

# **Wage Chronology**

## **ARMOUR AND CO., 1941-67**

**Bulletin No. 1481**



**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 prepared by the Bureau of Labor Statistics to trace changes in wage scales and related benefits negotiated by individual employers or combinations of employers with a union or group of unions in selected collective bargaining situations. Benefits unilaterally introduced by an employer are generally included. The information is obtained from collective bargaining agreements and related documents, voluntarily filed with the Bureau as new settlements are reached. Any description of the course of collective bargaining is derived from news media and confirmed and/or supplemented by the parties to the agreement. The chronologies, dealing only with selected features of collective bargaining or wage determination, are intended primarily as a tool for research, analysis, and wage administration. References to grievance procedure, methodology of piece-rate adjustment, and similar matters are omitted.

This wage chronology summarizes changes in wage rates and related wage practices negotiated by Armour and Co. with the United Packinghouse, Food and Allied Workers and the Amalgamated Meat Cutters and Butcher Workmen of North America since 1941. It includes the terms of 31 agreements entered into by the parties to date. The provisions of 30 of the agreements—published as a basic report and seven supplements—have been consolidated in this bulletin and are supplemented by information on negotiated contract changes effective through August 1967.

Lily Mary David, Chief of the Division of Wage Economics, under the direction of L. R. Linsenmayer, Assistant Commissioner for 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. The analysis for the period 1964-67 was prepared by Patricia B. Smith.



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# Armour and Co., 1941—67

## Introduction

### 1941—48

Major changes in wage rates and related wage practices provided by master agreements between Armour and Co. and the two largest unions in the meatpacking industry, and changes determined by directive orders of the National War Labor Board, are traced in this chronology.

The first master agreement negotiated by the company and the United Packinghouse Workers of America (CIO)—then called the Packinghouse Workers' Organizing Committee—became effective in August 1941. Another agreement, covering the plants represented by the Amalgamated Meat Cutters and Butcher Workmen of America (AFL), was signed in August 1943. Previously, each union was the recognized bargaining agency for a number of plants, but single contracts covering all the operations under the jurisdiction of each union did not exist. Provisions of the agreements reported as of August 11, 1941, for the UPWA and as of August 14, 1943, for the MCBW do not necessarily indicate changes in conditions of employment existing before these dates.

The coverage of each master agreement has changed over the years. During the postwar period, approximately 32,000 workers in 23 of the company's plants were represented by the UPWA and approximately 8,000 workers in 13 plants by the MCBW. Several categories of employees in each plant, generally other than production and maintenance workers, have been excluded from the coverage of the master agreements. The current agreements between the company and the unions, effective August 11, 1948, may be terminated on August 11, 1949. They may be reopened once by each party on the issue of a general wage adjustment at any time during the year.

### 1949

The multiplant agreements between Armour and Co. and the United Packinghouse Workers of America (CIO) and the Amalgamated Meat Cutters and Butcher Workmen of North America (AFL) were extended by agreement beyond the August 11, 1949, expiration date. New contracts were negotiated in November 1949 (UPWA) and in December 1949 (MCBW). These contracts provided for a reopening by either party on the question of a general wage adjustment after February 15, 1950, and termination on August 11, 1950.

### 1950—51

New agreements between Armour and Co. and the United Packinghouse Workers of America (CIO) and the Amalgamated Meat Cutters and Butcher Workmen of North America (AFL) were signed in August 1950. These agreements replaced the two 1949 master agreements which were terminated as of August 11, 1950; they are to remain in effect until August 10, 1952. They provided for a wage increase and for two reopenings based solely on the issue of a general wage-rate adjustment (once between February 11 and August 11 in 1951 and 1952). In addition, they were subject to a reopening as of August 11, 1951, on any matter not specifically covered by their terms.

Negotiations, which were reopened February 11, 1951, resulted in a general wage change, supplemented by a widening of the spread between the wage-rate brackets. The Wage Stabilization Board approved the general increase on May 8, and the intraplant inequity adjustments on June 28, 1951. Both increases were retroactive to February 9, 1951, the date agreed upon by the parties.

## 1952

Negotiations—held in accordance with wage-reopening stipulations in the master agreements between Armour and Co. and the Amalgamated Meat Cutters and Butcher Workmen of North America (MCBW-AFL) and United Packinghouse Workers of America (UPWA-CIO)—resulted in agreements signed by the company with the MCBW in December 1951 and with the UPWA in February 1952. These supplemental agreements provided for a wage increase affecting all workers as well as for adjustments to correct interplant inequities and to narrow the wage differential between men and women. The Wage Stabilization Board approved the increases effective on the dates agreed upon by the company and the unions.

The reopening in each instance was the second of three allowed by the 1950 agreements. A third could take place between February 11 and the termination date, August 11, 1952. Early in June 1952, both the Packinghouse Workers (CIO) and the Meat Cutters (AFL) notified the company that instead of reopening their contracts they preferred to renegotiate the agreements scheduled to terminate August 11. Representatives of the company and the unions met periodically throughout the summer. Although the UPWA did not authorize a national strike, sporadic work stoppages occurred at various plants where that union was represented. The UPWA and the company concluded their bargaining and agreed to a 2-year contract on October 26, 1952. The MCBW contract was signed on November 19.

The terms of the new agreements, some of which were subject to approval by the Wage Stabilization Board, included general wage increases, premium pay for Saturday work, and an increase in shift premium pay. For the first time, company-financed pensions were provided for by the contracts. In addition, a company-paid insurance plan was incorporated, under which the benefits were greater than those provided under a previous plan. The former plan, maintained chiefly by employee contributions, had not been included in the previous contracts. Other changes included adjustments in many job rates and a further narrowing of the wage differentials between men and women and between North and South.

On December 11, 1952, the Executive Director of the WSB approved the general wage increase, various job-rate increases, and increases for women employees which were designed to reduce the sex differential to a uniform 5 cents. On December 18, the remaining contract changes were approved by the Wage Stabilization Committee which had replaced the tripartite Board. Most of the provisions became effective as of October 27, 1952. The new UPWA contract, dated October 26, 1952, runs to September 1, 1954; the MCBW agreement, dated November 19, 1952, runs to August 11, 1954. Both provide for wage reopenings every 6 months.

## 1953—55

Master contracts reached between the company and the Amalgamated Meat Cutters and Butcher Workmen of North America (MCBW-AFL) and the United Packinghouse Workers of America (UPWA-CIO) in 1952 each provided for three contract reopenings (two limited to general wage rate adjustments and the other to the issue of wages and hospitalization insurance). Wage discussions in the spring of 1953 and in March 1954 did not result in contract changes. A 5-cent-an-hour general wage increase and a company-paid hospitalization program involving expenditures of about 4½ cents a man-hour resulted, however, from negotiations that began on July 1, 1953, and were concluded, after sporadic work stoppages, on September 30 of that year.

Negotiations for new contracts began in the summer of 1954, with the existing contracts extended on a day-to-day basis after they had expired (on August 10 in the case of MCBW and September 1 in the case of UPWA). Agreement was reached by the end of September 1954.

The terms of the new agreements included general wage increases; an additional adjustment of women's rates and interplant inequity adjustments; and an amended severance pay clause. A fourth week of vacation with pay after 25 years' service and improvements in hospitalization benefits were also incorporated in the agreements.

Both contracts run through August 31, 1956, and provided for three reopenings on general adjustments in wage rates.

Under the first reopening, agreements were reached on July 29, 1955, on a 14-cent general wage increase effective August 1.

### 1956—58

On September 25, 1956, Armour and Co. concluded collective bargaining talks on terms of separate 3-year agreements with the United Packinghouse Workers (UPWA) and the Amalgamated Meat Cutters (MCBW), representing a total of 35,000 workers in 37 plants. The contracts provided for a base-rate increase of 10 cents an hour effective October 1, 1956, with additional increases—up to 12½ cents an hour for the highest paid workers—resulting from an 0.5-cent widening of the differential between wage-rate classes. Differentials between women's and men's wage rates were to be progressively eliminated, and 7½-cent-an-hour across-the-board increases were scheduled for September 1 of 1957 and 1958. Night-shift pay was increased, with another rise due in 1957. The separation pay plan was extended to employees displaced by technological advance. Other terms included a semiannual cost-of-living escalator clause, improvements in vacation, sick leave, life insurance, and medical and pension plans, and liberalization of premium pay for weekend work on continuous operations. The new agreements, to be in force from October 1, 1956, until August 31, 1959, made no provision for reopenings.

### 1959—60

Following 6 weeks of negotiations, a settlement providing changes in wage rates and fringe benefits was reached on August 31, 1959—just prior to the expiration of previous contracts—by Armour and Co. with the Amalgamated Meat Cutters and Butcher Workmen (MCBW) and the United Packinghouse Workers (UPWA). The agreements—covering about 14,000 employees in 26 plants—were valued by the unions at 27 cents an hour over the 2-year contract period, excluding any increase in the cost-of-living allowance beyond the 2 cents anticipated by the settlement.

The contracts featured a company-financed plan<sup>1</sup> to cushion the effects of automation on employment.<sup>2</sup> This plan involved the establishment of a fund by the company to be used to finance studies of and solutions for the problems resulting from modernization. It was to be administered by a labor-management committee, with a neutral chairman, which was authorized to utilize the fund to study problems and propose solutions. The committee could authorize expenditures from the fund, for example, to retrain workers idled by automation, but the fund was not to be used to increase severance pay benefits, which were liberalized by the settlement. The committee's final reports and recommendations were to be made to the company and unions at least 6 months before the end of the contract period.

<sup>1</sup> For detailed provisions of the plan, see *Monthly Labor Review*, October 1959, pp. 1109–1110.

<sup>2</sup> The number of production and maintenance workers employed at Armour had declined by about 10,000 between October 1956 and August 1959, and a number of its plants, in widely scattered sections of the country, had closed.

