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# Wage Chronology

## MARTIN-MARIETTA CORP., 1944-64

Bulletin No. 1449



UNITED STATES DEPARTMENT OF LABOR  
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS  
Ewan Clague, Commissioner



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## Preface

This bulletin is one of a series that traces the changes in wage scales and related benefits, contained in collective bargaining agreements, made by individual employers or combination of employers with a union or group of unions. Benefits unilaterally provided by an employer are generally reported. The chronology series is intended primarily as a tool for research, analysis, and wage administration. The series deals only with selected features of the varied history of collective bargaining or wage determination. References to job security, grievance procedure, methodology of piece-rate adjustment, and similar matters are omitted. For purpose and scope of the wage chronology series, see Monthly Labor Review, December 1948.

This chronology summarizes the changes in wage rates and related wage practices in the Baltimore plant of the Martin-Marietta Corp. that have been negotiated with the United Automobile, Aerospace and Agricultural Implement Workers of America since March 1944; and the Denver and Orlando plants since 1963. The study includes material previously published as Wage Chronology No. 27, covering the period 1944-52; Supplement No. 1, 1952-56; Supplement No. 2, 1957-59; Supplement No. 3, 1960-61; and information not previously published which brings the chronology up to date through March 1965.

The basic chronology and the first three supplements were published in 1963 in a consolidated report and covered the years 1944-61.

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.



## Contents

	Page
Introduction .....	1
1944-52 .....	1
1952-56 .....	1
1957-59 .....	2
1960-61 .....	2
1962-64 .....	3
Tables:	
A—General wage changes .....	4
B-1—Basic hourly rates by labor grades, 1944-56 .....	9
B-2—Basic hourly rates by labor grades, 1957-60 .....	11
B-3—Basic hourly rates by labor grades, 1961-65 .....	12
B-4—Selected job classifications in labor grade structure, January 1965 .....	13
B-5—Basic hourly rates for cafeteria employees, 1961-65 .....	14
C—Related wage practices .....	15
Overtime pay .....	15
Shift premium pay .....	15
Premium pay for weekend work .....	15
Holiday pay .....	16
Paid vacations .....	16
Sick leave and injury pay .....	18
Reporting time .....	18
Paid rest periods .....	19
Jury-duty pay .....	19
Insurance benefits .....	19
Retirement benefits .....	22
Extended layoff benefits .....	25





## Wage Chronology:

# Martin-Marietta Corp., 1944-64

## Introduction

1944—52<sup>2</sup>

THE United Automobile, Aircraft, and Agricultural Implement Workers of America (UAW-CIO) was certified on October 18, 1943, by the National Labor Relations Board as the exclusive bargaining representative for production and certain other hourly rated employees of the Glenn L. Martin Co., one of the largest aircraft producers on the east coast. After certification, a working agreement covering a number of points that had been under negotiation was signed on March 27, 1944. The parties failed to reach agreement on issues relating to wages, vacations, and sick-leave provisions. Consequently, these issues were submitted to the National War Labor Board for decision. The first comprehensive written agreement between the company and the union was signed on March 11, 1946.

This chronology traces the changes in wage rates and related practices provided in the agreements between the company and the UAW and by Directive Orders of the National War Labor Board since 1944. The provisions reported under date of March 27, 1944, do not necessarily indicate changes in the conditions of employment prevailing prior to that time.

Contract changes amending the 2-year agreement of October 9, 1949, were negotiated in November 1950. At that time the company-financed retirement benefit plan was incorporated in the agreement. It became effective in its new form on May 15, 1951. The latest agreement, negotiated November 19, 1951, is to remain in effect until December 31, 1954, and included, in addition to a general wage increase, a cost-of-living escalator clause and provision for 4-cent-an-hour "annual improvement factor" increases in

June 1952, 1953, and 1954. Most of the company's 20,000 production workers are covered by the collective-bargaining agreement.

1952—56

DURING the period from 1952 to 1956, wage rates at Glenn L. Martin Co. were increased as a result of (1) deferred and cost-of-living wage adjustment contract clauses negotiated in 1951 with the United Automobile, Aircraft, and Agricultural Implement Workers of America and supplemented by interim memoranda of agreement and (2) liberalized provisions covering wages and supplementary benefits negotiated late in 1954 and 1955.

An agreement dated December 22, 1951, and scheduled to remain in effect until December 31, 1954, provided both for 4-cent-an-hour annual improvement factor increases in June of 1952, 1953, and 1954, and a 5-cent deferred wage increase to become effective in April 1953, as well as for quarterly cost-of-living escalator adjustments.

The agreement stated that "continuance of the cost-of-living allowance . . . is dependent upon the continued availability of the official monthly [Consumer Price] Index in its present form and calculated on the same basis as the [interim]

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<sup>1</sup> The Glenn L. Martin Co. changed its name to The Martin Co. on April 22, 1957. In October 1961, The Martin Co. merged with the American Marietta Corp. to form the Martin-Marietta Corp. About a month later, the former Martin Co. establishments became the Aero Space Division of the new corporation.

<sup>2</sup> For the purpose and scope of the wage chronology series, see Monthly Labor Review, December 1948 (p. 581).

Index for September 15, 1951, unless otherwise agreed upon by the company and the union." A formula for converting the escalator clause from the interim Consumer Price Index to the revised series, introduced by the Bureau of Labor Statistics in January 1953, was agreed upon by the parties in June 1953. The new memorandum incorporated in the agreement provided for wage adjustments of 1 cent for each 0.6-point change in the revised index. In addition, it changed the index months on which adjustments were to be based, thus avoiding a reduction of 1 cent in wages that would have been due in June 1953 under the previous formula. At the same time, it was agreed that regardless of changes in the index, 3 cents out of the existing cost-of-living allowance of 4 cents would continue to be paid for the duration of the agreement. It was also agreed to continue consideration of an increase in the annual improvement factor by 1 cent an hour (from 4 to 5 cents). This change in the factor was subsequently made effective June 30, 1954.

A contract agreed to on November 6, 1954, nearly 2 months before expiration of the existing agreement, provided for a general wage increase averaging 7 cents on November 1, 1954, and 5-cent hourly deferred increases in June of 1955 and 1956. The cost-of-living escalator clause was continued, and intraplant inequity adjustments in wage rates were provided. Full automatic progression from the bottom to the top wage rate was made effective for all labor grades. (Previously, the top four labor grades were subject to quarterly merit reviews after midpoints were reached.) Other contract changes included liberalized pension and insurance plans and increased vacations.

The new contract was scheduled to remain in effect through June 30, 1957, with no provision for reopening. However, on December 19, 1955, the parties signed a supplemental agreement extending the termination date to June 30, 1958. The supplemental agreement provided for a general wage increase of 2 cents an hour effective immediately, raised the deferred increase due in June 1956 by 1 cent (to 6 cents), and stipulated an additional increase to go into effect in 1957. It also liberalized the group insurance and pension plans.

## 1957—59

RATIFICATION of a new 3-year contract providing hourly wage increases of 4 to 13 cents, effective July 7, 1958, was announced by The Martin Co. and the United Automobile, Aircraft & Agricultural Implement Workers of America (UAW) on July 4, 1958. The settlement also called for a 2-cent-an-hour increase in the cost-of-living allowance and incorporated the existing 15-cent allowance into the basic wage-rate structure. Other wage benefits included a 3-percent (minimum of 7 cents an hour) wage advance effective July 1959 and a revision of the cost-of-living escalator clause to provide quarterly adjustments of 1 cent an hour for each 0.5-point (instead of 0.6-point) change in the Bureau of Labor Statistics Consumer Price Index. Additional contract changes included liberalized vacation and sick leave plans and increased insurance benefits for employees and dependents.

The new contract, covering approximately 10,000 employees, was scheduled to remain in effect through June 30, 1961, with provision for wage reopenings in June 1959 for cafeteria employees and in June 1960 for all employees in the bargaining unit. The June 1959 wage reopening provided for a 4-cent increase for cafeteria workers.

## 1960—61

AIRCRAFT PRODUCTION at The Martin Co. was terminated on December 26, 1960, with the delivery of the company's last airplane to the U.S. Navy. The company now engages in a wide variety of "nuclear and space age" activities. Its personnel design, develop, and produce missiles and electronic control and coordinating systems associated with airborne and space flight vehicles, antisubmarine warfare, communications, and bombing. The company is also very active in the development of nucleonics, particularly with regard to reactor systems, fuel elements, and advanced nuclear power systems. The Martin

Co. was designated as one of a number of companies to work on the problems involved in producing manned space stations.

Of the 44,000 employees on The Martin Co. payroll in 1961, 14,000 were production workers at manufacturing facilities at Baltimore, Md.; Denver, Colo., and Orlando, Fla.

In December 1959, the parties amended the pension plan. The amendment increased the level of benefits for future retirees as well as those already receiving pensions. Wages were not an issue at this time.

Negotiations, which the reopening clause of the July 8, 1958, agreement confined to wages, were terminated on July 11, 1960, when the parties signed a new 3-year agreement covering other subjects as well as wages. The settlement provided for a realignment of the electronics job ladder, by upgrading and consolidating some jobs and establishing two new wage-rate schedules for electronics occupations. A general wage increase for all employees was to be effective in the second year, and provision was made for a wage reopening in July 1962.

Changes in related wage practices included an eighth paid "floating holiday" to be designated annually; increased vacations for long-service employees, effective in 1961; and liberalization of the health insurance program. An extended layoff benefit plan, financed solely by the company, was established to provide lump-sum payments of \$50 for each year of service up to 10 for employees laid off 4 weeks or more. The stated purposes of this plan were to "increase the security of eligible employees by providing benefits in the event of their layoff for an extended or indeterminate period" and to supplement State unemployment insurance.

The new contract is to be effective from July 11, 1960, through July 15, 1963.

## 1962—64

NEGOTIATIONS in the summer of 1962 under the wage reopening provided in the July 11, 1960, agreement between the Martin Co., a division of Martin-Marietta Corp., and the United Automobile, Aerospace and Agricultural Implement

Workers of America (UAW)<sup>3</sup> increased wage rates 5 to 8 cents an hour for production workers at the company's Baltimore plant, retroactive to July 16, 1962, under an agreement signed September 29.

Negotiations opened at each of Martin's three major installations on September 6, 1963. Eleven days later, the company and the International Union signed an agreement extending the Baltimore contract, which was to have expired the preceding July, to October 31; at Orlando, the contract period was shortened from December to October 31. No change was necessary to make the termination date of the Denver agreement coincide with the new dates at the other two plants.

With these changes, negotiations for a consolidated agreement covering the three locations started on October 14. Demands for changes in an extensive list of economic and noneconomic contract provisions were submitted by the union. In addition to a request for "substantial" wage increases, the auto workers would have incorporated the entire cost-of-living allowance into basic rates and converted the escalator formula to the new CPI. They also requested liberalizations in the pension and insurance plans and an increase in the number of days of sick leave. The company was asked to guarantee full payment of extended lay-off benefits regardless of the status of the fund and to establish a supplemental unemployment benefits plan. Improvements in the existing overtime, holiday, vacation, call-in, and shift-differential provisions were also provided in the union's package proposal.

