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## Wage Chronology

# MASSACHUSETTS SHOE MANUFACTURING, 1945-66

Bulletin No. 1471

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UNITED STATES DEPARTMENT OF LABOR  
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS  
Arthur M. Ross, Commissioner



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## Preface

This report is one of a series that traces the changes 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.

This chronology summarizes the changes in wage rates and related wage practices in Massachusetts shoe manufacturing that have been negotiated with the United Shoe Workers of America since 1945. It includes material previously published as Wage Chronology No. 20, covering the period 1945-51; Supplement No. 1, 1953; Supplement No. 2, 1954-58; Supplement No. 3, 1959-60; Supplement No. 4, 1961-62; Supplement No. 5, 1963-64; and Supplement No. 6, 1965-66.

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.

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## Wage Chronology:

# Massachusetts Shoe Manufacturing, 1945—66

## Introduction

### 1945—51

SOME 50 shoe manufacturers, employing 12,000 workers in late 1951 and located in the Lynn-Haverhill-Boston area in northeastern Massachusetts, are covered by this chronology. Over 15 percent of the production workers in the northeastern shoe industry are employed by these firms, all of which are engaged in the production of women's shoes.

Union organizing activity in this area began well over 100 years ago in 1833 when the shoe workers of Lynn organized and conducted a successful strike. Since that time many different local and national, affiliated and independent unions have represented the industry's workers. The western branch of the Shoe Workers Protective Union and the United Shoe and Leather Workers Union merged in 1937 to form the United Shoe Workers of America (CIO). In 1942, the USWA signed its first master agreement with the northeastern Massachusetts shoe firms. Twenty of the 50 firms signing the most recent agreement are members of the Haverhill Board of Trade; the remaining companies are not formally organized. The agreement was negotiated through a common employer representative but is signed by the individual companies. Subsequent contracts were handled similarly.

The major changes in wage rates and related wage practices negotiated during the postwar period between the several shoe firms and the USWA are traced by this chronology. Only provisions affecting production and maintenance

workers are shown. The chronology starts with the 1945 agreement, but the provisions reported under that date are not necessarily indicative of changes in conditions of employment that were in existence before the starting date.

Approximately 90 percent of the workers in these plants are paid on a piecework basis. The reported changes relate to both piecework and hourly rated employees. However, special provisions of the contracts dealing with the day-to-day administration of the incentive plans are omitted.

The agreement, effective from January 2, 1951, to January 1, 1952, made no provision for a reopening on wages or any other matter.

### 1953

A new contract covering 12,000 workers engaged in the manufacture of women's shoes in the Lynn-Haverhill-Boston area in northeastern Massachusetts was agreed to by the United Shoe Workers of America (CIO) and the employers in the area. Effective January 1, 1953, the agreement replaced previous contracts and is to remain in force until December 31, 1953. It makes no provision for a reopening on any matter. Fifty-nine companies are parties to the master agreement, six others usually sign identical individual contracts.

In addition to a general increase in gross weekly earnings for both time and piece workers, the contract raised the minimum plant rate and liberalized vacation benefits. Since the increase applied to gross weekly earnings, no changes were made in specific piece rates.

## 1954—58

ONE-YEAR AGREEMENTS negotiated in 1954 and 1955 by the United Shoe Workers of America and manufacturers of women's cement process shoes in northeastern Massachusetts left rates of pay unchanged, although the 1954 agreement liberalized paid vacation benefits for workers in plants that closed or were sold as well as group insurance benefits in all plants. The 1955 agreement made no major changes in contract provisions, although it incorporated a provision designed to liberalize vacation payments for employees of firms that went into bankruptcy.

A 2-year agreement negotiated on December 31, 1955, and effective on January 1, 1956, provided for a 2-step increase in pay totaling 8 percent and liberalized paid holiday provisions. Two years later, a 1-year contract increased earnings by 5 cents an hour. Wage increases were applied to gross weekly earnings and no changes were made in existing piece rates. The agreement, which covers about 12,000 employees<sup>1</sup> of 50 shoe companies in the Lynn-Haverhill-Boston area, is to remain in effect until December 31, 1958.

