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Premium Pay Provisions for Weekend Work in Seven Continuous-Process Industries, 1966

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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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Continuous-Process Industries,
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Preface

This report on premium pay provisions, prepared by the U.S. Department of Labor's Bureau of Labor Statistics, was requested and financed by the Post Office Department. The report describes premium pay provisions under 486 major collective bargaining agreements in seven industries.

In establishments normally operating on a 5-day, Monday through Friday, workweek, it has become a common practice, under collective bargaining agreements, to pay a premium rate for any work performed on Saturday and Sunday, or Sunday alone. The penalty rate in these circumstances is attached to work on the weekend, rather than to overtime as such, and is designed to discourage the scheduling of work on expected days of rest and recreation and to compensate workers for the inconvenience of working on these days.

In continuous-process establishments, on the other hand, work is regularly scheduled on Saturday and Sunday; these days thus become part of the normal 5-day workweek for some or most workers, depending on how shift schedules are set up. The designation of the sixth and seventh consecutive days of the workweek as the "weekend" for these workers resolves one problem, but others are raised by union demands for premium pay for regularly scheduled work on Sunday, and often Saturday as well, or for higher premium rates.

This report was prepared in the Bureau's Division of Industrial and Labor Relations by Rose T. Selby, under the supervision of Harry P. Cohany.

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Premium Pay Provisions for Weekend Work in Seven Continuous-Process Industries, 1966

Summary

Nearly 95 percent of the major collective bargaining agreements studied provided for extra compensation for work on 1 or both days outside of the normal workweek, Saturday and Sunday, or the sixth and seventh day of the workweek. More than 50 percent of the agreements provided for premium pay to workers for whom Sunday was a regularly scheduled workday, and 10 percent extended this practice to regularly scheduled Saturdays.

Time and one-half was the most prevalent premium rate for work on all weekend days, either outside of the regular workweek or as regularly scheduled workdays. A substantial number of agreements, however, provided for double time for work on Sunday and the seventh day, not regularly scheduled.

This study of weekend pay provisions is based on an analysis of 486 major collective bargaining agreements, each covering 1,000 workers or more and together covering 2.5 million workers, in the following continuous-process industries:¹

Chemicals	Communications
Petroleum refining	Electric and gas utilities
Newspaper publishing	Transportation (including nonoperating
Primary metals	employees in railroads and airlines)

All but 16 percent of the agreements were in effect in 1966; the remaining contracts expired in 1965. Although superseding contracts were not on file at the time this report was prepared, reports of settlements, where available, indicated that weekend pay provisions remained unchanged in these agreements.

The prevalence of premium pay provisions, premium rates, and minimum work requirements for work on Saturday, Sunday, sixth, and seventh day (or first and second days off), when these are not regularly scheduled days of work, are shown in tables 1-5. Premium pay provisions for Saturday and Sunday included in the regular workweek are shown in tables 6-8. None of the agreements in the latter category stipulated minimum work requirements.

Premium pay provisions for work outside of the regular workweek in these seven industries have increased slightly since 1958,² while premium pay for regularly scheduled Saturday and Sunday work has increased substantially.

¹ Although these industries are commonly considered as continuous-process industries, every company or plant covered by the agreements studied may not have been on continuous operations. There is no way of knowing this from the language of the agreement.

² See Premium Pay for Night, Weekend, and Overtime Work in Major Union Contracts (BLS Bulletin 1251, 1959). An exact comparison cannot be made because of a difference in the composition of two of the industries studied. In the 1958 analysis, railroad and airline agreements were not included; and all of the printing and publishing agreements were included, while the 1966 study limited agreements in this industry to the newspaper segment.

Weekend Work Not Regularly Scheduled

Sunday was most frequently specified as a premium day (333 agreements) (tables 1 and 2). Sixth and seventh days were specified in 291 and 309 agreements, respectively, and Saturday in only 137.

The combination specifying Sunday, and sixth and seventh days outside the regular workweek as premium days was most prevalent, occurring in over one-fourth of the 486 agreements. Nearly another fourth specified sixth and seventh days, without reference to Saturday and Sunday, and less than one-fifth specified only Saturday and Sunday.

Under nearly all of the provisions for Saturday and Sunday premium pay, extra compensation was to be paid regardless of the amount of time worked. Requirements that an employee work a specified number of days or hours during the workweek were more frequently established for sixth and seventh day premium pay.

Saturday Work. Over one-quarter of the agreements, accounting for a similar proportion of workers, provided for extra compensation for work on Saturdays outside of the regular workweek. In two branches of transportation—maritime and trucking—Saturday premium pay agreements covered 95 and 78 percent of the workers, respectively, while the railroad and airline agreements did not include such provisions.

Time and one-half for work on Saturdays, not part of the regular workweek, was specified in four-fifths of the 137 contracts with Saturday premium pay provisions, covering over one-half of the workers (table 5). In addition, a few contracts specified time and one-half for some occupations, locations, or assignments (such as maintenance or nonoperating employees, local trucking) and either double time or no premium for others. Some contracts also provided for time and one-quarter for Saturday morning and time and one-half thereafter.