Wage provisions of the settlement included increases of 8.5 cents an hour in the first contract year, of which 2 cents was in anticipation of a cost-of-living escalator allowance of that amount that presumably would become due in January 1960, and 6.5 cents in the second year. Cost-of-living escalator clauses of the previous contracts were continued, and the existing 14-cent allowance and the 2-cent anticipatory January allowance were incorporated into base rates. Premiums for Saturday and Sunday work on continuous operations and for night-shift work were increased.

Pension, vacation, and medical expense benefits were liberalized, and the company and the unions agreed to consider the desirability of establishing a health and welfare fund which would assume the cost of health and welfare benefits.

All workers losing seniority by reason of layoff exceeding 2 years were made eligible for separation benefits. Requirements regarding vacation and holiday eligibility were revised. Pension benefits were liberalized, and the unions agreed with the company to establish compulsory retirement ages. The pension improvement included an increase in benefits for those already retired, and the unions agreed to send a letter to the company stating that "In any future collective bargaining with respect to the matter of pensions, there will be excluded from such negotiations any question of adjusting the amount of pensions payable with respect to then retired employees."<sup>3</sup>

The contracts were to remain in effect through August 31, 1961, with no reopening provisions and a 60-day termination notice requirement. If the parties, however, agreed to establish a health and welfare fund, the agreement could be amended to provide for this fund. It was also agreed that employment rights of workers affected by a transfer of work from one plant to another, by a unit or department shutdown, or by technological changes, were to be considered subsequently.<sup>4</sup>

## 1961-63

Armour and Co. began negotiations on August 3, 1961, with the United Packinghouse, Food and Allied Workers (UPWA) and the Amalgamated Meat Cutters and Butcher Workmen (MCBW) to replace contracts expiring on August 31, 1961. In addition to improvements in wages and related benefits, the unions called for a new program to solve the related problems of automation and job security. To implement the proposed program, they asked for a shorter workweek, increased benefits for early retirement, and allowances for retraining and relocation expenses.

On September 10, 1961, agreements were signed with both unions, covering 15,000 workers in 28 plants. The 3-year contracts provided for basic wage-rate increases of 7 cents an hour in the first contract year (of which 1 cent was in anticipation of an advance in the cost-of-living allowance that presumably would become due in January 1962) and 6 cents in the second and third years. The cost-of-living escalator clauses of the previous contracts were continued, and the existing 5-cent allowance and the 1-cent increase in the January allowance were incorporated into base rates. Additional wage-rate increases—up to a possible maximum of 13 cents an hour—resulted from an 0.5-cent widening of the differential between job classes. Other terms included 3 days' paid funeral leave and improvements in separation allowances and hospital, medical, vacation, and sick leave provisions. Pension benefits were liberalized and provision was made for optional early retirement for eligible workers whose employment was terminated by unit or plant closings.

<sup>3</sup> Letter dated Oct. 26, 1959.

<sup>4</sup> Letter dated Oct. 21, 1959.

Company contributions to the automation fund were discontinued, and provision made for money remaining in the fund. The parties also agreed to a new provision for a 90-day advance notice of shutdown with guaranteed earnings during this period for affected employees and "technological adjustment pay" for those subsequently laid off.

The 1959 agreements had provided for a 6.5-cent-an-hour deferred increase effective on September 1, 1960. On July 6, 1960, the MCBW agreed to waive the increase for the 600 employees of the Memphis, Tenn., plant. Early in August 1962, the company sent the MCBW a 90-day notice of intention to close the Memphis plant. Within 2 weeks, negotiations at the local level resulted in an agreement that substantially changed many provisions of the master contract as they applied to the Memphis operations. This supplemental agreement was approved by the national offices of the union and the company, and was then ratified by the local union membership on August 16.

The Memphis agreement reduced hourly rates of pay, eliminated the cost-of-living escalator provision, and discontinued or modified a number of related wage practices. Armour agreed to withdraw the notice of closing and to continue operations at the plant until August 31, 1964, provided the union continued to cooperate and current levels of productivity were maintained. If the company closed the plant during the term of the supplemental agreement, separation pay of the employees was to be computed on pay rates in effect prior to the effective date of the August 1962 agreement.

Two Texas meatpacking plants, organized by the UPWA, were brought under the master agreement during 1962—Lubbock in June and San Angelo in October. The parties agreed to raises in hourly pay effective when the plants came under the agreement and to four deferred increases in 1963 and 1964. Modifications of provisions in the master agreement covering a guaranteed workweek, Saturday work, clothes-changing time, and the pension plan were made for employees of these two plants.

#### 1964—67

Intensive bargaining over the terms of a new agreement with Armour and Co. was concluded on September 2, 1964, after two 1-day extensions of the former contract. The month-long negotiations with the United Packinghouse, Food and Allied Workers (UPWA), and the Amalgamated Meat Cutters and Butcher Workmen (MCBW), centered on demands by the unions for greater job security, and provisions for minimizing the burden of unemployment. A shorter workweek; increased overtime pay; and, for workers nearing retirement age, extended paid leave were among the unions' proposals for alleviating unemployment.

A substantial wage increase, with incorporation of cost-of-living allowances into base rates, and continuation of a revised and updated escalator clause, were the major monetary items in the unions' package. An increase in the spread between wage brackets, elimination of geographic wage differentials, liberalized vacation schedules, and improved health and insurance, and pension benefits were among the demands for improvements in economic benefits and working conditions. The unions sought also to include all processing plants under the national agreements and to limit the agreements to 2 years.

Among the company's proposal during the lengthy series of discussions was the establishment of a lower starting rate, crediting a portion of any general wage increase toward anticipated cost-of-living adjustments, and the exclusion of Texas plants from a general wage increase. The company also sought the option of designating the days of the workweek, the elimination of premium pay for work on Saturday, as such, and a change in the service requirements for sick benefits. Arbitration was proposed to settle grievances over job loads.

The agreement reached by the company and the two unions, effective September 7, 1964, provided general wage increases and gains in other benefits in a total package valued by the unions at 34 cents an hour over a 3-year term. Some 12,000 employees in 44 of the company's plants were covered by the agreement, including, for the first time, workers in 14 processing and 5 slaughtering units.

Under terms of the settlement, wage rates were to be increased 6 cents an hour in each of the 3 years; employees at Memphis received an additional 1 cent in the first contract year. Other special adjustments were made to (1) correct rate inequities in about 1,100 jobs, (2) reduce the geographic differential in two Texas plants, and (3) eliminate the differential in an Idaho plant. A new feature maintained hourly rates for jobs directly affected by the installation of new equipment. Provision was made for negotiating changes necessary to meet the statutory requirement of equal pay for equal work.

The 9-cent cost-of-living allowance accrued since January 1962 was incorporated into base rates. The semiannual cost-of-living adjustments were changed to 1 cent an hour for each 0.4-point, instead of 0.5-point, change in the Bureau of Labor Statistics revised Consumer Price Index (1957-59=100).

Shift premiums were increased 2 cents an hour and time and one-half was to be paid when an employee was recalled within 12 hours following the end of his shift. Among changes in related wage benefits was the substitution of Good Friday for Washington's Birthday as a paid holiday.

Employees' life insurance benefits were increased, effective December 1, 1964. Hospital and medical benefits for active employees were improved at the same time; a year later, these benefits were supplemented by company-financed major medical expense coverage. Retired workers' premiums for health insurance coverage were stabilized, with the company assuming liability for the full amount of any increase.

Effective January 1, 1965, normal retirement benefits were raised by 75 cents to \$3.25 a month per year of service, with a benefit of twice that amount for totally and permanently disabled employees until they reach age 65. The practice of deducting any workmen's compensation benefits in determining the amount of pensions was discontinued. Significant improvements were made in the vesting provisions of the pension plan. An additional innovation was a survivor's benefit for the widow or minor children of an employee who died before retirement.

The improvements in wages and related benefits under the settlement were made applicable to the Memphis plant and, together with all benefits of the pension and insurance plans, to the processing plants newly covered by the agreement. Other specified provisions formerly eliminated or limited at the Memphis plant were reinstated or liberalized. The standardization of existing benefits in the newly covered plants, where different from the provisions of the agreement, was to be negotiated when the agreements expire on August 31, 1967. The following tables describe changes negotiated through 1964.

