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Wage Chronology

INTERNATIONAL SHOE CO., 1945-66

Bulletin No. 1479



UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
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Preface

This report is one of a series that traces the changes in wage scales and related benefits, negotiated in collective bargaining agreements, by individual employers or combinations of employers with a union or group of unions. Benefits unilaterally introduced by an employer are generally reported. The chronology series is intended primarily as a tool for research, analysis, and wage administration. The series deals only with selected features of collective bargaining or wage determination. References to job security, grievance procedure, methodology of piece-rate adjustment, and similar matters are omitted.

This International Shoe Company Wage chronology summarizes changes in wage rates and related wage practices negotiated by the company with the United Shoe Workers of America and the Boot and Shoe Workers Union since the first master contracts in 1945. It includes the terms of 15 collective bargaining agreements entered into by the parties to date. The provisions of the first 14 agreements—published as a basic report and four supplements—have previously been consolidated into one document. The materials previously published have been supplemented in this bulletin by negotiated contract changes effective in 1965 and 1966.

Lily Mary David, Chief of the Division of Wage Economics, under the direction of L. R. Linsenmayer, Assistant Commissioner, Office of Wages and Industrial Relations, is responsible for the overall direction of the wage chronology program. This bulletin was prepared under the supervision of Albert A. Belman.

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International Shoe Co., 1945—66

Introduction

1945—51

This chronology¹ traces the major changes in wage rates and related wage practices negotiated between the company and the United Shoe Workers of America (CIO) and the Boot and Shoe Workers (AFL) since 1945, the date of the first master agreements. Although there is a separate contract for each plant, all agreements are negotiated centrally and contain substantially the same basic points. Conditions of employment are the same in both the organized and unorganized plants of the company. The contracts cover only production, maintenance, and custodial workers.

Unions organizing activities in the International Shoe factories began in the early 1940's. Master agreements between the company and the unions were first negotiated in 1945. At the time of the last negotiation (October 1950), the United Shoe Workers bargained for 10,500 production workers in 21 shoe factories, 15 supply plants, and 1 tannery; the Boot and Shoe Workers Bargained for 7,000 workers in 17 shoe factories and 1 supply plant; and workers in 7 tanneries, 2 shoe factories, and 3 supply plants are represented by a number of other unions. The balance of the company's operations are not organized and about 70 percent of the company's employees are represented by these unions.

Approximately 90 percent of the workers in the factories of the International Shoe Co. were paid on a piecework basis. The changes reported in the chronology relate to these employees as well as those paid on a straight hourly basis. Special provisions of the contracts dealing with the day-to-day administration of the incentive plans are omitted, as are provisions relating only to specified plants. Since the chronology started with the 1945 agreements, the provisions reported under that date do not necessarily indicate changes in prior conditions of employment.

The agreements, effective October 1, 1951, continued in effect until September 30, 1952, in the case of the United Shoe Workers, and October 31, 1952, in the case of the Boot and Shoe Workers. They make no provision for a re-opening on wages or any other matter.

¹ For purpose and scope of wage chronology series, see Monthly Labor Review, December 1948 (p. 581).

1952

The International Shoe Co.'s agreements with the United Shoe Workers of America (USWA-CIO) and the Boot and Shoe Workers (B&SW-AFL), in effect since October 1951, expired in September and October 1952.

New 1-year agreements were negotiated in October and individual plant contracts were signed at various dates. They provided for retroactive increases in earnings as well as changes in overtime and holiday pay and in paid-vacation practices. Although the unions negotiated separately, both contracts provided for the same general wage increase. The same changes in related working practices were also made in each contract.

The contracts like those they replaced, make no provision for a reopening regarding any of the terms.

1953-57

International Shoe Co. agreements with the United Shoe Workers of America (USWA) and the Boot and Shoe Workers (B&SW), in effect since the fall of 1952, expired in September and October of 1953, respectively.

These were replaced by 2-year agreements negotiated on October 31, 1953, which established semiannual cost-of-living wage escalator clauses for the 18,000 employees represented by these 2 unions but provided for no immediate change in pay. The agreements added a third week of vacation after 15 years of service and provided a company-paid hospital, medical, and surgical plan.

Negotiations for new contracts began in September 1955 and, when no agreement was reached, the unions struck on November 11, 1955. The strike was ended in early December on terms of an increase of almost 5 percent in the earnings of piece and time workers, retroactive to October 3, an additional advance of almost 3 percent in April 1956, and discontinuance of the cost-of-living escalator clauses. The agreements were for 2 years, with provision for a third year if an acceptable pension plan could be worked out.