Slightly less than one-tenth of the contracts, covering approximately one-fifth of the workers, contained clauses which varied the premium rates. Variations other than those mentioned in the preceding paragraph were found mainly in maritime agreements, which specified flat-sum premiums ranging from \$1.78 to \$4.23 per hour, according to wage range, occupation, and port or sea duty.

Most of the few remaining agreements granted additional sums per hour or day for Saturday work—from 3 cents to 30 cents per hour, \$3 per day, and, in the maritime industry, from \$2.58 to \$4.23 per hour. Only two agreements provided for double time for Saturday work.

Sunday Work. Premium pay for Sunday work was provided for by over two-thirds of the agreements and covered the same proportion of workers. A large number of agreements in the primary metals industry specified a minimum premium rate of time and one-quarter "for all hours worked on Sunday which are not paid for on an overtime basis." These agreements made no other provision for Sunday premiums. The provisions were negotiated in 1956, principally to provide for extra compensation to continuous-process workers whose regular workweek included Sunday. However, since this premium could apply to any employee not eligible for overtime pay for Sunday work, these provisions were included in the tabulations of pay for Sunday work, both outside the regular workweek and as part of the workweek.

Sunday premium pay was most prevalent in the primary metal and communications industries, and in two branches of transportation—maritime and trucking. Over four-fifths of the workers in these industries were under such agreements. As was noted for Saturday pay, the railroad and airline agreements did not provide for extra compensation for Sunday work.

While time and one-half was the most prevalent rate for Sunday work, it was not as frequently specified as for Saturday work (table 5). Approximately one-third of the workers were covered by agreements specifying time and one-half; 15 percent were under agreements providing time and one-half in some instances and double time in others; and double time applied to 16 percent of the workers. The agreements referred to earlier, which granted time and one-quarter for all Sunday work not paid for on an overtime basis, accounted for 25 percent of the workers in all industries, and 76 percent of those in primary metal.

Time and one-half was specified most frequently in agreements in the maritime and communications industries. Double time was specified in approximately one-half of the agreements in the chemical and trucking industries, and in over two-fifths of the utility agreements.

Of the 26 agreements which granted time and one-half or double time, 12 in the telephone industry granted double time instead of time and one-half for the second or third and subsequent consecutive Sundays worked. The remaining 14 provided for double time if Sunday fell on the seventh day or was the seventh day worked, or granted double time for special groups or conditions. Three agreements in the trucking industry, covering over 40 percent of the workers in that industry, fell into the latter category.

A few agreements specified premium rates ranging from 40 cents to 90 cents per hour, and a few specified minimum premiums of 20 cents to 75 cents per hour, unless overtime or a higher rate was applicable. Two New York transit agreements granted 3 cents per hour and four maritime agreements specified flat sums ranging from \$2.80 to \$4.23 per hour. A few other maritime agreements varied the premiums—ranging from \$1.78 to \$4.23 per hour—by occupation, or port or sea duty. Rates in the remaining agreements included combinations of time and three-fifths, or time and three-quarters, and double time, according to location; there were also agreements including provisions for triple time for emergency work.

Sixth Day. Extra compensation for work on the sixth day of the workweek was provided for in three-fifths (291) of the agreements, (table 5). Saturday premium pay was also provided for in 43 of these agreements.

Approximately three-fifths or more of the contracts in all but two industries—trucking and maritime—granted premiums for sixth-day work. In trucking, one-third of the agreements made such provisions; in maritime, none of the agreements specified sixth-day premiums, but 24 of the 26 agreements in this industry granted extra pay for Saturday work. The railroad and all 15 airline agreements included sixth-day premiums, but did not specify Saturday premiums.

Time and one-half for work on the sixth day was specified in 279 (96 percent) of the 291 contracts which provided extra compensation for work on the sixth day of the workweek. Only two agreements granted double time for sixth-day work, and one granted double time instead of time and one-half if less than

50 percent of the department worked on the sixth day. Most of the remaining nine agreements provided time and one-half only for certain occupations, locations, or assignments. One, covering taxicab drivers, specified 3 cents per hour or 5 percent commission, whichever was greater, and another, covering broadcasting technicians, granted premium pay of \$3.50 per hour.

Seventh Day. Nearly three-fourths of the workers were covered by provisions for premium pay for seventh-day work (table 5). This percentage was slightly higher than the number covered by Sunday premium arrangements, although the number of agreements (309) including seventh-day provisions was a little less than those with Sunday premium provisions (333).

The industry pattern was similar to that for sixth-day premium pay. Except for trucking and maritime, approximately three-fifths or more of the contracts provided for seventh-day premium pay. None of the maritime contracts included this provision; one-third of the trucking agreements, covering one-half of the workers, did specify seventh-day premiums. All of the contracts in the airline and railroad industries provided for seventh-day premiums.

Time and one-half was the predominant premium rate specified, occurring in nearly one-half of the contracts, covering three-fourths of the workers. Although over one-third of the agreements granted double time, these accounted for only one-sixth of the workers, the same proportion covered by double time for Sunday work. A small number of agreements (36) granted double time in some instances and time and one-half in others. Of these, the 15 airline agreements granted double time if the sixth day also was worked without requiring work on 7 consecutive days. Most of the remaining 21 provisions in this category granted double time only for the seventh consecutive day worked.