A—General Wage Changes<sup>1</sup>

| Effective date                                          | Provision                                                                                        | Applications, exceptions, and other related matters                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
|---------------------------------------------------------|--------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|-----|-------|-----------------------------------|---|---|-------------------------------------|----|---|---------------------------------------|----|---|-------------------------------------------|----|----|---------------------------------------|---|----|--------------------------------------|-----|----|---------------------------------------|----|---|-------------------------------------------|----|----|------------------------------------|----|----|-----------------------------------------|----|---|-------------------------------------------|---|---|---------------------------------------|----|----|---------------------------------------------|----|---|------------------------------------|----|---|---------------------------------------------|----|---|---------------------------------------------|-------------------|---|--------------------------------------|----|----|----------------------------|----|---|------------------|---|---|
| Aug. 11, 1941<br>(UPWA).                                | 5 cents an hour increase -----                                                                   | Increase of 8 percent, averaging approximately 5 cents an hour, granted to all workers Apr. 21, 1941, prior to negotiation of first master contract between company and UPWA. Minimum increase of 10 cents an hour in combined Apr. 21 and Aug. 11, 1941, adjustments provided for women workers.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Aug. 14, 1943<br>(MCBW).                                | -----                                                                                            | No general wage change in first master agreement between company and MCBW. Workers in plants represented by MCBW had 2 increases in 1941 similar to those noted above.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| 1943-45 (UPWA and MCBW).                                | -----                                                                                            | Pursuant to various National War Labor Board directives, company and unions agreed to the following interplant (area or geographical) adjustments:<br><div style="text-align: right;">Increase<br/>(cents per hour)</div> <table><thead><tr><th>Plant location and effective date</th><th>Men</th><th>Women</th></tr></thead><tbody><tr><td>Atlanta, Ga.: Nov. 13, 1944 -----</td><td>5</td><td>5</td></tr><tr><td>Baltimore, Md.: Sept. 1, 1944 -----</td><td>2½</td><td>3</td></tr><tr><td>Birmingham, Ala.: Apr. 30, 1945 -----</td><td>6</td><td>2</td></tr><tr><td>East St. Louis, Ill.: Aug. 11, 1943 -----</td><td>2½</td><td>3</td></tr><tr><td>Fort Worth, Tex.: Mar. 14, 1945 -----</td><td>-</td><td>3½</td></tr><tr><td>Green Bay, Wis.: Apr. 19, 1945 -----</td><td>7</td><td>-</td></tr><tr><td>Kansas City, Kans.: May 7, 1945 -----</td><td>2½</td><td>3</td></tr><tr><td>Los Angeles, Calif.: Sept. 15, 1944 -----</td><td>7½</td><td>7½</td></tr><tr><td>Memphis, Tenn.: Jan. 1, 1945 -----</td><td>8½</td><td>8½</td></tr><tr><td>North Bergen, N.J.: Apr. 30, 1945 -----</td><td>-</td><td>1</td></tr><tr><td>Oklahoma City, Okla.: Apr. 30, 1945 -----</td><td>-</td><td>2</td></tr><tr><td>Portland, Oreg.: Sept. 15, 1944 -----</td><td>2½</td><td>2½</td></tr><tr><td>Prairie du Chien, Wis.: Apr. 19, 1945 -----</td><td>15</td><td>-</td></tr><tr><td>Reading, Pa.: Sept. 15, 1944 -----</td><td>3</td><td>-</td></tr><tr><td>San Francisco, Calif.: Sept. 15, 1944 -----</td><td>5</td><td>5</td></tr><tr><td>South St. Paul, Minn.: Sept. 29, 1944 -----</td><td>2½</td><td>3</td></tr><tr><td>Spokane, Wash.: Sept. 15, 1944 -----</td><td>4½</td><td>4½</td></tr></tbody></table> | Plant location and effective date | Men | Women | Atlanta, Ga.: Nov. 13, 1944 ----- | 5 | 5 | Baltimore, Md.: Sept. 1, 1944 ----- | 2½ | 3 | Birmingham, Ala.: Apr. 30, 1945 ----- | 6  | 2 | East St. Louis, Ill.: Aug. 11, 1943 ----- | 2½ | 3  | Fort Worth, Tex.: Mar. 14, 1945 ----- | - | 3½ | Green Bay, Wis.: Apr. 19, 1945 ----- | 7   | -  | Kansas City, Kans.: May 7, 1945 ----- | 2½ | 3 | Los Angeles, Calif.: Sept. 15, 1944 ----- | 7½ | 7½ | Memphis, Tenn.: Jan. 1, 1945 ----- | 8½ | 8½ | North Bergen, N.J.: Apr. 30, 1945 ----- | -  | 1 | Oklahoma City, Okla.: Apr. 30, 1945 ----- | - | 2 | Portland, Oreg.: Sept. 15, 1944 ----- | 2½ | 2½ | Prairie du Chien, Wis.: Apr. 19, 1945 ----- | 15 | - | Reading, Pa.: Sept. 15, 1944 ----- | 3  | - | San Francisco, Calif.: Sept. 15, 1944 ----- | 5  | 5 | South St. Paul, Minn.: Sept. 29, 1944 ----- | 2½                | 3 | Spokane, Wash.: Sept. 15, 1944 ----- | 4½ | 4½ |                            |    |   |                  |   |   |
| Plant location and effective date                       | Men                                                                                              | Women                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Atlanta, Ga.: Nov. 13, 1944 -----                       | 5                                                                                                | 5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Baltimore, Md.: Sept. 1, 1944 -----                     | 2½                                                                                               | 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Birmingham, Ala.: Apr. 30, 1945 -----                   | 6                                                                                                | 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| East St. Louis, Ill.: Aug. 11, 1943 -----               | 2½                                                                                               | 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Fort Worth, Tex.: Mar. 14, 1945 -----                   | -                                                                                                | 3½                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Green Bay, Wis.: Apr. 19, 1945 -----                    | 7                                                                                                | -                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Kansas City, Kans.: May 7, 1945 -----                   | 2½                                                                                               | 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Los Angeles, Calif.: Sept. 15, 1944 -----               | 7½                                                                                               | 7½                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Memphis, Tenn.: Jan. 1, 1945 -----                      | 8½                                                                                               | 8½                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| North Bergen, N.J.: Apr. 30, 1945 -----                 | -                                                                                                | 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Oklahoma City, Okla.: Apr. 30, 1945 -----               | -                                                                                                | 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Portland, Oreg.: Sept. 15, 1944 -----                   | 2½                                                                                               | 2½                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Prairie du Chien, Wis.: Apr. 19, 1945 -----             | 15                                                                                               | -                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Reading, Pa.: Sept. 15, 1944 -----                      | 3                                                                                                | -                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| San Francisco, Calif.: Sept. 15, 1944 -----             | 5                                                                                                | 5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| South St. Paul, Minn.: Sept. 29, 1944 -----             | 2½                                                                                               | 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Spokane, Wash.: Sept. 15, 1944 -----                    | 4½                                                                                               | 4½                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Aug. 11, 1944<br>(UPWA); and<br>Feb. 1, 1945<br>(MCBW). | Intraplant (job) inequality wage adjustments up to an average of 2 cents an hour for each plant. | Pursuant to various NWLB directives, company and unions agreed to increase wages by varying amounts to adjust intraplant inequalities, the average increase in each plant not to exceed 2 cents an hour. The adjustments for UPWA plants were made retroactive to Aug. 11, 1944, or earlier in some cases, and for MCBW plants, retroactive to Feb. 1, 1945.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Jan. 26, 1946<br>(UPWA and MCBW).                       | 16 cents an hour increase -----                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Nov. 1, 1946<br>(UPWA and MCBW).                        | 7½ cents an hour increase -----                                                                  | In cases of employees receiving more than established job rates, amount of "over-rate" (not to exceed 2½ cents) was deducted from general wage increase when applied to individual rates.<br>In addition to the general wage increase the following interplant adjustments were made:<br><div style="text-align: right;">Increase<br/>(cents per hour)</div> <table><thead><tr><th>Plant location</th><th>Men</th><th>Women</th></tr></thead><tbody><tr><td>Atlanta, Ga. -----</td><td>9</td><td>7</td></tr><tr><td>Birmingham, Ala. -----</td><td>4</td><td>4</td></tr><tr><td>Columbus, Ohio -----</td><td>2½</td><td>3</td></tr><tr><td>Denver, Colo -----</td><td>2½</td><td>2½</td></tr><tr><td>Fort Worth, Tex -----</td><td>4</td><td>4</td></tr><tr><td>Fort Worth (Ratliffe), Tex -----</td><td>15½</td><td>12</td></tr><tr><td>Indianapolis, Ind -----</td><td>2½</td><td>3</td></tr><tr><td>Lexington, Ky -----</td><td>4</td><td>4</td></tr><tr><td>Los Angeles, Calif -----</td><td>5</td><td>5</td></tr><tr><td>Mason City, Iowa -----</td><td>2½</td><td>3</td></tr><tr><td>Memphis, Tenn -----</td><td>4</td><td>4</td></tr><tr><td>Oklahoma City, Okla -----</td><td>4</td><td>4</td></tr><tr><td>Omaha, Nebr -----</td><td>2½</td><td>3</td></tr><tr><td>Peoria, Ill -----</td><td>2½</td><td>3</td></tr><tr><td>Reading, Pa -----</td><td>2½</td><td>3</td></tr><tr><td>San Francisco, Calif -----</td><td colspan="2">(average 6 cents)</td></tr><tr><td>Sioux City, Iowa -----</td><td>2½</td><td>3</td></tr><tr><td>South St. Joseph, Mo -----</td><td>2½</td><td>3</td></tr><tr><td>Tifton, Ga -----</td><td>9</td><td>7</td></tr></tbody></table>                                       | Plant location                    | Men | Women | Atlanta, Ga. -----                | 9 | 7 | Birmingham, Ala. -----              | 4  | 4 | Columbus, Ohio -----                  | 2½ | 3 | Denver, Colo -----                        | 2½ | 2½ | Fort Worth, Tex -----                 | 4 | 4  | Fort Worth (Ratliffe), Tex -----     | 15½ | 12 | Indianapolis, Ind -----               | 2½ | 3 | Lexington, Ky -----                       | 4  | 4  | Los Angeles, Calif -----           | 5  | 5  | Mason City, Iowa -----                  | 2½ | 3 | Memphis, Tenn -----                       | 4 | 4 | Oklahoma City, Okla -----             | 4  | 4  | Omaha, Nebr -----                           | 2½ | 3 | Peoria, Ill -----                  | 2½ | 3 | Reading, Pa -----                           | 2½ | 3 | San Francisco, Calif -----                  | (average 6 cents) |   | Sioux City, Iowa -----               | 2½ | 3  | South St. Joseph, Mo ----- | 2½ | 3 | Tifton, Ga ----- | 9 | 7 |
| Plant location                                          | Men                                                                                              | Women                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Atlanta, Ga. -----                                      | 9                                                                                                | 7                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Birmingham, Ala. -----                                  | 4                                                                                                | 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Columbus, Ohio -----                                    | 2½                                                                                               | 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Denver, Colo -----                                      | 2½                                                                                               | 2½                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Fort Worth, Tex -----                                   | 4                                                                                                | 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Fort Worth (Ratliffe), Tex -----                        | 15½                                                                                              | 12                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Indianapolis, Ind -----                                 | 2½                                                                                               | 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Lexington, Ky -----                                     | 4                                                                                                | 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Los Angeles, Calif -----                                | 5                                                                                                | 5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Mason City, Iowa -----                                  | 2½                                                                                               | 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Memphis, Tenn -----                                     | 4                                                                                                | 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Oklahoma City, Okla -----                               | 4                                                                                                | 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Omaha, Nebr -----                                       | 2½                                                                                               | 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Peoria, Ill -----                                       | 2½                                                                                               | 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Reading, Pa -----                                       | 2½                                                                                               | 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| San Francisco, Calif -----                              | (average 6 cents)                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Sioux City, Iowa -----                                  | 2½                                                                                               | 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| South St. Joseph, Mo -----                              | 2½                                                                                               | 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |
| Tifton, Ga -----                                        | 9                                                                                                | 7                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |     |       |                                   |   |   |                                     |    |   |                                       |    |   |                                           |    |    |                                       |   |    |                                      |     |    |                                       |    |   |                                           |    |    |                                    |    |    |                                         |    |   |                                           |   |   |                                       |    |    |                                             |    |   |                                    |    |   |                                             |    |   |                                             |                   |   |                                      |    |    |                            |    |   |                  |   |   |

See footnote at end of table.