In July 1957, the parties agreed upon the terms of a retirement plan, to be financed by company payments of 3 percent of its gross payroll, and extended the agreements to September 30, 1958.

1958-61

The 3-year agreements between the International Shoe Co. and the United Shoe Workers of America and the Boot and Shoe Workers that were scheduled to expire on September 30, 1958, were extended until October 10, 1958. They were replaced by 2-year agreements negotiated on October 12, which provided a 4-percent wage increase effective October 1, 1958, and an additional 2.5 percent on October 1, 1959, for about 14,500 workers. The agreements also revised reporting pay provisions and liberalized life insurance for retired employees.

The day after these contracts expired on September 30, 1960, agreement was reached on terms of new 2-year contracts. The new contracts, which covered about 12,300 workers at 33 plants, provided for wage increases of 5 cents an hour

effective January 2, 1961, and an additional 3 cents an hour effective January 1, 1962. The agreements also improved the hospital benefits program, liberalized vacation eligibility requirements, and provided vacation benefits for employees retiring during the year. The current agreements are to continue in effect until September 30, 1962, without provision for any reopening.

1962-64

Two-year contracts to replace those that expired September 30, 1962, were agreed to on the following day by the International Shoe Co., and the United Shoe Workers of America (USWA) and the Boot and Shoe Workers (B&SW) after almost 2 months of negotiations. The new agreements, which covered about 13,000 workers, provided 3-cent-an-hour general wage increases for all workers on January 1, 1963, and again on January 1, 1964.² In addition, higher rates for some incentive operations, effective March 4 and September 3, 1963, will increase the earnings of one-third of the company's employees an average of 6 cents an hour over the life of the contract.

Improvements in fringe benefits consisted of an additional paid holiday and an increase in women's accident and sickness benefits to the level of the men's benefits. An actuarial study of the pension fund was instituted to determine the feasibility of an early retirement provision under existing financing arrangements. As a result of this study, the pension plan was amended to permit voluntary retirement at age 62.

The changes incorporated in the 1962 agreements, are to remain in effect until September 30, 1964, without any reopening.

1964-66

Bargaining objectives for the coming negotiations in the shoe industry were developed at a biunion (United Shoe Workers of America-USWA and Boot and Shoe Workers Union-BSWU) wage policy conference in May. Negotiations opened in late August with the unions following a well-established procedure, presenting their noneconomic contract proposals prior to the economic demands. At the 1964 sessions, the noneconomic items dealt with more than 50 contract provisions.

On September 9, International Shoe Co. and union negotiators started their discussions of the unions' economic package which was designed to improve existing benefits and add new practices. The unions' determination to increase earnings was expressed in a request for a 15-cent-an-hour wage increase and a \$1.40 minimum for all piece and hourly workers. An additional paid holiday and longer vacations would have reduced worktime while maintaining earnings. Substantial improvements in the hospital-surgical-medical plan, sickness and accident benefits, and pension annuities, were included in the union package. The higher annuities were to be financed by an additional 1-percent employer contribution. A number of the proposals were aimed at improving job security and earnings when changes in operations, materials, or machinery would have reduced employment or take-home pay.

The unions also requested the establishment of two new benefits to protect earnings levels: 2 days' paid funeral leave, and 7 days' paid sick leave. A proposal for the initiation of a severance pay provision completed the unions' program.

On October 22, the International Shoe Co. reached agreement on a 2-year contract with the United Shoe Workers of America and the Boot and Shoe Workers Union. For the first time in many years, the unions signed with Brown Shoe Co. before they did with International, and then only after the parties had agreed on a 30-day extension of the 1962 contract.

Earnings of day and pieceworkers were to be increased 2 percent in January 1965 and 1966, and an additional 2 percent increase was given employees at the lowest job-class rate. One paid holiday was added, bringing the total to 8. Daily payments for hospital room and board and the surgical maximum were raised. Pension benefits were increased and eligibility for disability annuities was reduced to 15 years of service, regardless of the worker's age.

Some 10,000 workers are covered by the International Shoe Co. agreements with the unions; 7,000 in Missouri, Arkansas, and Illinois USWA plants and 3,000 in Missouri, Kentucky, and Tennessee BSWU plants. All agreements are to remain in effect until September 30, 1966.