Time and one-half was the most predominant premium rate in these industries: Newspaper, primary metal, railroad, passenger transit, and communications. Four-fifths or more of the workers under agreements in these industries were to receive time and one-half as seventh-day premium pay. Provisions for payment of double time covered more than two-thirds of the workers in only one industry—chemicals.

The nine remaining agreements provided for diversified premiums similar to those granted for sixth-day work.

Minimum Work Requirements. Requirements that an employee work a specified number of days or hours during the workweek to qualify for premium pay were rarely specified for Saturday and Sunday work. Only 11 agreements included minimum work requirements for Saturday premium pay, and 9 for Sunday premiums (table 3).

Minimum work requirements were more frequently established for the sixth and seventh days. Premium pay was granted, regardless of time worked, under 47 percent (137) of the provisions for sixth-day work and 38 percent (118) for seventh-day work.

The employee was required to have worked a full weekly schedule to qualify for Saturday premium under 11 agreements, and to have worked either 5 or 6 days during the week to qualify for Sunday premium under 9 agreements (table 4).

All but 5 of the 154 agreements with minimum work requirements for sixth-day premium pay required the employee to have worked a full weekly schedule. The remaining provisions required some work on each of the previously scheduled days or work for a specific number of hours during the week (table 4).

Of the 191 agreements granting seventh-day premium pay, over two-fifths (82) required the employee to have worked a full 6-day schedule; another two-fifths (84) specified a full 5-day schedule. Most of the remaining agreements required work either on some portion of each of the 5 or 6 scheduled workdays, or on the sixth day of the workweek without requiring 6 days' work (table 4).

Many agreements modify the work requirements by stipulating that time lost during the week for specific reasons or for excused absences would be counted as time worked in determining eligibility for premium pay. Absences counted as time worked include time lost because of lack of work, illness, injury on the job, official union business, personal leave for specific reasons, and, in most instances, holidays. Some provisions merely state that "excused absences" will be counted as time worked. Almost two-thirds of the agreements modified the restrictions for each of the premium days by counting certain absences as time worked.

Saturday and Sunday as Part of the Regular Workweek

Workers regularly scheduled for Saturday and Sunday work were granted extra compensation for work on Saturdays in 50 agreements, covering slightly less than one-tenth of the workers, and on Sundays in 254 agreements, covering over 50 percent of the workers (table 6).

Provisions for Saturday premium pay were predominant in maritime agreements, covering three-fifths of the workers, and, to a lesser extent, were included in chemical agreements, covering slightly more than one-fifth of the workers.

Sunday premium pay provisions were concentrated in four industries—primary metal, communications, chemicals, and maritime. In primary metal and communications, approximately 90 percent of the workers were covered by such provisions; in maritime, 60 percent; and in chemicals, 40 percent. None of the petroleum, railroad, and airline agreements granted premium pay for regularly scheduled Saturday or Sunday work.

Time and one-half was most frequently specified for both Saturday and Sunday premium pay, occurring in 18 of the 50 agreements granting Saturday premiums and in 100 of the 254 contracts granting Sunday premiums (table 7). Although 64 agreements granted time and one-quarter for Sunday work, the employee coverage was almost the same as that for time and one-half. This large number at time and one-quarter for Sundays is accounted for by 46 basic steel contracts, covering over 440,000 workers. Only two agreements specified time and one-quarter for Saturday work, and none provided double time for that day. For Sunday work, 14 agreements specified double time; 12 in the telephone industry granted time and one-half for the first or first 2 Sundays and double time for second or third and subsequent Sundays.

Diversified premium rates were specified in the remaining agreements. Included were rates ranging from 3 cents to 50 cents per hour for Saturday work, and from 3 cents to \$1 per hour for Sunday work. In addition, there were provisions for minimum rates of 25 to 50 cents per hour for Saturday or Sunday work unless higher premiums were applicable, and flat sums varying for "standby" time and time worked for both days. Also included for Saturday and Sunday

work were provisions granting 10 cents and 15 cents per hour for some groups, or time and one-half for some groups or locations, and straight time for others. Maritime contracts also provided for flat sums ranging from \$1.78 to \$4.23 per hour, varying by occupation, and by port or sea duty. A few agreements specified, for Sunday work, one and one-tenth, one and one-fifth, one and three-fifths and one and three-fourths.

None of the provisions for work on regularly scheduled Saturdays or Sundays required an employee to work a specified number of days or hours to qualify for premium pay; extra compensation was granted regardless of the amount of time worked during the week.

Saturday was referred to as a regular workday in 123 agreements which did not provide premium pay for that day; and, similarly, Sunday was referred to in 69 agreements.