A—General Wage Changes<sup>1</sup> —Continued

| Effective date                                                                    | Provision                                                                                                                                                                                                                                                                 | Applications, exceptions, and other related matters                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-----------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| June 16, 1947<br>(UPWA and MCBW).                                                 | 6 cents an hour increase -----                                                                                                                                                                                                                                            | General increase of 3½ cents an hour in San Francisco plant.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| June 30, 1947<br>(MCBW).                                                          | -----                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Jan. 12, 1948<br>(MCBW); and<br>May 3, 1948<br>(UPWA).                            | 9 cents an hour increase -----                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Nov. 1, 1948<br>(UPWA and MCBW).                                                  | 4 cents an hour increase -----                                                                                                                                                                                                                                            | In addition to job-rate increases, the following interplant adjustments were made:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Oct. 31, 1949<br>(UPWA and MCBW).                                                 | Previous spread of 2.5 cents between job rates increased to 3 cents. Increases ranged from 0.5 cent an hour in job-class one step above the base or unskilled-labor class to 15 cents in highest classification.                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|                                                                                   |                                                                                                                                                                                                                                                                           | <div style="text-align: right; margin-right: 20px;">Increase<br/>(cents per hour)</div> <div style="display: flex; justify-content: space-between;"> <div>Plant location</div> <div>Men</div> <div>Women</div> </div> <div style="margin-top: 5px;">Atlanta, Ga ----- 2½ 2½</div> <div style="margin-top: 2px;">Birmingham, Ala ----- 2½ 2½</div> <div style="margin-top: 2px;">Fargo, N. Dak ----- 2½ 2½</div> <div style="margin-top: 2px;">Fort Worth, Tex ----- 2 2</div> <div style="margin-top: 2px;">Fort Worth (Ratliffe), Tex ----- 2 2</div> <div style="margin-top: 2px;">Grand Forks, N. Dak ----- 2½ 2½</div> <div style="margin-top: 2px;">Green Bay, Wis ----- 2½ 2½</div> <div style="margin-top: 2px;">Huron, S. Dak ----- 2½ 2½</div> <div style="margin-top: 2px;">Lexington, Ky ----- 2½ 2½</div> <div style="margin-top: 2px;">Memphis, Tenn ----- 2½ 2½</div> <div style="margin-top: 2px;">Oklahoma City, Okla ----- 2 2</div> <div style="margin-top: 2px;">Tifton, Ga ----- - 1</div> |
| Dec. 5, 1949<br>(MCBW).                                                           | -----                                                                                                                                                                                                                                                                     | Increases in some rates, including common-labor rate, in San Francisco plant.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Aug. 11, 1950<br>(UPWA and MCBW; by agreement of same date).                      | 11 cents an hour increase -----                                                                                                                                                                                                                                           | In accordance with Orders of Wage Stabilization Board, May 18, 1951, approving an across-the-board increase of 9 cents an hour and June 28, 1951, approving an increase in the job-rate spread from 3 cents to 3½ cents an hour. The job-rate increases averaged approximately 2.3 cents an hour.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Feb. 9, 1951<br>(UPWA and MCBW; by agreement of Feb. 8, 1951).                    | 9 cents an hour increase; previous spread of 3 cents in job rates widened to 3½ cents. Increases resulting from widened job-rate spread ranged from 0.5 cent an hour in the job-class one step above the basic or unskilled labor class to a maximum of 15 cents an hour. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Dec. 17, 1951<br>(by agreement of Dec. 21, 1951, MCBW, and Feb. 2, 1952, UPWA).   | 6 cents an hour general increase.                                                                                                                                                                                                                                         | Approved by Wage Stabilization Board Jan. 9, 1952.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Feb. 18, 1952<br>(by above agreements).                                           | -----                                                                                                                                                                                                                                                                     | Reduction in the sex differentials from a range of 5 to 11½ cents an hour to a range of 5 to 9 cents. <sup>2</sup> Approved by Wage Stabilization Board.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Mar. 2, 1952<br>(by above agreements).                                            | -----                                                                                                                                                                                                                                                                     | Certain interplant job-rate inequity adjustments to achieve uniform rating. <sup>3</sup> Approved by Wage Stabilization Board.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Oct. 27, 1952<br>(by agreements of Oct. 26, 1952, UPWA, and Nov. 19, 1952, MCBW). | 4 cents an hour general increase.                                                                                                                                                                                                                                         | Further adjustments of job-rate inequities. <sup>4</sup> In addition to job-rate increases, the following adjustments were made in specific plants:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

See footnotes at end of table.

A—General Wage Changes<sup>1</sup> —Continued

| Effective date                                                                                          | Provision                                                                                                                                                                                                                      | Applications, exceptions, and other related matters                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|---------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Oct. 27, 1952<br>(by agreements<br>of Oct. 26, 1952,<br>UPWA, and<br>Nov. 19, 1952,<br>MCBW)—Continued. |                                                                                                                                                                                                                                | <p style="text-align: right;">Increase<br/>(cents per hour)</p> <p style="text-align: center;">Plant location</p> <p style="text-align: right;">Men      Women</p> <p>Atlanta, Ga. ----- 3½      1½</p> <p>Birmingham, Ala. ----- 3½      1½</p> <p>Fort Worth, Tex. ----- 2½      2½</p> <p>Lexington, Ky. ----- 3½      1½</p> <p>Memphis, Tenn. ----- 3½      1½</p> <p>Oklahoma City, Okla. ----- 2½      2½</p> <p>Tifton, Ga. ----- 3½      3½</p> <p>Reduction of the sex differential to a uniform 5 cents.<br/>Approved Dec. 11, 1952, by the Executive Director of<br/>the Wage Stabilization Board.</p>                                                                                                                                                                                                                                                                                                                                                                                      |
| Sept. 28, 1953<br>(by memorandum<br>agreements dated<br>Sept. 29, 1953,<br>MCBW and<br>UPWA).           | 5 cents an hour increase -----                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Sept. 20, 1954<br>(by agreements<br>dated Sept. 29,<br>1954, UPWA,<br>and Sept. 30,<br>1954, MCBW).     | 5 cents an hour general<br>increase.                                                                                                                                                                                           | <p>Further adjustment of interplant inequities.<sup>5</sup> In addition<br/>to job rate increases, the following adjustments were<br/>made in specific plants:</p> <p style="text-align: center;">Plant location</p> <p style="text-align: right;">Increase<br/>(cents per hour)</p> <p>Atlanta, Ga. ----- 2½</p> <p>Birmingham, Ala. ----- 2½</p> <p>Lexington, Ky. ----- 2½</p> <p>Memphis, Tenn. ----- 2½</p> <p>Tifton, Ga. ----- 2½</p> <p>Additional 1½ cents increase for women's job classi-<br/>fications, thus reducing sex differential from 5 to<br/>3.5 cents an hour.</p>                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Aug. 1, 1955 (by<br>memorandum<br>agreements<br>dated July 29,<br>1955, MCBW<br>and UPWA).              | 14 cents an hour increase -----                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Oct. 1, 1956<br>(MCBW and<br>UPWA agree-<br>ments dated<br>Oct. 1, 1956).                               | 10 cents an hour general<br>increase; previous spread<br>of 3.5 cents in job rates<br>increased to 4 cents with<br>resulting increases ranging<br>up to an additional 12.5<br>cents an hour for the top<br>job classification. | <p>Additional increase for women's job classifications of<br/>1 cent effective both Oct. 1, 1956, and Sept. 1, 1957,<br/>and 1.5 cents effective Sept. 1, 1958, to eliminate sex<br/>wage differential; no rates for women's jobs to in-<br/>crease to more than rate for equivalent jobs for men.<br/>Further adjustment of interplant job rate inequities.<br/>Deferred wage-rate increases of 7.5 cents an hour<br/>effective Sept. 1, 1957, and Sept. 1, 1958.<br/>The new agreements provided for semiannual cost-of-<br/>living adjustments in wage rates of 1 cent an hour for<br/>each 0.5-point change in the Bureau of Labor Statistics<br/>Consumer Price Index above a level of 116.8<br/>(1947-49=100). No reductions in the cost-of-living<br/>allowance unless the index declined 0.5 point below<br/>the level that the index was required to reach in order<br/>to earn the last previous increase in allowance.<sup>6</sup><br/>0.5 cent increase in rates at Tifton, Ga., plant.</p> |
| Oct. 1, 1956<br>(UPWA sup-<br>plemental<br>agreement<br>dated<br>Oct. 24, 1956).                        | -----                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Jan. 1, 1957 -----                                                                                      | 2 cents an hour increase -----                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| July 1, 1957 -----                                                                                      | 3 cents an hour increase -----                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Sept. 1, 1957 (MCBW<br>and UPWA agree-<br>ments dated<br>Oct. 1, 1956).                                 | 7.5 cents an hour general<br>increase.                                                                                                                                                                                         | <p>Semiannual adjustment of cost-of-living allowance.<br/>Semiannual adjustment of cost-of-living allowance.<br/>Additional 1 cent increase for women's job classifi-<br/>cations, reducing sex wage differential from 2.5<br/>to 1.5 cents per hour.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

See footnotes at end of table.