A—General Wage Changes ¹

Effective date	Provision	Applications, exceptions, and other related matters
Dec. 1, 1945, USWA and B&SW (by agreement). June 3, 1946, USWA and B&SW (by agreement). Sept. 2, 1946, USWA and B&SW (by agreement). Mar. 3, 1947, USWA and B&SW (by agreement and arbitration award).	10 percent increase, averaging approximately 8 cents an hour. 7 cents an hour increase ----- 5 cents an hour increase.	Approved by the Wage Stabilization Board on July 26, 1946.
October 1947, USWA and B&SW (by agreement).	7-1/2 percent increase with a minimum increase of 6 cents, averaging approximately 7 cents an hour. 3 cents an hour increase -----	Increase designated as cost-of-living allowance, to be adjusted 3 cents whenever there was a 5-point increase or decrease in the BLS Consumers' Price Index. The agreement provided for a maximum increase of 12 cents and limited reductions to the level of the previous agreement.
December 1947, USWA and B&SW.	3 cents an hour increase -----	Adjustment of cost-of-living allowance.
April 1948, USWA and B&SW.	3 cents an hour increase -----	Adjustment of cost-of-living allowance.
May 1948, USWA and B&SW.	3 cents an hour decrease -----	Adjustment of cost-of-living allowance.
July 1948, USWA and B&SW.	3 cents an hour increase -----	Adjustment of cost-of-living allowance.
October 1948, USWA and B&SW.	3 cents an hour increase -----	Adjustment of cost-of-living allowance.
February 1949, USWA and B&SW.	3 cents an hour decrease -----	Adjustment of cost-of-living allowance.
Oct. 3, 1949, USWA and B&SW (by agreement).	-----	Cost-of-living adjustment frozen at 9 cents. Escalator clause eliminated.
Oct. 2, 1950, USWA and B&SW (by agreement).	6 cents an hour increase.	
Oct. 1, 1951, USWA and B&SW (by agreement).	6 cents an hour increase -----	Additional 3 cents to skilled mechanics.
Sept. 29, 1952, B&SW and USWA.	4 percent increase, averaging 4-1/2 cents an hour.	Percent increase applied to gross weekly earnings. The company's piece-rate schedule was therefore not revised to reflect the increase. ²
Oct. 1, 1953, USWA and Nov. 1, 1953, B&SW (by agreements of Oct. 31, 1953).	No wage change -----	Semiannual cost-of-living escalator clause established, with 1 percent adjustment of existing 4 percent extra wage payment (applied to gross weekly earnings) for each 1.15-point change in the Bureau of Labor Statistics Consumer Price Index from its Aug. 15, 1953, level (1947-49=100). First adjustment due Apr. 5, 1954, based on the Feb. 15, 1954, index. No decrease in the index was to reduce extra wage payment below that currently paid.

See footnotes at end of table.

A—General Wage Changes ¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Apr. 5, 1954 -----	No wage change -----	Semiannual review of cost-of-living allowance.
Oct. 4, 1954 -----	No wage change -----	Semiannual review of cost-of-living allowance.
Apr. 4, 1955 -----	No wage change -----	Semiannual review of cost-of-living allowance.
Oct. 3, 1955, USWA and B&SW (agreements of Dec. 1955).	4.8 percent increase in earnings ----	Increase resulted from raising extra wage payment from 4 to 9 percent. Consequently, piece-rate schedules were not revised. Cost-of-living escalator clause discontinued.
Apr. 2, 1956, USWA and B&SW (agreements of Dec. 1955).	2.75 percent increase in earnings ---	Minimum rate to be changed when mandatory under Fair Labor Standards Act to new minimum required by the act. Increase resulted from raising extra wage payment from 9 to 12 percent.
Oct. 1, 1958, USWA and B&SW (B&SW agreements dated Nov. and Dec. 1958, and USWA agreements dated Dec. 1958 and Jan. 1959).	4 percent increase, averaging approximately 6 cents an hour.	Increase applied to piece, hourly, and sample extra rates. ³
Oct. 1, 1959, USWA and B&SW (B&SW agreements dated Nov. and Dec. 1958, and USWA agreements dated Dec. 1958 and Jan. 1959).	2.5 percent increase, averaging approximately 4 cents an hour.	Increase applied to piece, hourly, and sample extra rates. ³
Jan. 2, 1961, USWA and B&SW (agreements dated Oct. 1960).	5 cents an hour increase -----	Increase applied to hourly rates. In contrast to procedure followed in 1958 and 1959, the earnings of pieceworkers were increased by the amount of the general wage change times the number of hours worked during the week.
Sept. 3, 1961, USWA and B&SW.	-----	Minimum rate increased to \$1.15 an hour as required by 1961 amendment to Fair Labor Standards Act; other rates in the progression schedule increased to reflect new minimum.
Jan. 1, 1962, USWA and B&SW (agreements dated Oct. 1960).	3 cents an hour increase -----	Increase applied to hourly rates. Earnings of pieceworkers were increased by the amount of the general wage change times the number of hours worked during the week.
Jan. 1, 1963, USWA and B&SW (agreements of Oct. 1, 1962).	3 cents an hour increase -----	Weekly earnings of pieceworkers increased by the general wage change times the number of hours worked during the week. Agreement also provided a deferred general wage increase, effective Jan. 1, 1964, and increases in incentive rates, effective Mar. 4 and Sept. 3, 1963.