Table 1. Premium Days Not Part of Regular Workweek

(Premium days specified under major collective bargaining agreements, selected industries, 1966)

Premium days	Agreements		Workers	
	Number	Percent	Number (in thousands)	Percent
Total	486	100.0	2,532.0	100.0
Premium pay for weekend work	454	93.4	2,439.8	96.4
Premium pay for work on—				
Saturday and Sunday only	86	17.7	362.8	14.3
Saturday, Sunday, 6th, and 7th day	39	8.0	83.2	3.3
6th and 7th day	108	22.2	679.2	26.8
Sunday only	49	10.1	166.3	6.6
Saturday, Sunday, and 7th day	8	1.6	172.3	6.8
Sunday, 6th, and 7th day	134	27.6	857.9	33.9
Sunday and 6th day	5	1.0	20.8	.8
6th day only	1	.2	1.1	(¹)
7th day only	12	2.5	25.4	1.0
Sunday and 7th day	8	1.6	29.7	1.2
Saturday, Sunday, and 6th day	4	.8	41.3	1.6
No premium pay ²	32	6.6	92.3	3.6
Premium days specified: ³				
Saturday	137	28.2	659.5	26.0
Sunday	333	68.5	1,734.2	68.5
6th day	291	59.9	1,683.4	66.5
7th day	309	63.6	1,847.5	73.0

¹ Less than 0.05 percent.

² Includes 4 agreements which specifically prohibited Saturday and/or Sunday work.

³ Nonadditive. These days may be specified singly, or in combination, in 1 agreement.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 2. Premium Days Not Part of Regular Workweek, by Industry

(Premium days specified under major collective bargaining agreements, selected industries, 1966)

(Workers in thousands)

Industry	Total		Premium pay for work on ¹ —								No premium pay ²	
			Saturday		Sunday		6th day		7th day			
	Agree- ments	Workers	Agree- ments	Workers	Agree- ments	Workers	Agree- ments	Workers	Agree- ments	Workers	Agree- ments	Workers
All industries	486	2,532.0	137	659.5	333	1,734.2	291	1,683.4	309	1,847.5	32	92.2
Manufacturing.....	197	743.5	62	108.0	149	653.3	124	601.7	141	641.5	7	10.1
Chemicals and allied products	62	114.8	24	41.1	37	60.6	39	75.6	50	95.7	2	2.9
Petroleum and related products	20	40.3	4	6.5	7	18.7	16	32.6	18	36.6	-	-
Newspapers	8	13.3	1	3.0	5	8.8	7	11.6	7	11.6	-	-
Primary metal industries	107	575.1	33	57.4	100	565.3	62	481.9	66	497.7	5	7.3
Nonmanufacturing.....	289	1,788.5	75	551.6	184	1,080.9	167	1,081.8	168	1,206.0	25	82.1
Transportation	127	1,095.5	53	466.0	66	500.0	58	609.5	57	730.3	13	46.1
Railroads.....	1	400.0	-	-	-	-	1	400.0	1	400.0	-	-
Airlines.....	15	59.3	-	-	-	-	15	59.3	15	59.3	-	-
Maritime	26	117.5	24	111.5	25	112.5	-	-	-	-	1	5.0
Trucking	55	411.8	25	320.3	35	349.8	19	93.9	19	215.9	8	19.8
Passenger transit	30	106.9	4	34.2	6	37.7	23	56.3	22	55.2	4	21.3
Communications.....	82	510.5	5	52.6	75	492.1	56	359.3	55	349.8	1	1.3
Utilities: Electric and gas.....	80	182.5	17	33.1	43	88.8	53	113.1	56	126.0	11	34.7

¹ Nonadditive. These days may be specified singly, or in combination, in 1 agreement.² Includes 4 agreements which specifically prohibited Saturday and/or Sunday work.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 3. Minimum Work Requirements for Premium Pay on Designated Days Not Part of Regular Workweek, by Industry

(Minimum work requirements for premium pay on designated days under major collective bargaining agreements, selected industries, 1966)

Industry	(Workers in thousands)							
	Saturday		Sunday		6th day		7th day	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
All industries	11	158.6	9	142.8	154	1,242.2	191	1,456.7
Manufacturing.....	7	10.9	5	11.1	84	522.0	106	573.7
Chemicals and allied products	2	4.4	1	1.8	20	36.0	34	60.4
Petroleum and related products	2	2.0	2	2.0	3	5.4	7	16.9
Newspapers.....	-	-	-	-	2	2.9	2	2.9
Primary metal industries	3	4.5	2	7.3	59	477.7	63	493.5
Nonmanufacturing.....	4	147.7	4	131.7	70	720.2	85	883.1
Transportation	3	146.5	2	123.5	20	486.6	34	657.6
Railroads.....	-	-	-	-	1	400.0	1	400.0
Airlines.....	-	-	-	-	1	.8	14	58.3
Maritime.....	-	-	-	-	-	-	-	-
Trucking.....	3	146.5	2	123.5	12	63.3	11	169.8
Passenger transit.....	-	-	-	-	6	22.5	8	29.6
Communications.....	-	-	-	-	35	200.6	33	184.2
Utilities: Electric and gas.....	1	1.2	2	8.2	15	33.0	18	41.3

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 4. Minimum Work Requirements for Premium Pay on Designated Days
Not Part of Regular Workweek, by Type of Provision

(Minimum work requirements for premium pay for work on designated days under major collective bargaining agreements, selected industries, 1966)