On November 13, 9,000 UAW members walked off their jobs as negotiators failed to reach agreement by a 2 p.m. strike deadline, but later in the day, the parties agreed upon the first multiplant contract in the firm's history.<sup>4</sup> Workers at the Baltimore and Denver plants returned to their jobs the day after the settlement was reached, but the Orlando local elected to stay out until the contract was approved by its members.

<sup>3</sup> The UAW changed its name to the United Automobile, Aerospace and Agricultural Implement Workers of America on May 8, 1962.

<sup>4</sup> As a result of conclusion of this agreement, this chronology has been expanded to include changes in contract provisions at the company's Denver, Colo., and Orlando, Fla., plants, as well as in Baltimore, Md. Unless otherwise indicated, the new contract provisions reported applied to each of the three plants.

The new 3-year contract, ratified by the union membership at all three plants on November 16 and 17, provided wage increases of 17 to 21 cents an hour, including an immediate 5-cent increase and deferred increases of 6 to 8 cents an hour on November 16, 1964, and November 15, 1965. The cost-of-living escalator clause was revised to provide quarterly adjustments of 1 cent an hour for each 0.4-point change in the Bureau of Labor Statistics New Series Consumer Price Index. The pension plan and vacation, sick leave, and shift

premium pay provisions were liberalized, and benefits under the Extended Layoff Benefit plan were increased. The insurance plan was liberalized and workers' contributions were reduced. The contract was to be in effect through November 17, 1966, with no reopening provisions.

The following changes bring general wage changes up to date **through March 1965**, and related wage practices up to the termination date of the current agreement.

#### A—General Wage Changes <sup>1</sup>

Effective date	Provision	Applications, exceptions, and other related matters
Mar. 27, 1944 (by agreement of Mar. 27, 1944).	No change <sup>2</sup> -----	
June 1, 1946 (by NWSB Executive Order, Mar. 28, 1946).	11-cents-an-hour increase-----	
Aug. 14, 1947-----	7-cents-an-hour increase-----	
Aug. 30, 1948 (by agreement of Oct. 10, 1948)	15-cents-an-hour increase-----	By unilateral company action. <sup>3</sup> 5 cents of increase granted as compensation for the elimination of two 10-minute rest periods (see Table B—Related Wage Practices). Additional 10 cents an hour to four job classifications.
Nov. 13, 1950 (by supplement to Oct. 9, 1949, agreement, Nov. 13, 1950)	9- to 13-cents-an-hour increase, averaging approximately 6 percent or 10 cents.	In addition, 14 job classifications were upgraded 1 labor grade.
Nov. 19, 1951 (by agreement of Dec. 22, 1951)	11- to 14-cents-an-hour increase, averaging approximately 12 cents.	4 cents of increase was subject to Wage Stabilization Board approval and was approved on Feb. 20, 1952. <sup>4</sup>
Mar. 3, 1952-----	3-cents-an-hour increase-----	Quarterly allowance of cost-of-living adjustment.
June 2, 1952-----	1-cent-an-hour decrease-----	Do.
June 30, 1952-----	4-cents-an-hour increase-----	Annual improvement factor adjustment. Subject to WSB approval.

See footnotes at end of table.

## A—General Wage Changes 1—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Sept. 1, 1952.....	2 cents an hour increase.....	Quarterly adjustment of cost-of-living allowance.
Dec. 1, 1952.....	No change.....	Quarterly cost-of-living review.
Mar. 2, 1953.....	do.....	Do.
Apr. 6, 1953 (by memorandum of agreement of Dec. 22, 1951).	5 cents an hour increase.....	Deferred increase.
June 30, 1953 (by memorandum of agreement of Dec. 22, 1951).	4 cents an hour increase.....	Annual improvement factor adjustment.
July 6, 1953 (by memorandum of agreement of June 4, 1953).	No change.....	Quarterly cost-of-living review. The new memorandum of agreement provided for quarterly adjustments of the cost-of-living allowance of 1 cent for each 0.6-point change in the BLS Consumer Price Index (revised series). If the CPI fell below 113.6, the cost-of-living allowance would be 0. <sup>5</sup> In addition, the index months on which the quarterly reviews were based were shifted (thus avoiding the adjustment due in June 1953 under the previous cost-of-living formula). The new table of adjustments did not reflect 3 of the 4 cents then being paid as a cost-of-living allowance. However, the company agreed to continue to pay this 3 cents for the duration of the agreement.
Oct. 5, 1953.....	2 cents an hour increase.....	Quarterly adjustment of cost-of-living allowance.
Jan. 4, 1954.....	No change.....	Quarterly cost-of-living review.
Apr. 5, 1954.....	do.....	Do.
June 30, 1954.....	5 cents an hour increase.....	Annual improvement factor adjustment increased 1 cent an hour.
July 5, 1954.....	No change.....	Quarterly cost-of-living review.
Oct. 4, 1954.....	do.....	Do.
Nov. 1, 1954 (by agreement of Nov. 6, 1954).	6 to 9 cents an hour increase, <sup>6</sup> averaging 7 cents.	Additional intraplant inequity adjustments amounting to an estimated increase of about 0.5 cent averaged over all employees of the company represented by the union. Three cents of cost-of-living allowance accrued prior to June 4, 1953, incorporated into base rates. Provisions for quarterly cost-of-living adjustments continued. Provision made for wage increases of 5 cents an hour effective in June of 1955 and 1956.
Jan. 3, 1955.....	1 cent an hour decrease.....	Quarterly adjustment of cost-of-living allowance.
Apr. 4, 1955.....	No change.....	Quarterly cost-of-living review.
June 30, 1955 (by agreement of Nov. 6, 1954).	5 cents an hour increase.....	Deferred increase.
July 4, 1955.....	1 cent an hour decrease.....	Quarterly adjustment of cost-of-living allowance.
Oct. 3, 1955.....	1 cent an hour increase.....	Do.
Dec. 19, 1955 (by supplemental agreement of same date).	2 cents an hour increase.....	Deferred increase due June 1956 raised by 1 cent an hour; provision made for a 6-cent-an-hour increase in 1957.
Jan. 2, 1956.....	1 cent an hour increase.....	Quarterly adjustment of cost-of-living allowance.
Apr. 2, 1956.....	1 cent an hour decrease.....	Do.
June 30, 1956 (by supplemental agreement of Dec. 19, 1955).	6 cents an hour increase.....	Deferred increase.
July 2, 1956.....	1 cent an hour increase.....	Quarterly adjustment of cost-of-living allowance.
Oct. 1, 1956.....	3 cents an hour increase.....	Do.
Jan. 7, 1957.....	1 cent an hour increase.....	Do.

See footnotes at end of table.

A—General Wage Changes <sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Apr. 1, 1957 June 24, 1957 (supplemental agreement of Dec. 19, 1955).	2 cents an hour increase 6 cents an hour increase	Quarterly adjustment of cost-of-living allowance. Deferred increase.
July 1, 1957 Oct. 7, 1957 Jan. 6, 1958 Apr. 7, 1958 July 7, 1958 (agreement dated July 8, 1958).	1 cent an hour increase 3 cents an hour increase 1 cent an hour increase 1 cent an hour increase 4 to 13 cents an hour increase averaging 6.5 cents.	Quarterly adjustment of cost-of-living allowance. Do. Do. Do. In addition, previous 15 cents cost-of-living allowance incorporated into base wage rates and provision made for quarterly adjustments in the cost-of-living allowance of 1 cent for each 0.5-point change in the Bureau of Labor Statistics Consumer Price Index above 122.4 (1947-49=100). If the CPI fell below 122.9, the cost-of-living allowance would be zero. <sup>7</sup> Deferred increase of 3 percent, with a minimum of 7 cents an hour, effective first full pay period after June 30, 1959. Not applicable to cafeteria employees for whom a separate rate schedule was established.
July 7, 1958 Oct. 6, 1958 Jan. 5, 1959 Apr. 6, 1959 July 6, 1959 (agreement dated July 8, 1958).	2 cents an hour increase No change 1 cent an hour increase 1 cent an hour decrease 3 percent general wage increase, with minimum of 7 cents an hour (estimated average 7.5 cents).	Quarterly adjustment of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Do. Deferred increase. Not applicable to cafeteria employees who received 4 cents an hour under separate wage reopening.
July 6, 1959 Oct. 5, 1959 Jan. 4, 1960 (agreement dated July 8, 1958). Apr. 4, 1960 July 4, 1960 July 11, 1960 (agreements of same date).	1 cent an hour increase 1 cent an hour increase 2 cents an hour increase No change 1 cent an hour increase	Quarterly adjustment of cost-of-living allowance. Do. Quarterly adjustment of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. 6 cents of previous 7-cent cost-of-living allowance incorporated into basic hourly wage rates and provisions made for quarterly adjustments in the allowance of 1 cent for each 0.5-point change in the Bureau of Labor Statistics' Consumer Price Index above 125.4 (1947-49=100). If the CPI fell below 125.9, the cost-of-living allowance would be zero. <sup>8</sup>
Oct. 3, 1960	1 cent an hour increase	Deferred increase of 4 to 10 cents, averaging 7 cents an hour, effective the first full pay period after July 15, 1961. Not applicable to cafeteria employees, who were to receive 4 cents an hour.
Jan. 2, 1961 Apr. 3, 1961 July 3, 1961	2 cents an hour increase No change No change	Electronics job ladder realigned and 2 grades in the occupational structure subdivided. Only new employees and those recalled after effective date of agreement were placed in new classifications.
July 17, 1961 (agreement dated July 11, 1960). Oct. 2, 1961 Jan. 1, 1962 Apr. 2, 1962	4 to 10 cents an hour increase, averaging 7 cents. 1 cent an hour increase No change 1 cent an hour increase	Quarterly adjustment of cost-of-living allowance. Do. Quarterly review of cost-of-living allowance. Do. Deferred increase. Not applicable to cafeteria employees who received 4 cents an hour.
Oct. 2, 1961 Jan. 1, 1962 Apr. 2, 1962	1 cent an hour increase No change 1 cent an hour increase	Quarterly adjustment of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance.

See footnotes at end of table.

