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Wage Chronology

NEW YORK CITY LAUNDRIES, 1945-64

Bulletin No. 1453



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 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 New York City laundries that have been negotiated with the Amalgamated Laundry Workers Joint Board of Greater New York (affiliated with the Amalgamated Clothing Workers of America) since 1945. The study includes material previously published as Wage Chronology No. 33, covering the period 1945-53, Supplement No. 1, covering 1953-58, and information not previously published which brings the chronology up to date through 1964.

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 1958-64 was prepared by Patricia B. Smith.

Contents

	Page
Introduction.....	1
1945-53.....	1
1953-58.....	2
1959-64.....	2
Tables:	
A—General wage changes.....	4
B—Minimum plant hourly wage rates.....	7
C—Minimum weekly guarantees, selected occupations.....	8
D—Related wage practices.....	10
Overtime pay.....	10
Shift premium pay.....	11
Premium pay for weekend work.....	11
Vacation pay.....	11
Holiday pay.....	12
Paid sick leave.....	13
Call-in pay.....	14
Down-time pay.....	14
Paid rest period.....	14
Uniform allowance.....	15
Travel-expense pay.....	15
Funeral leave.....	15
Severance pay.....	15
Health and welfare benefits.....	15
Pensions.....	17

New York City Laundries, 1945—64

Introduction

1945—53

THE Laundry Workers Joint Board of Greater New York represents 90 percent of the 23,000 employees in New York City's laundries for collective-bargaining purposes. Some two-thirds of these organized workers are women. The Joint Board, a division of the Amalgamated Clothing Workers of America (CIO), bargains for changes in wage rates and related working conditions with 14 associations representing employers in the industry.

The Amalgamated Clothing Workers became active in organizing the laundry industry in New York City as the result of a strike in March 1937 for recognition and higher wages by 1,000 laundry workers in the Brownsville section of Brooklyn. When the employers offered recognition to the strikers if they had the endorsement of the Amalgamated, a committee comprised of officials of that union and representatives of the striking employees was formed to negotiate a contract. An ACWA charter was granted the laundry workers on August 12, 1937, and the first contract with the employers, covering 100 shops, was signed on the same day. Originally the union was designated as Local 300; in June 1938, the present name was adopted. After 1 year of existence, the Joint Board had organized 90 percent of the laundry-industry workers in the area. From 1937 through 1952, no authorized strikes have been called and all disputes have been settled by arbitration.

Commercial laundries in the New York area are classified into four major divisions according to their functions, as follows: family and wholesale; linen supply and flatwork; hand; and diaper service. Family laundries offer a variety of services, including wet wash, rough dry, and finished, to individual families. The major operation of wholesale laundries, which process the work of small neighborhood hand laundries, is washing; the hand laundries sort and finish the wash. The second division is composed of linen-supply and flatwork establishments. Linen suppliers

own, launder, and rent uniforms, table and bed linen, and other items to restaurants, hotels, barber and beauty shops, industrial organizations, and similar commercial users. Flatwork establishments are relatively few in number and do not own or rent, but only launder items owned by commercial customers. Hand laundries—the third major division receive work from retail customers and sort, finish, and deliver it. Finally, diaper services own, launder, and rent diapers.

Three of the four divisions are represented by more than one association.¹ Approximately 12,500 of the union members are employed by companies in the family and wholesale division, 5,000 by linen supply and flatwork establishments, 2,000 by hand laundries, and 750 by diaper-service companies.

This chronology traces the changes in provisions affecting production and maintenance workers and the commissioned and noncommissioned drivers and their helpers employed by the Family and Wholesale, and Linen Supply and Flatwork laundry divisions. Since the chronology starts with the 1945 agreements, the provisions reported under that date do not necessarily indicate changes from prior conditions of employment.

The changes reported here relate to employees paid piece rates or commissions as well as to those paid on a straight hourly or weekly basis. Special provisions of the contracts dealing with the day-to-day administration of the incentive plans are omitted.

The current agreements, effective March 3, 1952, continue until March 1, 1955, with provision for reopenings during March 1953 and March 1954.

¹ The associations representing the employers in the various groups are as follows: *Family and Wholesale*—Family Laundryowners' Association, Laundryowners' Association of Brooklyn, Inter-Borough Laundry Board of Trade, Cash and Carry Laundry Association, Wholesale Laundry Board of Trade, and Wholesale Shirt Launderers' Association; *Linen Supply and Flatwork*—Linen Supply Institute, Towel Service Bureau and Mutual Organization; *Hand Laundries*—New York Hand Laundrymen's Association, Long Island Hand Laundry Association, Brooklyn Hand Laundrymen's Association, and United Hand Laundry Association; *Diaper Service*—Diaper Service Association. In addition, several major independent laundries and a large number of small laundries sign individual agreements with the union.

1953—58

TWO WAGE REOPENINGS were permitted by the 3-year agreements dated March 3, 1952, between the family and wholesale laundries and linen suppliers and flatwork laundries and the Laundry Workers Joint Board of Greater New York (an affiliate of the Amalgamated Clothing Workers of America).² The first reopening, to be no later than January 1953, was limited to wage rates, while the second, to be no later than January 1, 1954, and to become effective March 1 of that year, could include wages, hours, and working conditions. The one series of negotiations held under these reopening provisions took place in the fall of 1953 but did not result in agreement. In accordance with contract provisions, the matters under consideration were referred to the impartial arbitrator.

The arbitrator's award issued on December 1, 1953, for the linen supply and flatwork division increased wage rates (including minimum rates of pay), improved vacation benefits, and changed the method of computing overtime pay for non-commission routemen. The award for the family and wholesale division issued on January 21, 1954, made some changes in minimum rates but left other rates unchanged. It also established paid sick leave benefits and, like the other award, improved vacation benefits, and revised the method of computing overtime for wholesale routemen and helpers. Both awards extended the agreements to December 1, 1957, with provision for a reopening on wages no later than October 1, 1954, and for reopenings on wages, hours, or working conditions by October 1, 1955, or any subsequent year of the agreement.

No contract changes were introduced until 1956. However, in October 1954, the Amalgamated Laundry Workers Health Center was opened. Financed out of welfare fund reserves, it provided out-patient diagnostic, preventive, and therapeutic services for union members. Services of the center were extended to nonworking dependent wives of members late in 1955 and to pensioners and their spouses in April 1956.

When negotiations in the fall of 1955 did not result in an agreement, the matters in dispute were again referred to an arbitrator. The resulting awards, effective in January 1956 for both in-

dustry divisions, provided general wage increases, including increases in minimum rates, as well as improved rest periods.

The contracts were not reopened in 1956, but on November 29, 1957, the parties agreed to new contracts to extend from December 1, 1957, to December 1962. These agreements provided wage increases in January and September 1958 and in January 1960, with provision for an additional cost-of-living increment at the latter date. In addition, provision was made for a reopening on wages (if warranted by the BLS Consumer Price Index) and on contributions to the welfare fund by December 1, 1960. A further reopening on wages, hours, or working conditions is permitted by November 4, 1961. In addition to changing wage rates, the new contracts improved health and welfare benefits.