Provision	(Workers in thousands)		Absences not counted as time worked		Excused absences counted as time worked	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
Saturday						
With premium pay -----	137	659.5	-	-	-	-
With premium pay regardless of time worked during the week -----	126	501.0	-	-	-	-
With minimum work requirements -----	11	158.6	4	26.5	7	132.1
Employee must have worked—						
Full weekly schedule -----	11	158.6	4	26.5	7	132.1
6th day						
With premium pay -----	291	1,683.4	-	-	-	-
With premium pay regardless of time worked during the week -----	137	441.3	-	-	-	-
With minimum work requirements -----	154	1,242.2	48	615.3	106	626.9
Employee must have worked—						
Full weekly schedule -----	149	1,230.5	48	615.3	101	615.3
Some time on each of previously scheduled workdays -----	4	10.5	-	-	4	10.5
Specified minimum number of hours during week (less than full schedule) -----	1	1.2	-	-	1	1.2
Sunday						
With premium pay -----	333	1,734.2	-	-	-	-
With premium pay regardless of time worked during the week -----	324	1,591.4	-	-	-	-
With minimum work requirements -----	9	142.8	3	3.5	6	139.3
Employee must have worked—						
Full 6-day schedule -----	4	129.2	2	2.2	2	127.0
Full 5-day schedule -----	5	13.6	1	1.3	4	12.3
7th day						
With premium pay -----	309	1,847.5	-	-	-	-
With premium pay regardless of time worked during the week -----	118	390.8	-	-	-	-
With minimum work requirements -----	191	1,456.7	69	679.8	122	776.9
Employee must have worked—						
Full 6-day schedule -----	82	359.6	24	81.3	58	278.4
Full 5-day schedule -----	84	993.2	26	516.6	58	476.7
Some time on each of the 6 scheduled workdays -----	6	21.8	1	1.0	5	20.8
Some time on each of the 5 scheduled workdays -----	1	2.5	1	2.5	-	-
Specified minimum number of hours during week (less than full schedule) -----	1	1.2	-	-	1	1.2
6th day of the workweek (no requirement for 6 days worked) -----	14	58.5	14	58.5	-	-
Other specified time ¹ -----	3	20.0	3	20.0	-	-

¹ 2 agreements (passenger transit) required maintenance and terminal employees to work a full weekly schedule, but did not specify work requirements for drivers; the 3d required 3 hours¹ work on the 6th day, in addition to a full 5-day schedule.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 5. Premium Rates for Work on Designated Days Not Part of Regular Workweek, by Industry

(Premium rates for work on Saturday, Sunday, and 6th and 7th day not part of regular workweek under major collective bargaining agreements, selected industries, 1966)

(Workers in thousands)

Industry	Number with premium pay provisions		Premium rates											
			Time and one-half ¹		Double time		Cents per hour or flat sum ²		Minimum premium unless overtime or higher premium applicable ³		Premium varies by wage range, occupation, etc. ⁴		Other ⁵	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
<u>Saturday work</u>														
All industries	137	659.5	108	352.6	2	4.5	7	44.3	2	4.3	13	127.1	5	126.9
Manufacturing	62	108.0	54	91.9	2	4.5	1	3.0	2	4.3	2	2.5	1	1.8
Chemicals and allied products	24	41.1	22	36.6	-	-	-	-	1	2.7	-	-	1	1.8
Petroleum and related products ..	4	6.5	3	5.5	-	-	-	-	-	-	1	1.0	-	-
Newspapers	1	3.0	-	-	-	-	1	3.0	-	-	-	-	-	-
Primary metal industries	33	57.4	29	49.8	2	4.5	-	-	1	1.6	1	1.5	-	-
Nonmanufacturing	75	551.6	54	260.7	-	-	6	41.3	-	-	11	124.6	4	125.1
Transportation	53	466.0	36	200.2	-	-	6	41.3	-	-	10	104.6	1	120.0
Railroads	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Airlines	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Maritime	24	111.6	14	52.7	-	-	-	-	-	-	6	45.6	-	-
Trucking	25	320.3	20	141.3	-	-	4	13.3	-	-	4	59.0	1	120.0
Passenger transit	4	34.2	2	6.3	-	-	2	28.0	-	-	-	-	-	-
Communications	5	52.6	4	32.6	-	-	-	-	-	-	1	20.0	-	-
Utilities: Electric and gas	17	33.1	14	28.0	-	-	-	-	-	-	-	-	3	5.1
<u>6th day work</u>														
All industries	291	1,683.4	279	1,635.7	2	2.7	2	2.6	-	-	4	37.2	4	5.2
Manufacturing	124	601.7	122	598.8	-	-	-	-	-	-	1	1.1	1	1.8
Chemicals and allied products	39	75.6	38	73.8	-	-	-	-	-	-	-	-	1	1.8
Petroleum and related products ..	16	32.6	16	32.6	-	-	-	-	-	-	-	-	-	-
Newspapers	7	11.6	6	10.5	-	-	-	-	-	-	1	1.1	-	-
Primary metal industries	62	481.9	62	481.9	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	167	1,081.8	157	1,037.0	2	2.7	2	2.6	-	-	3	36.1	3	3.4
Transportation	58	609.5	54	579.3	-	-	1	1.6	-	-	2	27.6	1	1.1
Railroads	1	400.0	1	400.0	-	-	-	-	-	-	-	-	-	-
Airlines	15	59.3	15	59.3	-	-	-	-	-	-	-	-	-	-
Maritime	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trucking	19	93.9	17	66.4	-	-	-	-	-	-	2	27.6	-	-
Passenger transit	23	56.3	21	53.6	-	-	1	1.6	-	-	-	-	1	1.1
Communications	56	359.3	54	349.7	-	-	1	1.1	-	-	1	8.6	-	-
Utilities: Electric and gas	53	113.1	49	108.1	2	2.7	-	-	-	-	-	-	2	2.3

See footnotes at end of table.