A—General Wage Changes<sup>1</sup> —Continued

| Effective date                                                                                                 | Provision                                                                                                                                                                                                                                                                                             | Applications, exceptions, and other related matters                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|----------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Jan. 1, 1958 -----                                                                                             | 4 cents an hour increase -----                                                                                                                                                                                                                                                                        | Semiannual adjustment of cost-of-living allowance.<br>Semiannual adjustment of cost-of-living allowance.<br>Additional 1.5 cent increase for women's job classifications, thus eliminating sex wage differential.                                                                                                                                                                                                                                                                                                                                                                  |
| July 1, 1958 -----                                                                                             | 4 cents an hour increase -----                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Sept. 1, 1958 (MCBW and UPWA agreements dated Oct. 1, 1956).                                                   | 7.5 cents an hour general increase.                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Jan. 1, 1959 (MCBW and UPWA agreements dated Oct. 1, 1956).                                                    | 1 cent an hour increase -----                                                                                                                                                                                                                                                                         | Semiannual adjustment of cost-of-living allowance.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| July 1, 1959 -----                                                                                             | No change -----                                                                                                                                                                                                                                                                                       | Semiannual review of cost-of-living allowance.<br>Included 2 cents in anticipation of equivalent cost-of-living adjustment that presumably would take place in January 1960. Entire 8.5 cents as well as previous 14-cent cost-of-living allowance incorporated into base rates, and escalator clause continued. <sup>7</sup><br>In addition:<br>Deferred wage-rate increase of 6.5 cents an hour, effective Sept. 1, 1960.<br>Further adjustment of job-rate inequities. <sup>8</sup><br>Freezer rate premiums incorporated into regular rates. <sup>8</sup>                      |
| Sept. 1, 1959 (MCBW and UPWA agreements dated Oct. 22, 1959).                                                  | 8.5 cents an hour increase -----                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|                                                                                                                |                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Jan. 1, 1960 -----                                                                                             | 1 cent an hour increase -----                                                                                                                                                                                                                                                                         | Semiannual adjustment of cost-of-living allowance.<br>Semiannual adjustment of cost-of-living allowance.<br>Deferred increase. Not applicable to Memphis, Tenn., plant.                                                                                                                                                                                                                                                                                                                                                                                                            |
| July 1, 1960 -----                                                                                             | 2 cents an hour increase -----                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Sept. 1, 1960 (MCBW and UPWA agreements dated Oct. 22, 1959, and MCBW supplemental agreement of July 6, 1960). | 6.5 cents an hour increase -----                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Jan. 1, 1961 (MCBW and UPWA agreements dated Oct. 22, 1959).                                                   | 2 cents an hour increase -----                                                                                                                                                                                                                                                                        | Semiannual adjustment of cost-of-living allowance.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| July 1, 1961 -----                                                                                             | No change -----                                                                                                                                                                                                                                                                                       | Semiannual review of cost-of-living allowance.<br>Included 1 cent in anticipation of equivalent cost-of-living adjustment that presumably would take place in January 1962. Entire increase as well as previous 5-cent cost-of-living allowance incorporated into base rates, and escalator clause continued. <sup>10</sup><br>In addition, reclassification of 35 job categories increased wage rates about 0.3 cent per hour when averaged over the entire bargaining unit. <sup>11</sup><br>Deferred wage-rate increase of 6 cents an hour, effective Sept. 1 of 1962 and 1963. |
| Sept. 4, 1961 (MCBW and UPWA agreements dated Sept. 10, 1961). <sup>9</sup>                                    | 7 cents an hour increase; spread between job rates increased by 0.5 cent (to 4.5 cents) with possible increases ranging up to 13 cents for the top job classification. The unions estimated that the total increase averaged 10.8 cents an hour, including a 1.3 cent increase in incentive earnings. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Jan. 1, 1962 -----                                                                                             | 1 cent an hour increase -----                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| July 1, 1962 -----                                                                                             | 1 cent an hour increase -----                                                                                                                                                                                                                                                                         | Semiannual adjustment of cost-of-living allowance.<br>Memphis, Tenn.: Reduced all rates by 15 cents an hour; eliminated deferred increase due Sept. 1, 1963, and cost-of-living escalator provision; and continued 2-cent-an-hour cost-of-living allowance in effect.<br>Deferred increase except at Memphis.                                                                                                                                                                                                                                                                      |
| Aug. 20, 1962 (MCBW supplemental agreement dated Aug. 16, 1962).                                               |                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Sept. 1, 1962 (MCBW and UPWA agreements dated Sept. 10, 1961).                                                 | 6 cents an hour increase -----                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Jan. 7, 1963 -----                                                                                             | 2 cents an hour increase -----                                                                                                                                                                                                                                                                        | Semiannual adjustment of cost-of-living allowance, not applicable to Memphis employees.<br>Semiannual adjustment of cost-of-living allowance—not applicable to Memphis, Tenn., plant.<br>Deferred increase. Not applicable to Memphis, Tenn., plant.                                                                                                                                                                                                                                                                                                                               |
| July 1, 1963 -----                                                                                             | 1 cent an hour increase -----                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Sept. 2, 1963 (MCBW and UPWA agreements dated Sept. 10, 1961).                                                 | 6 cents an hour increase -----                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Jan. 1, 1964 -----                                                                                             | 3 cents an hour increase -----                                                                                                                                                                                                                                                                        | Semiannual adjustment of cost-of-living allowance—not applicable to Memphis, Tenn., plant.<br>Memphis—6-cent-an-hour general increase.                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Jan. 6, 1964 (MCBW supplemental agreement of same date).                                                       |                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

See footnotes at end of table.

A—General Wage Changes<sup>1</sup> —Continued

| Effective date                                                                         | Provision                      | Applications, exceptions, and other related matters                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|----------------------------------------------------------------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| July 1, 1964 -----                                                                     | 1 cent an hour increase -----  | Semiannual adjustment of cost-of-living allowance—<br>not applicable to Memphis, Tenn., plant.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Sept. 7, 1964<br>(MCBW and UPWA<br>memorandum of<br>agreement dated<br>Sept. 2, 1964). | 6 cents an hour increase ----- | Previous 9-cent cost-of-living allowance incorporated<br>into base rates, and escalator clause continued and<br>converted to the new BLS Consumer Price Index (1957-<br>59=100), with a 1-cent-an-hour adjustment for each<br>0.4-point change in the index. <sup>12</sup><br>Increase made effective on Mar. 10, 1965, in Houston<br>(Tex.) plant; on Apr. 8, 1965, in Chamberlain<br>(Boston, Mass.) plant; and on expiration of existing<br>contracts in 14 processing plants brought under terms<br>of the agreement. Subsequent wage adjustments effec-<br>tive in the new plants as specified by the master<br>agreement.<br>In addition:<br>Adjustments to correct job inequities affecting some<br>1,100 employees increased wage rates approximately<br>0.5 cent when averaged over the entire bargaining<br>unit.<br>Nampa, Idaho—13 cents an hour.<br>Lubbock and San Angelo, Tex.—17 1/2 cents an hour.<br>Memphis, Tenn.—1-cent-an-hour increase and re-<br>instatement of cost-of-living escalator clause.<br>Deferred wage increases of 6 cents an hour effective<br>Sept. 6, 1965, and Sept. 5, 1966. |
| Jan. 1, 1965 -----                                                                     | 2 cents an hour increase ----- | Semiannual adjustment of cost-of-living allowance.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| July 1, 1965 -----                                                                     | 2 cents an hour increase ----- | Semiannual adjustment of cost-of-living allowance.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Sept. 6, 1965<br>(MCBW and UPWA<br>memorandum of<br>agreement dated<br>Sept. 2, 1964). | 6 cents an hour increase ----- | Deferred increase.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Jan. 1, 1966 -----                                                                     | 3 cents an hour increase ----- | Semiannual adjustment of cost-of-living allowance.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| July 1, 1966 -----                                                                     | 5 cents an hour increase ----- | Semiannual adjustment of cost-of-living allowance.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Sept. 5, 1966<br>(MCBW and UPWA<br>memorandum of<br>agreement dated<br>Sept. 2, 1964). | 6 cents an hour increase ----- | Deferred increase.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

<sup>1</sup> General wage changes are construed as upward or downward adjustments affecting a substantial number of workers at one time. Not included within the term are adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure (such as changes in individual job rates or incentive rates) that do not have an immediate and noticeable effect on the average wage level.

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

<sup>2</sup> The average hourly increase resulting from the application of the reduction in sex differentials amounted to about 2 cents per woman worker.

## Footnotes—Continued

<sup>3</sup> In the plants represented by the UPWA, the decision of the Wage Stabilization Board allowed 1,600 inequity adjustments and in MCBW units 250 adjustments. The order counted each increase in grade for a job, amounting to a rise of 3½ cents an hour (the spread between pay grades), toward the total permissible inequity adjustments and limited the increase in pay for any one job to 15 cents an hour. For example, the parties examining a given job in 10 plants might find that in 6 of the plants the job was classified 5 labor grades above the common labor rate, in 1 it was 6 and in 3 it was less than 5 grades above the common labor rate—grades 4, 3, and 2. With this distribution it would be assumed that grade 5 was the proper classification. Accordingly, grade 4 would receive 3½ cents an hour or a 1-grade increase; grade 3 would receive 7 cents or a 2-grade increase; and grade 2 would receive 10½ cents or a 3-grade increase. Therefore, the number of job classifications times the number of employees in each job adjusted would have to be offset against the total permissible (1,850). No workers were to be down-graded.