1959—64

THE 5-YEAR AGREEMENTS of December 1957, negotiated by the Amalgamated Laundry Workers Joint Board (affiliated with the Amalgamated Clothing Workers of America), provided two wage increases in 1958 for employees of New York City family and wholesale laundries and linen supply and flatwork laundries. The agreements also specified a wage increase in January 1960, supplemented by a cost-of-living increment if warranted by the Bureau of Labor Statistics' Consumer Price Index for New York City. The agreements could be reopened in 1960, to consider increases in wage rates, based on changes in the cost-of-living, and contributions to the welfare fund, and again in 1961 on wages, hours, or working conditions.

The deferred wage increase effective January 4, 1960, including the cost-of-living adjustment specified in the 1957 agreements, ranged from 5 to 10 cents for hourly paid workers and from \$3 to \$4 a week for office workers, routemen, and their helpers. Improvements in health benefits were made effective by trustees of the welfare fund on June 1, 1960.

²The Laundry Workers Joint Board of Greater New York changed its name to the Amalgamated Laundry Workers Joint Board in June 1957.

Wage rates were unchanged in the December 1, 1960, reopening. Increased employer contributions to the health and welfare fund became effective on April 3, 1961, and again on September 3, 1961, when the employers' contribution to the pension fund was also increased. Further improvements were made in the health benefits plan.

When the parties failed to agree on contract changes under the second reopening on November 4, 1961, the issues were submitted to arbitration under terms of the agreement. The arbitrator's award of January 9, 1962, provided increases of 5 to 10 cents in hourly wages and minimum guarantees, and \$3 to \$5 in the weekly pay of office workers, routemen, and their helpers. Vacation provisions were also liberalized. The award became effective on January 22, 1962, for the linen supply and flatwork division and on January 29, 1962, for the family and wholesale division.

Negotiations on the terms of a new contract in the industry began on August 21, 1962, with the union seeking a 20-percent wage increase, a reduced workweek, and improved holiday and vacation plans. Higher wage rates based on the increase in the cost of living since the date of the last increase were offered by the employers. When a stalemate in late November threatened an industrywide strike, which would have been the first in the long history of labor relations in the industry, the State Mediation Board entered the negotia-

tions. Continuous bargaining sessions resulted in a 4-year agreement on December 1, 1962, that was ratified by the workers by December 15, 1962.

The settlement, covering 16,000 employees, provided general wage increases of 15 cents an hour over a 2-year period for production workers and increased hourly and weekly wages and minimum guarantees for these workers and for engineers, maintenance men, routemen and helpers, and office workers. The workweek for all noncommission routemen was reduced to 45 hours, including a daily 1-hour lunch period, in two steps between March 4, 1963, and November 30, 1964. Family commission routemen received an additional paid holiday, and the vacation plan was liberalized. Improvements were made in the paid sick leave provisions for commission routemen in the family division. Family routemen also received paid leave in the event of death in the immediate family. Severance pay for employees displaced by new machinery was guaranteed by the agreement.

The agreement was to remain in effect until November 30, 1966, with provision for a reopening by September 1, 1965 for negotiations on wages, hours, and working conditions, or, at any time during the term of the agreement, in the event of an increase in the statutory minimum wage. The following tables bring up to date through November 1964 changes in wages and supplemental benefits.

A—General Wage Changes ¹

Effective date ²	Provision ³		Applications, exceptions, and other related matters
	Inside employees ⁴	Outside employees	
Dec. 24, 1945 (by agreement of Nov. 1, 1945). Family and wholesale division.	Production workers: 10 percent increase, averaging 7 cents an hour. Engineers and maintenance men: 10 percent increase.	Noncommission drivers and helpers: \$4 a week increase.	Increase applicable to all inside employees not to exceed 10 cents an hour. Not applicable to workers during first 4 weeks of employment.
Feb. 4, 1946 (by agreement of same date). Linen supply and flatwork division.	Production workers: 12 percent increase, averaging 8 cents an hour. Engineers and maintenance men: 12 percent increase.	Noncommission drivers: \$5 a week increase. Helpers: \$4 a week increase.	Increase applicable to all inside employees not to exceed 12 cents an hour. Not applicable to workers during first 4 weeks of employment.
Nov. 4, 1946 (by agreement of Oct. 10, 1946). Both divisions.	Production workers: 10 percent increase, averaging 7.5 cents an hour. Engineers and maintenance men: 10 percent increase in minimum hourly rates.	Noncommission drivers, helpers, etc.: 5 percent increase.	In addition, weekly hours reduced, with no loss in pay, as follows: wholesale, from 52 to 50; linen supply and flatwork, from 51 to 49; office towel, from 47 to 45. Daily lunch period included. Weekly hours reduced from 48 to 44 with no loss in pay
Nov. 1, 1948 (by arbitration award of Oct. 29, 1948). Both divisions.	Production workers: 10 percent increase, averaging 8 cents an hour. Engineers and maintenance men: 10 percent increase, maximum of 7.5 cents an hour.	Wholesale and linen-supply drivers: \$5.60 a week increase; helpers: \$4.32. Office towel drivers: \$5.10 a week increase; helpers: \$4.16.	
Dec. 4, 1950 (by agreement of same date). Linen supply and flatwork division.	Production workers: 7.5 cents an hour increase. Engineers and maintenance men: 12 cents an hour increase.	Noncommission drivers: \$5 a week increase. Helpers: \$4 a week increase.	
Dec. 18, 1950 (by agreement of same date). Family and wholesale division.	Production workers: 7.5 cents an hour increase. Engineers and maintenance men: 12 cents an hour increase.	Commission drivers: \$4 a week increase. Noncommission drivers: \$5 a week increase. Helpers: \$4 a week increase.	Guaranteed increase, for family division, calculated on basis of specified formula. Applicable to wholesale division.
March 3, 1952 (by agreement of same date). Both divisions.	Production workers: 5 cents an hour increase. Engineers and maintenance men: \$4 a week increase for engineers; \$3 for maintenance men.	Noncommission drivers: \$4 a week increase. Helpers: \$3 a week increase.	
Nov. 30, 1953 (arbitration award of Dec. 1, 1953), linen supply and flatwork division.	Production workers: 5 cents an hour increase. Engineers: 10 cents an hour increase. Maintenance men: 7.5 cents an hour increase.	Noncommission routemen (drivers) and helpers: \$4 a week increase. Commission routemen (drivers): \$3 a week increase in wages and \$4 a week increase in minimum rate.	Minimum weekly guarantee for women production workers increased by \$1.
Jan. 25, 1954 (arbitration award of Jan 21, 1954), family and wholesale division.	-----	-----	Minimum weekly guarantee for women production workers increased by \$3.
Jan. 23, 1956 (arbitration awards of Jan. 9, 1956), both divisions.	Production workers: 5 cents an hour increase. Engineers and maintenance men: 7.5 cents an hour increase.	Wholesale and linen supply and flatwork noncommission routemen and special delivery routemen, and linen supply and flatwork helpers: \$5 a week increase. Linen supply and flatwork trailer routemen: \$6 a week increase. Wholesale regular routemen's helpers: \$4 a week increase. Wholesale routemen's helpers employed by the day: \$1 a day increase.	No general wage increase for commission routemen. Minimum weekly guarantees increased: \$10 for first 17 weeks of employment of newly hired family routemen; \$2 for women production workers in linen supply and flatwork division; and \$1 for women production workers in family and wholesale division.