Table 5. Premium Rates for Work on Designated Days Not Part of Regular Workweek, by Industry—Continued

(Premium rates for work on Saturday, Sunday, and 6th and 7th day not part of regular workweek, under major collective bargaining agreements, selected industries, 1966)

(Workers in thousands)

Industry	Number with premium pay provisions		Premium rates															
			Time and one-half		Time and one-half in some instances; double time in others ¹		Double time		Cents per hour or flat sum ²		1/4 minimum unless overtime or higher premium applicable		Other minimum premium unless overtime or higher premium applicable ³		Premium varies by wage range, occupation, etc. ⁴		Other ⁵	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
Sunday work																		
All industries -----	333	1,734.2	131	605.6	26	258.8	93	275.4	6	41.3	45	435.9	6	8.0	16	92.1	10	17.3
Manufacturing -----	149	653.3	32	94.5	9	14.5	55	93.7	-	-	43	431.6	5	6.2	2	5.7	3	7.1
Chemicals and allied products ---	37	60.6	10	17.7	4	4.8	18	29.7	-	-	-	-	3	3.9	-	-	2	4.5
Petroleum and related products ---	7	18.7	2	10.0	-	-	4	6.0	-	-	-	-	-	-	1	2.8	-	-
Newspapers -----	5	8.8	1	1.2	1	1.7	3	5.9	-	-	-	-	1	2	-	-	-	-
Primary metal industries -----	100	565.3	19	65.6	4	8.0	30	52.2	-	-	43	431.6	2	2.4	1	3.0	1	2.6
Nonmanufacturing -----	184	1,080.9	99	511.1	17	244.3	38	181.7	6	41.3	2	4.3	1	1.8	14	86.4	7	10.2
Transportation -----	66	500.0	25	103.2	3	155.0	17	113.4	6	41.3	1	1.0	-	-	13	84.7	1	1.5
Railroads -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Airlines -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Maritime -----	25	112.5	14	52.7	-	-	-	-	4	13.3	1	1.0	-	-	6	45.6	-	-
Trucking -----	35	349.8	9	44.3	3	155.0	17	113.4	-	-	-	-	-	-	5	35.6	1	1.5
Passenger transit -----	6	37.7	2	6.3	-	-	-	-	2	28.0	-	-	-	-	2	3.5	-	-
Communications -----	75	492.1	60	380.7	12	82.3	3	29.2	-	-	-	-	-	-	-	-	-	-
Utilities: Electric and gas -----	43	88.8	14	27.3	2	7.0	18	39.1	-	-	1	3.3	1	1.8	1	1.7	6	8.7
7th day work																		
All industries -----	309	1,847.5	148	1,374.5	36	117.7	116	294.0	2	2.6	-	-	-	-	4	53.7	3	5.1
Manufacturing -----	141	641.5	57	435.4	13	36.4	70	168.6	-	-	-	-	-	-	1	1.1	-	-
Chemicals and allied products ---	50	95.7	3	11.1	8	13.6	39	71.0	-	-	-	-	-	-	-	-	-	-
Petroleum and related products ---	18	36.6	10	18.6	3	9.3	5	8.8	-	-	-	-	-	-	-	-	-	-
Newspapers -----	7	11.6	6	10.5	-	-	-	-	-	-	-	-	-	-	1	1.1	-	-
Primary metal industries -----	66	497.7	38	395.2	2	13.6	26	88.9	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	168	1,206.0	91	939.1	23	81.3	46	125.4	2	2.6	-	-	-	-	3	52.6	3	5.1
Transportation -----	57	730.3	25	575.0	16	64.5	13	45.2	1	1.6	-	-	-	-	2	44.0	-	-
Railroads -----	1	400.0	1	400.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Airlines -----	15	59.3	-	-	15	59.3	-	-	-	-	-	-	-	-	-	-	-	-
Maritime -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trucking -----	19	215.9	4	126.7	-	-	13	45.2	-	-	-	-	-	-	2	44.0	-	-
Passenger transit -----	22	55.2	20	48.4	1	5.2	-	-	1	1.6	-	-	-	-	-	-	-	-
Communications -----	55	349.8	52	329.8	-	-	1	10.4	1	1.0	-	-	-	-	1	8.6	-	-
Utilities: Electric and gas -----	56	126.0	14	34.3	7	16.8	32	69.9	-	-	-	-	-	-	-	-	3	5.1

¹ Includes agreements which specified 1/2 or double time. In 2 provisions, covering Saturday work, the rate was dependent on location; in 1, double time instead of 1/2 was provided if less than 50 percent of the department worked on the 6th day. The remaining agreements provided double time instead of 1/2 if Sunday or the 7th day was the 7th consecutive day worked; if the 7th day fell on Sunday; if the 6th day was also worked; or for the second or third and subsequent consecutive Sundays worked (telephone industry); or for special groups or conditions.