## 1959—60

A 2-YEAR AGREEMENT negotiated by the United Shoe Workers of America with approximately 40 northeastern Massachusetts shoe firms on December 31, 1958, and effective on January 1, 1959, provided for a 2-step increase in pay totaling 8 cents an hour. Following the practice in previous settlements, the wage increases were to be added to gross weekly earnings; piece-rate schedules were not changed, but each firm signing the agreement was given the option of converting piece rates to incorporate the general wage increases.

The establishment of a pension plan was agreed to, with employers to pay 2 cents for each hour paid for into a jointly administered fund beginning January 1, 1960. Provision was made to distribute the accumulated contributions to employees covered by the contract if the parties were unable to agree on details of the plan by December 31, 1960.

The agreement, which now covers approximately 8,000 employees of shoe manufacturers in the Lynn-Haverhill-Boston area, is to remain in effect until December 31, 1960, and from year to year thereafter unless either party requests an amendment or change prior to November 1.

## 1961—62

THE United Shoe Workers of America and approximately 40 northeastern Massachusetts shoe manufacturers reached agreement in January 1961 on terms of a new 2-year contract. The agreement provided for a 5-cent-an-hour pay increase effective January 1, 1961. As in previous settlements, the wage increase was to be added to gross weekly earnings;<sup>2</sup> piece-rate schedules were not changed, but each firm signing the agreement was given the option of adjusting piece rates to incorporate the general wage increase.

Insurance benefits were increased effective February 1, 1961. An earlier practice of closing down the industry for a 2-week vacation period was reestablished by the new contract. The employers' contribution to the pension fund was increased 3 cents an hour paid for (total 5 cents) effective January 1, 1962, although the previous agreement specified that there was to be no increase until December 31, 1962. In addition, the period during which the parties were to agree on the level of pension benefits was extended from December 31, 1960, to December 31, 1962.

The agreement, which now covers approximately 10,000 employees of shoe firms in the Lynn-Haverhill-Boston area, is to remain in effect until December 31, 1962, and from year to year thereafter unless either party gives notice of intention to terminate the agreement prior to November 1 of any subsequent year.

<sup>1</sup> Since 1953, when the previous supplement to the chronology was issued, several plants in Lawrence and Newburyport have come under the master agreement summarized in this chronology; however, other plants have been shut down and relocated, and the number of workers affected by the agreement has not changed materially.

<sup>2</sup> Gross weekly earnings include all piece work and hourly earnings, factory percentages and clock time.

1963—64

A SHORT STRIKE by the United Shoe Workers of America ended early in January 1963 when the union concluded new contracts with 32 northeastern Massachusetts shoe manufacturers employing some 7,000 of its members. The shoe workers had voted to strike after their contracts expired at midnight December 31, 1962, unless a new contract was negotiated. The companies had sought to extend the old agreement for 1 year.

With shoe workers on strike, the union submitted revised contract proposals to the companies on January 2, 1963, the first workday of the year. Fifteen shoe manufacturing companies in the Boston area accepted a 2-year contract later the same day, and their 3,500 employees returned to work on January 3. In the Haverhill area, a 2-day strike of 3,500 shoe workers in 17 factories ended when employees reported to work on January 4, after manufacturers had accepted a similar contract on the evening of January 3.

To permit the suspension of negotiations during the New Year holidays, the parties agreed to change the expiration date of the contract to January 6, 1965, from the traditional December 31.

The contract, which was estimated by the companies to cost 9½ to 10 cents an hour, provided for general wage increases of 3 cents an hour on January 1 of both 1963 and 1964, and increased minimum wage rates. Another paid holiday was added, bringing the total to 8, and insurance benefits were improved. To meet the challenge of automation, technologically displaced workers were given preference for new job openings in their department, and where technology reduced the skill level of jobs, workers already on the payroll were protected against wage decreases, so long as their output was maintained. In some cases, this was a continuation of a practice already in effect.

After accumulating contributions for 2 years, the parties agreed in the spring of 1961 to the benefits that would be available from the pension plan established December 31, 1958. A dual benefit schedule was adopted—one for employees re-

tiring after January 1, 1961, and before January 1, 1962, and another for those retiring after the latter date.

1965—66

Collective bargaining between the United Shoe Workers of America and representatives of 25 northeastern Massachusetts shoe manufacturers began on December 2, 1964. On January 7, some 9,000 workers left their machines when representatives of the union and the employers could not resolve their differences by the expiration date of the former contract, but after a 2-day strike, a new agreement was negotiated on January 8, 1965.

