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Wage Chronology

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BITUMINOUS COAL MINES, 1933-66

Bulletin No. 1461



UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Arthur M. Ross, Commissioner

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Preface

This bulletin is one of a series that traces the change in wage scales and related benefits, usually embodied in collective bargaining agreements, made by individual 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. References to job security, grievance procedure, methodology of piece-rate adjustment, and similar matters are omitted. For the purpose and scope of the wage chronology series, see Monthly Labor Review, December 1948, page 581.

This chronology summarizes the changes in wage rates and related practices in bituminous coal mines in the Appalachian area, that have been negotiated with the United Mine Workers of America (Ind.) since 1933. The study includes material previously published as Wage Chronology No. 4, covering the period 1933-48, and supplements No. 1 through 6, bringing the chronology up to date through March 1966.

The wage chronology program is directed by Lily Mary David, Chief of the Division of Wage Economics, under the general direction of L. R. Linsenmayer, Assistant Commissioner for Wages and Industrial Relations. This chronology was prepared under the supervision of Albert A. Belman. The analysis for the period 1960-66 was prepared by Patricia B. Smith.

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Bituminous Coal Mines,¹ 1933—66

Introduction

1933—49

THE NATIONAL WAGE AGREEMENT between the United Mine Workers of America (Ind.) and associations representing the operators in the bituminous-coal industry, expiring on June 30, 1949, is an outgrowth of the Appalachian agreements, the first of which was concluded in 1933. This wage chronology covers the period since 1933 and traces the changes in basic wages, work schedules, and related wage practices affecting the major groups of workers in the Appalachian area, as provided by the master agreements. The data presented do not take account of variations in provisions of agreements negotiated in the various districts.

Since this chronology begins with the 1933 agreement, the provisions reported under that date do not necessarily indicate changes in prior conditions of employment. Changes in wages and related conditions have been the outcome of collective bargaining between the operators and the union, except for the November 1943 and May 1946 agreements. In these two months, prolonged disputes between the union and the operators and resulting work stoppages necessitated seizure and operation of the mines by the United States Government and, consequently, the agreements were made between the Government and the UMW.

During the period under consideration, changes in the number of hours worked per day and the number of days worked per week, and the introduction of portal-to-portal pay, were significant factors affecting miners' income. The formalized schedule of mine operation incorporated in the master agreements permitted the tabulation of these changes in this chronology, and made possi-

ble the computation of full-time daily and weekly earnings and straight-time hourly earnings for selected groups of workers paid on a time basis (table 4).

1950—52

THE 1948 NATIONAL WAGE AGREEMENT between the United Mine Workers of America (Ind.) and the associations representing the bituminous-coal operators expired on June 30, 1949. Agreement on a new contract was not reached until March 5, 1950. This contract was to remain in effect until June 30, 1952, but prior termination on or after April 1, 1951, by either party on 30 days' notice, was also provided for. On January 18, 1951, however, the parties negotiated a wage adjustment and extended the permissible termination date to March 31, 1952.

1952—55

AN AMENDMENT to the 1950 National Wage Agreement between the United Mine Workers of America (Ind.), Bituminous Coal Operators' Association, and the Southern Coal Producers' Association was signed September 29, 1952. The amendment provided for a daily wage increase for inside and outside day workers and for tonnage and piece-rate workers, as well as an increase in the operators' contribution to the welfare fund. The amended agreement was to continue for at least a year, with further continuation subject to 60 days' written termination notice.

¹ Although the various groups of operators signed the agreement on different dates, all bituminous coal operators in the United States having contracts with the United Mine Workers are covered by the terms of the one national agreement.

In accordance with existing regulations, the parties submitted the new agreement to the Wage Stabilization Board. The Board, on October 18, 1952, found that stabilization policies did not permit the full amount negotiated and, therefore, reduced the \$1.90 daily increase by 40 cents. A strike began on October 13, when workers at a few mines walked out; and by October 16, approximately 100,000 workers were idle. The strike reached nationwide proportions on October 20, after the WSB ruling; it ended on October 27. Subsequently, the matter was considered by the Economic Stabilization Administration and the Director of Defense Mobilization. On December 3, 1952, the President of the United States directed the Economic Stabilization Administrator to approve the full amount of the general wage increase; on the next day, the Administrator notified the parties to the agreement of such approval.

1955—56

THE United Mine Workers of America (UMW-Ind.) and the Bituminous Coal Operators' Association agreed, on August 20, 1955, to revise their 1950 National Wage Agreement, previously amended September 29, 1952. On August 26, the UMW concluded an identical settlement with the Southern Coal Producers' Association, and during that same week, with smaller groups of independent operators.

The new amendment to the master contract provided for a daily wage increase effective September 1, 1955, and an additional increase effective April 1, 1956.

Other contract changes included time and one-half for all Saturday work, double time for all Sunday work, affirmation of employers' authority to stagger schedules of weekend maintenance crews and other specified workers, two additional days' vacation, and an increase in vacation pay. No changes were made in provisions covering hours of work, shift differentials, seniority, and welfare fund contributions.

The amended agreement was to be in effect for at least a year starting September 1, 1955, with further continuation subject to 60 days' written termination notice. The August 1955 settlements were negotiated without the provision for 60 days' advance notice of contract termination or modification having been invoked.

1956—58

A TENTATIVE AGREEMENT providing for increased wage rates and changes in supplementary benefits reached by international officers of the United Mine Workers of America (Ind.) and officials of the Bituminous Coal Operators' Association was announced on October 3, 1956, to delegates to the 42d constitutional convention of the union. The amendment to the 1950 agreement containing the new contract terms was signed on October 4 by the union and the Bituminous Coal Operators' Association and the Southern Coal Producers' Association, while other groups, including the Illinois Coal Operators' Association, the Indiana Coal Operators' and Coal Producers' Association, as well as individual coal companies, signed subsequently.

The agreement became effective October 1, 1956, and is the fourth amendment to the basic National Wage Agreement of 1950; either party may terminate it on or after September 30, 1957, by 60 days' written notice. Daily wage increases, effective October 1, 1956, and April 1, 1957, were provided for in amounts identical to those under the August 1955 amendment; in addition, improvements were made in holiday and paid vacation provisions.

1959

THE FIFTH AMENDMENT to the National Bituminous Wage Agreement of 1950 was signed at Washington, D.C., on December 3, 1958, by representatives of the United Mine Workers of America (Ind.) and the Bituminous Coal Operators' Association. On the following day, the amendment was signed by the president of the Southern Coal Producers Association, and a majority of other bituminous mine operators followed suit by January 1, 1959.