² The agreements specified, for Saturday work, premiums of 3 cents and 15 cents per hour, \$3 per day, and (in maritime) from \$2.58 to \$4.23 per hour additional. For 6th day work, 1 agreement specified 3 cents per hour or 5 percent commission additional, whichever was greater, and the other (broadcasting), \$3.50 per hour. For Sunday work, 3 cents per hour was specified in 2 transit agreements, and flat sums ranging from \$2.80 to \$4.23 per hour in 4 maritime agreements. For work on the 7th day, \$3.50 per hour additional was specified in a broadcasting agreement, and 3 cents or 5 percent commission, whichever was greater, in a taxicab agreement.

³ Minimum premium rates were 15 cents and 30 cents per hour, for Saturday work, and ranged from 15 to 75 cents per hour for Sunday work.

⁴ Includes agreements which specified, for some occupations, locations or assignments, 1/2 for Saturday work and 1/2 or double time for Sunday work, and no premium for others; 1/4 for Saturday morning and 1/2 thereafter; and (maritime) flat sums ranging from \$1.78 to \$4.23 per hour, varying by occupation and by port or sea duty for Saturday and Sunday work.

⁵ Includes agreements not classifiable elsewhere, with premium rates of 1/4, 1/4, or 1/2 for maintenance and electrical crews only, under specified conditions or after 4 hours' work, for Saturday and 6th day work; and, for Sunday and 7th day work, rates ranging from 40 cents to 90 cents per hour, 1/5, 1/4, or double time, and triple time for emergency work. Highly diversified premium requirements were stipulated.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 6. Premium Days Part of Regular Workweek, by Industry

(Saturday and Sunday as premium days part of regular workweek under major collective bargaining agreements, selected industries, 1966)

Industry	(Workers in thousands)		For regularly scheduled work on-			
	Total		Saturday		Sunday	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	486	2,532.0	50	205.1	254	1,309.2
Manufacturing	197	743.5	27	50.3	115	586.8
Chemicals and allied products	62	114.8	15	25.6	31	48.5
Petroleum and related products	20	40.3	-	-	-	-
Newspapers	8	13.3	1	3.0	3	4.6
Primary metal industries	107	575.1	11	21.7	81	533.7
Nonmanufacturing	289	1,788.5	23	154.8	139	722.5
Transportation	127	1,095.5	18	142.9	27	177.1
Railroads	1	400.0	-	-	-	-
Airlines	15	59.3	-	-	-	-
Maritime	26	117.5	13	71.0	14	72.0
Trucking	55	411.8	3	44.0	9	74.8
Passenger transit	30	106.9	2	28.0	4	30.4
Communications	82	510.5	1	3.5	71	444.3
Utilities: Electric and gas	80	182.5	4	8.4	41	101.1

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 7. Premium Rates for Work on Saturday and Sunday as Part of Regular Workweek

(Premium rates under major collective bargaining agreements, selected industries, 1966)

Premium rate	(Workers in thousands)			
	Saturday		Sunday	
	Agreements	Workers	Agreements	Workers
With premium pay ¹	50	205.1	254	1,309.2
1/4 times regular rate.....	2	3.5	64	493.5
1/2 times regular rate.....	18	41.5	100	501.1
2 times regular rate.....	-	-	14	29.8
1/2 times for first or first 2 Sundays worked; double time for second or third and subsequent consecutive Sundays.....	-	-	12	61.9
Cents per hour or flat-sum addition ²	10	48.9	31	87.1
Minimum premium unless overtime or other premium applicable ³	4	6.4	6	7.1
Premium varies by wage range, occupation, etc. ⁴	7	52.1	10	56.2
Other ⁵	9	52.8	17	72.7

¹ None of these agreements specified minimum work requirements.² Premium rates ranged from 3 to 50 cents per hour for Saturday work and from 3 cents to \$1 per hour for Sunday work. Flat-sum additions were specified, some varying by "standby" time and time worked, for Saturday or Sunday work.³ Minimum premium rates ranged from 25 to 50 cents per hour for Saturday or Sunday work.⁴ Includes agreements which specified premium rates, for Saturday or Sunday work, of 10 and 15 cents per hour for some groups, and no premium for others; 1/4 for some groups and 1/2 for others; and (maritime) flat sums ranging from \$1.78 to \$4.23 per hour, varying by occupation and by port or sea duty.⁵ Includes agreements which specified 1/2 premium rate or flat-sum additions for Saturday and Sunday work for some locations or departments, and no premium for others; or 1/2 after 6 hours, or straight time for 8 hours, whichever was greater; and for Sunday work, premium rates of 1/10, 1/5, 1/3, 1/4, or double time for specified groups and no premium for others.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 8. Premium Rates for Work on Saturday and Sunday as Part of Regular Workweek, by Industry