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Mar. 4, 1963, USWA and B&SW (agreements of above date).	-----	Deferred increase of up to 5 cents per 100 piecework points in some incentive operations, amounting to 1 cent an hour when averaged over entire bargaining unit. ⁴
Sept. 3, 1963, USWA and B&SW (agreements of above date).	-----	Deferred increase of up to 5 cents per 100 piecework points in some incentive operations, amounting to 1.5 cents an hour when averaged over entire bargaining unit. ⁴ Minimum rate increased to \$1.25 an hour as required by 1961 amendment of Fair Labor Standards Act; other rates in progression schedule for lowest paid day-rate workers increased to reflect new minimum.
Jan. 1, 1964, USWA and B&SW (agreements of above date).	3 cents an hour increase -----	Deferred wage increase. Weekly earnings of pieceworkers increased by the general wage change times the number of hours worked during the week.
Jan. 4, 1965 (agreements dated Dec. 1964–Jan. 1965).	2 percent increase, averaging 3.4 cents an hour. ⁵	Additional 2 percent increase to employees in lowest wage class and inequity adjustments at a number of plants amounted to approximately 1.5 cents an hour ⁵ when averaged over the entire bargaining unit. Agreement also provided a deferred general increase effective Jan. 3, 1966.
Jan. 3, 1966 (agreements dated Dec. 1964–Jan. 1965).	2 percent increase, averaging 3.6 cents an hour. ⁵	Deferred increase.

See footnotes on page 8.

Footnotes:

¹ 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 or changes in individual job rates that do not have an immediate or noticeable effect on the average plant wage level.

² The majority of production workers in International Shoe factories are paid on a piecework basis.

³ Sample extra rates apply to some piecework operations on samples where the workmanship is visible.

⁴ Under the company's incentive plan, 100 points is equal to approximately 100 minutes of work for the average worker. The 5 cents would, therefore, be the equivalent of about a 3-cent-an-hour increase for the average pieceworker.

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, incentive earnings, and other factors, the total of the general changes listed will not necessarily coincide with the change in straight-time average hourly earnings.

⁵ The estimated cents an hour resulting from the percentage increases were provided by the unions.

B—Minimum Hourly Rates for Nonincentive Workers by Area

Effective date and area	Rate	Applications, exceptions, and other related matters
Dec. 1, 1945:		
St. Louis area -----	\$0.675	
Outside St. Louis ---	.625	
Jan. 25, 1950:		
All areas -----	.75	In accordance with amendment to Fair Labor Standards Act, effective Jan. 25, 1950.
Mar. 1, 1956:		
All areas -----	1.00	In accordance with amendment to Fair Labor Standards Act, effective Mar. 1, 1956.
Oct. 1, 1958 -----		A schedule was established providing automatic increases of 2 1/2 cents per hour each 4 weeks to a rate that was equal to the minimum rate plus at least 50 percent of the difference between the minimum and maximum; ¹ company could grant additional increases or the maximum rate to qualified workers, at its discretion, regardless of time.
Sept. 3, 1961:		
All areas -----	1.15	To comply with amendment of Fair Labor Standards Act, effective Sept. 3, 1961; other rates in progression schedule increased to reflect increase in minimum rate, although this was not included in the contract.
Jan. 1, 1963:		
All areas -----		By agreements of Oct. 1, 1962, automatic progression changed to rate equal to the minimum rate plus at least two-thirds the difference between the minimum and maximum rates.
Sept. 3, 1963:		
All areas -----	1.25	To comply with 1961 amendment of Fair Labor Standards Act; other rates in progression schedule increased to reflect increase in minimum rate. ²

¹ There are various maximums, depending on the length of time necessary to attain the skill required to perform a specific job. The following provides an example of the progression schedule for 2 jobs in the company's Springfield, Ill. (Boot and Shoe Workers), plant:

<u>Cutback shoes</u>	<u>Hourly rate</u>	<u>Cutback shoes—Continued</u>	<u>Hourly rate</u>
Minimum -----	\$1.15	Maximum -----	\$1.535
After 4 weeks -----	1.175		
After 8 weeks -----	1.20	<u>Back shoe boy (lasting department)</u>	
After 12 weeks -----	1.225	Minimum -----	1.15
After 16 weeks -----	1.25	After 4 weeks -----	1.175
After 20 weeks -----	1.275	After 8 weeks -----	1.20
After 24 weeks -----	1.30	After 12 weeks -----	1.225
After 28 weeks -----	1.325	Maximum -----	1.265
After 32 weeks -----	1.35		

² Examples of the progression schedule, effective Sept. 3, 1963, are shown in the following 2 jobs in the company's Springfield, Ill. (Boot and Shoe Workers), plant:

<u>Cutback shoes</u>	<u>Hourly rate</u>	<u>Cutback shoes—Continued</u>	<u>Hourly rate</u>
Minimum -----	\$1.25	Maximum -----	\$1.635
After 4 weeks -----	1.275		
After 8 weeks -----	1.30	<u>Back shoe boy (lasting department)</u>	
After 12 weeks -----	1.325	Minimum -----	1.25
After 16 weeks -----	1.35	After 4 weeks -----	1.275
After 20 weeks -----	1.375	After 8 weeks -----	1.30
After 24 weeks -----	1.40	After 12 weeks -----	1.325
After 28 weeks -----	1.425	Maximum -----	1.365
After 32 weeks -----	1.45		

C—Related Wage Practices ¹

Effective date	Provision	Applications, exceptions, and other related matters
Guaranteed Minimum Earnings for Workers Learning Higher Rated Jobs		
Dec. 1 and 3, 1945, BESW and USWA.	90 percent of former average hourly earnings guaranteed to employees learning new operation, providing such rate is not above 90 percent of average hourly earnings established for new job.	
Overtime Pay		
Dec. 1 and 3, 1945, BESW and USWA. Oct. 1, 1952 (USWA) and Nov. 1, 1952 (BESW).	Time and one-half for work outside regular daily schedules or 40 hours a week. -----	Time and one-half the regular rate paid for all work outside of regular hours when employee worked some hours during regular schedule. Not applicable to: (1) A new employee hired during the day, (2) an employee absent part of the day for personal reasons, (3) a new employee required to work 1 day outside of regular schedule during first week of employment, and (4) non-production employees on special scheduled hours. ² Time and one-half paid for work in excess of 8 hours a day in situations 1 and 2 and after 40 hours a week in 3 and 4.

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Premium Pay for Saturday and Sunday		
Dec. 1 and 3, 1945, B&SW and USWA.	Time and one-half for work on Saturday. Double time for Sunday as such.	Nonproduction employees on special schedules paid overtime rate only for Saturday or Sunday work in excess of 40 hours a week.
Holiday Pay		
Dec. 1 and 3, 1945, B&SW and USWA.	Time and one-half for work on 6 specified holidays. No payment for holidays not worked.	Holidays were: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas.
Sept. 2, 1946, B&SW and USWA.	3 paid holidays established for which workers received 8 hours' pay. Double time and one-half (total) for work on paid holidays.	Paid holidays were: Labor Day, Thanksgiving, and Christmas. Holidays must fall within employee's basic workweek. Holiday pay to equal average straight-time hourly earnings during last previous full-calendar quarter if quarter was more than 30 days prior to payment. When average could not be obtained by this method, average for 6 weeks prior to holiday was used.
Sept. 30, 1947, USWA and B&SW.	Added: 2 paid holidays (total 5) -----	Holidays added: New Year's Day and Memorial Day.
October 1948, B&SW and USWA.	Added: 1 paid holiday (total 6) -----	Holiday added was Independence Day. To be eligible for pay on any holiday employee must have been on payroll for at least 30 days, and have worked day prior and day after each holiday unless properly excused.
Oct. 1, 1952 (USWA) and Nov. 1, 1952 (B&SW).	-----	Armistice Day and December 26 substituted for Independence Day and Memorial Day 1953, which are on Saturday.