<sup>4</sup> In the plants represented by the UPWA the maximum allowance was 1,200 3½-cent adjustments and in MCBW units, 350 adjustments.

<sup>5</sup> Following further study by company and union representatives, job classification rates found to be below the "pattern" wage-rate bracket—that is, the number of wage-rate brackets by which the classification was above the unskilled labor grade in the majority of the plants—were increased to the pattern, retroactive to Sept. 20, 1954. If fewer than a majority of the plants paid the same number of "brackets" above unskilled labor, the "pattern" was the simple average of the number of "brackets" in all plants where the job classification appeared.

<sup>6</sup> The new agreements provided that semiannual cost-of-living adjustments effective in January and July be based on the Bureau of Labor Statistics Consumer Price Index for the index months of November and May as follows:

| Consumer Price Index<br>(1947-49=100)                                               | Cost-of-living<br>allowance |
|-------------------------------------------------------------------------------------|-----------------------------|
| 117.2 or less                                                                       | None.                       |
| 117.3 to 117.7                                                                      | 1 cent.                     |
| 117.8 to 118.2                                                                      | 2 cents.                    |
| 118.3 to 118.7                                                                      | 3 cents.                    |
| 118.8 to 119.2                                                                      | 4 cents.                    |
| and so forth, with a 1-cent adjustment for each 0.5-point increase<br>in the index. |                             |

A decrease in the allowance was to occur only when the index fell at least 0.5 point below the level that the index was required to reach in order to earn the last previous increase in the allowance. Examples of actual cost-of-living allowances in the event of reductions in the CPI are shown in the following tabulation:

| Index | Allowance |
|-------|-----------|
| 116.8 | None.     |
| 117.3 | 1 cent.   |
| 117.7 | 1 cent.   |
| 117.8 | 2 cents.  |
| 117.5 | 2 cents.  |
| 117.1 | 1 cent.   |

<sup>7</sup> The new agreement revised the base of the cost-of-living escalator clause to incorporate into base rates the existing 14-cent allowance and 2-cent increase effective Sept. 1, 1959, that was in anticipation of a 2-cent cost-of-living allowance presumed to become due in January 1960, but otherwise continued the previous escalator provisions, with semiannual adjustments to become effective in January and July and to be based on the Bureau of Labor Statistics Consumer Price Index for the months of November and May as follows:

| Consumer Price Index<br>(1947-49=100)                                               | Cost-of-living<br>allowance |
|-------------------------------------------------------------------------------------|-----------------------------|
| 125.2 or less                                                                       | None.                       |
| 125.3 to 125.7                                                                      | 1 cent.                     |
| 125.8 to 126.2                                                                      | 2 cents.                    |
| 126.3 to 126.7                                                                      | 3 cents.                    |
| 126.8 to 127.2                                                                      | 4 cents.                    |
| 127.3 to 127.7                                                                      | 5 cents.                    |
| 127.8 to 128.2                                                                      | 6 cents.                    |
| 128.3 to 128.7                                                                      | 7 cents.                    |
| 128.8 to 129.2                                                                      | 8 cents.                    |
| 129.3 to 129.7                                                                      | 9 cents.                    |
| 129.8 to 130.2                                                                      | 10 cents.                   |
| and so forth, with a 1-cent adjustment for each 0.5-point increase<br>in the index. |                             |

<sup>8</sup> This adjustment, plus the incorporation of the freezer rate premiums, would amount to an estimated 0.4 to 0.5 cent when averaged over all organized employees.

<sup>9</sup> The company and the UPWA agreed to wage-rate increases for workers at Lubbock and San Angelo, Tex., to be effective when these plants come under the master agreement. The hourly increases of 30 cents at Lubbock, effective June 25, 1962, and 40 cents at San Angelo, effective Oct. 22, 1962, brought the common labor rate at both plants to \$1.80 an hour.

Negotiated deferred increases for both plants were:

| Effective date | Increase in<br>hourly rates |
|----------------|-----------------------------|
| Mar. 1, 1963   | \$0.11                      |
| Sept. 2, 1963  | .06                         |
| Mar. 2, 1964   | .11                         |
| Aug. 31, 1964  | .04                         |

## Footnotes—Continued

<sup>10</sup> The new agreements revised the base of the cost-of-living escalator clause, but otherwise continued the escalator provisions, with semiannual adjustments to become effective in January and July and to be based on the Bureau of Labor Statistics Consumer Price Index for the months of November and May as follows:

| Consumer Price Index<br>(1947-49=100)                                               | Cost-of-living<br>allowance |
|-------------------------------------------------------------------------------------|-----------------------------|
| 128.2 or less                                                                       | None.                       |
| 128.3 to 128.7                                                                      | 1 cent.                     |
| 128.8 to 129.2                                                                      | 2 cents.                    |
| 129.3 to 129.7                                                                      | 3 cents.                    |
| 129.8 to 130.2                                                                      | 4 cents.                    |
| 130.3 to 130.7                                                                      | 5 cents.                    |
| 130.8 to 131.2                                                                      | 6 cents.                    |
| 131.3 to 131.7                                                                      | 7 cents.                    |
| 131.8 to 132.2                                                                      | 8 cents.                    |
| 132.3 to 132.7                                                                      | 9 cents.                    |
| 132.8 to 133.2                                                                      | 10 cents.                   |
| and so forth, with a 1-cent adjustment for each 0.5-point increase<br>in the index. |                             |

<sup>11</sup> Union estimate.

<sup>12</sup> The new agreements revised the base of the cost-of-living escalator clause, but otherwise continued the escalator provisions, with semiannual adjustments to become effective in January and July and to be based on the Bureau of Labor Statistics Consumer Price Index for the months of November and May as follows:

| Consumer Price Index<br>(1957-59=100)                                               | Cost-of-living<br>allowance |
|-------------------------------------------------------------------------------------|-----------------------------|
| 107.8 or less                                                                       | None.                       |
| 107.9 to 108.2                                                                      | 1 cent.                     |
| 108.3 to 108.6                                                                      | 2 cents.                    |
| 108.7 to 109.0                                                                      | 3 cents.                    |
| 109.1 to 109.4                                                                      | 4 cents.                    |
| 109.5 to 109.8                                                                      | 5 cents.                    |
| 109.9 to 110.2                                                                      | 6 cents.                    |
| 110.3 to 110.6                                                                      | 7 cents.                    |
| 110.7 to 111.0                                                                      | 8 cents.                    |
| 111.1 to 111.4                                                                      | 9 cents.                    |
| 111.5 to 111.8                                                                      | 10 cents.                   |
| and so forth, with a 1-cent adjustment for each 0.4-point increase<br>in the index. |                             |

