment increased to \$85.	
June 15, 1955 (by agreement dated Aug. 22, 1955).	Maximum payment increased to \$100.	
June 15, 1956 (by agreement dated July 17, 1956).	Maximum payment increased to \$110.	
June 15, 1957 (agreement dated Aug. 8, 1957).	Increased to: \$120 maximum.	
June 15, 1959 (agreement dated Nov. 12, 1959).	Increased to: \$130 maximum.	
July 27, 1961 (agreement dated Aug. 10, 1961).	Increased to: \$140 maximum.	
July 1, 1964 (Memorandum of Understanding dated July 11, 1964).	Increased to: \$150 maximum.	

See footnote at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Employees Sickness and Accident Disability Benefits Plan</i>		
July 1, 1941..... June 1, 1945.....	No provision for accident and sickness benefits. For hourly employees with 6 months' continuous service, minimum payments equivalent to 3 weeks' full-time and 12 weeks' half-time pay during a calendar year; payments to begin on the third day of illness and first day of occupational injury.	Payments based on normal work schedule and rate at the time absence began. Full cost borne by employer. Not applicable if illness or accident occurred during vacation, leave of absence or lay-off, unless illness occurring during vacation carried over the date of scheduled return to work; in such case, provision applied. Not applicable if illness or accident was due to use of drugs, intemperance, etc. Payments ceased on death or termination of employment. Sick benefits paid in addition to workmen's compensation.
July 1, 1948.....		In exceptional cases where illness exceeded 15 weeks, additional sick payments could be considered.
July 1, 1949.....	Added: Maximum benefits based on length of service, as follows: 1 year but less than 10 years, full pay for 3 weeks, half pay for 15 weeks; 10 years but less than 20 years, full pay for 4 weeks, half pay for 22 weeks; 20 years and over, full pay for 5 weeks, half pay for 25 weeks.	In exceptional cases where illness exceeded the maximum, additional sick payment could be allowed.
July 1, 1951.....	Changed to: maximum benefits based on length of service, as follows: 6 months but less than 1 year, full pay for 1 week, half pay for 2 weeks; 1 year but less than 5 years, full pay for 3 weeks, half pay for 15 weeks; 5 years but less than 10 years, full pay for 4 weeks, half pay for 20 weeks; 10 years but less than 15 years, full pay for 5 weeks, half pay for 22 weeks; 15 years but less than 20 years, full pay for 6 weeks, half pay for 24 weeks; 20 years and over, full pay for 7 weeks, half pay for 26 weeks.	In case of industrial accident, if absence continued after the period when full pay was allowable, employee could, for the period during which he was entitled to half pay, receive in its stead the difference between full pay and workmen's compensation payments. Not applicable unless employee received workmen's compensation, or if the employee accepted a lump sum settlement of a workmen's compensation claim.
July 1, 1952.....	No change in benefits based on service up to 5 years; thereafter, 5 years but less than 10 years, full pay for 6 weeks, half pay for 24 weeks; for all over 10 years, full pay for 8 weeks, half pay for 26 weeks.	
Aug. 1, 1955 (by agreement dated Aug. 22, 1955).	Changed to: Maximum benefits based on length of service as follows: 6 months but less than 1 year, full pay for 1 week; 1 but less than 5 years, full pay for 4 weeks and half pay for 10 weeks; 5 but less than 10 years, full pay for 8 weeks and half pay for 28 weeks; 10 years and over, full pay for 12 weeks and half pay for 40 weeks. Added: 2-day waiting period not applicable for nonoccupational disability when (a) employee was hospitalized during any part of his absence or (b) if physician's certificate showed that he had been under care from the first day of illness or injury.	Benefits reduced by the amount of any Federal or State statutory disability benefits or other employer payments to the employee in connection with the disability.
Jan. 18, 1959 (supplemental agreement dated Feb. 27, 1959).		Benefits applicable for oral surgery when company accepted certification of employee's surgeon that dental surgery had been performed.