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date ²	Provision ³		Applications, exceptions, and other related matters
	Inside employees ⁴	Outside employees	
Jan. 6, 1958 (agreements of Dec. 1, 1957), both divisions.	Production workers: 7.5 cents an hour increase. Engineers and maintenance men: 10 cents an hour increase. Office workers: \$4 a week increase.	Noncommission routemen and helpers: \$5 a week increase.	No general wage increase for commission routemen. Family commission routemen: \$65 established as guarantee of weekly earnings, effective Feb. 2, 1958. Linen supply and flatwork commission routemen: \$5 a week increase in minimum rate. Minimum weekly guarantee for women production workers increased by \$2. In addition, agreements provided for— (a) Deferred increases as follows: Inside production workers, 5 cents an hour on Sept. 22, 1958, and 2.5 cents on Jan. 4, 1960. Engineers and maintenance men, 10 cents an hour on Sept. 22, 1958, and 5 cents on Jan. 4, 1960. Noncommission routemen and helpers, \$3 a week on Sept. 22, 1958, and \$2 a week on Jan. 4, 1960. (b) Effective Jan. 4, 1960, a cost-of-living increase equal to the percentage increase in the BLS Consumer Price Index for New York City between Nov. 15, 1958, and Nov. 15, 1959.
Sept. 22, 1958 (agreements of Dec. 1, 1957), both divisions.	Production workers: 5 cents an hour increase. Engineers and maintenance men: 10 cents an hour increase. Office workers: \$2 a week increase.	Noncommission routemen and helpers: \$3 a week increase.	No general wage increase for commission routemen, but increase in weekly guarantee of \$3 for linen supply and flatwork routemen and \$5 for family routemen. Minimum weekly guarantee for women production workers increased by \$4.
Jan. 4, 1960 (agreement dated Dec. 1, 1957), both divisions.	Production workers—5 cents and hour Engineers—10 cents an hour. Maintenance men—8 cents an hour. Office workers—\$3 a week.	Noncommission routemen—\$4 a week All routemen's helpers—\$1 a week.	No general increase for commission routemen. Minimum weekly guarantee increased by \$2 in family division and \$4 in linen supply and flatwork divisions. All increases, except for family commission routemen, included an amount in excess of the cost-of-living increment that would have resulted from the percentage rise in the BLS Consumer Price Index for New York City (1947-49=100) between Nov. 15, 1958, and Nov. 15, 1959.
Jan. 22, 1962, linen supply and flatwork division, and Jan. 29, 1962, family and wholesale divisions (arbitration award dated Jan. 9, 1962).	Production workers—5 cents an hour Engineers—10 cents an hour. Maintenance men—7½ cents an hour. Office workers—\$3 a week.	Noncommission and special delivery routemen—\$5 a week. Commission routemen linen supply and flatwork—\$3 a week. All routemen's helpers—\$4 a week.	Minimum weekly guarantees increased by \$6 for noncommission and special delivery routemen and linen supply and flatwork commission routemen and by \$8 for family commission routemen. Minimum weekly guarantee for women production workers increased by \$2 in linen supply and flatwork division, and \$1 in the family and wholesale division, except inexperienced workers for first 30 days.
Dec. 3, 1962 (agreement dated Dec. 1, 1962), both divisions.	Production workers—5 cents an hour Engineers and maintenance men—10 cents an hour. Office workers—\$3 a week.	Noncommission routemen (except trailer routemen in linen supply and flatwork division) and helpers—\$4 a week. Trailer routemen, linen supply and flatwork division—\$5 a week. Commission routemen, linen supply and flatwork division—\$3 a week in base pay.	Minimum weekly guarantee for women production workers increased by \$2. In addition, agreements provided for deferred increases, effective Dec. 2, 1963, and Nov. 30, 1964.

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date ²	Provision ³		Applications, exceptions, and other related matters ⁴
	Inside employees ⁴	Outside employees	
Mar. 4, 1963 (agreement dated Dec. 1, 1962), linen supply and flatwork division.		<p><i>Increases for:</i></p> <p>Noncommission routemen and helpers in linen supply and flatwork division—2.2 percent.</p>	Amount necessary to maintain weekly earnings when workweek was reduced from 47 to 46 hours.
Dec. 2, 1963 (agreement dated Dec. 1, 1962), both divisions,	<p>Production workers, engineers, and maintenance men—5 cents an hour.</p> <p>Office workers—\$3 a week.</p>	<p><i>Increases for:</i></p> <p>Noncommission routemen and all helpers in linen supply and flatwork division—\$2 a week.</p> <p>Trailer routemen—\$2.50 a week.</p> <p>Commission routemen, linen supply and flatwork division—\$1.50 a week in base pay.</p> <p>Noncommission routemen and helpers in both divisions—2.2 percent.</p>	<p>Deferred increases.</p> <p>Minimum weekly guarantee for women production workers increased by \$1.</p> <p>Amount necessary to maintain weekly earnings when workweek was reduced from 46 to 45 hours in linen supply and flatwork division, and from 47 to 46 in family and wholesale division.</p>
Nov. 30, 1964 (agreement dated Dec. 1, 1962), both divisions.	<p>Production workers—5 cents an hour.</p> <p>Engineers and maintenance men—10 cents an hour.</p> <p>Office workers—\$3 a week.</p>	<p><i>Increases for:</i></p> <p>Noncommission routemen and helpers in family and wholesale division—\$4 a week; in linen supply and flatwork division (except trailer routemen), and all helpers—\$2 a week.</p> <p>Trailer routemen—\$2.50 a week.</p> <p>Commission routemen, linen supply and flatwork division—\$1.50 a week in base pay.</p> <p>Noncommission routemen and helpers in family and wholesale division—2.2 percent.</p>	<p>Deferred increase.</p> <p>Minimum weekly guarantee for women production workers increased by \$1.</p> <p>Amount necessary to maintain weekly earnings when workweek was reduced from 46 to 45 hours.</p>

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 and minor adjustments in wage structure (such as changes in classification and incentive rates) that do not have an immediate effect on the general plant wage level.

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

² Previous increases were:

Oct. 1937—Wholesale and family division, 10 percent but not more than \$3 a week.

1937—Linen supply and flatwork division, inside workers: 10 percent increase, with maximum of \$2 a week; outside workers: 10 percent increase, with maximum of \$3 a week except office towel service, where increase was 10 percent with no maximum stipulated.

Nov. 1941—Wholesale and family division, 10 percent increase for women;

10 percent increase for men production workers and in addition, weekly hours reduced from 48 to 44 with no loss in pay; \$6 a week increase for noncommission drivers; varying increases for commission drivers.