The December bargaining sessions were opened with union demands for a 15-cent-an-hour general wage increase and a minimum hourly guarantee of \$1.50. Efforts were made to change the basis for computing holiday pay, provide 3 weeks' vacation for employees with 10 years or more of service, and raise sickness and accident benefits. To provide employees who had been terminated with an opportunity to maintain living standards while looking for a new job, the union proposed establishment of severance benefits. That proposal would have provided permanently terminated employees with 40 hours' pay for each year of service.

Initially, the employer negotiators proposed that wages be reduced in order to improve their firms' competitive position in the industry. Further reductions in employment costs would have been made by proposed changes in the method of computing vacation pay and pension contributions, adjustment in piece rates, lengthening the employment service

required for health insurance eligibility, and changes in a number of other existing contract provisions.

The 2-year agreement that terminated the strike was ratified on January 11. Employee earnings were to be boosted by a total of 6 cents an hour—one-half to become effective in January 1965, the other half, a year

later. Weekly sickness and accident benefits were increased, and holiday pay was based on the worker's average straight-time hourly earnings, rather than a percentage of those earnings, in the social security quarter that preceded the holiday.

The 1965 agreement will remain in effect until January 6, 1967.

A—General Wage Changes<sup>1</sup>

Effective date	Provision	Applications, exceptions, and other related matters
Jan. 1, 1945 (by agreement of same date).	No general wage change -----	
Jan. 1, 1946 (by agreement of same date).	15-percent increase, averaging approximately 15 cents an hour.	Provision made for cost-of-living adjustment. <sup>2</sup>
Sept. 2, 1946 (Arbitration Award, Nov. 5, 1946).	10 cents an hour increase -----	Arbitration award of Massachusetts State Board of Arbitration and Conciliation.
Jan. 2, 1947 (agreement of Mar. 1, 1947).	2.5 cents an hour increase -----	Those workers not receiving 10-cent increase from arbitration award of Nov. 5, 1946, to get 12½ cents retroactive to Jan. 2, 1947. <sup>3</sup>
July 7, 1948 (Arbitration Award, July 7, 1948).	5 cents an hour increase -----	Arbitration award of Massachusetts State Board of Arbitration and Conciliation.
Jan. 2, 1951 (agreement of Dec. 15, 1950).	10 cents an hour increase -----	-----
Jan. 1, 1953 -----	5-percent increase, averaging approximately 8 cents an hour.	Percent increase applied to gross weekly earnings. Consequently, piece-rate schedules were not revised to reflect the increase. <sup>4</sup>
Jan. 1, 1956 (agreement of Dec. 31, 1955).	5-percent increase, averaging approximately 8 cents an hour.	Percent increase applied to gross weekly earnings. Consequently, piece-rate schedules were not revised.
Jan. 1, 1957 (by above agreement).	2.86-percent increase, averaging approximately 5 cents an hour.	5-percent increase in gross weekly earnings raised to 8 percent.
Jan. 1, 1958 (agreement of Dec. 31, 1957).	5 cents an hour increase -----	Added to total earnings. Piece-rate schedules were not revised.
Jan. 1, 1959 (agreement dated Dec. 31, 1958).	5 cents an hour increase -----	Added to total earnings. Piece-rate schedules were not revised.
Jan. 1, 1960 (agreement dated Dec. 31, 1958).	3 cents an hour increase -----	Deferred increase of 3 cents an hour, effective Jan. 1, 1960.
Jan. 1, 1961 (agreement dated Dec. 31, 1960).	5 cents an hour increase -----	Added to total earnings. Piece-rate schedules were not revised.
Jan. 1, 1963 (agreement dated Jan. 2, 1963).	3 cents an hour increase -----	Added to total earnings. Piece-rate schedules were not revised. Agreement also provided deferred increase effective Jan. 1, 1964.
Jan. 1, 1964 (agreement dated Jan. 2, 1963).	3 cents an hour increase -----	Deferred increase added to total earnings. Piece-rate schedules were not revised.
Jan. 7, 1965 (agreement dated Jan. 8, 1965).	3 cents an hour increase -----	Added to total earnings. Piece-rate schedules were not revised. Agreement also provided a deferred increase effective Jan. 7, 1966.
Jan. 7, 1966 (agreement dated Jan. 8, 1965).	3 cents an hour increase -----	Deferred increase added to total earnings. Piece-rate schedules were not revised.