The amended contract was effective as of December 1, 1958, and was made subject to termination on or after November 30, 1959, by 60 days' notice from either party. It provided a \$1.20-a-day wage increase effective January 1, 1959, and an increase of 80 cents a day beginning April 1, 1959. An increase in annual vacation pay was also stipulated.

The contract, signed by commercial operators, added a "Protective Wage Clause" whereby mine operators agreed that all coal mined, purchased,

or otherwise acquired by them would be produced under terms and conditions of work as favorable as those provided in the contract. A Joint Industry Contract Committee was established to enforce this provision. The contract signed on behalf of the "captive" operators did not include this clause.

1960—66

THE FIRST NEW collective bargaining contract in the soft-coal industry since December 1958 was signed by the United Mine Workers of America (Ind.) and the Bituminous Coal Operators Association on March 23, 1964. Discussions leading up to the agreement began in December 1963 and concluded with gains in wages and supplemental benefits for some 80,000 miners.² The terms negotiated by the union were protested by some workers in a series of sporadic wildcat strikes, but by mid-April, almost all miners had returned to work. Identical agreements were signed by most of the other associations and individual unionized operators.

Under terms of the contract, effective April 2, 1964, all workers received a \$1-a-day wage increase on that date and an additional \$1 increase on January 1, 1965.

Uniform observance throughout the industry of 7 unpaid holidays was established. Formerly, various holidays had been designated at the District level. Annual vacation pay was increased to \$225 and, to assure continued production and to extend employment opportunities, provision was made for two annual vacation shutdown periods of 14 days each rather than one, with each mine operator choosing one period.

The agreement continued the operators' contribution of 40 cents a ton to the UMWA Welfare and Retirement Fund, effective since October 1, 1952, and introduced the following new provision:

On all bituminous coal procured or acquired by any signatory operator for use or for sale (i.e., all bituminous coal other than that produced by such signatory operator), there shall, during the life of this agreement, be paid into such fund by each such operator signatory hereto or by any subsidiary or affiliate of such operator signatory hereto the sum of 80 cents per ton of 2,000 pounds on each ton of such bituminous coal so procured or acquired on which the

aforesaid sum of 40 cents per ton had not been paid into said fund prior to such procurement or acquisition.³

The contract signed on behalf of the "captive" operators did not include this clause.

Other adjustments permitted the loading on Sunday, at the double-time rate, of previously mined and processed coal. One member of each production crew operating at the face of the mine was to be designated as helper, to operate loading or continuous mining equipment when directed, at the operator's rate. In addition, the agreement eliminated any charge for the use of a bathhouse or washroom.

Although there had been no contract changes in wages, hours, or vacation payments since 1958, a decline in Welfare and Retirement Fund revenues as a result of lower production had led to reductions in those benefits by trustees of the fund. Changes in eligibility requirements for pensions and for medical, health, and hospital services became effective on July 1, 1960. The monthly pension payment was reduced to \$75, from \$100, in February 1961, but was raised by subsequent action of the fund trustees to \$85 for all current and new pensioners, effective February 1, 1965. The 1965 action also lowered the age requirement for pensions to 55 years, from 60, and, for new retirees, adjusted the 20-year service requirement to include all employment in a classified job in the industry. Workers who left the industry before February 1, 1965, must still meet the former requirement of 20 years of service in the 30-year period preceding a pension application, or must return for at least a year.

The following tables, summarizing the provisions of the agreement—which may not be amended before March 31, 1966—and changes in Welfare and Retirement Fund benefits as a result of action by the fund's trustees, bring the bituminous coal mines wage chronology up to date.

² The national wage agreements grew out of the Appalachian agreements first concluded in 1933 and affect the major groups of workers in the Appalachian area. The data presented do not take account of variations in provisions of agreements negotiated in the UMW Districts.

³ Upon a protest filed by the National Independent Coal Operators Association, the National Labor Relations Board, on Aug. 7, 1964, ruled the provision invalid under section 8(e) of the Labor-Management Relations Act. The United Mine Workers appeal from this ruling was pending when this report went to press.

A—General Wage Changes¹

Effective date	Normal schedule of work ²			Amount of wage change	Applications, exceptions, and other related matters	
	Days per week	Daily hours paid for—				
		Total	Work			Lunch ³
Outside dayworkers ⁴						
Oct. 2, 1933 -----	5	8	8	0		Previous 8-hour pay plus increase established as new rates for 7-hour day. The increase of 40 cents was applied to all the Appalachian area except northern West Virginia, where an increase of 64 cents a day was provided to eliminate a 24-cent differential between northern West Virginia and the northern Appalachian area.
Apr. 1, 1934 -----	5	7	7	0	40 cents per 7-hour day increase.	
Oct. 1, 1935 -----	5	7	7	0	50 cents per day increase.	This increase applied to all the Appalachian area except the South ⁵ and to all occupations except slate pickers. An increase of \$1.40 a day was provided for the South to eliminate a 40-cent North-South differential. Rates for slate pickers were increased by 75 cents per day in the North and by \$1.15 in the South.
Apr. 1, 1937 -----	5	7	7	0	50 cents per day increase.	
Apr. 1, 1941 -----	5	7	7	0	\$1 per day increase -----	
Jan. 1943 -----	5-6	7	7	0		6-day week authorized by supplemental agreement. Weekly earnings were increased by added workday paid for at premium rates (see overtime provisions).
Apr. 1, 1943 -----	5-6	7	7	0		An increase of 85 cents a day for slate pickers only was ordered by National War Labor Board directive order of June 18, 1943.
Nov. 3, 1943 -----	5-6	8 ¹ / ₄	8 ¹ / ₄	0		Daily and weekly earnings were increased by lengthened workday, the added 1 ¹ / ₄ hours being paid for at premium rates (see overtime provisions).
Apr. 1, 1945 -----	5-6	8 ¹ / ₄	8	1/4	\$1.07 per day increase -----	Flat amount added to previous 8 ¹ / ₄ hours' pay to adjust differentials between earnings of outside and inside workers.
May 22, 1946 -----	5-6	8 ¹ / ₄	8	1/4	\$1.85 per day increase -----	Flat amount added to previous 8 ¹ / ₄ hours' pay.
July 1, 1947 -----	5-6	7 ¹ / ₄	6 ³ / ₄	1/2	\$1.20 per 7 ¹ / ₄ -hour day increase.	Previous 8 ¹ / ₄ hours' pay plus \$1.20 established as rates for new 7 ¹ / ₄ -hour day.
July 1, 1948 -----	5-6	7 ¹ / ₄	6 ³ / ₄	1/2	\$1 per day increase -----	Flat amount added to previous 7 ¹ / ₄ hours' pay.
Mar. 5, 1950 -----	5-6	7 ¹ / ₄	6 ³ / ₄	1/2	70 cents a day increase -----	Flat amount added to previous 7 ¹ / ₄ hours' pay.
Feb. 1, 1951 -----	5-6	7 ¹ / ₄	6 ³ / ₄	1/2	\$1.60 a day increase -----	Flat amount added to previous 7 ¹ / ₄ hours' pay.
Oct. 1, 1952 (by amendment of Sept. 29, 1952).	5-6	7 ¹ / ₄	6 ³ / ₄	1/2	\$1.90 a day increase -----	Flat amount added to previous 7 ¹ / ₄ hours' pay.