## A—General Wage Changes 1—Continued

Effective date	Provision	Applications, exceptions, and other related matters
July 2, 1962	1 cent an hour increase	Quarterly adjustment of cost-of-living allowance. For all employees on payroll and those laid off since July 16, 1962. Not applicable to cafeteria workers, who received 4 cents an hour.
July 16, 1962 (Baltimore—agreement dated Sept. 29, 1962).	5 to 8 cents an hour increase, averaging 6.5 cents.	
Oct. 1, 1962	1 cent an hour increase	Quarterly adjustment of cost-of-living allowance.
Jan. 7, 1963	1 cent an hour increase	Do.
April 1, 1963	No change	Quarterly review of cost-of-living allowance.
July 1, 1963	No change	Do.
Oct. 7, 1963 (Baltimore—extension agreement dated Sept. 17, 1963).	3 cents an hour increase	Quarterly adjustment of cost-of-living allowance.
Oct. 14, 1963—Baltimore; Nov. 18, 1963—Denver; Dec. 16, 1963—Orlando; (agreement dated Nov. 14, 1963). <sup>9</sup>	5 cents an hour increase	Minimum rates and rates of employees assigned to 7-day operations increased additional 5 cents an hour. 10 cents of previous 12-cent cost-of-living allowance incorporated into basic hourly wage rates at Baltimore, 7 cents of previous 9 cents at Denver, and 4 cents of previous 6 cents at Orlando; and provision made for quarterly adjustments in the allowance of 1 cent for each 0.4-point change in the Bureau of Labor Statistics' Consumer Price Index above 106.6 (1957-59=100). If the CPI fell below 106.7, the cost-of-living allowance would be zero. <sup>10</sup> Deferred increases of 6 to 8 cents an hour, effective Nov. 16, 1964, and Nov. 15, 1965. Not applicable to cafeteria employees, who were to receive 6 cents an hour on both dates. <i>Eliminated:</i> Baltimore—Labor grades 8A and 9A.
Jan. 6, 1964	No change	Quarterly review of cost-of-living allowance.
April 6, 1964	1 cent an hour increase	Quarterly adjustment of cost-of-living allowance.
July 6, 1964	1 cent an hour increase	Do.
Oct. 5, 1964 <sup>11</sup>	1 cent an hour increase	Do.
Nov. 16, 1964	6 to 8 cents an hour increase, averaging 7 cents.	Deferred increase. Not applicable to cafeteria employees, who received 6 cents an hour.
Jan. 4, 1965	1 cent an hour increase	Quarterly adjustment of cost-of-living allowance.

See footnotes on next page.

## Footnotes:

<sup>1</sup> General wage changes are construed as upward or downward adjustments affecting a substantial number of workers at one time. Not included within the term are adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure (such as changes in individual job rates or automatic progression increases) that do not have an immediate and noticeable effect on the average wage level.

The wage changes listed above were the major adjustments in the general wage level made during the period covered. Because of fluctuations in earnings, changes in products and employment practices, the omission of non-general change in rates, and other factors, the sum of the general changes listed will not necessarily coincide with the change in straight-time average hourly earnings.

<sup>2</sup> Previously, the company had granted increases averaging 3.8 cents an hour about April 1941, increases averaging 5.2 cents an hour about October 1941, and increases averaging 6.5 cents an hour in October 1942 to compensate for loss of earnings due to the operation of Executive Order 9240.

<sup>3</sup> During this period the UAW's right to act as collective-bargaining agent for the plant production workers was questioned by another union. Shortly after the increase, the UAW won a National Labor Relations Board election and was recertified.

<sup>4</sup> The contract included an escalator clause based on BLS Consumers' Price Index and provided quarterly adjustments with the stipulation that a decline in the Index below the September 15, 1951, index figure would not be the basis for a reduction in wage rates. The cost-of-living adjustment provision, as written into the agreement, closely follows the General Motors system (reported in Wage Chronology No. 9, Monthly Labor Review, September 1949) but differs in three respects: (1) adjustments were based on the September 1951 CPI and quarterly thereafter; (2) the changes were automatic after a 1.15-point change in the index; and (3) the agreement started at a higher level on the index.

<sup>5</sup> The memorandum of agreement provided that future cost-of-living adjustments be based on the Revised Series Consumer Price Index (1947-49=100) as follows:

Consumer Price Index	Cost-of-living allowance
113.6 or less.....	None.
113.7 to 114.2.....	1 cent an hour.
114.3 to 114.8.....	2 cents an hour.
114.9 to 115.4.....	3 cents an hour.
115.5 to 116.0.....	4 cents an hour.
116.1 to 116.6.....	5 cents an hour.
116.7 to 117.2.....	6 cents an hour.
and so forth, with a 1-cent change for each 0.6-point change in the index.	

<sup>6</sup> Employees in labor grades, I-A, I, and II received increases of 9 cents an hour, those in grade III through V, 7 cents; and those in grades VI through X-C, 6 cents.

<sup>7</sup> The new agreement provided that quarterly cost-of-living adjustments effective January, April, July, and October were to be based on the BLS Consumer Price Index for the index months of February, May, August, and November, as follows:

Consumer Price Index (1947-49=100)	Cost-of-living allowance
122.8 and below.....	None.
122.9 to 123.3.....	1 cent an hour.
123.4 to 123.8.....	2 cents an hour.
123.9 to 124.3.....	3 cents an hour.
124.4 to 124.8.....	4 cents an hour.
124.9 to 125.3.....	5 cents an hour.
125.4 to 125.8.....	6 cents an hour.
and so forth, with a 1-cent adjustment for each 0.5-point change in the index.	

<sup>8</sup> The new agreement provided that quarterly cost-of-living adjustments, effective January, April, July, and October, were to be based on the BLS Consumer Price Index for the index months of February, May, August, and November, as follows:

Consumer Price Index (1947-49=100)	Cost-of-living allowance
125.8 and below.....	None.
125.9 to 126.3.....	1 cent an hour.
126.4 to 126.8.....	2 cents an hour.
126.9 to 127.3.....	3 cents an hour.
127.4 to 127.8.....	4 cents an hour.
127.9 to 128.3.....	5 cents an hour.
128.4 to 128.8.....	6 cents an hour.
and so forth, with a 1-cent adjustment for each 0.5-point change in the index.	

The cost-of-living allowance currently in effect is to be included in computing only overtime, vacation, call-in, and holiday payments.

<sup>9</sup> General wage changes for this and subsequent dates apply to the company's three plants.

<sup>10</sup> The new agreement provided that future cost-of-living adjustments be determined in accordance with the following table:

Consumer Price Index (1957-59=100)	Hourly cost-of-living allowance
106.6 or less.....	None.
106.7 to 107.0.....	1 cent.
107.1 to 107.4.....	2 cents.
107.5 to 107.8.....	3 cents.
107.9 to 108.2.....	4 cents.
108.3 to 108.6.....	5 cents.
108.7 to 109.0.....	6 cents.
109.1 to 109.4.....	7 cents.
109.5 to 109.8.....	8 cents.
109.9 to 110.2.....	9 cents.
110.3 to 110.6.....	10 cents.
and so forth, with a 1-cent adjustment for each 0.4-point change in the index.	

As in previous agreements, the cost-of-living review in January, April, July, and October was to be based on the Bureau of Labor Statistics' Consumer Price Index for the months of November, February, May, and August.

<sup>11</sup> By memorandum dated Nov. 16, 1964, the parties agreed that, effective Oct. 5, 1964, cost-of-living adjustments would be determined by the New Series Consumer Price Index (1957-59=100) in accordance with the following table:

Consumer Price Index (New Series, 1957-59=100)	Hourly cost-of-living allowance
106.4 or less.....	None.
106.5 to 106.8.....	1 cent.
106.9 to 107.2.....	2 cents.
107.3 to 107.6.....	3 cents.
107.7 to 108.0.....	4 cents.
108.1 to 108.4.....	5 cents.
108.5 to 108.8.....	6 cents.
108.9 to 110.2.....	7 cents.
110.3 to 110.6.....	8 cents.
110.7 to 111.0.....	9 cents.
111.1 to 111.4.....	10 cents.
and so forth, with a 1-cent adjustment for each 0.4-point change in the index. There were no other changes.	



B-1—Basic Hourly Rates by Labor Grades,<sup>1</sup> 1944—56

Labor grade and selected occupations	Mar. 27, 1944		Mar. 11, 1946		Aug. 14, 1947		Oct. 9, 1948		Nov. 13, 1950		Nov. 19, 1951		June 30, 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	Mini- mum	Maxi- mum
Grade 1-A ----- Mechanic, ground and flight test; toolmaker, first class; toolmaker, wood, first case.	-	-	-	-	-	-	-	-	-	-	\$ 1.90	\$ 2.20	\$ 1.94	\$ 2.24
Grade 1 ----- Inspector, machine parts, first class; layout man, machine shop; operator, automatic screw machine, first class.	1.30	1.50	1.43	1.63	1.50	1.70	1.60	1.85	1.67	1.98	1.80	2.10	1.84	2.14
Grade 2 ----- Electrician, maintenance, first class; grinder, tool, first class; in- spector, final assembly, first class.	1.175	1.40	1.33	1.53	1.40	1.60	1.50	1.75	1.56	1.88	1.70	2.00	1.74	2.04
Grade 3 ----- Fitting man, first class; inspector, assembly, first class; mechanic, bench, sheet metal, first class.	1.125	1.35	1.28	1.48	1.35	1.55	1.45	1.70	1.51	1.83	1.65	1.95	1.69	1.99
Grade 4 ----- Mechanic, engine installation, first class; mechanic, radio and radar, second class; inspector, second class—electronics, fluid test, ground and flight test, machined parts, receiving, welding, and fitting.	1.075	1.25	1.23	1.38	1.30	1.45	1.40	1.60	1.46	1.69	1.60	1.80	1.64	1.84
Grade 5 ----- Electrician, maintenance, second class; inspector, final assembly, second class; operator, yoder hammer, second class.	1.025	1.175	1.13	1.28	1.20	1.35	1.30	1.50	1.36	1.59	1.50	1.70	1.54	1.74
Grade 6 ----- Inspector, assembly, second class; operator, second class—drop hammer, engine lathe, milling ma- chine, and turret lathe.	.975	1.125	1.08	1.23	1.15	1.30	1.25	1.45	1.30	1.54	1.45	1.65	1.49	1.69
Grade 7 ----- Inspector, ground and flight test, third class; operator, sewing ma- chine; painter, equipment and production parts.	.925	1.075	1.03	1.18	1.10	1.25	1.20	1.40	1.25	1.49	1.40	1.60	1.44	1.64
Grade 8 ----- Chauffeur; fireman; junior inspector.	.80	.975	.95	1.10	1.02	1.17	1.12	1.32	<sup>2</sup> 1.20	1.44	1.35	1.55	1.39	1.59
Grade 9 ----- Assemblyman, semiskilled; helper, other than airport; mechanic, bench, sheet metal, third class.	.70	.925	.89	1.04	.96	1.11	1.06	1.26	<sup>2</sup> 1.17	1.41	1.30	1.52	1.34	1.54
Grade 10 ----- Janitor; laborer; operator, elevator.	.60	.80	.875	.95	.945	1.02	1.05	1.17	<sup>2</sup> 1.13	1.29	1.25	1.40	1.29	1.44
Grade 10-C ----- Cafeteria worker, grade "B"	.60	.70	.75	.85	.82	.92	.92	1.07	<sup>2</sup> .99	1.16	1.05	1.25	1.09	1.29

See footnotes at end of table.