Feb. 1942—Weekly hours for men inside workers reduced from 46 to 44 with no loss in pay. In addition, \$4 a week increase for washers; \$3 for other washroom workers; 5 to 6 cents an hour for other inside workers. \$5 a week increase for drivers; \$4 for helpers.

Nov. 1942—Both divisions, 3 to 7 cents an hour increase for inside workers and noncommission drivers and helpers; \$2 a week for commission drivers if their earnings had not increased that much in a given period.

Sept. 1943—Both divisions, 4 to 6.5 cents an hour increase.

June 1945—Both divisions, 3 cents an hour increase, except those earning 51 cents an hour (4 cents) and those earning 50 cents an hour (5 cents). This established a 55-cent minimum hourly rate.

³ Unless otherwise stated, changes in provisions applied to both wages and minimum rates.

⁴ Inside employees include piece- and time-rated production workers, engineers, and maintenance men.

B—Minimum Plant Hourly Wage Rates ¹

Effective date	Minimum hourly rates		Effective date	Minimum hourly rates	
	Family and wholesale division	Linen supply and flatwork division		Family and wholesale division	Linen supply and flatwork division
Dec. 24, 1945-----	\$0.605	-	Jan. 23, 1956-----	\$0.900	\$0.950
Feb. 4, 1946-----	-	\$0.620	Jan. 6, 1958-----	.975	1.025
Nov. 4, 1946-----	.665	.680	Sept. 22, 1958-----	1.025	1.075
Nov. 1, 1948-----	.730	.750	Jan. 4, 1960-----	² 1.075	² 1.125
Feb. 1, 1950-----	.750	.750	Jan. 22, 1962-----	-	1.200
Dec. 4, 1950-----	-	.825	Jan. 29, 1962-----	1.150	-
Dec. 18, 1950-----	.825	-	Dec. 3, 1962-----	1.250	1.275
Mar. 3, 1952-----	.850	.850	Dec. 2, 1963-----	1.300	1.325
Nov. 30, 1953-----	-	.900	Nov. 30, 1964-----	1.350	1.375

¹ Minimum plant wage rates effective Dec. 24, 1945, through Mar. 3, 1952, applied after the first 3 months of employment.

The minimum plant rates effective Nov. 30, 1953, through Jan. 29, 1962, applied after the first month of employment for employees with 3 months or more of experience in the industry, and after 3 months of employment for other employees. Effective Dec. 3, 1962, the rates applied only to inexperienced workers for the first 2 months of employment.

² The 5-cent increase included an amount in excess of the cost-of-living increment that would have resulted from the percentage increase in the BLS Consumer Price Index for New York City (1947-49=100) between Nov. 15, 1958, and Nov. 15, 1959, as provided in the December 1957 agreements.

C—Minimum Weekly Guarantees, Selected Occupations

Occupation	December 1945	February 1946	July 1947		February 1950		December 1950		March 1952	
	Family and wholesale	Linen supply and flatwork	Family and wholesale	Linen supply and flatwork	Family and wholesale	Linen supply and flatwork	Family and wholesale	Linen supply and flatwork	Family and wholesale	Linen supply and flatwork
<i>Inside employees</i>										
Production workers:										
Men	40 hours	40 hours								
Women	\$24.20	\$24.80	\$25.25	\$25.80	\$26.50	\$28.00	\$28.00	\$30.00	\$29.00	\$33.00
<i>Outside employees</i>										
Linen supply and flatwork:										
Routemen, noncommission		52.82		52.82		61.00		66.00		70.00
Helpers		41.14		41.14		47.50		51.50		54.50
Special delivery routemen		42.14		42.14		48.60		53.60		57.60
Routemen, commission		52.82		52.82		61.00		66.00		70.00
Office towel:										
Routemen, noncommission		48.56		48.56		56.10		61.10		65.10
Helpers		39.58		39.58		45.80		49.80		52.80
Special delivery routemen		41.58		41.58		48.10		53.10		57.10
Wholesale:										
Drivers, noncommission	50.85		50.85		58.70		63.70		67.70	
Helpers	37.40		37.40		43.20		47.20		50.20	
Special delivery drivers	42.20		42.20		48.70		53.70		57.70	
Family:										
Drivers, commission	1 2 40.00		1 2 40.00		1 2 40.00		1 50.00 2 40.00		1 50.00 2 44.00	
					Jan. 25, 1954	Nov. 30, 1953	Jan. 23, 1956		Jan. 6, 1958	
					Family and wholesale	Linen supply and flatwork	Family and wholesale	Linen supply and flatwork	Family and wholesale	Linen supply and flatwork
INSIDE EMPLOYEES										
Production workers:										
Men					40 hours' work.	40 hours' work.	40 hours' work.	40 hours' work.	40 hours' work.	40 hours' work.
Women					\$32.00	\$34.00	\$33.00	\$36.00	\$35.00	\$38.00
Officeworkers									3 40.00	3 40.00
OUTSIDE EMPLOYEES										
Linen supply and flatwork: 4										
Routemen, noncommission						74.00		79.00		84.00
Helpers						58.50		63.50		68.50
Special delivery routemen						61.60		66.60		71.60
Routemen, commission						74.00		79.00		84.00
Office towel: 4										
Routemen, noncommission						69.10		74.10		79.10
Helpers						56.80		61.80		66.80
Special delivery routemen						61.10		66.10		71.10
Wholesale:										
Routemen (drivers), non-commission					67.70		72.70		77.70	
Helpers					50.20		54.20		59.20	
Special delivery routemen (drivers)					67.70		62.70		67.70	
Family:										
Routemen (drivers), commission					1 60.00 2 44.00		1 60.00 2 44.00		5 65.00	

See footnotes at end of table.

C—Minimum Weekly Guarantees, Selected Occupations—Continued

Occupation	Sept. 22, 1953		Jan. 4, 1960 ⁶		Jan. 29, 1962	Jan. 22, 1962	Dec. 3, 1962		Dec. 2, 1963		Nov. 30, 1964	
	Family and whole-sale	Linen supply and flatwork	Family and whole-sale	Linen supply and flatwork	Family and whole-sale	Linen supply and flatwork	Family and whole-sale	Linen supply and flatwork	Family and whole-sale	Linen supply and flatwork	Family and whole-sale	Linen supply and flatwork
INSIDE EMPLOYEES												
Production workers:												
Men.....	40	40	40	40	40	40	40	40	40	40	40	40
	hours' work.	hours' work.	hours' work.	hours' work.	hours' work.	hours' work.	hours' work.	hours' work.	hours' work.	hours' work.	hours' work.	hours' work.
Women.....	\$39.00	\$42.00	\$39.00	\$42.00	\$42.00	\$46.00	\$44.00	\$48.00	\$45.00	\$49.00	\$46.00	\$60.00
Office workers.....	42.00	42.00	45.00	45.00	48.00	48.00	53.00	53.00	58.00	58.00	63.00	63.00
OUTSIDE EMPLOYEES												
Linen supply and flatwork: ⁴												
Routemen, noncommission.....												
		87.00		91.00		97.00		101.00		103.00		105.00
Helpers.....		71.00		75.50		78.50		82.50		84.50		86.50
Special delivery routemen.....												
		74.00		78.00		84.00		88.00		90.00		92.00
Routemen, commission.....		87.00		91.00		97.00		101.00		103.00		105.00
Office towel: ⁴												
Routemen, noncommission.....												
		82.10		86.10		92.10		96.10		98.10		100.10
Helpers.....		69.80		73.80		76.80		80.80		82.80		84.80
Special delivery routemen.....												
		74.10		78.10		84.10		88.10		90.10		92.10
Wholesale:												
Routemen (drivers), non-commission.....												
	80.70		84.70		90.70		94.70		94.70		98.70	
Helpers.....	62.20		66.20		69.20		73.20		73.20		77.20	
Special delivery routemen (drivers).....												
	70.70		74.70		80.70		84.70		84.70		88.70	
Family:												
Routemen (drivers), commission ⁵												
	70.00		72.00		80.00		80.00		80.00		80.00	
							770.00		772.50		775.00	