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Normal schedule of work ²					Amount of wage change	Applications, exceptions, and other related matters
	Days per week	Daily hours paid for—					
		Total	Work	Travel	Lunch ³		
Outside dayworkers ⁴ —Continued							
Sept. 1, 1955 (by amendment of August 1955).	5-6	7 ¹ / ₄	6 ³ / ₄	Not applicable.	1/2	\$ 1.20 a day increase.	Flat amount added to previous 7 ¹ / ₄ hours' pay.
Apr. 1, 1956 (by amendment of August 1955).	5-6	7 ¹ / ₄	6 ³ / ₄	Not applicable.	1/2	\$0.80 a day increase.	Flat amount added to previous 7 ¹ / ₄ hours' pay.
Oct. 1, 1956 (by amendment of October 1956).	5-6	7 ¹ / ₄	6 ³ / ₄	Not applicable.	1/2	\$ 1.20 a day increase.	Flat amount added to previous 7 ¹ / ₄ hours' pay.
Apr. 1, 1957 (by amendment of October 1956).	5-6	7 ¹ / ₄	6 ³ / ₄	Not applicable.	1/2	\$0.80 a day increase.	Flat amount added to previous 7 ¹ / ₄ hours' pay.
Jan. 1, 1959 (amendment dated Dec. 3, 1958).	5-6	7 ¹ / ₄	6 ³ / ₄	Not applicable.	1/2	\$ 1.20 a day increase.	Flat amount added to previous 7 ¹ / ₄ hours' pay.
Apr. 1, 1959 (amendment dated Dec. 3, 1958).	5-6	7 ¹ / ₄	6 ³ / ₄	Not applicable.	1/2	\$0.80 a day increase.	Flat amount added to previous 7 ¹ / ₄ hours' pay.
Apr. 2, 1964 (amendment dated Mar. 23, 1964).	5-6	7 ¹ / ₄	6 ³ / ₄	Not applicable.	1/2	\$ 1 a day increase.	Flat amount added to previous 7 ¹ / ₄ hours' pay.
Jan. 1, 1965 (amendment dated Mar. 23, 1964).	5-6	7 ¹ / ₄	6 ³ / ₄	Not applicable.	1/2	\$ 1 a day increase.	Flat amount added to previous 7 ¹ / ₄ hours' pay.
Inside dayworkers ⁶							
Oct. 2, 1933	5	8	8	0	0	40 cents per 7-hour day increase.	Previous 8 hours' pay plus increase established as new rates for 7-hour day. The increase of 40 cents was applied to all the Appalachian area except northern West Virginia, where an increase of 64 cents was provided to eliminate a 24-cent differential between northern West Virginia and the northern Appalachian area.
Apr. 1, 1934	5	7	7	0	0		
Oct. 1, 1935	5	7	7	0	0	50 cents per day increase.	This increase applied to all the Appalachian area except the South ⁵ and to all occupations except greasers, trappers, flaggers, and switch throwers. An increase of \$ 1.40 per day was provided for the South to eliminate a 40-cent North-South differential. Rates for the 4 specified occupations were increased by 75 cents in the North and by \$ 1.15 in the South.
Apr. 1, 1937	5	7	7	0	0	50 cents per day increase.	
Apr. 1, 1941	5	7	7	0	0	\$ 1 per day increase.	
Jan. 1943	5-6	7	7	0	0		6-day week authorized by supplemental agreement. Weekly earning were increased by added workday paid for at premium rates (see overtime provisions).

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Normal schedule of work ²				Amount of wage change	Applications, exceptions, and other related matters
	Days per week	Daily hours paid for—				
		Total	Work	Travel		
Inside dayworkers ⁶ —Continued						
Apr. 1, 1943	5-6	7	7	0	0	Increase of 85 cents per day for greasers, trappers, flaggers, and switch throwers only ordered by National War Labor Board directive order of June 18, 1943. Board also ruled that it would permit an additional increase of 76 cents to these workers if agreed upon in district negotiations.
Nov. 3, 1943	5-6	8 ¹ / ₄	8	³ / ₄	0	Daily and weekly earnings increased by lengthened workday, by payment for travel time, and by payment of premium rates for productive and travel time after 40 elapsed hours during workweek (see overtime and travel-time provisions).
Apr. 1, 1945	5-6	9		8 ³ / ₄	¹ / ₄	Daily and weekly earnings increased by payment of premium rates for all hours in excess of 7 per day and 35 per week (see overtime provisions) and by paid lunch periods.
May 22, 1946	5-6	9		8 ³ / ₄	¹ / ₄	\$ 1.85 per day increase. Flat amount added to previous 9 hours' pay.
July 1, 1947	5-6	8		7 ¹ / ₂	¹ / ₂	\$ 1.20 per 8-hour day increase. Previous 9-hour pay plus \$ 1.20 established as rates for new 8-hour day.
July 1, 1948	5-6	8		7 ¹ / ₂	¹ / ₂	\$ 1 per day increase. Flat amount added to previous 8 hours' pay.
Mar. 5, 1950	5-6	8		7 ¹ / ₂	¹ / ₂	70 cents a day increase. Flat amount added to previous 8 hours' pay.
Feb. 1, 1951	5-6	8		7 ¹ / ₂	¹ / ₂	\$ 1.60 a day increase. Flat amount added to previous 8 hours' pay.
Oct. 1, 1952 (by amendment of Sept. 29, 1952).	5-6	8		7 ¹ / ₂	¹ / ₂	\$ 1.90 a day increase. Flat amount added to previous 7 ¹ / ₄ hours' pay.
Sept. 1, 1955 (by amendment of August 1955).	5-6	8		7 ¹ / ₂	¹ / ₂	\$ 1.20 a day increase. Flat amount added to previous 8 hours' pay.
Apr. 1, 1956 (by amendment of August 1955).	5-6	8		7 ¹ / ₂	¹ / ₂	\$ 0.80 a day increase. Flat amount added to previous 8 hours' pay.
Oct. 1, 1956 (by amendment of October 1956).	5-6	8		7 ¹ / ₂	¹ / ₂	\$ 1.20 a day increase. Flat amount added to previous 8 hours' pay.
Apr. 1, 1957 (by amendment of October 1956).	5-6	8		7 ¹ / ₂	¹ / ₂	\$ 0.80 a day increase. Flat amount added to previous 8 hours' pay.
Jan. 1, 1959 (amendment dated Dec. 3, 1958).	5-6	8		7 ¹ / ₂	¹ / ₂	\$ 1.20 a day increase. Flat amount added to previous 8 hours' pay.
Apr. 1, 1959 (amendment dated Dec. 3, 1958).	5-6	8		7 ¹ / ₂	¹ / ₂	\$ 0.80 a day increase. Flat amount added to previous 8 hours' pay.
Apr. 2, 1964 (amendment dated Mar. 23, 1964).	5-6	8		7 ¹ / ₂	¹ / ₂	\$ 1 a day increase. Flat amount added to previous 8 hours' pay.
Jan. 1, 1965 (amendment dated Mar. 23, 1964).	5-6	8		7 ¹ / ₂	¹ / ₂	\$ 1 a day increase. Flat amount added to previous 8 hours' pay.