B-1—Basic Hourly Rates by Labor Grades,<sup>1</sup> 1944—56—Continued

Labor grade and selected occupations	Apr. 6, 1953		June 30, 1953		June 30, 1954		Nov. 1, 1954 <sup>3</sup>		June 30, 1955 <sup>4</sup>		Dec. 19, 1955		June 25, 1956 <sup>4</sup>	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 1-A ----- Mechanic, ground and flight test; toolmaker, first class; toolmaker, wood, first class.	\$ 1.99	\$ 2.29	\$ 2.03	\$ 2.33	\$ 2.08	\$ 2.38	\$ 2.20	\$ 2.50	\$ 2.20	\$ 2.55	\$ 2.22	\$ 2.57	\$ 2.22	\$ 2.63
Grade 1 ----- Inspector, machine parts, first class; layout man, machine shop; operator, automatic screw machine, first class.	1.89	2.19	1.93	2.23	1.98	2.28	2.10	2.40	2.10	2.45	2.12	2.47	2.12	2.53
Grade 2 ----- Electrician, maintenance, first class; grinder, tool, first class; in- spector, final assembly, first class.	1.79	2.09	1.83	2.13	1.88	2.18	2.00	2.30	2.00	2.35	2.02	2.37	2.02	2.43
Grade 3 ----- Fitting man, first class; inspector, assembly, first class; mechanic, bench, sheet metal, first class.	1.74	2.04	1.78	2.08	1.83	2.13	<sup>5</sup> 1.95	2.23	1.95	2.28	1.97	2.30	1.97	2.36
Grade 4 ----- Mechanic, engine installation, first class; mechanic, radio and radar, second class; inspector, second class—electronics, fluid test, ground and flight test, machined parts, receiving, welding, and fitting.	1.69	1.89	1.73	1.93	1.78	1.98	<sup>5</sup> 1.85	2.08	1.85	2.13	1.87	2.15	1.87	2.21
Grade 5 ----- Electrician, maintenance, second class; inspector, final assembly, second class; operator, yoder hammer, second class.	1.59	1.79	1.63	1.83	1.68	1.88	<sup>5</sup> 1.75	1.98	1.75	2.03	1.77	2.05	1.77	2.11
Grade 6 ----- Inspector, assembly, second class; operator, second class—drop hammer, engine lathe, milling ma- chine, and turret lathe.	1.54	1.74	1.58	1.78	1.63	1.83	<sup>5</sup> 1.70	1.92	1.70	1.97	1.72	1.99	1.72	2.05
Grade 7 ----- Inspector, ground and flight test, third class; operator, sewing ma- chine; painter, equipment and production parts.	1.49	1.69	1.53	1.73	1.58	1.78	<sup>5</sup> 1.65	1.87	1.65	1.92	1.67	1.94	1.67	2.00
Grade 8 ----- Chauffeur; fireman, junior inspector.	1.44	1.64	1.48	1.68	1.53	1.73	<sup>5</sup> 1.60	1.82	1.60	1.87	1.62	1.89	1.62	1.95
Grade 9 ----- Assemblyman, semiskilled; helper, other than airport; mechanic, bench, sheet metal, third class.	1.39	1.59	1.43	1.63	1.48	1.68	<sup>5</sup> 1.55	1.77	1.55	1.82	1.57	1.84	1.57	1.90
Grade 10 ----- Janitor; laborer; operator, elevator.	1.34	1.49	1.38	1.53	1.43	1.58	<sup>5</sup> 1.50	1.67	1.50	1.72	1.52	1.74	1.52	1.80
Grade 10-C ----- Cafeteria worker, grade "B"	1.14	1.34	1.18	1.38	1.23	1.43	<sup>5</sup> 1.25	1.52	1.25	1.57	1.27	1.59	1.27	1.65

<sup>1</sup> From the date of the first agreement to 1948, provision was made for a quarterly job classification review. Advancement within a grade or to a higher grade was based on merit. The 1948 agreement revised this procedure by providing for minimum of 5-cent-an-hour within grade promotions also based on merit. The procedure for in-grade promotion was revised in the 1951 agreement to provide for automatic 5-cent increments to the maximum of the rate ranges at intervals of 17 calendar weeks for all grades, with the exception of grades 1-A through 3 which were subject to quarterly merit reviews after midpoints were reached.

Except for cost-of-living allowances incorporated into base rates (footnote 3), cost-of-living allowances are not included in rates presented in this table.

<sup>2</sup> In February 1950, 3 cents was added to labor grades 8 and 10 and 6 cents was added to labor grade 9.

<sup>3</sup> Includes 3 cents cost-of-living allowance accrued before June 4, 1953, and incorporated into bases rates by agreement of Nov. 6, 1954.

<sup>4</sup> The deferred increase was given all employees on the payroll within the labor grades specified as of the effective date and added to the maximum rate for each labor grade; minimum rates were unchanged.

<sup>5</sup> For grades 3 through 10-C, the minimum rates were not increased by the same amounts as their respective maximums.

B-2—Basic Hourly Rates by Labor Grades,<sup>1</sup> 1957—60

Labor grade and selected occupations <sup>2</sup>	June 24, 1957 <sup>3</sup>		July 7, 1958 <sup>4</sup>		July 6, 1959		July 11, 1960 <sup>4</sup>	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 1-A----- Fixture builder, first class; mechanic, radio and radar, first class; tester, senior; toolmaker first class.	\$2.22	\$2.69	\$2.62	\$2.97	\$2.70	\$3.06	\$2.76	\$3.12
Grade 1----- Development man, senior; inspector, electronics, first class; layout man, machine shop; operator, borer-jig; template maker, first class; tester, electronics, first class.	2.12	2.59	2.49	2.84	2.56	2.93	2.62	2.99
Grade 2----- Electrician, maintenance, first class; operator, hydrotel; repair- man, machine, first class; welder, general, arc, heliarc.	2.02	2.49	2.37	2.72	2.44	2.80	2.50	2.86
Grade 3----- Development man; fitting man, first class; mechanic, sheet-metal bench, first class; millwright, first class; operator, milling machine, turret lathe, first class; tester, second class.	1.97	2.42	2.31	2.64	2.38	2.72	2.44	2.78
Grade 4----- Engineer, stationary; mechanic, aircraft and missile; painter, general; welder, spot, first class; wireman and assembler, senior.	1.87	2.27	2.20	2.48	2.27	2.55	2.33	2.61
Grade 5----- Crater, first class; electrician, maintenance, second class; expe- ditor, production; operator, drill press, first class; plater.	1.77	2.17	2.10	2.38	2.17	2.45	2.23	2.51
Grade 6----- Assembler and installer; mechanic, sheet-metal bench, second class; operator, milling machine, turret lathe, second class; tester, third class; wireman and assembler, A.	1.72	2.11	2.05	2.32	2.12	2.39	2.18	2.45
Grade 7----- Carpenter, maintenance, second class; fitting and plastics man, second class; operator, power truck, fork and boom hoist; painter, pro- duction parts; stockkeeper.	1.67	2.06	1.99	2.26	2.06	2.33	2.12	2.39
Grade 8----- Assembler, mechanical; attendant, tool, general; crater, second class; operator, drill press, second class.	1.62	2.01	1.94	2.21	2.01	2.28	2.07	2.34
Grade 8-A----- Wireman and assembler, electronics, B. <sup>5</sup>	-	-	-	-	-	-	1.98	2.18
Grade 9----- Clerk, stock; helper, finishing and plating, timekeeper.	1.57	1.96	1.88	2.15	1.95	2.22	2.01	2.28
Grade 9-A----- Utilityman, wiring and assembly, electronics. <sup>5</sup>	-	-	-	-	-	-	1.87	2.07
Grade 10----- Janitor; laborer; wrapper, parts.	1.52	1.86	1.78	2.05	1.85	2.12	1.91	2.18
Cafeteria worker, grade B <sup>6</sup> -----	1.27	1.71	1.46	1.90	1.50	1.94	1.56	2.00

<sup>1</sup> Prior to July 1958, progression from the minimum to the maximum rate consisted of automatic 5-cent-an-hour increases every 17 weeks until the maximum job classification was reached. Effective July 7, 1958, the interval was reduced to 16 weeks.

<sup>2</sup> The change in product at The Martin Co. brought about some occupational realignment and shift in the proportion of workers in the various jobs. The occupations shown in each grade are those with significant numbers of workers in 1961.

<sup>3</sup> Increase was given all employees on payroll within specified labor grades as of the effective date and added to maximum rate for each labor grade; minimum rates were unchanged.

<sup>4</sup> Except for the 15-cent cost-of-living allowance incorporated into base rates as of July 1958 and 6 cents on July 11, 1960, cost-of-living allowances are excluded from hourly wage rates.

<sup>5</sup> The basic hourly wage rates for these new classifications were applicable only to employees hired or recalled after July 11, 1960.

<sup>6</sup> Prior to the 1958 agreement this was labor grade 10-C. The agreement of 1958 eliminated this grade and established a separate schedule for cafeteria workers. Rates provided in this schedule above those shown for cafeteria workers grade B were as follows: July 7, 1958, bakers, butchers, and cooks (former labor grade 8), minimum \$1.81, maximum \$2.20; cafeteria cashiers and receiving room checkers (former grade 9), \$1.76-\$2.15; laborers and cafeteria workers, grade A (former grade 10), \$1.71-\$2.05. The rates effective July 6, 1959, were \$1.85-\$2.24, \$1.80-\$2.19, and \$1.75-\$2.09, respectively. The rates effective July 11, 1960, were \$1.91-\$2.30, \$1.86-\$2.25, and \$1.81-\$2.15, respectively.