See footnote at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday Pay—Continued		
Oct. 1, 1953 (USWA) and Nov. 1, 1953 (B&SW).	-----	Dec. 24, 1954, and Dec. 31, 1954, substituted for Christmas Day 1954 and New Year's Day 1955, which were on Saturday. Nov. 11, 1954, substituted for Independence Day which was on Sunday.
Oct. 1, 1955, USWA and B&SW.	-----	Veterans Day (Nov. 11) 1956, 1957, and 1958, substituted for Memorial Day. Holiday pay to be calculated at straight-time average hourly earnings for 6 weeks prior to holiday or, if employee had no earnings record during the 6 weeks, for entire period available.
Oct. 1, 1958, USWA and B&SW (B&SW agreements dated Nov. and Dec. 1958, and USWA agreements dated Dec. 1958 and Jan. 1959).	-----	Agreement continued Veterans Day as a paid holiday and Memorial Day as an unpaid holiday for which time and one-half was paid for time worked.
May 30, 1963, USWA and B&SW (agreements of Oct. 1, 1962).	Added: 1 paid holiday (total 7) -----	Holiday was Memorial Day, formerly an unpaid holiday.
Dec. 24, 1964 (agreements dated Dec. 1964—Jan. 1965).	Added: 1 paid holiday (total 8) -----	Holiday was Christmas Eve.
Paid Vacations		
Dec. 1 and 3, 1945, B&SW and USWA.	1 week after 1 and less than 5 years' continuous service; 2 weeks after 5 years' continuous service.	Vacation pay to equal straight-time average hourly earnings during last previous full quarter of calendar year. Number of hours of vacation pay determined by average of hours that a plant was in operation during past year but not fewer than 40 nor more than 48 a week. Employee must have worked minimum of 1,000 hours in past year to qualify for vacation.

See footnote at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid Vacations—Continued		
Dec. 1, 1947, B&SW and USWA.	-----	Minimum hours necessary to qualify for vacation changed to 1,100 hours of time paid for (including vacations and holidays).
Oct. 1, 1952 (USWA), and Nov. 1, 1952 (B&SW).	-----	Workers employed by the company during vacation period and having 100 but less than 1,100 hours of work during year to receive 2 percent of average annual earnings if their total length of service with the company qualified them for 1 week's vacation and 4 percent if qualified for 2 weeks' vacation.
Oct. 1, 1953, USWA, and Nov. 1, 1953, B&SW.	Added: Third week of vacation after 15 years' continuous service.	6 percent of total earnings during year for workers with 15 years' or more continuous service and having 100 but less than 1,100 hours of work during the year. Those with 1,100 hours to receive full vacation pay.
June 1, 1960, USWA and B&SW (agreements dated Oct. 1960).	-----	Added: Employees working 100 but less than 1,100 hours during vacation qualifying period, entitled to retirement benefits, and retiring before end of vacation qualifying period, to receive 6 percent of wages earned during qualifying period. Employees with 1,100 hours of work or more to receive 3 weeks' pay.
Oct. 1, 1960, USWA and B&SW (agreements dated Oct. 1960).	-----	Changed: Employees with (1) 1 year or more of service, (2) a vacation qualifying date other than June 1, and (3) a total of 1/12 of 1,100 hours worked for each full month of employment between employment anniversary date and following June 1, to receive benefits equal to 1/12 of the number of hours' pay due for a 1-week vacation for each month employed between employment anniversary date and following June 1. Proportionate adjustment to be made after 5th and 15th anniversary of employment.

See footnote at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Reporting Time		
<p>Dec. 1 and 3, 1945, B&SW and USWA.</p> <p>Oct. 1, 1958, USWA and B&SW (B&SW agreements dated Nov. and Dec. 1958, and USWA agreements dated Dec. 1958 and Jan. 1959).</p>	<p>Minimum of 2 hours' pay at average hourly earnings guaranteed employees not notified of lack of work.</p> <p>Changed to: Minimum 3 hours' pay at average rate guaranteed employees required to report in morning, 2 hours' for employees required to report one-half hour or less before usual lunch period.</p>	<p>Not applicable if failure to furnish work was due to: (a) Causes beyond control of management, (b) employee left plant before lapse of 2 hours, unless previously excused.</p>
Downtime		
<p>Dec. 1 and 3, 1945, B&SW and USWA.</p> <p>Oct. 1, 1951, USWA and B&SW (agreements dated Oct. 1951).</p> <p>Oct. 1, 1960, USWA and B&SW (agreements dated Oct. 1960).</p>	<p>90 percent of average hourly earnings paid pieceworkers for time lost after stoppages exceeded 30 minutes.</p> <p>-----</p> <p>Changed to: 90 percent of average hourly earnings paid pieceworkers for time lost in excess of 20 minutes because of lack of work.</p>	<p>Applied only to stoppages caused by power- or steam-line failure.</p> <p>Correction: Guarantee extended to time lost through lack of work or machine breakdown. Time lost must not have been the fault of employee. Applicable only if employee was required to remain in plant or accepted assignments to other machines or operations.</p>