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Normal schedule of work ²					Amount of wage change for—				Applications, exceptions, and other related matters
	Days per week	Daily hours paid for—				Pick mining	Machine loading	Cutting (short-wall)	Dead-work; yardage	
		Total	Work	Travel	Lunch ³					
Inside tonnage and piece-rate workers ⁷										
Oct. 2, 1933	5	8	8	0	0					
Apr. 1, 1934	5	7	7	0	0	10 cents per ton increase.	8 cents per ton increase.	1 cent per ton increase.	9 percent increase.	
Oct. 1, 1935	5	7	7	0	0	9 cents per ton increase.	8 cents per ton increase.	1 cent per ton increase.	10 percent increase.	
Apr. 1, 1937	5	7	7	0	0	9 cents per ton increase.	8 cents per ton increase.	1 cent per ton increase.	10 percent increase.	
Apr. 1, 1941	5	7	7	0	0	12 cents per ton increase.	11 cents per ton increase.	1 cent per ton increase.	15 percent increase.	6-day week authorized by supplemental agreement.
Jan. 1943	5-6	7	7	0	0					Weekly earnings were increased by added workday paid for premium rates (see overtime provisions).
Nov. 3, 1943	5-6	8 ³ / ₄	8	³ / ₄	0					Daily and weekly earnings increased by lengthened workday, by payment for travel time, and by payment of premium rates for productive and travel time after 40 elapsed hours during workweek (see overtime and travel-time provisions).
Apr. 1, 1945	5-6	9	8 ³ / ₄		¹ / ₄					Daily and weekly earnings increased by addition of ¹ / ₉ of day's tonnage or piece-rate earnings, to compensate for daily overtime and travel time (see overtime and travel-time provisions).
May 22, 1946	5-6	9	8 ³ / ₄		¹ / ₄	\$ 1.85 per day increase			Flat amount added to 9 hours' pay as previously computed.	
July 1, 1947	5-6	8	7 ¹ / ₂		¹ / ₂	\$ 1.20 per day increase			Flat amount added to day's pay as previously computed. This increase, plus previous \$ 1.85 daily increase, made a total of \$ 3.05 added to daily tonnage or piece-rate earnings plus ¹ / ₉ of such daily tonnage or piece-rate earnings.	
July 1, 1948	5-6	8	7 ¹ / ₂		¹ / ₂	\$ 1 per day increase			Flat amount added to day's pay as previously computed, making a total of \$ 4.05 added to daily tonnage or piece-rate earnings plus ¹ / ₉ of such daily tonnage or piece-rate earnings.	
Mar. 5, 1950	5-6	8	7 ¹ / ₂		¹ / ₂	70 cents a day increase			Flat amount added to day's pay as previously computed, making a total of \$ 4.75 added to daily tonnage or piece-rate earnings plus ¹ / ₉ of such daily tonnage or piece-rate earnings.	

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Normal schedule of work ²				Amount of wage change	Applications, exceptions, and other related matters
	Days per week	Daily hours paid for—				
		Total	Work	Travel		
Inside tonnage and piece-rate workers ⁷						
Feb. 1, 1951-----	5-6	8	7½		½	\$1.60 a day increase--- Addition to incentive earnings increased to \$6.35 a day.
Oct. 1, 1952 (by amendment of Sept. 29, 1952).	5-6	8	7½		½	\$1.90 a day increase--- Addition to daily tonnage earnings increased to total of \$8.25 plus 1/9 of such tonnage earnings.
Sept. 1, 1955 (by amendment of August 1955).	5-6	8		7½	½	\$1.20 a day increase--- Addition to daily tonnage or piece-rate earnings increased to total of \$9.45 plus 1/9 of such tonnage or piece-rate earnings.
Apr. 1, 1956 (by amendment of August 1955).	5-6	8		7½	½	\$0.80 a day increase--- Addition to daily tonnage or piece-rate earnings increased to total of \$10.25 plus 1/9 of such tonnage or piece-rate earnings.
Oct. 1, 1956 (by amendment of October 1956).	5-6	8		7½	½	\$1.20 a day increase--- Addition to daily tonnage or piece-rate earnings increased to a total of \$11.45 plus 1/9 of such tonnage or piece-rate earnings.
Apr. 1, 1957 (by amendment of October 1956).	5-6	8		7½	½	\$0.80 a day increase--- Addition to daily tonnage or piece-rate earnings increased to a total of \$12.25 plus 1/9 of such tonnage or piece-rate earnings.
Jan. 1, 1959 (amendment dated Dec. 3, 1958).	5-6	8		7½	½	\$1.20 a day increase--- Addition to daily tonnage or piece-rate earnings increased to a total of \$13.45 plus 1/9 of such tonnage or piece-rate earnings.
Apr. 1, 1959 (amendment dated Dec. 3, 1958).	5-6	8		7½	½	\$0.80 a day increase--- Addition to daily tonnage or piece-rate earnings increased to a total of \$14.25 plus 1/9 of such tonnage or piece-rate earnings.
Apr. 2, 1964 (amendment dated Mar. 23, 1964).	5-6	8	7½		½	\$1 a day increase----- Addition to daily tonnage or piece-rate earnings increased to a total of \$15.25 plus 1/9 of such tonnage or piece-rate earnings.
Jan. 1, 1965 (amendment dated Mar. 23, 1964).	5-6	8	7½		½	\$1 a day increase----- Addition to daily tonnage or piece-rate earnings increased to a total of \$16.25 plus 1/9 of such tonnage or piece-rate earnings.