¹ Effective for first 17 weeks of employment.

² Effective during July and August of each year.

³ Rates for officeworkers added to contract at this time, although these workers were previously covered by the agreement.

⁴ Rates apply after 30 days for employees with prior experience in the industry and after 90 days for inexperienced employees.

⁵ Effective Feb. 2, 1958, a year-round guarantee of \$65 a week was extended to all family commission routemen, applicable to earnings averaged over a 6-month interval.

⁶ Except for family commission routemen, the rates include an amount in excess of the cost-of-living increment prescribed in the December 1957 agreements.

⁷ Effective Dec. 3, 1962, an additional weekly guarantee was extended to family commission routemen during the industry's traditionally low earnings months of July and August to supplement the year-round guarantee.

D—Related Wage Practices

Effective date	Provision		
<i>Overtime Pay</i>			
	Inside employees	Outside employees	
		Family and wholesale	Linen supply and flatwork
Nov. 1, 1945 (Family and wholesale division).	<p>All employees: Time and one-half for work in excess of 11 hours on scheduled long days.¹ Work schedule limited to 2 long days a week.</p> <p>Production employees: Time and one-half for work in excess of 44 hours a week for women and 46 hours for men.</p> <p>Engineers and maintenance men: Time and one-half for work in excess of 50 hours a week.</p>	Wholesale: Time and one-half for work in excess of 12 hours on long days or 52 hours a week.	Office towel: Time and one-half for work in excess of 12 hours on long days or 48 hours a week, including a daily lunch period.
Feb. 4, 1946 (Linen supply and flatwork division).			
Nov. 1, 1946 (Both divisions).	<p>Changed to—</p> <p>Production employees: Time and one-half for work in excess of 40 hours a week for women, 42 hours for men.</p> <p>Engineers and maintenance men: Time and one-half for work in excess of 44 hours a week.</p>	<p>Changed to—</p> <p>Wholesale: Time and one-half for work in excess of 50 hours a week.</p>	<p>Changed to—</p> <p>Office towel: Time and one-half for work in excess of 44 hours a week, including a daily lunch period.</p> <p>Linen supply: Time and one-half for work in excess of 49 hours a week, including a daily lunch period.</p>
Nov. 1, 1947 (Family and wholesale division).	<p>Changed to—</p> <p>Production employees: Time and one-half for work in excess of 40 hours a week for men and women.</p> <p>Engineers and maintenance men: Time and one-half for work in excess of 42 hours a week.</p>	Wholesale: Time and one-half for work in excess of 48 hours a week, including a daily lunch period.	
Feb. 2, 1948 (Linen supply and flatwork division).			<p>Changed to—</p> <p>Office towel: Time and one-half for work in excess of 43 hours a week, including a daily lunch period.</p> <p>Linen and flatwork: Time and one-half for work in excess of 47 hours a week, including a daily lunch period.</p>
Feb. 1, 1950 (Both divisions).		<p>Changed to—</p> <p>All employees: Time and one-half for work in excess of 11 hours on long days. Work schedule limited to 2 long days a week.</p>	<p>Changed to—</p> <p>All employees: Time and one-half for work in excess of 11 hours on long days. Work schedule limited to 1 long day a week.</p>
Feb. 5, 1951 (Both divisions).	<p>Changed to—</p> <p>All employees: Time and one-half for work in excess of 10 hours on long days.</p>		
Jan. 25, 1954 (arbitration of award of Jan. 21, 1954), family and wholesale division.			
Nov. 30, 1953 (arbitration award of Dec. 1, 1953), linen supply and flatwork division.		<p>Changed to—All noncommission employees: Time and one-half for work in excess of 47 hours a week, including a daily 1-hour lunch period; overtime rate computed on basis of 42-hour week.</p>	<p>Changed to—All noncommission employees except office towel service: Time and one-half for work in excess of 47 hours a week, including a daily 1-hour lunch period; overtime rate to be computed on basis of 42-hour week. Office towel employees: Time and one-half for work in excess of 43 hours a week; overtime rate computed on basis of 38-hour week.</p>
Dec. 1, 1957 (agreements of same date), both divisions.	<p>Holiday to be considered as time worked in computing overtime.</p>	Same	Same.
Mar. 4, 1963 (agreement dated Dec. 1, 1962).			<p>Changed: Noncommission routemen and helpers, excluding office towel—Time and one-half for work in excess of 46 hours a week, including daily 1-hour lunch period; overtime rate computed on basis of 41-hour week.</p>
Dec. 2, 1963 (agreement dated Dec. 1, 1962).		<p>Changed: Noncommission employees—Time and one-half for work in excess of 46 hours a week, including a daily 1-hour lunch period; overtime rate computed on basis of 41-hour week.</p>	<p>Changed: Noncommission routemen and helpers, excluding office towel—Time and one-half for work in excess of 45 hours a week, including daily 1-hour lunch period; overtime rate computed on basis of 40-hour week.</p>
Nov. 30, 1964 (agreement dated Dec. 1, 1962).		<p>Changed: Noncommission employees—Time and one-half for work in excess of 45 hours a week, including a daily 1-hour lunch period; overtime rate computed on basis of 40-hour week.</p>	

See footnote at end of table.