Table B-1—Common Labor (Labor Grade 0) Hourly Wage Rates, 1941–66<sup>1</sup>

| Plant location                                   | Union <sup>2</sup> | Effective date      |                     |                      |                      |                     |                    |                     |                     |                   |                    |                     |                     |                    |
|--------------------------------------------------|--------------------|---------------------|---------------------|----------------------|----------------------|---------------------|--------------------|---------------------|---------------------|-------------------|--------------------|---------------------|---------------------|--------------------|
|                                                  |                    | Aug.<br>11,<br>1941 | Aug.<br>14,<br>1943 | Sept.<br>15,<br>1944 | May–<br>June<br>1945 | Jan.<br>26,<br>1946 | Nov.<br>1,<br>1946 | June<br>16,<br>1947 | Jan.<br>12,<br>1948 | May<br>3,<br>1948 | Nov.<br>1,<br>1948 | Oct.<br>31,<br>1949 | Aug.<br>11,<br>1950 | Feb.<br>9,<br>1951 |
| Atlanta, Ga -----                                | UPWA               | -                   | -                   | \$0.500              | \$0.550              | \$0.710             | \$0.875            | \$0.935             | \$0.935             | \$1.025           | \$1.065            | \$1.090             | \$1.200             | \$1.290            |
| Baltimore, Md -----                              | MCBW               | ( <sup>3</sup> )    | \$0.700             | .725                 | .725                 | .885                | .960               | 1.020               | 1.110               | 1.110             | 1.150              | 1.150               | 1.260               | 1.350              |
| Birmingham, Ala ----                             | UPWA               | \$0.540             | .540                | .540                 | .600                 | .760                | .875               | .935                | .935                | 1.025             | 1.065              | 1.090               | 1.200               | 1.290              |
| Chicago, Ill -----                               | UPWA               | .725                | .725                | .725                 | .725                 | .885                | .960               | 1.020               | 1.020               | 1.110             | 1.150              | 1.150               | 1.260               | 1.350              |
| Columbus, Ohio -----                             | MCBW               | ( <sup>3</sup> )    | .700                | .700                 | .700                 | .860                | .960               | 1.020               | 1.110               | 1.110             | 1.150              | 1.150               | 1.260               | 1.350              |
| Denver, Colo -----                               | UPWA               | .700                | .700                | .700                 | .700                 | .860                | .960               | 1.020               | 1.020               | 1.110             | 1.150              | 1.150               | 1.260               | 1.350              |
| East St. Louis, Ill ---                          | UPWA               | .700                | .725                | .725                 | .725                 | .885                | .960               | 1.020               | 1.020               | 1.110             | 1.150              | 1.150               | 1.260               | 1.350              |
| Eau Claire, Wis -----                            | UPWA               | -                   | -                   | -                    | -                    | -                   | -                  | 1.020               | 1.020               | 1.110             | 1.150              | 1.150               | 1.260               | 1.350              |
| Fort Worth, Tex ----                             | UPWA               | .640                | .640                | .640                 | .640                 | .800                | .915               | .975                | .975                | 1.065             | 1.105              | 1.125               | 1.235               | 1.325              |
| Fort Worth<br>(Ratliffe), Tex -----              | UPWA               | -                   | -                   | -                    | -                    | .685                | .915               | .975                | .975                | 1.065             | 1.105              | 1.125               | 1.235               | 1.325              |
| Grand Forks,<br>N. Dak -----                     | MCBW               | ( <sup>3</sup> )    | .700                | .700                 | .700                 | .860                | .935               | .995                | 1.085               | 1.085             | 1.125              | 1.150               | 1.260               | 1.350              |
| Green Bay, Wis -----                             | MCBW               | ( <sup>3</sup> )    | .630                | .630                 | .700                 | .860                | .935               | .995                | 1.085               | 1.085             | 1.125              | 1.150               | 1.260               | 1.350              |
| Huron, S. Dak -----                              | MCBW               | ( <sup>3</sup> )    | .700                | .700                 | .700                 | .860                | .935               | .995                | 1.085               | 1.085             | 1.125              | 1.150               | 1.260               | 1.350              |
| Indianapolis, Ind ----                           | UPWA               | .700                | .700                | .700                 | .700                 | .860                | .960               | 1.020               | 1.020               | 1.110             | 1.150              | 1.150               | 1.260               | 1.350              |
| Jersey City, N. J ----                           | UPWA               | .725                | .725                | .725                 | .725                 | .885                | .960               | 1.020               | 1.020               | 1.110             | 1.150              | 1.150               | 1.260               | 1.350              |
| Kansas City, Kans----                            | UPWA               | .700                | .700                | .700                 | .725                 | .885                | .960               | 1.020               | 1.020               | 1.110             | 1.150              | 1.150               | 1.260               | 1.350              |
| Lexington, Ky -----                              | MCBW               | -                   | -                   | -                    | -                    | -                   | -                  | .915                | 1.005               | 1.005             | 1.045              | 1.070               | 1.180               | 1.270              |
| Lodi, N. J <sup>4</sup> -----                    | UPWA               | -                   | -                   | -                    | -                    | -                   | -                  | -                   | -                   | -                 | -                  | -                   | -                   | -                  |
| Los Angeles, Calif ---                           | UPWA               | .700                | .700                | .775                 | .775                 | .935                | 1.060              | 1.120               | 1.120               | 1.210             | 1.250              | 1.250               | 1.360               | 1.450              |
| Lubbock, Tex -----                               | UPWA               | -                   | -                   | -                    | -                    | -                   | -                  | -                   | -                   | -                 | -                  | -                   | -                   | -                  |
| Mason City, Iowa ----                            | UPWA               | .700                | .700                | .700                 | .700                 | .860                | .960               | 1.020               | 1.020               | 1.110             | 1.150              | 1.150               | 1.260               | 1.350              |
| Memphis, Tenn -----                              | MCBW               | ( <sup>3</sup> )    | .495                | .495                 | .585                 | .740                | .855               | .915                | 1.005               | 1.005             | 1.045              | 1.070               | 1.180               | 1.270              |
| Milwaukee, Wis -----                             | UPWA               | .725                | .725                | .725                 | .725                 | .885                | .960               | 1.020               | 1.020               | 1.110             | 1.150              | 1.150               | 1.260               | 1.350              |
| Nampa, Idaho -----                               | MCBW               | -                   | -                   | -                    | -                    | -                   | -                  | -                   | -                   | -                 | -                  | -                   | -                   | -                  |
| New York, N. Y -----                             | UPWA               | .725                | .725                | .725                 | .725                 | .885                | .960               | 1.020               | 1.020               | 1.110             | 1.150              | 1.150               | 1.260               | 1.350              |
| North Bergen, N. J ---                           | UPWA               | .725                | .725                | .725                 | .725                 | .885                | .960               | 1.020               | 1.020               | 1.110             | 1.150              | 1.150               | 1.260               | 1.350              |
| North Platte, Nebr---                            | UPWA               | -                   | -                   | -                    | -                    | -                   | -                  | -                   | -                   | -                 | -                  | -                   | -                   | -                  |
| Oklahoma City,<br>Okla -----                     | UPWA               | .640                | .640                | .640                 | .640                 | .800                | .915               | .975                | .975                | 1.065             | 1.105              | 1.125               | 1.235               | 1.325              |
| Omaha, Nebr <sup>5</sup> -----                   | UPWA               | .700                | .700                | .700                 | .700                 | .860                | .960               | 1.020               | 1.020               | 1.110             | 1.150              | 1.150               | 1.260               | 1.350              |
| Peoria, Ill -----                                | MCBW               | ( <sup>3</sup> )    | .700                | .700                 | .700                 | .860                | .960               | 1.020               | 1.110               | 1.110             | 1.150              | 1.150               | 1.260               | 1.350              |
| Pittsburgh, Pa -----                             | MCBW               | ( <sup>3</sup> )    | .725                | .725                 | .725                 | .885                | .960               | 1.020               | 1.110               | 1.110             | 1.150              | 1.150               | 1.260               | 1.350              |
| Portland, Oreg -----                             | MCBW               | ( <sup>3</sup> )    | .750                | .775                 | .775                 | .935                | 1.010              | 1.070               | 1.160               | 1.160             | 1.200              | 1.200               | 1.310               | 1.400              |
| Reading, Pa -----                                | MCBW               | ( <sup>3</sup> )    | .670                | .700                 | .700                 | .860                | .960               | 1.020               | 1.110               | 1.110             | 1.150              | 1.150               | 1.260               | 1.350              |
| San Angelo, Tex ----                             | UPWA               | -                   | -                   | -                    | -                    | -                   | -                  | -                   | -                   | -                 | -                  | -                   | -                   | -                  |
| Sioux City, Iowa -----                           | UPWA               | .700                | .700                | .700                 | .700                 | .860                | .960               | 1.020               | 1.020               | 1.110             | 1.150              | 1.150               | 1.260               | 1.350              |
| South St. Joseph,<br>Mo -----                    | UPWA               | .700                | .700                | .700                 | .700                 | .860                | .960               | 1.020               | 1.020               | 1.110             | 1.150              | 1.150               | 1.260               | 1.350              |
| South St. Paul,<br>Minn -----                    | UPWA               | .700                | .700                | .725                 | .725                 | .885                | .960               | 1.020               | 1.020               | 1.110             | 1.150              | 1.150               | 1.260               | 1.350              |
| South San Francisco,<br>Calif <sup>6</sup> ----- | MCBW               | ( <sup>3</sup> )    | .725                | .775                 | .775                 | .935                | 1.035 <sup>7</sup> | 1.130               | 1.220               | 1.220             | 1.260              | <sup>8</sup> 1.290  | 1.400               | 1.490              |
| Spokane, Wash -----                              | MCBW               | ( <sup>3</sup> )    | .730                | .775                 | .775                 | .935                | 1.010              | 1.070               | 1.160               | 1.160             | 1.200              | 1.200               | 1.310               | 1.400              |
| Tifton, Ga -----                                 | UPWA               | -                   | -                   | -                    | -                    | -                   | .845               | .905                | .905                | .995              | 1.035              | 1.035               | 1.145               | 1.235              |
| West Fargo,<br>N. Dak <sup>9</sup> -----         | UPWA               | .700                | .700                | .700                 | .700                 | .860                | .935               | .995                | .995                | 1.085             | 1.125              | 1.150               | 1.260               | 1.350              |

See footnotes at end of table.

Table B-1—Common Labor (Labor Grade 0) Hourly Wage Rates, 1941–66<sup>1</sup>—Continued