¹ General wage changes are construed as upward or downward adjustments affecting an entire area, establishment, bargaining unit, or plant at one time. They do not include adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure having no immediate effect on the general wage level.

The changes listed are the major adjustments in wage rates made during the period covered. Because of fluctuations in earnings occasioned by changes in type of work and employment during the period covered, the total of the general changes listed will not necessarily coincide with the change in average hourly earnings over the period.

² The schedule of mine operation provided in the master agreement does not represent a guaranty of the stipulated hours or days of work.

³ Since April 1, 1945, the contracts have provided that the lunch period be staggered without any interruption or suspension of operations throughout the day.

⁴ Data pertain to bit sharpeners, car droppers, trimmers, car repairmen, dumpers, sand dryers, car cleaners, slate pickers, and other able-bodied labor, and do not necessarily cover other outside workers paid on a day basis. The tabulation does not take into account variations provided by district agreements.

⁵ Includes mines in Maryland, Virginia, southern and upper Potomac district of West Virginia, eastern Kentucky, and northern Tennessee.

⁶ Data pertain to motormen, rock drillers, drivers, brakemen, spraggers, trackmen, wiremen, bonders, timbermen, bottom cagers, coal drillers, snappers, trackmen helpers, wiremen helpers, greasers, trappers, flaggers, switch throwers, mobile-loading-equipment operators, and other inside labor not classified. The tabulation does not take into account variations provided by district agreements.

⁷ Data pertain only to pick mining, machine loading, cutting (short-wall), and dead-work (yardage), and also do not take into account variations provided by district agreements.

B—Earnings¹ in Selected Occupations in Bituminous Coal Mines, Appalachian Area,² 1933—65

Occupational group	Effective date										
	Oct. 2, 1933	Apr. 1, 1934	Oct. 1, 1935	Apr. 1, 1937	Apr. 1, 1941	Jan. 1943	Nov. 3, 1943	Apr. 1, 1945	May 22, 1946	July 1, 1947	July 1, 1948
Inside dayworkers											
Motormen, rock drillers, and rubber-tired shuttle car operators:											
Full-time daily pay.....	\$4.76	\$5.16	\$5.66	\$6.16	\$7.16	\$7.16	\$8.69	\$10.19	\$12.04	\$13.24	\$14.24
Full-time weekly pay:											
5-day week	23.80	25.80	28.30	30.80	35.80	35.80	45.34	50.95	60.20	66.20	71.20
6-day week	-	-	-	-	-	46.54	58.35	64.72	76.47	86.06	92.56
Straight-time hourly rate..	.595	.737	.809	.880	1.023	1.023	.993	1.019	1.204	1.655	1.780
Drivers, brakemen, spraggers, trackmen, wire- men, bonders, timbermen, bottom cagers, coal drillers, and snappers:											
Full-time daily pay.....	4.60	5.00	5.50	6.00	7.00	7.00	8.50	10.00	11.85	13.05	14.05
Full-time weekly pay:											
5-day week	23.00	25.00	27.50	30.00	35.00	35.00	44.31	50.00	59.25	65.25	70.25
6-day week	-	-	-	-	-	45.50	57.06	63.50	75.25	84.83	91.33
Straight-time hourly rate..	.575	.714	.785	.857	1.00	1.00	.971	1.00	1.185	1.631	1.756
Pumpers, trackmen helpers, wiremen helpers, timber- men helpers, and other in- side labor not classified:											
Full-time daily pay	4.36	4.76	5.26	5.76	6.76	6.76	8.21	9.71	11.56	12.76	13.76
Full-time weekly pay:											
5-day week	21.80	23.80	26.30	28.80	33.80	33.80	42.79	48.55	57.80	63.80	68.80
6-day week	-	-	-	-	-	43.94	55.12	61.64	73.39	82.94	89.44
Straight-time hourly rate..	.545	.680	.751	.823	.966	.966	.938	.971	1.156	1.595	1.720
Drillers and shooters on mechanical section and roof bolters:											
Full-time daily pay.....	-	-	-	-	-	-	-	-	-	-	-
Full-time weekly pay:											
5-day week	-	-	-	-	-	-	-	-	-	-	-
6-day week	-	-	-	-	-	-	-	-	-	-	-
Straight-time hourly rate..	-	-	-	-	-	-	-	-	-	-	-
Mobile loading machine operators and cutting and shearing machine operators and helpers: ³											
Full-time daily pay.....	5.80	6.20	6.90	7.60	9.00	9.00	10.93	12.43	14.28	15.48	16.48
Full-time weekly pay:											
5-day week	29.00	31.00	34.50	38.00	45.00	45.00	56.98	62.15	71.40	77.40	82.40
6-day week	-	-	-	-	-	58.50	73.37	79.08	90.83	100.62	107.12
Straight-time hourly rate..	.725	.886	.986	1.086	1.286	1.286	1.249	1.243	1.428	1.935	2.060
Outside dayworkers											
Bit sharpeners, car droppers, trimmers, car repairmen, and dumpers:											
Full-time daily pay.....	3.84	4.24	4.74	5.24	6.24	6.24	7.91	8.98	10.83	12.03	13.03
Full-time weekly pay:											
5-day week	19.20	21.20	23.70	26.20	31.20	31.20	33.55	44.90	54.15	60.15	65.15
6-day week	-	-	-	-	-	40.56	50.58	57.41	69.25	78.20	84.70
Straight-time hourly rate..	.480	.606	.677	.749	.891	.891	.891	1.012	1.220	1.659	1.797
Sand dryers, car cleaners, and other able-bodied labor:											
Full-time daily pay.....	3.60	4.00	4.50	5.00	6.00	6.00	7.61	8.68	10.53	11.73	12.73
Full-time weekly pay:											
5-day week	18.00	20.00	22.50	25.00	30.00	30.00	38.05	43.40	52.65	58.65	63.65
6-day week	-	-	-	-	-	39.00	48.66	55.50	67.33	76.25	82.75
Straight-time hourly rate..	.450	.571	.643	.714	.857	.857	.857	.978	1.186	1.618	1.756

See footnotes at end of table.