<sup>1</sup> General wage changes are construed as upward or downward adjustments affecting an entire establishment, bargaining unit or plant at one time. They do not include adjustments in individual rates such as promotions and minor adjustments in wage structure such as changes in individual job rates that do not have an immediate or noticeable effect on the average wage level.

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

<sup>2</sup> Contract included provision that if on July 1, 1946, or any time thereafter during life of agreement, the cost of living increased by 5 percent or more as measured by Necessaries of Life Division, Massachusetts Department of Labor and Industries, the union had the right to request wage increases equal to the percentage rise in the cost of living. If parties were unable to agree promptly on such increases, the question was to be arbitrated by Massachusetts State Board of Arbitration and Conciliation.

<sup>3</sup> Cost-of-living provision eliminated.

<sup>4</sup> The majority of production workers covered by these agreements are paid on a piecework basis.

## B—Minimum Plant Wage Rates

Effective date	Minimum hourly rate <sup>1</sup>	Applications, exceptions, and other related matters
Jan. 1, 1945-----	\$0.55-----	Minimum plant rates do not apply to learners or handicapped workers.
Jan. 1, 1946-----	.65-----	
Jan. 2, 1947-----	.75-----	
July 1, 1948-----	.80-----	
Jan. 2, 1951-----	.90-----	
Jan. 1, 1953-----	.945-----	
Jan. 1, 1956-----	1.00-----	Did not apply to learners, defined as workers with less than 6 months' employment in the plant. Also applied to learners.
Apr. 1, 1956-----	1.05-----	
Jan. 1, 1958-----	1.13-----	\$1 minimum for learners, defined as those with less than 3 months' employment in the plant. \$1 minimum for learners.
Jan. 1, 1959-----	1.18-----	
Jan. 1, 1960-----	1.21-----	\$1.05 minimum for learners, as defined in previous agreement. \$1.05 minimum for learners.
Jan. 1, 1961-----	1.26-----	
Sept. 3, 1961-----	-----	\$1.10 minimum for learners. \$1.15 minimum for learners, in accordance with amendment to Fair Labor Standards Act.
Jan. 1, 1963-----	1.29-----	
Sept. 1, 1963-----	1.32-----	\$1.15 minimum for learners; \$1.51 for packers and repairers. \$1.25 minimum for learners, in accordance with the Fair Labor Standards Act; \$1.54 for packers and repairers.
Jan. 1, 1964-----	1.35-----	
Jan. 7, 1965-----	1.38-----	\$1.57 minimum for packers and repairers. \$1.60 minimum for packers and repairers.
Jan. 7, 1966-----	1.41-----	

<sup>1</sup> From Jan. 1, 1958, the minimum hourly rate applied to employees who had 3 months of employment in any shoe factory, whether on daywork or piecework and make-up.

C—Related Wage Practices<sup>1</sup>

Effective date	Provision	Applications, exceptions, and other related matters
Overtime Pay		
Jan. 1, 1945 -----	Time and one-half for work in excess of 8 hours a day.	
Holiday Pay		
Jan. 1, 1945 -----	Six paid holidays established, for which workers were paid 1½ percent of total earnings during prior social security quarter but not less than \$4. Four additional holidays observed without pay.	Paid holidays were: New Year's Day, Washington's Birthday, Memorial Day, Labor Day, Thanksgiving, and Christmas. Unpaid holidays observed were: April 19, July 4, October 12, and November 11. Any employee involved in work stoppage within 3 months immediately preceding holiday was ineligible to receive holiday pay.
Jan. 1, 1948 -----	Changed to: Holiday pay to be not less than \$5 a day for employee on payroll 3 months or more.	Payment made for holidays falling on Saturday. To invoke penalty of loss of holiday pay for a work stoppage, company must post notice within 3 days after employee's return to work.
Jan. 1, 1954 -----	Changed: November 11, from unpaid holiday to holiday at one-half pay (total 6½ days).	Minimum pay for November 11, \$2.50.
Jan. 1, 1956 -----	Changed: November 11, made a full paid holiday (total 7 days).	Minimum pay for November 11, \$5.
Jan. 1, 1961 (agreement dated Dec. 31, 1960).		Added: Employees unable to work because of illness up to 90 days to be paid for holidays within that period.
Jan. 1, 1963 (agreement dated Jan. 2, 1963).	Added: 1 paid holiday (total 8) -----	Holiday was Columbus Day.
Jan. 7, 1965 (agreement dated Jan. 8, 1965).	Changed: Basis of holiday pay—to 8 times average straight-time hourly earnings during previous social security quarter.	
Paid Vacations		
Jan. 1, 1945 -----	Three days' vacation, with 24 hours' pay at straight-time average hourly earnings, for employees with 6 months or more continuous service. One week's vacation, with 40 hours' pay for employees with 1 year or more of service.	Pay determined from average earned during calendar quarter ending March 31. Any employee involved in work stoppage during term of contract ineligible to receive vacation pay.
Jan. 1, 1948 -----		To invoke penalty of loss of vacation pay for a work stoppage, company must post notice within 3 days after employee's return to work.
Jan. 3, 1950 -----		24 hours' pay at average straight-time hourly earnings in lieu of vacation benefit in event of sale, liquidation, failure, bankruptcy, etc., to all employees with 6 months' continuous service. Pay determined from average earnings during first social security quarter.
Jan. 1, 1953 -----	Changed to: 3 days' vacation, with 24 hours' pay at straight-time average hourly earnings, for employees with 6 months' and less than 1 year's service; 1 week, with 40 hours' pay, for employees with 1 and less than 5 years; 2 weeks (80 hours) for employees with 5 or more years.	