## B-3—Basic Hourly Rates by Labor Grades, 1961-65

Labor grade	July 17, 1961		July 16, 1962		1963							
	Baltimore		Baltimore		Oct. 14		Nov. 18		Dec. 16			
	Baltimore		Baltimore		Baltimore		Denver		Orlando			
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum		
1A.....	\$2.86	\$3.22	\$2.94	\$3.30	\$3.14	\$3.45						
1.....	2.72	3.09	2.79	3.16	2.99	3.31	\$3.22	\$3.49	\$3.17	\$3.44		
2.....	2.59	2.95	2.66	3.02	2.86	3.17	3.08	3.35	3.05	3.32		
3.....	2.53	2.87	2.60	2.94	2.80	3.09	2.95	3.22	2.92	3.19		
4.....	2.41	2.69	2.47	2.75	2.67	2.90	2.84	3.11	2.70	2.97		
5.....	2.30	2.58	2.36	2.64	2.56	2.79	2.71	2.98	2.58	2.86		
6.....	2.24	2.51	2.30	2.57	2.50	2.72	2.60	2.81	2.46	2.73		
7.....	2.17	2.44	2.22	2.49	2.42	2.64	2.48	2.68	2.35	2.62		
8.....	2.12	2.39	2.17	2.44	2.37	2.59	2.37	2.58	2.25	2.51		
8A <sup>2</sup> .....	2.02	2.22	2.07	2.27								
9.....	2.05	2.32	2.10	2.37	2.30	2.52	2.27	2.48	2.14	2.39		
9A <sup>2</sup> .....	1.91	2.11	1.96	2.16								
10.....	1.95	2.22	2.00	2.27	2.20	2.42	2.15	2.36	2.03	2.23		
11.....							2.04	2.25	1.92	2.12		
	Nov. 16, 1964						Nov. 15, 1965					
	Baltimore		Denver		Orlando		Baltimore		Denver		Orlando	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1A.....	\$3.22	\$3.53					\$3.30	\$3.61				
1.....	3.07	3.39	\$3.30	\$3.57	\$3.25	\$3.52	3.15	3.47	\$3.38	\$3.65	\$3.33	\$3.60
2.....	2.94	3.25	3.16	3.43	3.13	3.40	3.02	3.33	3.24	3.51	3.21	3.48
3.....	2.87	3.16	3.03	3.30	3.00	3.27	2.94	3.23	3.11	3.38	3.08	3.35
4.....	2.74	2.97	2.91	3.18	2.77	3.04	2.81	3.04	2.98	3.25	2.84	3.11
5.....	2.63	2.86	2.78	3.05	2.65	2.93	2.70	2.93	2.85	3.12	2.72	3.00
6.....	2.57	2.79	2.67	2.88	2.53	2.80	2.64	2.86	2.74	2.95	2.60	2.87
7.....	2.48	2.70	2.55	2.75	2.42	2.69	2.54	2.76	2.62	2.82	2.49	2.76
8.....	2.43	2.65	2.43	2.64	2.31	2.57	2.49	2.71	2.49	2.70	2.37	2.63
8A <sup>2</sup> .....												
9.....	2.36	2.58	2.33	2.54	2.20	2.45	2.42	2.64	2.39	2.60	2.26	2.51
9A <sup>2</sup> .....												
10.....	2.26	2.48	2.21	2.42	2.09	2.29	2.32	2.54	2.27	2.48	2.15	2.35
11.....			2.10	2.31	1.98	2.18			2.16	2.37	2.04	2.24

<sup>1</sup> The 1963 agreement changes progression from the minimum to the maximum rate to automatic 5-cent-an-hour increases every 14 (was 16) weeks. Rates shown reflect incorporation of the following cost-of-living allowance

into basic rates on the dates shown: 10 cents at Baltimore; 7 cents at Denver and 4 cents at Orlando.

<sup>2</sup> Eliminated by Nov. 14, 1963, agreement.

## B-4—Selected Job Classifications in Labor Grade Structure, January 1965

Labor grade	Selected occupations at—		
	Baltimore	Denver	Orlando
1A.....	Fixture builder, senior; mechanic, radio and radar, first class; tester, senior; toolmaker, first class.	None.	None.
1.....	Development man, senior; inspector, electronics; layout man, machine shop; operator, bore-jig; template maker, first class; tester, first class.	Inspector, test, electrical and electronics, mechanical and propulsion, A; mechanic, test, electrical and electronics, mechanical and propulsion, A; tool and die maker, A.	Inspector, tool, senior; tester, senior; tool and die maker, senior.
2.....	Electrician, maintenance, first class; operator, profile mill, first class; repair man, machine, first class; welder, gas, arc, heliarc, general.	Expediter, lead; inspector, fabrication; mechanic, precision, A; operator, jig borer; structural test man, A; system checkout man, A.	Inspector, fabrication, product, A; operator, jig borer; tester, A.
3.....	Development man; fitting man, first class; mechanic, sheet-metal bench, first class; millwright, first class; operator, milling machine, lathe, first class; tester, second class.	Electrician, maintenance, A; inspector, test, electrical and electronics, mechanical and propulsion, B; mechanic, test, electrical and electronics, mechanical and propulsion, B; mechanic, maintenance, A; millwright, A; welder, combination, production, A.	Electrician, maintenance, A; expediter, lead; grinder, tool and cutter, A; mechanic, maintenance A; welder, combination, production, A.
4.....	Development man, cable; mechanic, aircraft and missile; painter, general-production; welder, spot, first class; wireman and assembler, senior.	Developer, electrical and electronic, operator, milling machine, A; painter, maintenance, A; system checkout man, B; tool and die maker, B.	Developer, electrical and electronic, inspector, product B, tool A; mechanic, heating and ventilating, A; operator, engine lathe, milling machine, A; tester, B; tool and die maker, A.
5.....	Crater and packer, A; electrician, maintenance, second class; expediter, production; operator, drill press, first class, plater.	Inspector, fabrication, B; mechanic, missile, precision, B; operator, crane, radial drill press, A; painter, production, A; plater.	Inspector, fabrication, B; line leader, electrical and electronic, printed circuits; painter, production, A.
6.....	Assembler and installer; mechanic, sheet-metal bench, second class; operator, milling machine, lathe, second class; tester, third class; wireman and assembler, A.	Electrician, maintenance, B; expediter, manufacturing, A; mechanic, maintenance, B; millwright, B; operator, drill press, A; stock chaser, test support, A; structural test man, B.	Electrician, maintenance, B; expediter, production control; grinder, tool and cutter, B; mechanic, maintenance, B; operator, drill press, B; processor, printed circuits, A.
7.....	Assembler, honeycomb; fitting and plastics man, second class; operator, power truck, fork and boom hoist; painter, production parts; stockkeeper.	Attendant, tool crib, A; mechanic, installation; operator, milling machine, B; welder, combination, production, B; system checkout man, C.	Inspector, product, C; mechanic, assembly, electrical and electronic; operator, engine lathe, milling machine, B; processor, printed circuits, B; tester, C; welder, combination, production, B.
8.....	Assembler, mechanical; attendant, tool; crater and packer, B; operator, drill press, second class.	Operator, forklift, radial drill press, B; painter, maintenance, production, B; stockkeeper.	Mechanic, heating and ventilating, B; operator, hoist, fork and boom; painter, production, B; stockkeeper.
9.....	Clerk, stock; helper, finishing and plating; timekeeper.	Assembler; attendant, tool crib, B; operator, drill press, B, vehicle; stock chaser, test support, B.	Assembler; operator, drill press, B, vehicle; processor, printed circuits, C; timekeeper, A.
10.....	Janitor; laborer; wrapper, parts.	Expediter, manufacturing, B; helper, sheet metal and finishing; janitor, lead.	Assembly operator, printed circuits material handler, processor, electrical and electronic; timekeeper, B.
11.....	None.	Janitor; laborer; processor and wrapper, shipping.	Janitor; laborer; processor and wrapper, shipping.

B-5—Basic Hourly Rates for Cafeteria Employees, 1961-65

Job title	July 17, 1961		July 16, 1962		1963					
	Baltimore		Baltimore		Oct. 14, Baltimore		Nov. 18, Denver		Dec. 16, Orlando	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Bakers	\$1.95	\$2.34	\$1.99	\$2.38	\$2.19	\$2.53			\$2.32	\$2.47
Bakers, general							\$2.15	\$2.33		
Bakers, pie and cake							1.94	2.18		
Cooks, butchers	1.95	2.34	1.99	2.38	2.19	2.53				
Cooks, butchers, A							2.25	2.59		
Butchers, B							1.94	2.18		
Cooks	1.95	2.34	1.99	2.38	2.19	2.53				
Cooks, 1									2.32	2.47
Cooks, 2									2.17	2.37
Cashiers, cafeteria	1.90	2.29	1.94	2.33	2.14	2.48			1.77	1.97
Checkers, receiving room	1.90	2.29	1.94	2.33	2.14	2.48				
Laborers	1.85	2.19	1.89	2.23	2.09	2.38				
Workers—cafeteria, A	1.85	2.19	1.89	2.23	2.09	2.38	1.79	1.97	1.72	1.92
Workers—cafeteria, B	1.60	2.04	1.64	2.08	1.84	2.23	1.63	1.87	1.62	1.77
Attendants:										
Mobile food service							1.94	2.18		
Dishwashers, lead							1.89	2.18		
Women, pantry							1.89	2.13		
Dishwashers, yardmen							1.84	2.08		
Waitresses, executive									1.77	1.97
Supply clerks, cafeteria									1.77	1.97
Busboys									1.62	1.77

  

Job title	Nov. 16, 1964						Nov. 15, 1965					
	Baltimore		Denver		Orlando		Baltimore		Denver		Orlando	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Bakers	\$2.25	\$2.59			\$2.38	\$2.53	\$2.31	\$2.65			\$2.44	\$2.59
Bakers, general			\$2.21	\$2.39					\$2.27	\$2.45		
Bakers, pie and cake			2.00	2.24					2.06	2.30		
Cooks, butchers	2.25	2.59					2.31	2.65				
Cooks, butchers, A			2.31	2.65					2.37	2.71		
Butchers, B			2.00	2.24					2.06	2.30		
Cooks	2.25	2.59					2.31	2.65				
Cooks, 1					2.38	2.53					2.44	2.59
Cooks, 2					2.23	2.43					2.29	2.49
Cashiers, cafeteria	2.20	2.54			1.83	2.03	2.26	2.60			1.89	2.09
Checkers, receiving room	2.20	2.54					2.26	2.60				
Laborers	2.15	2.44					2.21	2.50				
Workers—cafeteria, A	2.15	2.44	1.85	2.03	1.78	1.98	2.21	2.50	1.91	2.09	1.84	2.04
Workers—cafeteria, B	1.90	2.29	1.69	1.93	1.68	1.83	1.96	2.35	1.75	1.99	1.74	1.89
Attendants:												
Mobile food service			2.00	2.24					2.06	2.30		
Dishwashers, lead			1.95	2.24					2.01	2.30		
Women, pantry			1.95	2.19					2.01	2.25		
Dishwashers, yardmen			1.90	2.14					1.96	2.20		
Waitresses, executive					1.83	2.03					1.89	2.09
Supply clerks, cafeteria					1.83	2.03					1.89	2.09
Busboys					1.68	1.83					1.74	1.89

C—Related Wage Practices <sup>1</sup>

Effective date	Provision	Applications, exceptions, and other related matters
<i>Overtime Pay</i>		
Mar. 27, 1944.....	Time and one-half for work in excess of 8 hours a day.	Time and one-half after 40 hours a week applicable under Fair Labor Standards Act.
Mar. 11, 1946.....	Added: Time and one-half for work in excess of 40 hours a week.	
<i>Shift Premium Pay</i>		
Mar. 27, 1944.....	5-cents-an-hour premium plus time bonus (depending on hours worked) for work on second and third shifts.	In accordance with company practice, the time bonus was paid in addition to the hourly cash bonus to second and third shift employees scheduled to work 7¼ hours a day. <sup>2</sup> 8 hours' pay for 7¼ hours worked on second and third shifts.
Mar. 11, 1946.....	Changed to: 15 percent of regular earnings (including overtime) for work on second and third shifts.	
Nov. 19, 1951.....	Changed to: Flat rate stated in cents-an-hour and equaling 15 percent of earnings at mid-point of each labor grade. <sup>3</sup>	Employees receiving more in cents-an-hour under previous agreement were to continue to receive that amount.
Nov. 14, 1963 (agreement of same date).	Increased: Denver and Orlando—to 12 cents an hour (was 10) for work on second shift; 18 cents an hour (was 15) for work on third shift.	
<i>Premium Pay for Weekend Work</i>		
Mar. 27, 1944 <sup>4</sup> .....	Time and one-half for work on sixth and double time for work on seventh consecutive day.	Not applicable to employees on 7-day operations (who continued to receive double time for work on the 7th consecutive day in the scheduled workweek.)
July 8, 1958 (agreement of same date).	Changed to: Double time for work on Sunday.	
July 11, 1960 (agreement of same date).	Changed to: Time and one-half for work on Saturday as such.	