See footnote at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Group Life Insurance</i>		
July 1, 1941 (in effect).	<p><i>Noncontributory life insurance: made available to employees after 6 months' service, providing 1-year renewable term life insurance of \$1,000.</i></p> <p><i>Contributory insurance: \$1,000 to \$9,000, depending on annual earnings and payable to beneficiary on death of employee from any cause.⁵</i></p> <p><i>Disability benefits: insurance premium waived and face value of the life insurance (including noncontributory insurance) paid in monthly instalments to employee permanently and totally disabled prior to age 60; the balance paid to his beneficiary if the employee died before all instalments had been paid.</i></p>	<p>Not included in contracts; established by employer on May 1, 1929. Cost to employer about \$4.40 a month per \$1,000 insurance.</p> <p>Employee paid 60 cents a \$1,000 and employer paid 80 cents.</p>
Aug. 22, 1955 (stipulation of same date).	-----	<p>Companies agreed that union could strike if insurance plan was unilaterally changed. In effect: For participants in retirement plan, face value of noncontributory term life insurance policy continued on retirement, without cost to employee.</p>
Sept. 1, 1959 (supplemental agreement dated Sept. 9, 1959).	<p>Revised and expanded plan made available. . . .</p> <p>Changed to: <i>Total insurance</i> (including \$1,000 noncontributory insurance) equal to 2 years' base salary.</p>	<p>Voluntary plan for which employee pays 55 cents per month per \$1,000 in excess of first \$1,000 and employer pays balance. On retirement, insurance to equal (a) 50 percent of total life insurance or (b) total life insurance in force on Aug. 31, 1959 (maximum \$10,000), whichever was greater. Insurance continued during leave of absence for sickness or injury, providing employee continued contributions. Insurance continued only 1 month during leave of absence for reasons other than sickness or injury, unless company permitted extension. Noncontributory accidental death and dismemberment insurance, providing up to \$1,000 for any one occupational or non-occupational accident within 90 days after injury, for active employee with at least 6 months' service, added to Group Life Insurance Plan; formerly in Hospital and Surgical Plan.</p>
Jan. 1, 1965 (Memorandum of Understanding dated July 11, 1964).	-----	<p>Changed: <u>Retiree's life insurance coverage</u>—Retirees to receive greater of (1) at age 62 but under 65—regular insurance (equal to 2 years' basic salary); from age 65—80 percent of basic salary; or (2) insurance with face value of \$1,000.</p>
<i>Employees Hospital and Surgical Plan (prior to 1955, Employees Benefit Plan)⁶</i>		
July 1, 1941 July 1, 1950	<p>No provision for an Employees Benefit Plan. Employees Benefit Plan established for employees with 6 months' service. Plan provided following compensation for accidents to employees occurring on or off the job: <i>Accidental Death Insurance</i>, \$1,000. <i>Dismemberment</i>, up to \$1,000, depending on the type of loss.</p>	<p>Employees paid \$1.55 to \$2.50 a month, depending on earnings, for personal coverage; additional \$1.60 a month for coverage of children or \$2.10 for coverage of wife or wife and children. Companies paid the difference between the net cost of the plan and the fixed amount paid by employees.</p>