See footnote at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters
Paid Vacations—Continued		
Jan. 1, 1954 -----		Added: 5 days' pay at average straight-time hourly earnings to employees with 5 years' or more service in lieu of vacation benefits in event of sale, liquidation, failure, bankruptcy, or removal of the business prior to June 1, of contract year.
Jan. 1, 1955 -----		In event of bankruptcy, employees to receive full vacation pay to which they would have been entitled by June of contract year. Previous reductions in vacation pay continued to apply in event of sale, liquidation, or removal.
Jan. 1, 1958 -----		2-week plant shutdown for vacation specified in contract. <sup>2</sup>
Jan. 1, 1959 (agreement dated Dec. 31, 1958).		Plant shutdown for 2 consecutive weeks for vacation no longer required, but vacations must be scheduled between July 1, and August 31. <sup>3</sup>
Jan. 1, 1961 (agreement dated Dec. 31, 1960).		Added: Employer given option of giving week's pay in lieu of second week of vacation. 1958 provision for an industrywide vacation shutdown during first 2 consecutive weeks in July was reinstated.
Reporting Time		
Jan. 1, 1945 -----	Minimum of 4 hours' pay at basic hourly rate guaranteed employees not notified of lack of work.	Not applicable if failure to furnish work due to fire, flood, Act of God, failure of power, absence of heat or workers' failure to report to work.
Down Time		
Jan. 1, 1945 -----	Average hourly earnings paid pieceworkers during stoppages exceeding 30 minutes.	Applies to all employees requested to remain in plant after breakdown of machinery, power failure, etc.
Technological Change Pay		
Jan. 1, 1963 (agreement date Jan. 2, 1963).	Established: Previous average hourly earnings guaranteed employees required to use new machinery or machinery requiring the same or less skill or effort; wage rate to be set by negotiation or arbitration if high-skill required.	Practice in effect and continued: Employees whose jobs were eliminated by technological change given preference in assignment to new or improved machinery. Added: Employees whose jobs were eliminated by technological change given preference to any job opening in department. <sup>4</sup>