(Premium rates under major collective bargaining agreements, selected industries, 1966)

(Workers in thousands)

Industry	Number with premium pay provisions ¹		Time and one-fourth		Time and one-half		Double time		Time and one-half for first or first 2 Sundays worked; double time for second or third and subsequent consecutive Sundays		Cents per hour or flat-sum addition ²		Minimum premium unless overtime or higher premium applicable ³		Premium varies by wage range, occupation, etc. ⁴		Other ⁵		
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	
Saturday work																			
All industries -----	50	205.1	2	3.5	18	41.5	-	-	-	-	10	48.9	4	6.4	7	52.1	9	52.8	
Manufacturing -----	27	50.3	2	3.5	13	25.9	-	-	-	-	5	10.7	4	6.4	-	-	3	3.9	
Chemicals and allied products ----	15	25.6	2	3.5	5	8.4	-	-	-	-	4	7.7	3	4.8	-	-	1	1.3	
Petroleum and related products ---	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Newspapers -----	1	3.0	-	-	-	-	-	-	-	1	3.0	-	-	-	-	-	-	-	
Primary metal industries -----	11	21.7	-	-	8	17.5	-	-	-	-	-	-	1	1.6	-	-	2	2.6	
Nonmanufacturing -----	23	154.8	-	-	5	15.6	-	-	-	-	5	38.3	-	-	7	52.1	6	48.9	
Transportation -----	18	142.9	-	-	4	13.6	-	-	-	-	5	38.3	-	-	7	52.1	2	39.0	
Railroads -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Airlines -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Maritime -----	13	71.0	-	-	3	10.1	-	-	-	-	3	10.3	-	-	6	40.6	1	10.0	
Trucking -----	3	44.0	-	-	1	3.5	-	-	-	-	-	-	-	-	1	11.5	1	29.0	
Passenger transit -----	2	28.0	-	-	-	-	-	-	-	2	28.0	-	-	-	-	-	-	-	
Communications -----	1	3.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3.5	
Utilities: Electric and gas -----	4	8.4	-	-	1	2.0	-	-	-	-	-	-	-	-	-	-	3	6.4	
Sunday work																			
All industries -----	254	1,309.2	64	493.5	100	501.1	14	29.8	12	61.9	31	87.1	6	7.1	10	56.2	17	72.7	
Manufacturing -----	115	586.8	46	440.3	32	84.7	13	26.3	-	-	12	19.8	6	7.1	2	2.9	4	6.8	
Chemicals and allied products ----	31	48.5	-	-	15	24.1	4	7.2	-	-	6	10.0	3	3.1	2	2.9	1	1.3	
Petroleum and related products ---	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Newspapers -----	3	4.6	-	-	-	-	-	1	1.7	-	-	-	-	-	-	-	2	2.9	
Primary metal industries -----	81	533.7	46	440.3	17	60.7	8	17.5	-	-	6	8.8	3	4.0	-	-	1	2.6	
Nonmanufacturing -----	139	722.5	18	53.2	68	416.4	1	3.5	12	61.9	19	68.4	-	-	8	53.3	13	65.9	
Transportation -----	27	177.1	1	1.0	7	35.3	1	3.5	-	-	5	38.3	-	-	7	52.1	6	47.0	
Railroads -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Airlines -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Maritime -----	14	72.0	1	1.0	3	10.1	-	-	-	-	3	10.3	-	-	6	40.6	1	10.0	
Trucking -----	9	74.8	-	-	4	25.2	1	3.5	-	-	-	-	-	-	1	11.5	3	34.6	
Passenger transit -----	4	30.4	-	-	-	-	-	-	-	2	28.0	-	-	-	-	-	2	2.4	
Communications -----	71	444.3	-	-	58	373.8	-	-	12	61.9	-	-	-	-	-	-	1	8.6	
Utilities: Electric and gas -----	41	101.1	17	52.2	3	7.3	-	-	-	-	14	30.1	-	-	1	1.3	6	10.3	

¹ None of these agreements specified minimum work requirements.

² Premium rates ranged from 3 to 50 cents per hour for Saturday work and from 3 cents to \$1 per hour for Sunday work. Flat-sum additions were specified, some varying by "standby" time and time worked, for Saturday or Sunday work.

³ Minimum premium rates ranged from 25 to 50 cents per hour for Saturday or Sunday work.

⁴ Includes agreements which specified premium rates, for Saturday or Sunday work, of 10 and 15 cents per hour for some groups, and no premium for others; 1 1/8 for some groups and 1/2 for others; and (maritime) flat sums ranging from \$1.78 to \$4.23 per hour, varying by occupation and by port or sea duty.

⁵ Includes agreements which specified 1/2 premium rate or flat-sum additions for Saturday and Sunday work for some locations or departments, and no premium for others; or 1/2 after 6 hours, or straight time for 8 hours, whichever was greater; and, for Sunday work, premium rates of 1/10, 1/5, 1/5, 1/4, or double time for specified groups and no premium for others.

NOTE: Because of rounding, sums of individual items may not equal totals.