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Employees Hospital and Surgical Plan (prior to 1955, Employees Benefit Plan)⁶ —Continued</i>		
July 1, 1950— Continued.	<p>Plan provided following benefits for off-the-job accidents and sickness:</p> <p><i>Sickness and Accident Insurance</i>, \$10 to \$60 a week for employees depending on earnings, for maximum of 52 weeks.</p> <p><i>Hospital Room and Board</i>, \$8 a day for maximum of 70 days for employees; \$6 a day for maximum of 70 days for dependents.</p> <p><i>Hospital Special Services</i>, up to \$80 for employees; up to \$60 for dependents.</p> <p><i>Physician's Attendance</i>, \$3 a day up to maximum of \$93 for employees and dependents.</p> <p><i>Surgical Benefits</i>, up to \$225 for employees; up to \$180 for dependents.</p> <p><i>Maternity Benefits</i>, \$100 flat allowance (normal delivery) for employees and dependents.</p>	<p>In addition to these insured weekly sickness and accident benefits, participants eligible for contract sickness and accident benefits received the difference between the insured benefits and the contract benefits.</p>
Sept. 1, 1952.....	<p>Increased to, for both employees and dependents:</p> <p><i>Hospital Room and Board</i>, \$10 a day for maximum of 120 days.</p> <p><i>Hospital Special Services</i>, full reimbursement up to \$200 plus 75 percent of next \$2,000.</p> <p><i>Physician's Attendance</i>, \$3 a day up to \$250.</p> <p><i>Surgical Benefits</i>, up to \$250.</p>	<p>No increase in employee contributions. Employee retiring on or after Sept. 1, 1952, could continue hospital, medical, surgical and maternity coverage on basis of standard-type "one shot" plan by payment of \$1 a month for personal coverage, \$2.60 a month for self and children, or \$3.10 a month for self and wife or self and wife and children.</p>
Aug. 1, 1955 (by agreement dated Aug. 22, 1955).	<p>Increased to, for both employees and dependents:</p> <p><i>Hospital room and board</i>, maximum of \$12 a day.</p> <p><i>Hospital special services</i>, full reimbursement up to \$200 plus 75 percent of next \$5,000.</p> <p><i>Maternity benefits</i>, \$150 flat allowance (normal delivery).</p> <p>Eliminated: <i>Sickness and accident insurance</i>.</p>	<p>For active employees, contributions changed to flat monthly amount of \$1.55 for personal coverage; \$3.65 to include children; \$4.15 to include wife or wife and children.</p> <p>For retired employees, no change in contributions. Daily and special hospital services similarly improved on basis of standard-type "one shot" plan.⁷ Maternity coverage eliminated.</p>
Aug. 1, 1957 (supplemental agreement dated Aug. 8, 1957).	<p>Increased to, for employees and dependents:</p> <p><i>Hospital room and board</i>, maximum of \$13 a day up to 120 days.</p> <p>Added, for employees and dependents:</p> <p><i>Diagnostic laboratory and X-ray benefits</i>, up to \$50 for all sickness during 12 consecutive months and for each accident.</p>	<p>For active employees, contributions increased to \$1.70 for personal coverage; \$4.05 to include children; \$4.55 to include wife or wife and children.</p> <p>For retired employees, contributions increased to \$1.15 for personal coverage; \$3 to include children; \$3.50 to include wife or wife and children. Daily hospital services similarly improved on basis of standard-type "one shot" plan.⁷</p> <p>Benefits applicable to retired employees and dependents.</p> <p>Applicable to any examination made in hospital outpatient department in diagnosis of accidental injury or sickness. Excluded benefits related to pregnancy, occupational injury or sickness, dentistry, radiation therapy, or ordinary physical checkup.</p>
Sept. 1, 1959 (supplemental agreement dated Sept. 9, 1959).	<p>Deleted: Accidental death and dismemberment provision.</p>	<p>Transferred to Group Life Insurance Plan.</p>
Feb. 1, 1963 (Memorandum of Understanding dated Jan. 11, 1963).	<p>-----</p>	<p>Increased:</p> <p>Monthly contribution of active employee to \$2.25 for personal coverage; \$5.45 to include children; and \$6.02 to include wife or wife and children.</p> <p>Monthly contribution of employees retiring on or after Feb. 1, 1963, to \$1.70 for personal coverage; \$4.40 to include children; and \$4.97 to include wife or wife and children.</p>