See footnotes at end of table.

C—Related Wage Practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Holiday Pay</i>		
Mar. 27, 1944	Time and one-half for work on 6 holidays. No pay for holidays not worked.	Holidays were: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas.
Mar. 11, 1946	Changed to: 4 holidays paid for at regular rate when not worked. Double time (total) for work on these holidays. Time and one-half for work on 2 holidays.	Paid holidays were: New Year's Day, Fourth of July, Thanksgiving, and Christmas.
Oct. 9, 1948	Changed to: 7 holidays paid for at regular rate when not worked. Double time (total) for hours actually worked.	Added holidays were: Memorial Day, Labor Day, and the Friday following Thanksgiving.
Oct. 9, 1949		Overtime paid on top of holiday pay if holiday worked was also sixth or seventh consecutive day worked, resulting in double time and one-half (total) for sixth consecutive day worked and triple time (total) for the seventh consecutive day worked.
July 8, 1958 (agreement of same date).	Changed to: Time and one-half plus holiday pay for holidays worked.	Double time plus holiday pay if holiday worked was also a Sunday (except to employees on 7-day operations).
July 11, 1960 (agreement of same date).	Added: 1 paid holiday (total 8)	Holiday was a floating one, to be determined each year.
Nov. 14, 1963 (agreement of same date).	Changed: Double time plus holiday pay for work on holidays.	Holidays in Denver and Orlando were the same as in Baltimore, except that Orlando recognized Good Friday instead of Memorial Day. Added: Holiday that fell on Saturday to be observed on Friday. Holiday pay of night shift-workers to include shift premium.
<i>Paid Vacations</i>		
Mar. 27, 1944	Paid vacations provided, depending on years of service and hours worked during the preceding year.	Company practice for employees with less than 5 years of continuous service—3 days' vacation for 1,000 but less than 1,500 hours worked during preceding year; 5 days' vacation for 1,500 but less than 2,000 hours worked; 7 days' vacation for 2,000 or more hours worked. For employees with 5 or more years of continuous service—5 days' vacation for 1,000 but less than 1,500 hours worked during preceding year; 7 days' vacation for 1,500 but less than 2,000 hours worked; 10 days' vacation for 2,000 or more hours worked.
Mar. 13, 1945		2 days' vacation added for employees with 5 or more years' continuous service, and 2,000 hours of work during the year by Directive Order of National War Labor Board, March 13, 1945.
Mar. 11, 1946		Vacation requirements for employees with 5 or more years of continuous service made part of agreement and changed to— 5 days' vacation for 1,000 but less than 1,500 hours worked during preceding year; 7 days' vacation for 1,500 but less than 1,800 hours worked; 10 days' vacation for 1,800 or more hours worked.

See footnotes at end of table.



C—Related Wage Practices <sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Paid Vacations—Continued</i>		
Oct. 9, 1949-----	-----	Vacation requirement for employees with 1 year and less than 5 years of continuous service changed to— 3 days' vacation for 1,000 but less than 1,500 hours worked during preceding year; 5 days' vacation for 1,500 but less than 1,800 hours worked; 7 days' vacation for 1,800 or more hours worked.
Nov. 6, 1954-----	-----	Added: Employees with 15 or more years' continuous service—7 days' vacation for 1,000 but less than 1,500 hours worked during preceding year; 10 days for 1,500 but less than 1,800 hours; 15 days for 1,800 or more hours.
Jan. 1, 1959 (agreement dated July 8, 1958).	-----	Revised vacation schedule as follows: Employees with 1 year but less than 3 years of continuous service—5 days' vacation for 1,000 but less than 1,500 hours worked during preceding year; 7 days' vacation for 1,500 or more hours worked. For employees with 3 but less than 12 years of continuous service—7 days' vacation for 1,000 but less than 1,500 hours worked during preceding year; 10 days' vacation for 1,500 or more hours worked. For employees with 12 or more years of continuous service—10 days' vacation for 1,000 but less than 1,500 hours worked during preceding year; 15 days' vacation for 1,500 or more hours worked. Added: Vacation pay to include night-shift bonus.
Jan. 1, 1961 (agreement dated July 11, 1960).	-----	Changed: Service required for 10 or 15 days vacation reduced from 12 to 10 years. Provisions in effect and continued were: Employees laid off after 12 months' continuous service and those about to retire paid for vacation earned during previous year plus any vacation earned during current year. Discharged employees and those voluntarily quitting received only vacation allowance earned in previous year. Vacation earned during current year paid to estate of deceased employee with 12 or more months' service. When paid holiday fell in vacation period, company permitted to extend employee's vacation 1 day or pay for holiday.
Jan. 1, 1964 (agreement dated Nov. 14, 1963).	-----	Changed: Service required for 7 or 10 days vacation reduced from 3 to 1 year. Changed: Vacation earned up to separation paid to employees with 12 months or more of continuous service whose employment was terminated for any reason except death. Added: Laid-off workers with 1 year or more of service to receive vacation pay earned in previous year and current year; pro rata pay provided workers with 500 but less than 1,000 hours.

See footnote at end of table.

C—Related Wage Practices <sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Sick Leave and Injury Pay</i>		
Mar. 27, 1944-----	3 days' paid annual sick leave and injury pay for disabilities lasting 5 days or more after 1 year of continuous service.	Company practice.
Mar. 13, 1945-----		Existing plan incorporated into agreement by Directive Order of National War Labor Board, Mar. 13, 1945. Sick leave not cumulative.
Mar. 11, 1946-----		Plan eliminated from agreement but still in effect as company practice.
Nov. 6, 1954 (agreement of same date)	Reestablished: 3 days' paid sick leave and injury pay for disabilities lasting 5 days or more after 1 year of continuous service.	Company practice already in effect but introduced into contract. Sick leave not cumulative.
Dec. 31, 1958 (agreement dated July 8, 1958)	Added: Employees allowed to accumulate up to 6 days' unused sick leave in any calendar year.	Benefits applicable after 3 days' disability. Pay for unused sick leave upon layoff or retirement.
July 11, 1960 (agreement of same date)	Changed: Employees with 3 or more days' sick leave at end of year to receive 3 days' pay in lieu of leave. Eliminated: Provision permitting accumulation of up to 6 days' sick leave in any calendar year.	
Jan. 1, 1964 (agreement dated Nov. 14, 1963).	Increased: Paid annual sick leave—to 5 days. Unused sick leave payable in January of following year—to 5 days.	Eliminated: 3-day eligibility period.
<i>Reporting Time</i>		
Mar. 27, 1944-----	Minimum of 4 hours' work or 2 hours' pay guaranteed employees not notified of lack of work.	Not applicable, if lack of work was due to circumstances beyond control of management.
Oct. 9, 1948-----	Changed to: 4 hours' work or pay.	

See footnote at end of table.

C—Related Wage Practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Paid Rest Periods</i>		
Mar. 27, 1944..... Aug. 30, 1948.....	2 paid 10-minute rest periods. Practice eliminated.....	See Table A, General Wage Changes, for further details.
<i>Jury-Duty Pay</i>		
July 8, 1958 (agreement of same date),  Nov. 14, 1963 (agreement of same date).	Employees with at least 1 year of continuous service who perform jury duty on a regularly scheduled work-day to receive 8 hours' pay at regular basic straight-time rate less jury-duty fees.	Payment limited to 5 days in any week and 10 days in calendar year. Employee to present proof of services and amount of fees received.  Eliminated: Limitation of 10 days in calendar year.
<i>Insurance Benefits</i>		
Mar. 27, 1944.....  Dec. 10, 1947.....  Mar. 1, 1950.....	Insurance benefits available to employees on a contributory basis as follows— <i>Life insurance</i> : \$1,000 to \$4,000 depending on hourly earnings; <sup>5</sup> <i>Accidental death and dismemberment</i> : \$1,000–\$4,000 depending on hourly earnings; <sup>5</sup> <i>Sickness and accident benefits</i> : \$10 to \$30 payable for a maximum of 91 days (6 weeks for maternity) beginning with first day of accident and fourth day of sickness; <i>Hospitalization</i> : \$4 a day for maximum of 31 days (14 days for maternity). Available to dependents; <i>Special hospital charges</i> : up to \$20. Available to dependents; <i>Surgical operation expenses</i> : up to \$150. Increased to: <i>Hospitalization</i> , \$5.50 a day for maximum of 31 days (14 days for maternity). Available to dependents; <i>Special hospital charges</i> , up to \$55. Available to dependents. Benefits increased to— <i>Life insurance</i> : \$2,000 to \$4,000 depending on hourly earnings; <sup>6</sup> <i>Accidental death and dismemberment</i> : \$2,000 to \$4,000 depending on hourly earnings; <sup>6</sup> <i>Sickness and accident benefits</i> : \$25 to \$35; <i>Hospitalization</i> : \$7 a day. Available to dependents; <i>Special hospital charges</i> : up to \$70. Available to dependents; <i>Surgical operation expenses</i> : up to \$200; Added: <i>Obstetrical fees</i> , up to \$50. Available to dependents.	Not in union agreement. Weekly cost to employees ranged from 55 cents to \$1.17; for employee and dependents, from 62 cents to \$1.24. Part of cost borne by company.             Lower rates were eliminated and cost remained same on rates above \$1.09 an hour.

See footnotes at end of table.