D—Related Wage Practices—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Family and wholesale	Linen supply and flatwork	
<i>Shift Premium Pay</i>			
Feb. 4, 1946 (Linen supply and flatwork division).	All employees: No provision for shift premium pay.	All inside employees: 5 percent premium pay for work before midnight, 10 percent for work after midnight.	Premium pay for individual employees not working on an established shift was negotiated by parties. When agreement could not be reached, the matter was submitted to arbitration.
Mar. 2, 1952 (agreement of same date).	Correction: Inside employees 5 percent premium pay for work before midnight, 10 percent for work after midnight.		Premium pay for individual employees regularly on night work for which no additional shift had been established to be negotiated by parties.
Dec. 1, 1962 (agreement of same date), both divisions.			Added: Shift defined to include time worked by one employee or more.
<i>Premium Pay for Weekend Work</i>			
Nov. 1, 1945 (Family and wholesale division); Feb. 4, 1946 (Linen supply and flatwork division).	All employees: Time and one-half for work on Saturday and Sunday as such.....		Except as otherwise agreed upon by parties.
<i>Vacation Pay</i>			
Nov. 1, 1945 (Family and wholesale division); Feb. 4, 1946 (Linen supply and flatwork division).	All employees: One week's vacation with pay after one and less than five years' continuous service; two weeks after five years' continuous service.		Vacation pay for inside employees to equal average weekly earnings during months of October through March preceding vacation. Noncommissioned drivers paid regular weekly rate. Linen supply commissioned drivers paid average earnings on route during 26 weeks preceding vacation. Family commissioned drivers paid earnings of route during vacation period. To be eligible for vacation pay, employee must not have been absent from job without reasonable excuse for more than 135 hours during year.
Feb. 1, 1950 (Linen supply and flatwork division).		Changed to— All employees: Two weeks' vacation with pay after 4 years of continuous service.	
Jan. 25, 1954 (arbitration award of Jan. 21, 1954), family and wholesale division.			
Nov. 30, 1953 (arbitration award of Dec. 1, 1953), linen supply and flatwork division.	Changed to—All employees: 1 week's vacation with pay for 1 but less than 4 years' continuous service and 2 weeks after 4 or more years' service.	Changed to—All employees: 1 week's vacation with pay for 1 but less than 3 years' continuous service and 2 weeks after 3 or more years' service.	
Dec. 1, 1957 (agreements of same date), both divisions.			Added—All employees: Pro rata vacation pay for employees with 1 or more years' service upon termination of employment. Vacation pay for inside employees no less than minimum weekly guarantee; and for routemen, their helpers, and office employees to be based on regular pay for full workweek.

D—Related Wage Practices—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Family and wholesale	Linen supply and flatwork	
Vacation Pay—Continued			
Jan. 22, 1962, linen supply and flatwork division, and Jan. 29, 1962, family and wholesale division (arbitration award dated Jan. 9, 1962).	Added: All employees—3 weeks of vacation with pay for 15 years or more of continuous service.		
Dec. 3, 1962 (agreement dated Dec. 1, 1962).	-----	Changed: routemen and helpers—3 weeks of vacation with pay for 13 years or more of continuous service.	
Dec. 2, 1963 (agreement dated Dec. 1, 1962).	Changed: All employees: 3 weeks of vacation with pay for 13 years or more of continuous service.	Changed: Inside employees—3 weeks of vacation with pay for 13 years or more of continuous service; routemen and helpers—3 weeks for 12 years or more of continuous service.	
Holiday Pay			
Nov. 1, 1945 (Family and wholesale division); Feb. 4, 1946 (Linen supply and flatwork division).	5 holidays for which employees not required to work were paid as follows: Inside hourly workers: Straight-time rate times hours scheduled on same day in week preceding holiday; Inside piece workers: Average straight-time daily earnings for days worked during week of holiday; All workers paid by the week: Regular weekly salary, without deduction for the holiday; Commission drivers: \$7 for the day. Inside employees: Double time and one-half (total) for work on a holiday if no make-up time was worked. ² Double time (total) for holiday or Sunday work if make-up time was worked during week or Saturday. Time and one-half for holiday make-up work during the week or on Saturday. Commission drivers: \$5 flat sum paid for Saturday make-up time during a holiday week.	7 holidays for which employees not required to work were paid as follows: Commission drivers: Paid amount earned on same day of week preceding holiday. Inside employees: Double time and one-half (total) for work on holiday if no make-up time was worked. ² Double time and one-half (total) for holiday or Sunday work in a 5-day plant if make-up time was worked during week or Saturday; double time (total) in a 6-day plant. Time and one-half for holiday make-up work during the week and on Saturday preceding and succeeding a holiday. Outside employees: Full day's pay in addition to weekly wages for make-up work.	Paid holidays for family and wholesale division were: New Year's Day, July 4, Labor Day, Thanksgiving and Christmas. Decoration Day was an unpaid holiday. Paid holidays for linen supply and flatwork division were same as those above plus Decoration Day and Washington's Birthday. Family and wholesale: Double time for work on Decoration Day, and time and one-half for make-up time required by time lost on this holiday. Linen supply and flatwork: Provision to be effective until Nov. 1, 1946. After that, full day's pay in addition to weekly wages for first 6 hours or fraction thereof, then time and one-half.
July 24, 1947 (Family and wholesale division).	Added— All employees: One paid holiday (total 6)	-----	Holiday added was Decoration Day.
Feb. 1, 1950 (Both divisions).	Changed to— Inside employees: Holiday pay for piece workers to equal average straight-time daily earnings during week preceding holiday week. Double-time rate (total) paid for work on holiday or Sunday preceding or succeeding the holiday when make-up time was worked during the week. Double time and one-half (total) paid for work on holiday or Sunday preceding or succeeding holiday when make-up time was not worked.		Employees paid for holidays regardless of whether they fell on scheduled workday. When holiday occurred during vacation period, employee paid for holiday in addition to vacation pay.
Mar. 3, 1952 (Both divisions).	Changed to— Double time and one-half (total) for work on a holiday or a Sunday preceding or succeeding a holiday when make-up time was not worked. Double time (total) for work on a holiday or Sunday preceding or succeeding a holiday when make-up time was worked during the week or on Saturday. Time and one-half (total) for holiday make-up time during the week or on Saturday.	Changed to— Inside employees: Double time and one-half (total) for work on a holiday or on a Sunday preceding or succeeding a holiday if no make-up time was worked and for make-up work during the week in a 6-day plant or for make-up work during the week or on Saturday in a 5-day plant. Outside employees: Full day's pay and time and one-half after 6 hours paid to 6-day plant employee for Saturday or day-off make-up time.	

See footnote at end of table.

D—Related Wage Practices—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Family and wholesale	Linen supply and flatwork	

Holiday Pay—Continued

Jan. 23, 1956 (arbitration award of Jan. 9, 1956), both divisions.	Added—All employees: 8 hours' pay for holidays falling on Saturday. Changed to—Inside employees: Holiday pay for pieceworkers to be based on earnings during workweek in which the holiday occurred divided by number of days worked during week.		Holiday was Washington's Birthday.
Dec. 1, 1957 (agreements of same date), both divisions.	Changed to—Inside employees: Time and one-half for makeup work during the week and on Saturday of holiday week; double time (total) for work on paid holiday if makeup performed in week or on Saturday; and double time and one-half (total) for work on holiday or Sunday if no makeup during week or on Saturday.		
	Commission drivers: Increased to flat sum of \$10 for the holiday and \$7 for Saturday makeup time during holiday week.		
Dec. 3, 1962 (agreement dated Dec. 1, 1962).	Added: Commission routemen—1 paid holiday (total—7). Increased: Commission drivers—pay for Saturday makeup time during holiday week—to \$10.		
Dec. 2, 1963 (agreement dated Dec. 1, 1962).		Added: Routemen and helpers—1 day off with pay each year in other than a holiday week or vacation period.	