See footnote at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Jury and Election Service		
Dec. 1 and 3, 1945, B&SW and USWA.	Employees required to serve on a jury or at elections or registrations compensated by company for difference between amount paid for service and regular pay.	Employees were expected to work full time when not actually engaged in court or election duty.
Machine Repair Allowance		
Dec. 1 and 3, 1945, B&SW and USWA.	Piecemaker paid average hourly earnings when directed to do machine repair work consisting of more than normal adjustments and not part of regular job.	
Technological Change Pay		
Oct. 1, 1960, USWA and B&SW (agreements dated Oct. 1960). Oct. 1, 1962, USWA and B&SW (agreements of same date).	Rate midway between 90 percent of class wage (i. e., expected earnings per hour for an average operator) and 90 percent of employees' straight-time hourly earnings, for 120 hours or until a piece rate had been authorized, guaranteed operators transferred to machine that represented a technological change. Changed: Guarantee for operators transferred to machine that represented a technological change—lesser of 60 points per hour at class wage of new machine or average pay of employee on previous job.	New machine must have replaced another machine or hand operation that paid the same class wage. Guarantee applied for minimum of 120 hours or until a piece rate was established, whichever occurred later.

See footnote at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Group Insurance		
Dec. 1, 1945-----	<p>Life insurance: Contributory group insurance plan available to employees with 3 months' service, providing \$2,000 in the event of natural or accidental death. For participants under 65 years of age, who left employment because of total disability, death benefit extended for 12 months (if employee was insured for less than 12 months at the time of total disability, for period equal to the time insured).</p> <p>Sickness and accident benefits: \$7 a week for women and \$10 for men up to maximum of 15 weeks in a 12-month period.</p>	<p>Not included in the contract; established by company in June 1934. Employee contribution was 80 cents a month.</p> <p>Provided through Mutual Aid Societies established at various plants from 1902 on through the 1940's. Employee contribution ranged from 35 to 50 cents a month. In some cases payments were extended to 15 weeks. Benefits payable for all sickness and accidents.</p>
June 1, 1948 -----	<p>Changed to: Sickness and accident benefits: Mutual Benefits Societies superseded by insured sickness and accident plan.³ For employees with less than 5 years' service, \$7 a week for women and \$10 a week for men, up to a maximum of 13 weeks for each illness. For employees with 5 years' service or more, \$14 for women and \$20 for men, up to a maximum of 13 weeks for each illness. Benefits to begin on first working day absent because of accident or 4th day absent because of illness.</p>	<p>Applicable only to nonoccupational accidents and sickness not covered by workmen's compensation. Employee contribution range from 35 cents to \$1 a month depending on length of service and sex.</p>
Oct. 1, 1953, USWA, and Nov. 1, 1953, B&SW.	<p>Changed to company-paid plan: Increasing sickness and accident benefits to \$25 a week for men and \$15 a week for women, beginning on 1st day of absence because of nonoccupational accident and 8th day of illness.</p> <p>Adding hospital and surgical benefits—\$8 a day hospitalization for 31 days (maximum \$248); \$3 daily in-hospital medical benefits for 31 days (maximum \$93); \$160 maximum special hospital services; flat \$100 maternity benefit (\$150 for Caesarian delivery and \$50 for miscarriage).</p>	<p>Benefits applied to employees with 3 months' service.</p> <p>Hospital and surgical benefits available for dependents at cost of \$3.25 a month.</p>

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Group Insurance—Continued		
Oct. 23, 1958 (company memorandum of same date).	Added: Life insurance—\$1,000 noncontributory or \$2,000 contributory policy provided retired employees. ⁴	Retirees permitted to choose between two amounts. Those choosing larger amount to contribute 80 cents a month, company to pay remaining premium.
Jan. 2, 1961, USWA and B&SW (agreements dated Oct. 1960).	Increased to: Hospitalization (room and board)—\$12 per day (maximum \$372). Special hospital services—up to \$240.	Hospital and special services benefits available after patient paid \$25 for each confinement.
Dec. 1, 1962 (USWA and B&SW agreements of Oct. 1, 1962).	Increased: Sickness and accident benefits for women—to \$20 a week.	
Dec. 1, 1963 (USWA and B&SW agreements of Oct. 1, 1962).	Increased: Sickness and accident benefits for women—to \$25 a week.	
Dec. 1, 1964 (agreements dated Dec. 1964–Jan. 1965).	Increased to: Hospitalization—room and board—\$15 a day (maximum, \$465). Surgical—Surgical schedule—\$300 maximum (was \$200).	Employee to pay first \$25 of hospital charges. Hospital and surgical benefits available for dependents at cost of \$4.46 a month.
Pension Plan		
Oct. 1, 1957, USWA and B&SW (supplemental agreements of July 1957).	Company paid retirement plan established to provide: Normal retirement benefits of \$1.25 a month for each year of credited service, up to 30, for employees at age 65 with at least 15 years' service; to be supplemented by Federal social security benefits.	Company to pay 3 percent of gross payroll. Benefits to begin Oct. 1, 1958. Normal or disability benefits applicable to employees terminated on or after Oct. 1, 1955, who met age and service requirements at time of termination.