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matter
<i>Retirement Benefits</i>		
July 1, 1941	No provision for retirement benefits.	
July 1, 1942	Contributory plan established to provide past and future service annuities for participants. Employee's contributions plus 2-percent compound interest paid to beneficiary if employee died before retirement; if death was after retirement, beneficiary received the difference between the amount payable just prior to retirement date and any annuities received by the employee. On termination of service before retirement age, the employee could elect to receive (a) cash payment equal to his own contributions or (b) annuity at retirement age purchased by his contributions up to the termination date except if employee had been a participant for 10 years or more and had attained age 45 or more, the annuity at age 65 would include that purchased by company contributions in addition to his own. Reduced annuity payable to employee retiring between age 55 and 65 at request of the company or at the request of the employee with the consent of the company. Retirement delayed after age 65 only at company request.	Participation voluntary. Minimum employee contribution, \$1 a month; increased contributions related to annual earnings; balance of cost (approximately 75 percent of total cost of plan) paid by employer. Not included in contract. Employee in service July 1, 1942, who was 46 years old, had 1 year or more of service and was receiving over \$600 a year salary, could participate on that date and receive past service credit for the period prior to July 1, 1942, but not prior to June 30, 1922. Employee in service July 1, 1942, who was 35 years old but not yet 65, had 1 year or more of service, and was receiving over \$3,000 a year salary, could participate on that date and receive credit for service after that date.
July 1, 1947	Section (b) changed to: on termination of service before the retirement age, if the employee had 20 years or more continuous service and had 10 years of participation in the plan, an annuity at retirement age 65 would include that purchased by his contributions up to the termination date and that purchased by company contributions in addition to his own. Added: participants in the plan on July 1, 1947, who became 65 after July 1, 1942, or would become 65 before July 1, 1957, eligible, on retirement, for company-paid supplemental annuity up to \$10 a month if past and future service annuities at 65 plus supplemental annuity did not exceed \$50 a month.	Employee in service July 1, 1947, who was 35 years old but not yet 65, had 1 year or more of service, and was receiving over \$600 a year salary, could participate on that date and receive credit for service after that date.
July 1, 1950	Changed to: minimum annuity on retirement at 65 with 20 years or more of service, \$125 a month including Social Security; proportionately reduced annuity for retirement at 65 with 15 but less than 20 years' service. Employee totally and permanently disabled before 65 eligible for retirement with reduced annuities after 15 or more years of service.	Eligibility requirements for service credit after July 1, 1950, changed to: (a) 5 or more years of service and 25 years old, or 1 year or more of service and 35 years old; (b) salary over \$600 a year; and (c) not yet 65 years old.
July 1, 1956 (by Memorandum of Understanding of July 1955).	Increased future service annuities. ⁸ Minimum monthly annuity on retirement at age 65 after 15 or more years' service to be the greater of (a) \$3 for each year of credited service up to 25 years, supplemented by social security benefits, or (b) 1 percent of the highest average monthly base salary for any 5 of the 10 years immediately preceding retirement multiplied by years of service (to a maximum of 40), and reduced by \$108.50. ⁹	Employees' contributions also increased. ⁸ Changes in minimum benefits applicable to employees retiring on or after July 1, 1955.

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Retirement Benefits—Continued</i>		
Jan. 1, 1960 (supplemental agreement dated Sept. 9, 1959).	<p>Plan amended to provide: For <i>normal retirement</i> at age 65 or later, the greater of (1) minimum annuity—for participants with 15 or more years' service, 1 percent per month of highest average monthly salary per year of service after age 25, maximum 40 years, reduced by benefits to which employee would have been entitled under other company plans for periods during which he refused to participate in pension plan, or (2) normal annuity—$\frac{1}{2}$ of 62.5 percent per month of participant's total contributions on or after Jan. 1, 1960, plus future and past service annuities due under earlier plans.</p> <p><i>Early retirement</i> at or after age 55 but less than 65, on request of either employee or company—greater of minimum or normal annuity reduced by a specified amount for each year under 65.¹⁰</p> <p><i>Total and permanent disability</i>—Employee with 15 or more years' service permanently and totally disabled received (1) if age 55 but less than 65—greater of minimum or normal annuity, (2) if age 50 but less than 55—normal annuity, (3) if less than 50 years of age—normal annuity reduced by 5 percent for each year under 50.</p> <p>Added:</p> <p><i>10 year certain option</i>—minimum 120 monthly actuarially reduced payments guaranteed employee and dependent if employee died less than 10 years after retirement.</p> <p><i>Social security adjustment option</i>—Employee retiring before becoming eligible for primary social security benefits received actuarially adjusted payment providing larger than normal plan benefits before commencement of Federal payments and reduced plan benefits thereafter.</p> <p>In effect:</p> <p><i>Joint and survivorship option</i>—Providing actuarially reduced benefits for life to employee and spouse or child.</p>	<p>Eligibility changed to eliminate previous earnings requirement.</p> <p>Highest average salary defined as highest average salary for any 5 years during 10-year period preceding retirement.</p> <p>Employee's monthly contribution changed to equal 2.4 percent of first \$400 of monthly salary rate on November 1 or preceding calendar year, plus 3.2 percent of excess. Company contributed balance required to provide plan benefits and cost of administration.</p> <p>Employee could elect to defer annuity to any date up to age 65 and receive benefits based on age at early retirement.</p> <p>To qualify for annuity, employee must be unable to work for wages or profit. Employees below 60 years of age considered disabled only if qualified for total and permanent disability benefits under group life insurance plan. Employees 60 or over must (a) qualify for disability social security benefits or (b) provide medical evidence of total and permanent disability if not covered under disability social security provisions.</p> <p>Employee could elect to defer annuity to any date up to age 65 and receive benefits based on age at such date.</p> <p>Employee required to have made election (a) before Mar. 1, 1960, or (b) not later than normal retirement date but at least 2 years before first payment, or to submit evidence of good health at time of election. Applicable to deferred and early retirement provisions.</p> <p>Employee required to make election before retirement.</p> <p>Spouse's or child's benefits to begin after annuitant died and to be equal to or less than employee's benefits. Employee required to have made election (a) before Oct. 1, 1942, or (b) 5 years before retirement, but not later than 60th birthday, or to submit evidence of good health at time of election. Election could be modified under certain circumstances.</p> <p>Employee continues to receive greater of normal or revised minimum annuity.</p>
Jan. 1, 1965 (Memorandum of Understanding dated July 11, 1964).	Changed: Flexible normal retirement—ages 62—65.	