B—Earnings¹ in Selected Occupations in Bituminous Coal Mines, Appalachian Area,² 1933—65—Continued

Occupational group	Effective date										
	Mar. 5, 1950	Feb. 1, 1951	Oct. 1, 1952	Sept. 1, 1955	Apr. 1, 1956	Oct. 1, 1956	Apr. 1, 1957	Jan. 1, 1959	Apr. 1, 1959	Apr. 2, 1964	Jan. 1, 1965
Inside dayworkers											
Motormen, rock drillers, and rubber-tired shuttle car operators:											
Full-time daily pay.....	\$14.94	\$16.54	\$18.44	\$19.64	\$20.44	\$21.64	\$22.44	\$23.64	\$24.44	\$25.44	\$26.44
Full-time weekly pay:											
5-day week.....	74.70	82.70	92.20	98.20	102.20	108.20	112.20	118.20	122.20	127.20	132.20
6-day week.....	97.11	107.51	119.86	127.66	132.86	140.66	145.86	153.66	158.86	165.36	171.86
Straight-time hourly rate...	1.868	2.068	2.305	2.455	2.555	2.705	2.805	2.955	3.055	3.180	3.305
Drivers, brakemen, spraggers, trackmen, wire- men, bonders, timbermen, bottom cagers, coal drillers, and snappers:											
Full-time daily pay.....	14.75	16.35	18.25	19.45	20.25	21.45	22.25	23.45	24.25	25.25	26.25
Full-time weekly pay:											
5-day week.....	73.75	81.75	91.25	97.25	101.25	107.25	111.25	117.25	121.25	126.25	131.25
6-day week.....	95.88	106.28	118.63	126.43	131.63	139.42	144.62	152.42	157.62	164.12	170.62
Straight-time hourly rate...	1.844	2.044	2.281	2.431	2.531	2.681	2.781	2.931	3.031	3.156	3.281
Pumpers, trackmen helpers, wiremen helpers, timber- men helpers, and other in- side labor not classified:											
Full-time daily pay.....	14.46	16.06	17.96	19.16	19.96	21.16	21.96	23.16	23.96	24.96	25.96
Full-time weekly pay:											
5-day week.....	72.30	80.30	89.80	95.80	99.80	105.80	109.80	115.80	119.80	124.80	129.80
6-day week.....	93.99	104.39	116.74	124.54	129.74	137.54	142.74	150.54	155.74	162.24	168.74
Straight-time hourly rate...	1.808	2.008	2.245	2.395	2.495	2.645	2.745	2.895	2.995	3.120	3.245
Drillers and shooters on mechanical section and roof bolters:											
Full-time daily pay.....	-	-	-	-	-	-	-	24.66	25.46	26.46	27.46
Full-time weekly pay:											
5-day week.....	-	-	-	-	-	-	-	123.30	127.30	132.30	137.30
6-day week.....	-	-	-	-	-	-	-	160.29	165.49	171.99	178.49
Straight-time hourly rate...	-	-	-	-	-	-	-	3.083	3.183	3.308	3.433
Mobile loading machine operators and cutting and shearing machine operators and helpers: ³											
Full-time daily pay.....	17.18	18.78	20.68	21.88	22.68	23.88	24.68	25.88	26.68	27.68	28.68
Full-time weekly pay:											
5-day week.....	85.90	93.90	103.40	109.40	113.40	119.40	123.40	129.40	133.40	138.40	143.40
6-day week.....	111.67	122.07	134.42	142.22	147.42	155.22	160.42	168.22	173.42	179.92	186.42
Straight-time hourly rate...	2.148	2.348	2.585	2.735	2.835	2.985	3.085	3.235	3.335	3.460	3.585
Outside dayworkers											
Bit sharpeners, car droppers, trimmers, car repairmen, and dumpers:											
Full-time daily pay.....	13.73	15.33	17.23	18.43	19.23	20.43	21.23	22.43	23.23	24.23	25.23
Full-time weekly pay:											
5-day week.....	68.65	76.65	86.15	92.15	96.15	102.15	106.15	112.15	116.15	121.15	126.15
6-day week.....	89.25	99.65	112.00	119.80	125.00	132.80	138.00	145.80	151.00	157.50	164.00
Straight-time hourly rate...	1.894	2.115	2.377	2.542	2.652	2.818	2.928	3.094	3.204	3.342	3.480
Sand dryers, car cleaners, and other able-bodied labor:											
Full-time daily pay.....	13.43	15.03	16.93	18.13	18.93	20.13	20.93	22.13	20.93	23.93	24.93
Full-time weekly pay:											
5-day week.....	67.15	75.15	84.65	90.65	94.65	100.65	104.65	110.65	114.65	119.65	124.65
6-day week.....	87.30	97.70	110.05	117.85	123.04	130.84	136.04	143.84	149.04	155.54	162.04
Straight-time hourly rate...	1.853	2.073	2.335	2.500	2.611	2.776	2.887	3.052	3.163	3.301	3.439

¹ Full-time daily and weekly earnings reflect gross pay for normal hours in effect at the time (table A) including straight-time and premium pay for scheduled overtime hours. Straight-time hourly earnings exclude premium pay for overtime. Shift premium pay is excluded from all figures as well as miners' expenses for tools, explosives, etc. Full-time daily earnings reflect weekday pay (Monday through Friday) except for period between Nov. 3, 1943, and Apr. 1, 1945, when premium rates were paid for part of work on fifth day. Full-time weekly earnings for 6-day week are shown only for period following formal agreement authorizing 6-day week (optional). These pay scales were computed on basis of national agreements and do not take account of district variations.

² Regional differentials are not shown for years in effect. West Virginia differential was eliminated by 1934 wage agreement and Southern differential ended with 1941 contract.

³ Wage increases for mobile loading equipment operators exceeded those for other inside dayworkers during period Oct. 2, 1933, through Apr. 1, 1941. Thereafter, same changes affected all inside dayworkers for whom data are shown.