See footnotes at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters
Group Insurance Benefits		
Jan. 1, 1945 ----- June 5, 1945 -----	<p>No provision for group insurance benefits. Noncontributory group insurance plan installed for employees with 30 days' service, providing:</p> <p>Life insurance—\$250 in event of death or total and permanent disability before age 60; Sickness and accident benefits—\$10 a week up to maximum of 13 weeks, starting on first day of disability due to accident and on 8th day of disability due to sickness; Surgical benefits—up to maximum of \$112.50 during one period of disability. Daily hospital benefits—\$4 a day up to maximum of 31 days for disability and up to maximum of 14 days for confinement due to pregnancy. Special hospital benefits—up to \$20 for any one disability.</p>	Applicable only to nonoccupational accidents and sickness not covered by workmen's compensation.
Jan. 2, 1951 -----	Changed to: Life insurance—\$500 in event of death or total and permanent disability before age 60.	
Jan. 1, 1954 -----	<p>Increased to:</p> <p>Sickness and accident benefits—\$15 a week. Surgical benefits—maximum of \$150. Daily hospital benefits—\$8. Special hospital benefits—\$50. Added: Medical care—\$3 a day, up to \$51.</p>	No payments for physicians' visits after 17th day of hospital confinement.
Feb. 1, 1961 (agreement dated Dec. 31, 1960).	<p>Increased:</p> <p>Surgical benefits—up to \$300. Daily hospital benefits—up to \$12. Special hospital benefits—up to \$120.</p>	Former practice of providing hospital benefits up to \$50 for emergency medical care and treatments within 24 hours of accident continued.
	Medical care—up to \$93 -----	No payment for doctor's visits after 31st day of hospital confinement.
	Maternity benefits—up to \$120 -----	Formerly, daily hospital benefits up to \$8 a day for 14 days plus special hospital allowance up to \$25 provided.
Jan. 1, 1963 (agreement dated Jan. 2, 1963).	<p>Obstetrical care—up to \$75 -----</p> <p>Increased:</p> <p>Daily hospital benefits—to \$18 (maximum \$558). Sickness and accident benefits—to \$20 maximum \$260).</p>	Formerly, up to \$50 provided.
Jan. 1, 1964 (agreement dated Jan. 2, 1963).	Increased: Life insurance—\$1,000 in event of death or total and permanent disability before age 60.	
Jan. 11, 1965 (agreement dated Jan. 8, 1965).	Increased to: Sickness and accident benefits—\$25 a week.	
Pension Plans		
Jan. 1, 1960 (agreement dated Dec. 31, 1958).	Pension plan established to be financed by employer contribution of 2 cents an hour paid for.	<p>If agreement on program is not reached by Dec. 31, 1960, fund to be distributed to employees in proportion to hours worked since Jan. 1, 1959. Contribution not to be increased until Dec. 31, 1962.</p>
Jan. 1, 1962 (agreement dated Dec. 31, 1960).	Increased: Employer contribution by 3 cents an hour paid for (total 5 cents).	If agreement on program is not reached by Dec. 31, 1962, fund to be distributed to employees in proportion to hours worked since Jan. 1, 1959.

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

Effective date	Provision	Applications, exceptions, and other related matters
Pension Plans—Continued		
<p>Jan. 1, 1961 (Resolution of Board of Trustees dated Nov. 7, 1960, and May 8, 1961).</p>	<p>Activated: Noncontributory plan providing the following benefits, exclusive of social security, for employee age 65 or older with at least 15 years' continuous service who in 1960 or some subsequent year earned more than \$1,200 or worked more than 750 hours in covered employment.</p> <p>Normal monthly benefits: For employee retiring after Jan. 1, 1961, but before Jan. 1, 1962: \$4.50 to \$7.75, depending on years of continuous service.<sup>5</sup></p> <p>For employee retiring after Jan. 1, 1962: \$6.50 to \$38.50, depending on years of continuous service.<sup>6</sup></p> <p>Accrual of credit units—Employee in covered employment accumulated credit units quarterly for continuous years of service on basis of hours worked; maximum of 4 credit units per year.<sup>7</sup></p> <p>Survivors, benefits: Survivors to receive benefits accrued during life but payable after death of retiree.<sup>8</sup></p>	<p>Covered employment defined as: (1) between Jan. 1, 1937, and Dec. 31, 1959—any work in the shoe industry, and (2) after Jan. 1, 1960—work in the shoe industry within the geographic area covered by the retirement program and in a job in the bargaining unit.</p> <p>Benefits also provided employee who retired in 1960 if eligibility requirements were met. Employee permitted to receive benefits while working in covered employment until earnings reached \$1,500 in a calendar year.</p> <p>Continuity of employment broken: (1) From Jan. 1, 1960, if employee quit or was discharged for cause and earned no service credits for 4 consecutive calendar quarters; (2) at any time for reasons not covered in (1) if (a) employee with less than 15 years' service failed to earn service credits for 8 consecutive quarters, or (b) employee with at least 15 years' service failed to earn credits for 12 consecutive quarters, except that employee unable to work for the following reasons was given credit for up to 1 year for disability or total incapacity to work in covered employment; for an unlimited period before Jan. 1, 1961, and up to 2 years thereafter for military service. When 65th birthday occurred during a break in service, employee forfeited all service credit units unless 1 unit was earned after the break.</p>

<sup>1</sup> Last entry under each item represents most recent change.