Paid Sick Leave

Feb. 4, 1946 (Linen supply and flatwork division).	All employees: No provision for sick-leave pay.	All employees: 5 days' sick leave for employees with one or more years of service.	Unused sick leave could be used as additional vacation with pay, unless employee was already entitled to full 2 weeks' vacation. In that case employer had option of granting additional vacation with pay or paying for unused sick leave.
Jan. 25, 1954 (arbitration award of Jan. 21, 1954), family and wholesale division.	Established—All employees: 5 days' sick leave for employees with 1 or more years of service.		Unused sick leave to be used as additional vacation time or paid for in cash, at employer's option.
Dec. 1, 1957 (agreements of same date), both divisions.	Added—All employees: pro rata sick leave pay for employees with 1 or more years of service upon termination of employment.	Added—All employees: Pro rata sick leave pay for employees with 1 or more years of service upon termination of employment.	Family and wholesale: (1) No employee to be required to take time off in lieu of payment for accumulated sick leave. (2) Payment for sick leave for inside employees to be on same basis as vacation pay; for routemen, on the basis of the average earnings for 52 weeks.

D—Related Wage Practices—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Family and wholesale division	Linen supply and flatwork division	
<i>Paid Sick Leave—Continued</i>			
Dec. 31, 1958 (agreement dated Dec. 1, 1957).	Correction: 5 days of sick leave cumulative annually for employee with at least 2 years of service on Dec. 31, 1958, or for employee hired thereafter on second anniversary date of employment.		Added: Family commission routemen with 1 year or more service—Earnings reduction in case of absence for illness limited to \$7 a day (weekly guarantee \$70) for first 5 days of absence in year.
Dec. 3, 1962 (agreement dated Dec. 1, 1962), family and wholesale division.			Added: Family commission routemen with 5 years or more of service—Earnings reduction in case of absence for illness limited to \$7 a day (weekly guarantee—\$80) for first 7 days of absence in year.
Dec. 2, 1963 (agreement dated Dec. 1, 1962), family and wholesale division.			Increased: Family commission routemen with 5 years or more of service—Earnings reduction in case of absence for illness extended to first 8 days of absence in year.
Nov. 30, 1964 (agreement dated Dec. 1, 1962), family and wholesale division.			Increased: Family commission routemen with 5 years or more of service—Earnings reduction in case of absence for illness, extended to first 10 days of absence in year.
<i>Call-In Pay</i>			
Nov. 1, 1945 (Family and wholesale division); Feb. 4, 1946 (Linen supply and flatwork division).	Engineers and maintenance men: Minimum of 4 hours' pay guaranteed at double-time for emergency work on Sunday. Other employees: No provision for call-in pay.		Double time paid for actual hours worked when called in on Sunday for purpose of heating plant.
<i>Down-Time Pay</i>			
Nov. 1, 1945 (Family and wholesale division); Feb. 4, 1946 (Linen supply and flatwork division).	Inside employees: Regular rates paid for all waiting time caused by machinery breakdowns. Other employees: No provision for down-time pay.		Applied to all inside employees requested to remain in plant after breakdown.
<i>Paid Rest Period</i>			
Nov. 1, 1945 (Family and wholesale division); Feb. 4, 1946 (Linen supply and flatwork division).	Inside employees: One daily 15-minute paid rest period provided during months of July and August. Other employees: No paid rest period provision.		Not applicable to employees working less than 5 hours a day.

D—Related Wage Practices—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Family and wholesale	Linen supply and flatwork	
<i>Paid Rest Period—Continued</i>			
Jan. 23, 1936 (arbitration awards of Jan. 9, 1936), both divisions.	Changed to—Inside employees: Daily summer rest period extended. New period to be from June 15 to Sept. 15 of each year.		
<i>Uniform Allowance</i>			
Nov. 1, 1945 (Family and wholesale division); Feb. 4, 1946 (Linen supply and flatwork division).	Outside employees: Minimum of 50 percent of cost and maintenance of uniforms paid by employers. Other employees: No uniform allowance provision.	Outside employees: Full cost and maintenance of uniforms paid by employers. Other employees: No uniform allowance provision.	
<i>Travel-Expense Pay</i>			
Nov. 1, 1945 (Family and wholesale division); Feb. 4, 1946 (Linen supply and flatwork division).	All employees: In the event the plant was moved to a location beyond the 10-cent travel-fare radius, additional travel expense paid by employer.		
<i>Funeral Leave</i>			
Dec. 3, 1962 (agreement dated Dec. 1, 1962).	Established: Family route man received 3 days of paid leave in the event of death in family.	-----	Family defined as mother, father, wife, or child.
<i>Severance Pay</i>			
Mar. 3, 1962 (agreement of same date).	In effect: Arbitrator to determine if severance pay was due, and its amount, if employees are displaced by installation of new machinery and not provided equivalent employment.		
Dec. 3, 1962 (agreement dated Dec. 1, 1962).	Changed: Arbitrator to determine only the amount of severance pay due employees displaced by installation of new machinery.		
<i>Health and Welfare Benefits (Revised)—Both Divisions</i>			
Nov. 10, 1941.....	Established: Noncontributory group insurance plan for employees with minimum of 6 months of service.		Employer paid 1 percent of payroll into trust fund administered by union-appointed trustees.
July 1, 1942 (agreement dated Feb. 1, 1942).	Plan provided— <i>Life insurance</i> —\$100. <i>Sickness and accident disability benefits</i> —All workers: \$6 a week for up to 13 weeks, beginning on 8th day of sickness and 1st day of accident. <i>Maternity benefits</i> —\$25 for normal delivery.		
Nov. 1, 1943.....	Increased: <i>Life insurance</i> —to \$250. <i>Sickness and accident disability benefits</i> —All workers—to \$8 a week. <i>Maternity benefits</i> —to \$57 for normal delivery.		