C—Related Wage Practices

Effective date	Provisions		
	Outside dayworkers	Inside dayworkers	Inside tonnage and piece-rate workers
Overtime Pay ¹			
Oct. 2, 1933	No provision for overtime premium pay.	No provision for overtime premium pay.	No provision for overtime premium pay.
Apr. 1, 1937	Time and one-half for hours in excess of 7 per day and 35 per week.	Time and one-half for hours in excess of 7 per day and 35 per week (at the face).	No provision for overtime premium pay.
Jan. 1943 ²	No change	No change	Time and one-half for work performed after 35 hours per week (at face).
Nov. 3, 1943	Time and one-half for hours in excess of 7 per day and 35 per week at straight-time rates. Double time for 7th consecutive day.	Time and one-half for productive time after 40 hours (productive and travel time combined) within first 5 days of workweek and for all productive time on 6th day worked. Time and one-half for travel time after 40 elapsed hours during workweek. Double time for 7th consecutive day.	Time and one-half (applied to average productive earnings and special travel rate, separately) for hours in excess of 40 per week (productive and travel time combined). Double time for 7th consecutive day.
Apr. 1, 1945	No change	Time and one-half for 8th hour of 9-hour day and \$1.50 to all workers for 9th hour. Time and one-half after 35 hours (portal-to-portal) worked at straight-time rates within week. Double time for 7th consecutive day.	Gross daily earnings increased by $\frac{1}{9}$ to compensate for travel time and for overtime after 7 hours. Time and one-half after 35 hours (portal-to-portal) worked at straight-time rates within week. Double time for 7th consecutive day.
May 22, 1946	Added: Time and one-half for work on 6th consecutive day.	Added: Time and one-half for work on 6th consecutive day.	Added: Time and one-half for work on 6th consecutive day.
July 1, 1947	Time and one-half for hours in excess of $7\frac{1}{4}$ per day and $36\frac{1}{4}$ per week and for 6th consecutive day. Double time for 7th consecutive day.	Time and one-half for hours in excess of 8 per day and 40 per week (portal-to-portal) and for 6th consecutive day. Double time for 7th consecutive day.	Time and one-half for hours in excess of 8 per day and 40 per week (portal-to-portal) and for 6th consecutive day. Double time for 7th consecutive day.
Sept. 1, 1955 (by amendment of August 1955).	Added: Time and one-half for work performed on Saturday; double time for work performed on Sunday.	Added: Time and one-half for work performed on Saturday; double time for work performed on Sunday.	Added: Time and one-half or rate and one-half for work performed on Saturday; double time or double rate for work performed on Sunday.
Pay for Travel Time			
Oct. 2, 1933	No travel time	Travel time not paid for	Travel time not paid for.
Nov. 3, 1943	No travel time	45 minutes of travel time per day, paid for at $\frac{2}{3}$ of regular rate. Subject to overtime provisions.	45 minutes of travel time per day, paid for at $\frac{2}{3}$ of hourly earnings. Subject to overtime provisions.
Apr. 1, 1945 ³	No travel time	Travel time considered as working time and paid for accordingly. Subject to overtime provisions.	Travel time considered as working time and paid for by increasing daily production earnings (including overtime premium pay on 6th day by $\frac{1}{9}$).

See footnotes at end of table.

C—Related Wage Practices —Continued

Effective date	Provisions	Applications, exceptions, and other related matters
Shift Premium Pay		
Oct. 2, 1933 _____ Apr. 1, 1945 _____	No provision for shift premiums _____ 2d shift, 4 cents an hour; 3d shift, 6 cents an hour.	For each hour employed, portal-to-portal.
Holiday Pay		
Oct. 2, 1933 _____ Jan. 1943 _____ Oct. 1, 1956 (by amendment of October 1956). Apr. 2, 1964 (amendment dated Mar. 23, 1964).	No provisions for work on holidays _____ Time and one-half for work on specified holidays. Changed to: Double time or double rates for work on holidays specified in district agreements. Established: 7 national unpaid holidays; workers continued to receive double time for work on holidays.	Holidays to be observed are those recognized in district agreements. Holidays to be observed are those recognized in district agreements. Holidays were: New Year's Day, April 1, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas. Holidays falling on Saturday or Sunday were observed on the preceding or following day, respectively. Formerly, holidays were established by district agreements.
Paid Vacations		
Oct. 2, 1933 _____ Apr. 1, 1941 _____ Apr. 1, 1943 _____ Apr. 1, 1945 _____ May 1946 _____ Sept. 1, 1955 (by amendment of August 1955). Oct. 1, 1956 (by amendment of October 1956). Jan. 1, 1959 (by amendment dated Dec. 3, 1958). Apr. 2, 1964 (amendment dated Mar. 23, 1964).	No provision for paid vacations _____ Employees with 1 year or more of service—10 consecutive calendar days. Vacation pay, \$20. Vacation pay increased to \$50 _____ Vacation pay increased to \$75 _____ Vacation pay increased to \$100 _____ Vacation period increased from 10 to 12 consecutive calendar days. Vacation pay increased from \$100 to \$140. Increased vacation pay from \$140 to \$180 and vacation period from 12 to 14 calendar days. ⁴ Increased vacation pay from \$180 to \$200. Increased: Vacation pay to \$225 from \$200 _____	Annual mid-year vacation period, during which coal production ceases. No vacation pay for employees with less than a year's service. (The 1941 vacation period was curtailed to 5 days, that for 1942 to 3 days, with full vacation pay.) 1943 and 1944 vacations suspended, but full vacation payment made. 1945 vacation suspended, but full vacation payment made. For employees with 1 year's service between specified dates. Those entering or leaving employment during qualifying period paid prorated amounts. Changed: From 1 industrywide vacation period to 2 separate periods, each operator to select a period.

See footnote at end of table.

C—Related Wage Practices —Continued

Effective date	Provisions	Applications, exceptions, and other related matters
Reporting Allowance		
Oct. 2, 1933	Dayworkers going into mine in morning receive minimum of 2 hours' pay.	
Work Tools, Equipment, and Supplies		
Oct. 2, 1933 Apr. 1, 1943	Necessary tools, blacksmithing, and safety equipment and devices, including electric cap lamps and carbide lamps, to be finished by operators, except when operator elects to pay worker 6 cents per day for furnishing own carbide lamp and carbide.	Matters affecting cost of explosives, blacksmithing, and electric cap lamps referred to district conferences. Provision was contained in directive order of National War Labor Board dated June 18, 1943, and appeared in Nov. 3, 1943, contract for first time. Matters affecting cost of explosives referred to district conferences.
Health and Welfare Benefits		
Oct. 2, 1933 June 1, 1946 July 1, 1947 July 1, 1948 Mar. 5, 1950	No provision for health and welfare benefits. A welfare and retirement fund was established to provide benefit payments to miners and their dependents or survivors in case of sickness, disability, death, or retirement, and for other related purposes. Financed through contributions by operators of 5 cents for each ton of coal produced for use or sale. A medical and hospital fund was established to be used for medical, hospital, and related purposes. Financed by wage deductions then being made. The 2 funds were to be used to complement each other. Operators' contributions to welfare and retirement fund increased to 10 cents per ton of coal produced for use or sale. Medical and hospital fund was combined with welfare and retirement fund. Operators' contributions to welfare and retirement fund increased to 20 cents per ton of coal produced for use or sale. Operators' contributions to welfare and pension fund increased by 10 cents, to 30 cents per ton produced for use or sale.	The plan provides: Pensions—\$100 a month to workers retiring after May 28, 1946, at 60 or older with 20 years of service and employed in the bituminous coal industry for at least 1 year immediately preceding retirement. Death benefits—\$1,000. Medical health and hospital service—provides for rehabilitation of disabled miners and hospitalization and in-hospital medical care to miners, their dependents, and widows and dependent children of deceased miners. Hospital service to adult dependents of living miners limited to 60 days a year.