C—Related Wage Practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Insurance Benefits—Continued</i>		
Jan. 1, 1955 (by agreement dated Nov. 6, 1954).	<p>Increased to:</p> <p><i>Sickness and accident benefits</i>—\$32.50 or \$37.50, depending on hourly earnings, for 26 weeks for any 1 disability;</p> <p><i>Hospitalization</i>—\$10 a day available to dependents;</p> <p><i>Special hospital charges</i>—Up to \$200 for employees; up to \$100 for dependents;</p> <p><i>Surgical operation expenses</i>—Extended to dependents, up to \$100;</p> <p><i>Obstetrical fees</i>—Up to \$100; available to dependents.</p>	<p>Life insurance and accidental death and dismemberment benefits provided for workers with specified hourly base rates remained unchanged. However, with elimination of all base hourly rates of less than \$1.10, all workers became eligible for death benefits of at least \$2,500.<sup>7</sup></p> <p>Weekly cost for employees only remained at 77 cents to \$1.02, but changed to total of 92 cents to \$1.17 for employee and all eligible dependents.</p>
Mar. 1, 1956 (by supplemental agreement dated Dec. 19, 1955).	<p>Increased to:</p> <p><i>Sickness and accident benefits</i>—\$35 or \$40, depending on hourly earnings;</p> <p><i>Hospitalization</i>—\$12 a day for employees;</p> <p><i>Special hospital charges</i>—Up to \$300 for employees; up to \$150 for dependents.</p>	
Aug. 4, 1958 (agreement of July 8, 1958).	<p>Increased to:</p> <p><i>Hospitalization</i>—For employee, \$15 a day for maximum of 31 days (up to 14 days for maternity); for dependents, up to \$13 a day with maximum of \$403—formerly \$310 (maternity benefits limited to \$130—formerly \$100).</p> <p><i>Special hospital charges</i>—For employee, up to \$400; for dependents, up to \$250.</p> <p><i>Surgical expenses</i>—For employee, up to \$300; for dependents, up to \$200.</p> <p><i>Obstetrical fees</i>—Up to \$150; also available to dependents.</p> <p>Added: <i>Major medical expense benefits</i> in case of nonoccupational sickness or injury—For employee and dependents, payment of 80 percent of designated expenses (incurred during any one period of total disability and within 6 months thereafter) in excess of \$100 and any other benefits payable under the basic hospital-surgical plan. Maximum benefit \$5,000.</p>	<p>For employee only, weekly cost remained at 77 cents to \$1.02; for employee and dependents weekly cost increased to total of \$1.35 to \$1.60 depending on earnings.</p> <p>Benefits include medical and surgical services and supplies, nursing care, hospital confinement and dental work resulting from accidental injury to natural teeth.</p> <p>Full maximum benefit restored upon complete recovery or upon completion of 6 months of full-time work.</p> <p>Expenses must be incurred within 2 years after start of total disability.</p>
Sept. 15, 1960 (agreement dated July 11, 1960).	<p>Increased to:</p> <p>For employees and dependents: <i>Hospital benefits (room and board)</i>—70-day maximum.</p> <p>For dependents:</p> <p><i>Hospital room and board, special charges, and surgical benefits</i>—same as those provided employees.</p> <p><i>Maternity benefits</i>—up to \$150.</p>	
Sept. 15, 1960 (supplemental agreement dated July 11, 1960).		<p>With the elimination of all basic rates of less than \$1.50 an hour, all workers became eligible for the maximum benefits and liable for the maximum contributions reported in earlier supplements for life insurance, accidental death and dismemberment, and sickness and accident benefits.</p>

See footnotes at end of table.

C—Related Wage Practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Insurance Benefits—Continued</i>		
<p>Dec. 15, 1963 (supplemental agreement dated Nov. 14, 1963).</p>	<p>Increased:  For employees: <i>Sickness and accident benefits</i>—to \$50.  <i>Hospital benefits</i>:  <i>Maternity benefits</i>—Maximum, to \$20 a day for 14 days plus up to \$450 for other charges.  For employees and dependents:  <i>Hospital benefits</i> (room and board)—Maximum, to \$20 a day for 120 days.  <i>Special hospital charges</i>—Maximum, to \$450.  <i>Surgical benefits</i>—Maximum, to \$350...  <i>Obstetrical benefits</i>—Maximum, to \$175.  <i>Major medical expense benefits</i>—Maximum, to \$6,000 each.</p> <p>For dependents:  <i>Hospital benefits</i>:  <i>Maternity benefits</i>—up to \$20 a day (maximum of \$200) including room and board and other charges.</p> <p>Added:  For employees and dependents:  <i>Medical benefits</i>—Doctor's services—up to \$5 a day for hospital visits by doctor, maximum 120 days.  For dependents:  <i>Supplemental income benefits</i>—\$100 a month to maximum of 24 months on death of employee.</p>	<p>Added: Available to employee receiving workmen's compensation. Benefits to be difference between workmen's compensation and weekly sickness and accident benefit.</p> <p>Decreased: Weekly employee contribution for employees only—to 60 cents (was \$1.02); for employees and dependents—to \$1.20 (was \$1.60).</p> <p>Dependents defined as wife, unmarried children over 14 days and under 19 years, and wholly dependent unmarried students under 23.</p> <p>Added: Up to \$10 a visit, maximum of \$500 a year, for charges of physician or surgeon for mental illness or functional nervous disorder while not confined to a hospital.</p> <p>Not available for pregnancies, dental X-rays or treatment, eye examinations, drugs, dressings, medicines, nursing service, occupational accidents, or sickness covered by workmen's compensation.</p> <p>Benefit continued for employee permanently and totally disabled before age 60, at no cost to employee.</p>

See footnote at end of table.

C—Related Wage Practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Retirement Benefits</i>		
July 1, 1943 -----	<p>Company-financed pensions available to employees retiring at 65 years of age or older with 2 or more years of continuous service. Monthly pensions after 20 years of service ranged upward from \$10 a month.<sup>8</sup></p> <p>Employees with less than 20 years of service to have pensions proportionately reduced.</p> <p><i>Death benefits:</i> In the event of death prior to retirement, beneficiary of employee received amount equal to premiums paid by company plus 2 percent interest.</p> <p>In the event of death within 10 years after retirement, pension to be paid to beneficiary for the remainder of 10 years.</p>	<p>Retirement plan not covered by union agreement. Special provisions for retirement at age 55. Delayed retirement at age 70, if employee was not covered by the plan until he reached age 65 or 10 years later, if covered between 55 and 59.</p>
Mar. 15, 1951 (supplement to Oct. 9, 1949 agreement dated Nov. 13, 1950).	<p>Plan changed to: Monthly pension increased to maximum of \$112.50, including Federal Social Security benefits and any retirement benefits accrued under company's old plan, for employees with 25 years' accredited service upon reaching age 65.</p> <p><i>Death benefits:</i> If employee died within 5 years after retirement, beneficiary to receive difference between retirement received and what would have been received after 5 years.</p> <p><i>Disability pensions:</i> up to \$75 monthly. Minimum of \$50 a month.</p>	<p>New plan included in union agreement.</p>
Jan. 1, 1955 (by agreement dated Nov. 6, 1954).	<p><i>Monthly pension:</i> Increased to \$140, including primary social security benefits up to a maximum of \$108.50, for employees aged 65 with 25 or more years' accredited service. Pension for 10 but less than 25 years' service proportionately lower.</p>	<p>Special provisions for retirement at age 60 with at least 25 years' service.</p> <p>Automatic retirement at age 68.</p>
Jan. 1, 1956 (by supplemental agreement dated Dec. 19, 1955).	<p>Changed to: \$1.75 a month for each year of accredited service up to 30, for employees aged 65 with at least 10 years' service, in addition to social security benefits.</p>	<p>Eligibility for disability pensions reduced from 15 to 10 years' service. Employees retired under previous normal and early retirement provisions entitled to receive \$1.75 a month for each year of service in excess of 10 but not over 30 years.</p>
May 1, 1960 (amendment of Dec. 22, 1959).	<p>Increased: <i>Normal retirement benefit</i>—\$2.25 a month for each year of credited service up to 30, for employees aged 65 with at least 10 years' service, in addition to primary social security, minus specified statutory benefits.<sup>9</sup></p>	<p>Benefits reduced by the normal amount of any other pension paid for by company.</p> <p>Provision for automatic retirement at age 68, unless company waived requirement, continued. Service beyond compulsory retirement age not credited.</p> <p>New normal benefit paid employees retired on or after Jan. 1, 1956, under previous normal or early retirement provisions; those retired prior to Jan. 1, 1956, to receive normal benefit for each year of service in excess of 10, up to 30, plus normal amount of any other pension paid for by company.</p> <p>10 years' service credited to employees retiring at age 68 or over with 5 but fewer than 10 years' service.</p> <p>Credited service (previously limited to hours paid for holidays and vacations not scheduled and not worked) broadened to include: (1) hours paid for sick leave, jury duty, and call-in time, (2) up to 2 years for absence due to compensable injury or disease, and (3) specific absences for union business.<sup>10</sup></p>

See footnotes at end of table.

C—Related Wage Practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Retirement Benefits—Continued</i>		
May 1, 1960 (amendment of Dec. 22, 1959)—Con.	<p>Changed: <i>Early retirement</i>—Employees age 60 but less than 65 with at least 15 years' credited service permitted to (a) retire at own option and elect (1) deferred monthly pension at normal rate on reaching age 65, or (2) an immediate annuity reduced by 0.6 percent<sup>11</sup> for each month under age 65 at time of early retirement; (b) retire at company option or under mutually satisfactory conditions and receive, for each year of credited service up to 30, the following monthly benefits, reduced by specified statutory benefits: * (a) \$4.50 up to age 65; (b) \$2.25 when social security becomes payable.</p> <p>Changed: <i>Disability benefits</i>—Employees totally and permanently disabled at age 45 or over with 10 or more years' credited service to receive the greater of the following monthly benefits, reduced by specified statutory benefits: * (1) \$50 or (2) \$4.50 for each year of service up to 30<sup>12</sup> until age 65 and \$2.25 for such service when social security becomes payable.</p> <p>Added: <i>Vested rights</i>—Normal benefit for each year of credited service between age 30<sup>13</sup> and date employment was terminated minus specified statutory benefits,<sup>9</sup> paid employee, at age 65, with 10 or more years' service terminated at or after age 40.</p>	<p>Monthly pensions of early retirees, rehired and subsequently retired, based on credited service before and after early retirement and reduced by 0.9 percent of the total amounts previously paid and by specified statutory benefits.<sup>9</sup> Benefits paid under option (a) (2) to be continued without change when employee reaches age 65.</p> <p>New benefits applicable to workers already rehired and those retiring in the future. Benefits available to employees disabled 6 months and after exhaustion of any weekly sickness and accident benefits received under a plan to which the company has contributed.</p> <p>Rehired workers to be credited with one of the following in lieu of any deferred pension for which they were eligible: (1) service accrued at time of initial termination, if continuous service was reinstated, or (2) service accrued at time of initial termination less service accrued before reaching age 30, if continuous service not reinstated.</p>
Jan. 1, 1964 (supplemental agreement dated Nov. 14, 1963),	<p>Increased: <i>Normal retirement benefit</i>—To \$2.50 a month for each year of credited service.</p> <p>Changed: <i>Early retirement benefit</i>—for retirement at or after age 60 at company option or under mutually satisfactory conditions, continued to be twice normal retirement benefits up to age 65, or, if before 60, to date employee became eligible for unreduced primary social security retirement or disability benefits. For retirement at own option, at or after age 55, employee could elect (1) deferred monthly pension at normal rate on reaching age 65, or (2) an immediate pension reduced by schedule of percentage adjustments for each year under age 65 at time of early retirement—maximum reduction 52 percent at age 55.<sup>14</sup> Service requirement reduced to 10 years.</p> <p><i>Disability benefits</i>—Minimum age reduced to 40 and monthly benefit increased to greater of \$75 or twice normal retirement benefits, until employee became eligible for regular social security benefits.</p>	<p>New normal benefit applicable to employees rehired under previous normal, early, or disability provisions and to past and future service of employees retiring in future.</p> <p>Added: Employee retiring under (2) could elect to receive actuarially adjusted payments, providing larger benefits before age 62 and reduced benefits on receipt of social security allowance. Employee required to make above election in writing. Credited service of early retirees subsequently rehired limited to 30 years accumulated prior to age 68.</p> <p>Eliminated: Deduction of workmen's compensation from disability pensions. Limit of 2 years' accrual of service credits for employee receiving workman's compensation.</p>

See footnotes at end of table.