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters										
Pension Plan—Continued												
Oct. 1, 1957, USWA and B&SW (supplemental agreements of July 1957)—Continued	<p>Total and permanent disability benefits identical with normal retirement benefits for employees at age 50 or older with 15 years' service and at any age with 25 years' service.</p> <p>Vested rights: Employee terminated from active service on or after Oct. 1, 1957, after at least 15 years' continuous credited service to receive deferred benefits at age 65, based on credited service to date of termination.</p>	<p>For periods after Oct. 1, 1957, 1 year's service credited for each year of continuous service in which employees worked 1,100 or more hours with following proportions credited for fewer hours:</p> <table data-bbox="914 585 1351 720"> <thead> <tr> <th>Hours worked</th> <th>Service credit</th> </tr> </thead> <tbody> <tr> <td>200-499 -----</td> <td>0.25 year</td> </tr> <tr> <td>500-799 -----</td> <td>.50 year</td> </tr> <tr> <td>800-1,099 -----</td> <td>.75 year</td> </tr> <tr> <td>1,100 or more -----</td> <td>1.00 year</td> </tr> </tbody> </table>	Hours worked	Service credit	200-499 -----	0.25 year	500-799 -----	.50 year	800-1,099 -----	.75 year	1,100 or more -----	1.00 year
Hours worked	Service credit											
200-499 -----	0.25 year											
500-799 -----	.50 year											
800-1,099 -----	.75 year											
1,100 or more -----	1.00 year											
Jan. 1, 1958 (supplemental agreement dated Oct. 31, 1958).	-----	<p>Added: For purpose of pension benefit only, provision for credited service extended to employee with 2 years' or more seniority whose job was eliminated and who did not refuse a job he was physically able to perform. Provision that employee did not lose credited service, upon plant shutdown, if employed in another company plant within 1 year of layoff date, continued.</p>										
Oct. 1, 1962, USWA and B&SW (agreements of above date).	Changed: Normal retirement benefits—age requirement reduced to 62.	<p>Agreement provided for lowering retirement age if benefits would not increase company contributions and Internal Revenue Service would approve change for tax purposes. Change in age requirement was adopted.</p>										
Nov. 1, 1964 (agreements dated Dec. 1964—Jan. 1965).	<p>Increased to: Normal retirement benefits—\$1.50 a month for each year of credited service up to 30.</p> <p>Changed: Total and permanent disability—eligibility reduced to 15 years' service, regardless of age.</p>	<p>Increased to: Company contribution—4 percent of gross payrolls.</p>										
Nov. 1, 1965 (agreements dated Dec. 1964—Jan. 1965).	Increased to: Normal retirement benefit to \$1.75 a month.											

¹ The last entry under each item represents the most recent change.

² Defined as a schedule regularly exceeding 8 hours a day and including work outside of schedule for factory workers.

³ Some plants deviated from the general plan.

⁴ Since 1948, the company provided employees ineligible for pension benefits because they lacked 15 years' credited service but who were (1) 65 years old or (2) 60 but not yet 65 and unable to perform available work to which they were entitled, with life insurance coverage under the same election and contribution provisions as other retirees (1) for a period equal to employee's length of service, if less than 10 years, or (2) for life, if employee had 10 years' or more continuous credited service.

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.

¹ Anthracite Mining Industry, 1930-66. BLS Bulletin 1494.

¹ Armour and Co., 1941-67. BLS Bulletin 1481.

A. T. & T.—Long Lines Department, 1940-64. BLS Bulletin 1443 (40 cents).

Berkshire Hathaway Inc., 1943-66. BLS Bulletin 1475 (20 cents).

Bethlehem Atlantic Shipyards, 1941-65. BLS Bulletin 1454 (25 cents).

² 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).

¹ Dan River Mills, 1943-65. BLS Bulletin 1495.

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.

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, 1945-66. BLS Bulletin 1471 (15 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).

² Pacific Gas and Electric Co., 1943-59.

¹ Pacific Longshore Industry, 1934-65. BLS Bulletin 1491.

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 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.

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