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Retirement Benefits—Continued</i>		
<p>Jan. 1, 1965 (Memorandum of Understanding dated July 11, 1964) —Continued</p>	<p>Changed: Normal annuity formula for participation after Jan. 1, 1965—1.5 percent of social security base, plus 2 percent of excess earnings, times years of service.</p> <p>Changed: Employee contribution formula for participation after Jan. 1, 1965, to 2.4 percent of social security base, plus 3.2 percent of excess.</p> <p>Added: To minimum annuity—0.5 percent of final average salary for each year of service prior to age 25; 40-year maximum on credited service thus eliminated.</p> <p>Changed: Early retirement annuity—to 50 to 92 percent of accrued normal or minimum annuity, whichever is greater.¹¹</p>	<p>Added: Employees already participating in pension plan and continuing to participate up to age 65 to receive benefits at least as large as under previous plan. Contributions and benefit accrual for new participants to terminate at age 62; for others, at age 65.</p> <p>Was 1.5 percent of \$400 a month, plus 2 percent of excess, times years of service.</p> <p>Was 2.4 percent of \$400 a month, plus 3.2 percent of excess. New normal annuity and contribution formulas to be effective only if social security benefits increased.</p> <p>The minimum annuity of employees who were nonparticipants (or suspended participants) as of Jan. 1, 1965, to be reduced by the greater of the minimum or normal annuity otherwise accruable during periods of nonparticipation.</p> <p>Changed: <u>Joint and survivorship option</u>—employee required to exercise option 3 years before retirement, but not later than 62d birthday.</p>

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Employees Savings Plan</i>		
July 1, 1953 (by agreement of Jan. 22, 1953).	<p>Plan established as supplement to employees' retirement benefits.</p> <p><i>Contributions:</i> Employee could elect to allot any amount from \$2 a month up to 5 percent of base salary. Company to contribute amount equal to one-half the employee's monthly allotment.</p> <p><i>Investment options:</i> Total amount to be invested by trustee in accordance with employee's election of one or more of the following options: (1) Solely in Sinclair Oil Corp. common stock held in name of trustee; (2) in a diversified portfolio of stocks and other securities selected by and held in name of trustee; (3) in United States Government securities selected by and held in name of trustee; (4) in United States Savings Bonds, Series E, registered in name of employee and held by trustee.</p> <p><i>Vested rights:</i> Employee (or his estate) to obtain vested right to company contributions upon completion of 5 years of credited participation from latest date of entry into plan, or upon death, total and permanent disability, mental incompetency, or retirement. Vesting also provided if plan discontinued.</p> <p><i>Eligibility:</i> Employees with 1 year's service, provided they are either participants in the retirement plan or have applied to become members as soon as they meet the age and length-of-service requirements of retirement plan.</p> <p><i>Withdrawals:</i>¹² Prior to vesting, employee could withdraw two-thirds of value of his account (the part attributable to his payments into the fund). This amount also paid when employment terminated prior to vesting except for retirement, death, mental incompetency, or total and permanent disability. After vesting rights established, employee could elect to withdraw either the full value of his account, or not more than one-third of this value.</p> <p><i>Suspension of allotments:</i> Employees could suspend allotments for periods of at least 6 months, or for periods of sick leave or other authorized leave. Allotments automatically suspended for months in which worker was not paid during period in which allotment would have been deducted. Laid-off employee could elect to remain in plan on suspended status for not more than 365 days.</p>	<p>Participation in plan voluntary. All costs and expenses incurred in connection with the purchase, sale, and transfer of securities, and taxes and other governmental levies in connection with the operation of the plan, charged to the respective funds. Other expenses paid by company.</p> <p>Employees failing to join retirement plan as soon as eligible for it must withdraw from savings plan.</p> <p>Participation in plan terminated for employees withdrawing from fund prior to vesting or withdrawing full amount after vesting. Employees must wait at least 1 year before rejoining.</p> <p>Employee allotments and company contributions suspended for 6 months for employee withdrawing up to one-third of account after vesting. At least 24 months must elapse between 2 such partial withdrawals.</p> <p>Company contributions also suspended for same periods. Suspended allotments could not be made up later.</p>