C—Related Wage Practices —Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Benefits—Continued		
Mar. 5, 1950—Continued		Rehabilitation cash benefits and maintenance aid ² —miners totally disabled or undergoing rehabilitation measures for 6 months or longer receive \$ 30 a month, if single, and \$ 10 additional for wife and each child. Widows and survivors benefits ³ —Widows over 50, with no children, receive \$ 30 a month; widows with one child, over or under 50, \$ 40 a month, and \$ 10 for each additional child. An orphan receives \$ 20 a month with \$ 10 a month additional for each orphan in the same household.
Oct. 1, 1952	Operators' contribution increased by 10 cents, to 40 cents per ton produced for use or sale.	
Jan. 15, 1954 (action of Board of Trustees dated Jan. 14, 1954).		Correction: Rehabilitation and maintenance aid cash benefits: Discontinued: \$ 30 a month for totally disabled miner and an additional \$ 10 for wife and each dependent child under 18, or those incapacitated and living with miner, regardless of age.
July 1, 1960 (action of Board of Trustees dated June 28, 1960).		Continued: Hospital and medical care benefits: Provided hospitalization, physician's services and drugs in hospital, specialists on in-patient or out-patient basis, physical rehabilitation services, and certain drugs for long-continued use. Benefits applicable to eligible dependent wives, unmarried children to age 18 or, if physically or mentally incapacitated, to age 21, and parents of miner or his wife if they have lived with miner for at least a year, and to widows and survivors for 12 months after death of miner. Changed: Eligibility terminated if miner was self-employed or in any way connected with the ownership, operation, or management of a mine; eligibility of unemployed miner extended for 1 year after date of last regular employment with employer party to agreement. Death benefits: Funeral expense—\$ 350; widows' and survivors' benefit—\$ 650 in 11 monthly payments of \$ 50 and \$ 100 in the 12th month. Changed: Not applicable if deceased miner was self-employed or in any way connected with the ownership, operation, or management of a mine at time of death; deceased miner at date of death must not have been unemployed for more than 1 year after date of last employment with employer party to agreement. Pensions: Changed: No service to be credited for any period of self-employment or connection with the ownership, operation, or management of a mine.
Feb. 1, 1961 (action of Board of Trustees dated Dec. 30, 1960).		Continued: Pensions: Reduced to \$ 75 a month (was \$ 100) for worker retiring after May 29, 1946, at age 60 or older with (1) 20 years' employment in a classified job in industry in the 30 years preceding application, (2) regular employment in a classified job in industry immediately prior to May 29, 1946, and

See footnote at end of table.

C—Related Wage Practices —Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Benefits—Continued		
Feb. 1, 1961 (action of Board of Trustees dated Dec. 30, 1960)—Continued		(3) permanent retirement from industry after May 29, 1946, following regular employment in a classified job with an employer party to the national agreement.
Apr. 2, 1964 (amendment dated Mar. 23, 1964).		Added—for commercial mines only: Contribution to welfare and retirement fund of 80 cents for each ton of coal purchased from another operator for use or resale on which a royalty had not been paid. ⁶
Feb. 1, 1965 (action of Board of Trustees dated Jan. 4, 1965).		Pensions: Increased to \$85 a month (was \$75). Changed: Eligibility—to 55 years of age (was 60). All employment in a classified job in the industry was credited toward the 20-year service requirement. Workers who left the industry before Feb. 1, 1965, required to meet the former provision that the 20 years' service be within the 30-year period immediately preceding retirement, or to return for at least a year, until age and service requirement was met.

¹ Applies only to workers having standard schedule of hours reported in table A. Pyramiding of overtime pay not required under the provisions.

² Supplemental agreement authorizing 6-day week was carried over by subsequent agreements. The 6-day week was optional.

³ Retroactive claims for portal-to-portal pay were adjusted by payment of \$40 to each eligible worker employed from Apr. 1, to June 20, 1943, and a prorata amount for less than continuous employment during this period.

⁴ The contract also provided for \$40 added vacation pay for 1956 and observance of December 24, 26, and 31, 1956, as vacation days. These days were not observed as a vacation period in 1957; \$180 was paid in vacation benefits in 1957.

⁵ Effective November 1950, and as amended Mar. 8, 1951.

⁶ See text for detail of this provision.

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).
Bethlehem Atlantic Shipyards, 1941-65. BLS Bulletin 1454 (25 cents).
¹Big Four Rubber Companies, Akron and Detroit Plants, 1937-55.
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).
Martin—Marietta Corp., 1944-64. BLS Bulletin 1449 (25 cents).
Massachusetts Shoe Manufacturing, 1945-64. BLS Report 209 (20 cents).

New York City Laundries, 1945-64. BLS Bulletin 1453 (20 cents).
North American Aviation, 1941-64. BLS Report 203 (25 cents).
North Atlantic Longshoring, 1934-61. BLS Report 234.
Pacific Coast Shipbuilding, 1941-64. BLS Report 254 (25 cents).
¹Pacific Gas and Electric Co., 1943-59.
¹Pacific Longshore Industry, 1934-59.

Railroads—Nonoperating Employees, 1920-62. BLS Report 208 (25 cents).
Sinclair Oil Companies, 1941-66. BLS Bulletin 1447 (25 cents).
Swift & Co., 1942-63. BLS Report 260 (25 cents).
United States Steel Corporation, 1937-64. BLS Report 186 (30 cents).
Western Greyhound Lines, 1945-63. BLS Report 245 (30 cents).
Western Union Telegraph Co., 1943-63. BLS Report 160 (30 cents).

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

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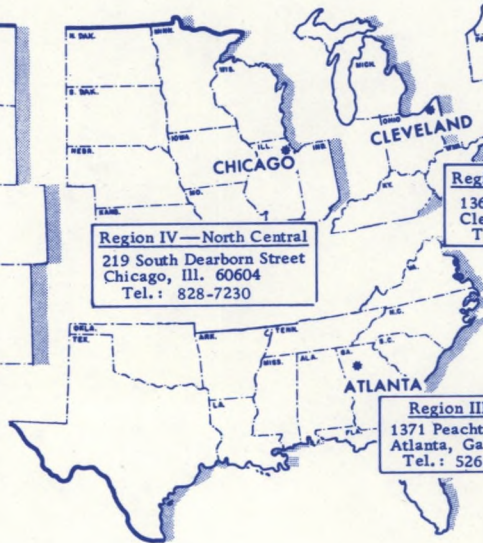
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