<sup>2</sup> Formerly many plants followed a practice of closing for 1 week.

<sup>3</sup> An oral understanding between the parties reportedly provides for a 1-week shutdown of all plants during the week of July 4.

<sup>4</sup> In practice, this provision applies to any job in the plant.

Footnotes—Continued

<sup>5</sup> Plan provided the following schedule of benefits:

Years of covered employment	Monthly pension	Years of covered employment	Monthly pension
15 -----	\$ 4. 50	21 -----	\$ 6. 50
16 -----	5. 00	22 -----	6. 75
17 -----	5. 25	23 -----	7. 00
18 -----	5. 50	24 -----	7. 50
19 -----	5. 75	25 (maximum) -----	7. 75
20 -----	6. 25		

<sup>6</sup> Benefits for years of covered employment prior to and after Dec. 31, 1961, determined as follows:  
For years of covered employment before Dec. 31, 1961:

Years of covered employment	Monthly pension	Years of covered employment	Monthly pension
1 -----	\$ 0. 50	14 -----	\$ 6. 25
2 -----	1. 00	15 -----	6. 50
3 -----	1. 25	16 -----	7. 00
4 -----	1. 75	17 -----	7. 25
5 -----	2. 25	18 -----	7. 75
6 -----	2. 75	19 -----	8. 25
7 -----	3. 00	20 -----	8. 50
8 -----	3. 50	21 -----	9. 00
9 -----	4. 00	22 -----	9. 50
10 -----	4. 50	23 -----	10. 00
11 -----	4. 75	24 -----	10. 25
12 -----	5. 25	25 (maximum) -----	10. 75
13 -----	5. 75		

For years of covered employment after Jan. 1, 1962:

Years of covered employment	Monthly pension	Years of covered employment	Monthly pension
1 -----	\$ 1. 25	9 -----	\$ 11. 25
2 -----	2. 50	10 -----	12. 75
3 -----	3. 75	11 -----	14. 00
4 -----	5. 00	12 -----	15. 50
5 -----	6. 50	13 -----	16. 75
6 -----	7. 75	14 -----	18. 00
7 -----	9. 00	15 -----	19. 25
8 -----	10. 25		

and increased by \$1.25 every year thereafter to total of 30 years with the exception of \$1.50 between years 20-21 and 29-30.

<sup>7</sup> Employees credited as follows:

	Hours worked during year	Quarter-year credits
Less than 375 -----		0
375 but less than 750 -----		1
750 but less than 1,125 -----		2
1,125 but less than 1,500 -----		3
1,500 or more -----		4

<sup>8</sup> Priority of survivors:

- |  |                               |
|--|-------------------------------|
| (a) person designated as beneficiary by pensioner; | (d) father;                   |
| (b) widow;   | (e) mother;                   |
| (c) children;                                      | (f) brothers and sisters; and |
|  | (g) personal representatives. |

## 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 Line Department, 1940-64. BLS Bulletin 1443 (40 cents).  
<sup>1</sup> Berkshire Hathaway Inc. (formerly Northern Cotton Textile Associations), 1943-66. BLS Bulletin 1475.  
Bethlehem Atlantic Shipyards, 1941-65. BLS Bulletin 1454 (25 cents).  
<sup>2</sup> Big Four Rubber Companies, Akron and Detroit Plants, 1937-55.  
Bituminous Coal Mines, 1933-66. BLS Bulletin 1461 (20 cents).  
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).
- New York City Laundries, 1945-64. BLS Bulletin 1453 (20 cents).  
North American Aviation, 1941-64. BLS Report 203 (25 cents).  
<sup>2</sup> North Atlantic Longshoring, 1934-61. BLS Report 234.  
Pacific Coast Shipbuilding, 1941-64. BLS Report 254 (25 cents).  
<sup>2</sup> Pacific Gas and Electric Co., 1943-59.  
<sup>2</sup> Pacific Longshore Industry, 1934-59.
- Railroads—Nonoperating Employees, 1920-62. BLS Report 208 (25 cents).  
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).

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

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

BUREAU OF LABOR STATISTICS REGIONAL OFFICES



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