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Employees Savings Plan—Continued</i>		
<p>Oct. 1, 1956 (by memorandum of understanding of June 15, 1956).</p> <p>May 1, 1959 (memorandum of understanding dated Feb. 27, 1959).</p>	<p>Changed to: Maximum employee contribution increased to 6 percent of base salary.</p> <p><i>Vested rights:</i> Added: Employee obtained vested right to company contributions on involuntary termination because of lack of work.</p> <p><i>Withdrawals:</i> Changed: Prior to vesting, employee could withdraw (a) full value of account less company contributions or (b) two-thirds of value of account including company contributions. Added: After vesting, employee given option of withdrawing not more than half of total amount of employee's allotments reduced by any prior withdrawals. Alternatives of withdrawing one-third or full value of account including company contributions continued. Participant's allotments or company contributions were not suspended when employee withdrew not more than 50 percent of his allotment. When more than 50 percent was withdrawn, allotments and contributions were suspended for 6 months.</p>	<p>Nonvested company contributions relinquished by employees terminating participation held by trustee as uninvested cash for proportionate distribution to respective funds at end of each plan year.</p>

See footnotes on page 24.

Footnotes:

- ¹ The last item under each entry represents the most recent change.
- ² The term "shift men" applies to men employed for specific periods in the course of continuous operations (regularly carried on during 2 or more shifts per day for 7 days a week); all other employees are considered "day men."
- ³ During the period covered by Executive Order 9240 (Oct. 1, 1942, to Aug. 21, 1945), practices relating to premium pay for weekend and holiday work were modified where necessary to conform to that order.
- ⁴ Denied by NWLB rulings of Aug. 8, 1944, and Aug. 17, 1944; subsequently the Board accepted a petition for review of the rulings in the case (No. 13-623), and on Sept. 28, 1944, approved the change.
- ⁵ Schedule of contributory group life insurance is as follows:

Annual earnings of employees	Amount of insurance
\$1,000 but less than \$2,000-----	\$1,000
\$2,000 but less than \$3,000-----	2,000
\$3,000 but less than \$4,000-----	3,000
\$4,000 but less than \$5,000-----	4,000
\$5,000 but less than \$7,500-----	6,500
\$7,500 and over-----	9,000

⁶ A "good and welfare" meeting held in Kansas City, Mo., in early June 1960 resulted in agreement on an extended medical expense plan to supplement basic hospital insurance. By agreement dated Aug. 31, 1960, the plan was made available to participants in the basic Employee Hospital and Surgical Plan, effective Dec. 1, 1960. Since the program is supported entirely by employee contributions, and the companies assume only the administrative expenses, details of the program are not provided here.

⁷ All periods of hospital confinement after retirement considered as 1 period and benefits limited to payment for 120 days' hospitalization or maximum special service benefits.

⁸ Retirement benefits for service since 1942, payable at age 65, computed as follows:

Annual salary rate on July 1 occurring concurrent with or prior to the beginning of accounting year	Monthly future service annuity for each 12 employee monthly contributions* for participating service during accounting years commencing—		
	1942-46	1947-55	1956 and thereafter
\$600.01-\$1,200-----	-	\$0.50	\$0.65
\$1,200.01-\$1,500-----	-	.75	.95
\$1,500.01-\$1,800-----	-	1.00	1.25
\$1,800.01-\$2,100-----	-	1.25	1.55
\$2,100.01-\$2,400-----	-	1.50	1.90
\$2,400.01-\$2,700-----	-	1.75	2.20
\$2,700.01-\$3,000-----	-	2.00	2.50
\$3,000.01-\$3,400-----	\$0.50	2.50	3.00
\$3,400.01-\$3,800-----	1.00	3.00	3.50
\$3,800.01-\$4,200-----	1.50	3.50	4.00
\$4,200.01-\$4,600-----	2.00	4.00	4.50
\$4,600.01-\$5,000-----	2.50	4.50	5.00
\$5,000.01-\$5,400-----	3.00	5.00	5.50
\$5,400.01-\$5,800-----	3.50	5.50	6.00
\$5,800.01-\$6,200-----	4.00	6.00	6.50
\$6,200.01-\$6,600-----	4.50	6.50	7.00
\$6,600.01-\$7,000-----	5.00	7.00	7.50
\$7,000.01-\$7,400-----	5.50	7.50	8.00
\$7,400.01-\$8,200-----	6.00	8.00	8.50
Increasing at the rate of \$800 per class -----	Increasing at the rate of \$1 per class.		

*Employee's monthly contribution was twice the monthly future service annuity. The company was to pay the balance required to provide the indicated annuities.

Footnotes—Continued

⁹ Under the 1954 amendment to the Social Security Act, maximum primary Old-Age and Survivors' Insurance benefits were to rise to \$108.50 by July 1, 1956; this amount was to be deducted from monthly annuities regardless of amount of OASI benefits actually paid.

¹⁰ For men, 5 percent for each year; for women, 3 percent at age 64 and 5 percent for each additional year.

¹¹ New and previous early retirement annuities can be summarized as follows:

Age at early retirement	<u>Revised plan</u>		<u>Previous plan</u>	
	<u>Percent of normal or minimum annuity</u>			
	Men and women	Men	Women	
64 -----	-	95	97	
63 -----	-	90	92	
62 -----	-	85	87	
61 -----	92	80	82	
60 -----	84	75	77	
59 -----	76	70	72	
58 -----	68	65	67	
57 -----	60	60	62	
56 -----	55	55	57	
55 -----	50	50	52	

¹² Payment covering withdrawals made as follows: Option 1—In cash or, at employee's request, in full shares of Sinclair Oil Corp. common stock and cash, less transfer taxes; Option 2—Cash; Option 3—Cash; or Option 4—By delivery of bonds and cash for any uninvested balance.

Wage Chronologies

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

Aluminum Company of America, 1939-61. BLS Report 219.
American Viscose, 1945-63. BLS Report 277 (20 cents).
The Anaconda Co., 1941-58. BLS Report 197.
Anthracite Mining Industry, 1930-59. BLS Report 255.
Armour and Co., 1941-63. BLS Report 187.

¹ A. T. & T.—Long Lines Department, 1940-64. BLS Bulletin 1443.
Berkshire Hathaway Inc. (formerly Northern Cotton Textile Associations),
1943-64. BLS Report 281 (20 cents).
Bethlehem Atlantic Shipyards, 1941-62. BLS Report 216.
² Big Four Rubber Companies, Akron and Detroit Plants, 1937-55.

² Bituminous Coal Mines, 1933-59.
The Boeing Co. (Washington Plants), 1936-64. BLS Report 204 (20 cents).
Carolina Coach Co., 1947-63. BLS Report 259.
Chrysler Corporation, 1939-64. BLS Report 198 (25 cents).
Commonwealth Edison Co. of Chicago, 1945-63. BLS Report 205
(20 cents).

¹ Federal 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).
International Harvester Company, 1946-61. BLS Report 202.
International Shoe Co., 1945-64. BLS Report 211.

Lockheed Aircraft Corp. (California Company), 1937-64. BLS Report 231
(25 cents).

¹ Martin-Marietta Corp. (Baltimore Plant), 1944-64. BLS Bulletin 1449.
Massachusetts Shoe Manufacturing, 1945-64. BLS Report 209 (20 cents).
² New York City Laundries, 1945-58.

North American Aviation, 1941-64. BLS Report 203 (25 cents).
North Atlantic Longshoring, 1934-61. BLS Report 234.
Pacific Coast Shipbuilding, 1941-64. BLS Report 254 (25 cents).
² Pacific Gas and Electric Co., 1943-59.
² Pacific Longshore Industry, 1934-59.

Railroads—Nonoperating Employees, 1920-62. BLS Report 208 (25 cents).
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 Study in progress; price not available.

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

BUREAU OF LABOR STATISTICS REGIONAL OFFICES