D—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Health and Welfare Benefits (Revised)—Both Divisions—Continued</i>		
Jan. 2, 1946		Fund to be administered jointly by employer and union representatives.
Feb. 15, 1946	Increased: <i>Life insurance</i> —To \$500. Changed: <i>Sickness and accident disability benefits</i> —\$8 a week for women, \$12 a week for men. Added: <i>Daily hospital benefits</i> —\$3 for up to 31 days. <i>Special hospital expenses</i> —Up to \$15 for any one disability.	Increased: Employer contribution to fund to 2 percent of payroll.
Aug. 1, 1946		Life insurance coverage extended for successive periods for totally or permanently disabled employee.
Oct. 1, 1947	Increased: <i>Daily hospital benefits</i> —To \$5. <i>Special hospital expenses</i> —To \$25.	
July 1, 1948	Increased: <i>Sickness and accident disability benefits</i> —To \$10 a week for women, \$15 a week for men. <i>Daily hospital benefits</i> —To \$6. <i>Special hospital expenses</i> —To \$30. Reduced: <i>Maternity benefits</i> —To \$50 for normal delivery. Added: <i>Surgical benefits</i> —Up to \$150.	
Jan. 1, 1950	Increased: <i>Special hospital expenses</i> —To \$50.	
July 1, 1950	Changed: <i>Sickness and accident disability benefits</i> —To one-half of average weekly wage earned in 8 weeks prior to disability—minimum \$10, maximum \$26 a week, up to 13 weeks.	Applicable to men and women.
Dec. 1, 1950	Increased: <i>Sickness and accident benefits</i> —Maximum to \$50 a week.	
Apr. 1, 1951		Added: \$500 paid-up life insurance to retirees. Hospital and surgical coverage provided during first year of retirement.
Oct. 1, 1954	Established: <i>Medical benefits</i> —Patients provided free diagnostic, therapeutic, and preventive medical care at Amalgamated Laundry Workers Health Center.	
Nov. 1, 1955	Added: <i>Medical benefits</i> —Health Center care extended to dependent unemployed wives of employees.	
Mar. 29, 1956		Added: <i>Medical benefits</i> —Health Center care extended to retirees.
Apr. 2, 1956	Increased: <i>Life insurance</i> —To \$1 000. <i>Daily hospital benefits</i> —To \$9. <i>Surgical benefits</i> —Up to \$200.	
July 1, 1956	Added: <i>Sickness and accident disability benefits</i> —Specific minimum amounts payable above the \$10 minimum. ³	
Aug. 30, 1956		Added: <i>Medical benefits</i> —Health Center care extended to retiree's spouse.
July 1, 1957	Increased: <i>Sickness and accident disability benefits</i> —Minimum amounts to vary with weekly pay. ⁴	
Feb. 1, 1958	Added: <i>Hospitalization, surgical and maternity benefits</i> —Extended to dependent unemployed spouses.	Changed: Benefits extended to retiree's dependents for 1 year after retirement. These, as well as weekly sickness and accident benefits, also extended to retiree during any period in which earnings in the industry made him ineligible for retirement benefits.
June 1, 1958	Changed: <i>Surgical and sickness and accident benefits</i> —Eligibility requirement to 4 weeks as a covered employee.	
Sept. 22, 1958	Changed: <i>Life insurance</i> —For employees with 3 years of covered employment: \$2,000 for workers earning \$2,500 but less than \$3,900 during preceding calendar year and \$3,000 for employees earning \$3,900 or more.	\$1,000 life insurance continued for employees earning less than \$2 500 during preceding calendar year or with less than 3 years of covered employment. Work as a covered employee in each of 40 weeks during a calendar year constituted 1 year of covered employment. Amount of life insurance adjusted on basis of annual earnings prior to Sept. 22, 1958, and annually thereafter to January 1. After 10 years of covered employment, amount of insurance in effect could not be reduced by a subsequent reduction in earnings. Face value of life insurance continued during first 6 months of retirement.

See footnotes at end of table.

D—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Health and Welfare Benefits (Revised)—Both Divisions—Continued</i>		
June 1, 1960.....	Increased: <i>Daily hospital benefits</i> —To \$13. <i>Maternity benefits</i> —To \$75 for normal delivery.	
Apr. 3, 1961.....		Increased: Employer contribution to fund to 2.75 percent of payroll; deferred increase effective Sept. 3, 1961.
July 1, 1961.....	Changed: <i>Daily hospital benefits</i> —To \$16 to \$29 depending on average weekly earnings. ⁵ Increased: <i>Special hospital expenses</i> —To \$75. <i>Maternity benefits</i> —To \$100 for normal delivery.	Added: <i>Hospitalization, surgical, and maternity benefits</i> —extended to dependent children through age 18.
Sept. 3, 1961.....		Increased: Employer contribution to fund to 2.84 percent of payroll.
<i>Pensions (Revised)—Both Divisions</i>		
Apr. 1, 1951.....	Noncontributory plan established to provide employees, at age 65, with 20 years of continuous service in the industry and 10 years of continuous membership in the union, with annuity of \$25 a month, exclusive of Social Security benefits.	Plan established through negotiation, Feb. 1, 1950. Employer paid 1 percent of payroll into trust fund commencing July 31, 1950. Benefit forfeited for any month in which annuitant earned \$50 or more. Benefits payable at age 65 for employees totally disabled after Apr. 1, 1946, and after reaching age 60.
May 1, 1952.....		Limitation on monthly earnings raised to \$75.
Jan. 1, 1957.....	Added: Reduced benefits for women employees retiring at age 62 and prior to 65.	
Dec. 1, 1958.....		Limitation on monthly earnings raised to \$100.
Sept. 3, 1961.....		Increased: Employer contribution to fund—to 1.41 percent of payroll.
Jan. 1, 1962.....	Increased: monthly annuity to \$33 Added: Reduced benefits for men employees retiring at age 62 and prior to 65.....	Changed: Benefits available at age 62 for employees disabled after age 60.
Jan. 1, 1965.....		Benefits reduced by \$1 for each \$2 of earned income in excess of \$1,200 a year, and for each \$1 of earned income of \$1,700 or more.

¹ Contracts provided for regularly scheduled long days, not to exceed 2 days a week, for which premium rate was to be paid after a stated number of hours. Otherwise premium pay for overtime paid only after work in excess of regular weekly schedule of hours.

² Make-up time was time worked outside regular schedule because of time lost through observance of a holiday.

³ Average weekly earnings	Amount of benefit (\$50 maximum)
\$40 but less than \$48.....	\$22.00
\$30 but less than \$40.....	\$17.50
\$20 but less than \$30.....	\$12.50

⁴ Average weekly earnings	Amount of benefit
\$44 and over.....	50 percent of weekly earnings.
\$40 but less than \$44.....	\$22.00
\$20 but less than \$40.....	\$20.00
Less than \$20.....	Average weekly earnings (\$10 minimum).

⁵ Average weekly earnings	Amount of benefit
\$75 and over.....	\$20.00
\$50 but less than \$75.....	\$18.00
Less than \$50.....	\$16.00

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.
A.T. & T.—Long Lines Department, 1940-64. BLS Bulletin 1443 (40 cents).
- Berkshire Hathaway Inc. (formerly Northern Cotton Textile Associations), 1943-64. BLS Report 281 (20 cents).
¹ Bethlehem Atlantic Shipyards, 1941-65. BLS Bulletin 1454.
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).
- Federal Classification Act Employees, 1924-64. BLS Bulletin 1442 (35 cents).
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., 1944-64. BLS Bulletin 1449.
Massachusetts Shoe Manufacturing, 1945-64. BLS Report 209 (20 cents).
- North American Aviation, 1941-64. BLS Report 203 (25 cents).
North Atlantic Longshoring, 1934-61. BLS Report 234.
- ² Pacific Gas and Electric Co., 1943-59.
² Pacific Longshore Industry, 1934-59.
Railroads—Nonoperating Employees, 1920-62. BLS Report 208 (25 cents).
- ¹ 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).

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.