C—Related Wage Practices <sup>1</sup> —Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Retirement Benefits—Continued</i>		
<p>Jan. 1, 1964 (supplemental agreement dated Nov 14, 1963)—Continued</p>	<p><i>Vested rights</i>—Deferred benefits per year of service, payable at age 65, continued to be same as normal retirement benefits. Benefits reduced to early retirement level if payments commence before age 65.<sup>14</sup></p> <p>Added: <i>Survivor's option</i>—Providing reduced benefits to employee and spouse. Employee-benefit to be actuarially reduced depending upon ages of employee and spouse. Spouse's benefit to begin after employee's death and continue for life.</p>	<p>Added: Service prior to age 30 to be credited in computing benefit.</p> <p>Continued: Rehired workers to be credited with service accrued at time of initial termination, regardless of whether continuous service record was reinstated, in lieu of any deferred pension for which eligible.</p> <p>Payments to beneficiary to continue for at least 5 years after retirement, if both employee and spouse died earlier.</p> <p>Employee required to make election in writing at least one year before retirement. Election not available to totally and permanently disabled employee.</p> <p>Election revoked if employee or spouse died before effective date of election.</p>

See footnotes at end of table.



C—Related Wage Practices <sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Extended Layoff Benefits</i>		
<p>Sept. 5, 1960 (agreement dated July 11, 1960).</p>	<p>Plan established to provide payments for workers laid off for indeterminate period, providing:</p> <p><i>Company liability:</i> Company to accrue liability at rate of \$5.20 a month per employee on active payroll (excluding employees on layoff or formal leave of absence). Maximum company liability to be computed each month by adding current month's increment to previous month's balance (after subtracting net potential charges but adding unpaid claims allowed for in earlier months), but not to exceed \$100 per employee on active payroll.</p> <p><i>Size of benefits:</i> Lump sum of \$50 to be paid for each full year of credited service up to 10 (maximum benefit \$500). Benefits to be reduced if payments to all potentially eligible employees would exceed the company's accrued maximum liability, with each eligible employee to receive amount equal to company's maximum liability for month, divided by total number of years of credited service (up to 10) of all employees laid off during month, and multiplied by the employee's years of credited service up to 10. No benefits to be paid if total payments would be less than \$25 per eligible employee.</p> <p>Benefits to be first payable when company's total liability exceeded \$20 per employee.</p> <p><i>Eligibility:</i> Employee with a full year of continuous service laid off as a result of reduction in force for indeterminate period to be eligible for benefits after a 4-week waiting period, on written application within 90 days of layoff.</p>	<p>First monthly increment of liability to be computed as of first Monday in September.</p> <p>Benefits not to be paid more than once for any year of service. Employee receiving prorated benefits and later recalled given service credit equivalent to amount by which layoff benefit was reduced.</p> <p>In event of death of eligible employee, benefit payable to legal representative or survivors.</p> <p>Benefits not payable to employee who, during waiting period, (1) was requested to report to work or (2) received, was eligible for, or claimed (a) statutory or company accident, sickness, or other disability benefits (except survivor's allowance under workmen's compensation or disability benefit) employee was eligible to receive while fully employed, or (b) unemployment or layoff benefits under an arrangement with any other employer.</p> <p>Plan contingent on obtaining Government rulings that (1) benefits provided under plan (a) did not constitute income to employee for tax purposes until paid, (b) would be reimbursable cost on Government contracts, (c) could be deducted as ordinary business expenses at time of payment for income tax purposes; and (2) no part of liability or benefit would be included in any employee's regular rate of pay. If such rulings were subsequently revoked or modified so as to be unsatisfactory to company, obligation for liability under plan was to cease and employees in the bargaining unit and on active payroll would receive a 3-cent-an-hour general wage increase, effective from the first full pay period following the plan's termination. If simultaneous payment of benefits would</p>

See footnote at end of table.

C—Related Wage Practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Extended Layoff Benefits—Continued</i>		
Sept. 5, 1960 (agreement dated July 11, 1960)—Continued		result in disqualification for or reduction in Maryland unemployment benefits, parties were to amend the plan to eliminate basis for disqualification or benefit reduction. If plan was disapproved under the Maryland Unemployment Insurance Law, a 3-cent-an-hour general wage increase for employees on active payroll would be placed into effect on Sept. 5, 1960, if disapproved by Dec. 31, 1960, or on the Monday after date of final disapproval disapproved subsequently.
Nov. 14, 1963 (agreement of same date).	<p>Increased:</p> <p><i>Company liability</i>—Baltimore and Orlando—To \$150 per employce on payroll.</p> <p><i>Size of benefits</i>—To \$75 for each full year of qualifying service up to 15 years, maximum benefit \$1,125.</p>	

See footnotes on next page.

Footnotes:

<sup>1</sup>The last item under each entry represents the most recent change. Beginning with the 1963 contract, the provisions reported in this wage chronology were the same at the company's 3 plants.

<sup>2</sup>The time bonus was computed as follows:

<i>Time worked on 2d or 3d shift</i>	<i>Time bonus</i>
1½ to 2 hours.....	¾ hours' pay
2½ to 4 hours.....	1½ hours' pay
4½ to 6 hours.....	2½ hours' pay
6½ hours or more.....	3½ hours' pay

<sup>3</sup>Premium specified was as follows: Grade I-A, 28 cents; grade I, 27 cents; grade II, 26 cents; grade III, 25 cents; grade IV, 24 cents; grades V and VI, 22 cents; grade VII, 21 cents; grade VIII, 20 cents; grade IX, 19 cents; grade X, 18 cents; grade X-C, 16 cents; beginners, 16 cents.

<sup>4</sup>During the period covered by Executive Order 9240 (Oct. 1, 1942, to Aug. 21, 1945) practices relating to premium pay for week-end and holiday work were modified when necessary to conform to that order.

<sup>5</sup>Amount of insurance available to employee depending on hourly earnings was as follows:

<i>Hourly earnings</i>	<i>Amount of insurance</i>
Through \$0.50.....	\$1,000
\$0.60 through \$0.84.....	1,500
\$0.85 through \$1.09.....	2,000
\$1.10 through \$1.49.....	2,500
\$1.50 and over.....	4,000

<sup>6</sup>Amount of insurance available to employee depending on hourly earnings was as follows:

<i>Hourly earnings</i>	<i>Amount of insurance</i>
Through \$1.09.....	\$2,000
\$1.10 through \$1.49.....	2,500
\$1.50 and over.....	4,000

<sup>7</sup>Amount of insurance available to employee, depending on hourly earnings, was as follows:

<i>Basic hourly rate</i>	<i>Amount of insurance</i>
Less than \$1.50.....	\$2,500
\$1.50 and over.....	4,000

<sup>8</sup>Amount of monthly pension depending on earnings during 12 months before coverage was as follows:

<i>Earnings, except bonus, during 12 months before coverage</i>	<i>Monthly pension</i>
\$2,400 or less.....	\$10.
\$2,400-\$3,000.....	\$15.
\$3,000-\$3,900.....	\$20.
\$3,900 or over.....	30 percent of such earnings in excess of \$3,000 divided by 12.

<sup>9</sup>Generally, statutory benefits that were deducted were those other than social security benefits, such as workmen's compensation, for which the company was taxed or required to make contributions or pay premiums.

<sup>10</sup>Credited service to be accrued at the rate of 1 year for each year of continuous service, computed to the nearest ¼ of a year for service prior to Jan. 1, 1951. For work after that date, service was to be credited at the rate of 1 full year for 1,700 or more hours worked in a calendar year and reduced ¼ of a year for each 170 hours below 1,700 to ¼ of a year's credit for 680 but less than 850 hours and ¾ for 450 but less than 680 hours. No credit provided for a year in which fewer than 450 hours were worked.

<sup>11</sup>Previously an immediate annuity was reduced 0.75 percent for each month employee was under age 65 at time of early retirement.

<sup>12</sup>Was 25.

<sup>13</sup>No benefits payable for years prior to January 1 of the year in which employee reached age 30.

<sup>14</sup>Early retirement benefits computed according to the following table:

<i>Age at retirement</i>	<i>Percentage of full pension payable (percent)</i>
65.....	100
64.....	93
63.....	86
62.....	79
61.....	72
60.....	67
59.....	62
58.....	58
57.....	54
56.....	51
55.....	48

<sup>15</sup>When the extended layoff benefit plan was negotiated in 1960, workers at the Denver plant elected to substitute a 3-cent-an-hour wage increase.



## 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.

<sup>1</sup> 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).

<sup>1</sup> Bethlehem Atlantic Shipyards, 1941-65. BLS Bulletin 1454.

<sup>2</sup> Big Four Rubber Companies, Akron and Detroit Plants, 1937-55.

<sup>2</sup> 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).

<sup>1</sup> 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).

Massachusetts Shoe Manufacturing, 1945-64. BLS Report 209 (20 cents).

<sup>1</sup> New York City Laundries, 1945-64. BLS Bulletin 1453.

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).

<sup>2</sup> Pacific Gas and Electric Co., 1943-59.

<sup>2</sup> Pacific Longshore Industry, 1934-59.

Railroads—Nonoperating Employees, 1920-62. BLS Report 208 (25 cents).

<sup>1</sup> Sinclair Oil Companies, 1941-66. BLS Bulletin 1447.

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).

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<sup>1</sup> Study in progress; price not available.

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

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