| Plant location                                   | Union <sup>2</sup> | Effective date      |                     |                      |                      |                    |                    |                     |                     |                     |                     |                     |                     |
|--------------------------------------------------|--------------------|---------------------|---------------------|----------------------|----------------------|--------------------|--------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
|                                                  |                    | Dec.<br>17,<br>1951 | Oct.<br>27,<br>1952 | Sept.<br>28,<br>1953 | Sept.<br>20,<br>1954 | Aug.<br>1,<br>1955 | Oct.<br>1,<br>1956 | Sept.<br>1,<br>1957 | Sept.<br>1,<br>1958 | Sept.<br>1,<br>1959 | Sept.<br>1,<br>1960 | Sept.<br>4,<br>1961 | Sept.<br>1,<br>1962 |
| Atlanta, Ga -----                                | UPWA               | \$1.350             | \$1.425             | \$1.475              | \$1.55               | \$1.69             | \$1.79             | \$1.865             | \$1.94              | ( <sup>10</sup> )   | -                   | -                   | -                   |
| Baltimore, Md -----                              | MCBW               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | ( <sup>10</sup> )   | -                   | -                   | -                   | -                   | -                   |
| Birmingham, Ala ----                             | UPWA               | 1.350               | 1.425               | 1.475                | 1.55                 | 1.69               | 1.79               | 1.865               | 1.94                | \$2.165             | \$2.23              | \$2.35              | ( <sup>10</sup> )   |
| Chicago, Ill -----                               | UPWA               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | 1.865               | 1.94                | ( <sup>11</sup> )   | -                   | -                   | -                   |
| Columbus, Ohio -----                             | MCBW               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | 1.865               | 1.94                | ( <sup>10</sup> )   | -                   | -                   | -                   |
| Denver, Colo -----                               | UPWA               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | 1.865               | 1.94                | 2.165               | 2.23                | 2.35                | \$2.41              |
| East St. Louis, Ill ---                          | UPWA               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | 1.865               | 1.94                | ( <sup>10</sup> )   | -                   | -                   | -                   |
| Eau Claire, Wis -----                            | UPWA               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | 1.865               | 1.94                | 2.165               | 2.23                | 2.35                | 2.41                |
| Fort Worth, Tex -----                            | UPWA               | 1.385               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | 1.865               | 1.94                | 2.165               | 2.23                | 2.35                | ( <sup>12</sup> )   |
| Fort Worth<br>(Ratliffe), Tex -----              | UPWA               | 1.385               | 1.450               | ( <sup>10</sup> )    | -                    | -                  | -                  | -                   | -                   | -                   | -                   | -                   | -                   |
| Grand Forks,<br>N. Dak -----                     | MCBW               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | 1.865               | ( <sup>10</sup> )   | -                   | -                   | -                   | -                   |
| Green Bay, Wis -----                             | MCBW               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | 1.865               | 1.94                | 2.165               | 2.23                | 2.35                | 2.41                |
| Huron, S. Dak -----                              | MCBW               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | 1.865               | 1.94                | 2.165               | 2.23                | 2.35                | 2.41                |
| Indianapolis, Ind -----                          | UPWA               | 1.410               | 1.450               | ( <sup>10</sup> )    | -                    | -                  | -                  | -                   | -                   | -                   | -                   | -                   | -                   |
| Jersey City, N. J -----                          | UPWA               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | ( <sup>10</sup> )   | -                   | -                   | -                   | -                   | -                   |
| Kansas City, Kans ---                            | UPWA               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | 1.865               | 1.94                | 2.165               | 2.23                | 2.35                | 2.41                |
| Lexington, Ky -----                              | MCBW               | 1.330               | 1.405               | 1.455                | 1.53                 | 1.67               | 1.77               | 1.845               | 1.92                | 2.145               | 2.21                | 2.33                | 2.39                |
| Lodi, N. J <sup>4</sup> -----                    | UPWA               | -                   | -                   | -                    | -                    | -                  | -                  | -                   | 1.94                | 2.165               | 2.23                | 2.35                | 2.41                |
| Los Angeles, Calif ---                           | UPWA               | 1.510               | 1.550               | 1.60                 | 1.65                 | 1.79               | 1.89               | ( <sup>10</sup> )   | -                   | -                   | -                   | -                   | -                   |
| Lubbock, Tex -----                               | UPWA               | -                   | -                   | -                    | -                    | -                  | -                  | -                   | -                   | -                   | -                   | -                   | <sup>13</sup> 1.80  |
| Mason City, Iowa -----                           | UPWA               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | 1.865               | 1.94                | 2.165               | 2.23                | 2.35                | 2.41                |
| Memphis, Tenn -----                              | MCBW               | 1.330               | 1.405               | 1.455                | 1.53                 | 1.67               | 1.77               | 1.845               | 1.92                | 2.145               | <sup>14</sup> 2.145 | 2.265               | <sup>15</sup> 2.135 |
| Milwaukee, Wis -----                             | UPWA               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | 1.865               | 1.94                | 2.165               | 2.23                | 2.35                | 2.41                |
| Nampa, Idaho -----                               | MCBW               | -                   | -                   | -                    | -                    | -                  | -                  | -                   | 1.95                | <sup>16</sup> 2.035 | 2.10                | 2.22                | 2.28                |
| New York, N. Y -----                             | UPWA               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | ( <sup>10</sup> )   | -                   | -                   | -                   | -                   | -                   |
| North Bergen, N. J ---                           | UPWA               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | ( <sup>10</sup> )   | -                   | -                   | -                   | -                   | -                   |
| North Platte, Nebr ---                           | UPWA               | -                   | -                   | -                    | 1.55                 | 1.69               | 1.79               | 1.865               | 1.94                | 2.165               | 2.23                | 2.35                | 2.41                |
| Oklahoma City,<br>Okla -----                     | UPWA               | 1.385               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | 1.865               | 1.94                | 2.165               | ( <sup>10</sup> )   | -                   | -                   |
| Omaha, Nebr <sup>5</sup> -----                   | UPWA               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | 1.865               | 1.94                | 2.165               | 2.23                | 2.35                | 2.41                |
| Peoria, Ill -----                                | MCBW               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | 1.865               | 1.94                | 2.165               | 2.23                | 2.35                | 2.41                |
| Pittsburgh, Pa -----                             | MCBW               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | 1.865               | 1.94                | 2.165               | 2.23                | 2.35                | 2.41                |
| Portland, Oreg -----                             | MCBW               | 1.460               | 1.500               | 1.55                 | 1.60                 | 1.74               | 1.84               | 1.915               | 1.99                | 2.215               | 2.28                | 2.40                | 2.46                |
| Reading, Pa -----                                | MCBW               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | 1.865               | 1.94                | 2.165               | 2.23                | 2.35                | 2.41                |
| San Angelo, Tex -----                            | UPWA               | -                   | -                   | -                    | -                    | -                  | -                  | -                   | -                   | -                   | -                   | -                   | -                   |
| Sioux City, Iowa -----                           | UPWA               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | 1.865               | 1.94                | 2.165               | 2.23                | 2.35                | 2.41                |
| South St. Joseph,<br>Mo -----                    | UPWA               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | 1.865               | 1.94                | 2.165               | 2.23                | 2.35                | 2.41                |
| South St. Paul,<br>Minn -----                    | UPWA               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | 1.865               | 1.94                | 2.165               | 2.23                | 2.35                | 2.41                |
| South San Francisco,<br>Calif <sup>6</sup> ----- | MCBW               | 1.550               | 1.590               | 1.64                 | 1.69                 | 1.83               | 1.93               | 2.005               | 2.08                | 2.305               | 2.37                | 2.49                | 2.55                |
| Spokane, Wash -----                              | MCBW               | 1.460               | 1.500               | 1.55                 | 1.60                 | 1.74               | 1.84               | 1.915               | 1.99                | 2.215               | 2.28                | 2.40                | 2.46                |
| Tifton, Ga -----                                 | UPWA               | 1.295               | 1.370               | 1.42                 | 1.495                | 1.635              | 1.74               | 1.815               | 1.89                | ( <sup>10</sup> )   | -                   | -                   | -                   |
| West Fargo,<br>N. Dak <sup>7</sup> -----         | UPWA               | 1.410               | 1.450               | 1.50                 | 1.55                 | 1.69               | 1.79               | 1.865               | 1.94                | ( <sup>10</sup> )   | -                   | -                   | -                   |

See footnotes at end of table.

Table B-1—Common Labor (Labor Grade 0) Hourly Wage Rates, 1941–66<sup>1</sup>—Continued

| Plant location and operation                          | Union <sup>2</sup> | Effective date       |                             |                     |                     |
|-------------------------------------------------------|--------------------|----------------------|-----------------------------|---------------------|---------------------|
|                                                       |                    | Sept. 2, 1963        | Sept. 7, 1964 <sup>17</sup> | Sept. 6, 1965       | Sept. 5, 1966       |
| Arlington, Tex. (processing) -----                    | UPWA               | <sup>18</sup> \$2.47 | \$2.62                      | \$2.68              | \$2.74              |
| Chamberlain (Boston), Mass. (processing) -----        | UPWA               | -                    | <sup>19</sup> 2.62          | 2.68                | 2.74                |
| Charleston, W. Va. (processing) -----                 | UPWA               | -                    | <sup>19</sup> 2.36          | 2.42                | 2.48                |
| Charlotte, N. C. (processing) -----                   | UPWA               | -                    | <sup>19</sup> 2.34          | 2.40                | 2.46                |
| Cleveland, Ohio (processing) -----                    | MCBW               | -                    | <sup>19</sup> 2.635         | 2.695               | 2.755               |
| Denver, Colo. (slaughtering-processing) -----         | UPWA               | 2.47                 | 2.62                        | 2.68                | 2.74                |
| Eau Claire, Wis. (processing) -----                   | UPWA               | 2.47                 | 2.62                        | 2.68                | 2.74                |
| Emporia, Kans. (slaughtering) -----                   | UPWA               | -                    | <sup>19</sup> 2.62          | 2.68                | 2.74                |
| Green Bay, Wis. (slaughtering) -----                  | MCBW               | 2.47                 | 2.62                        | 2.68                | 2.74                |
| Houston, Tex. (slaughtering-processing) -----         | MCBW               | -                    | <sup>19</sup> 2.435         | 2.495               | 2.555               |
| Huron, S. Dak. (slaughtering) -----                   | MCBW               | 2.47                 | 2.62                        | 2.68                | 2.74                |
| Jacksonville, Fla. (processing) -----                 | UPWA               | -                    | <sup>19</sup> 2.42          | 2.48                | 2.54                |
| Kansas City, Kans. (slaughtering) -----               | UPWA               | 2.47                 | 2.62                        | 2.68                | 2.74                |
| Lexington, Ky. (slaughtering) -----                   | MCBW               | 2.45                 | 2.60                        | 2.66                | 2.72                |
| Louisville, Ky. (processing) -----                    | MCBW               | -                    | <sup>19</sup> 2.435         | 2.495               | 2.555               |
| Lubbock, Tex. (slaughtering) -----                    | UPWA               | 1.97                 | 2.435                       | 2.495               | 2.555               |
| Mason City, Iowa (slaughtering-processing) -----      | UPWA               | 2.47                 | 2.62                        | 2.68                | 2.74                |
| Memphis, Tenn. (slaughtering-processing) -----        | MCBW               | <sup>15</sup> 2.135  | <sup>20</sup> 2.265         | <sup>20</sup> 2.325 | <sup>20</sup> 2.385 |
| Milwaukee, Wis. (slaughtering) -----                  | UPWA               | 2.47                 | 2.62                        | 2.68                | 2.74                |
| Mobile, Ala. (processing) -----                       | UPWA               | -                    | <sup>19</sup> 2.31          | 2.37                | 2.43                |
| Nampa, Idaho (slaughtering-processing) -----          | MCBW               | 2.49                 | 2.62                        | 2.68                | 2.74                |
| New Orleans, La. (processing) -----                   | UPWA               | -                    | <sup>19</sup> 2.395         | 2.455               | 2.515               |
| Norfolk, Va. (processing) -----                       | UPWA               | -                    | <sup>19</sup> 2.035         | 2.095               | 2.155               |
| North Platte, Nebr. (slaughtering) -----              | UPWA               | 2.47                 | 2.62                        | 2.68                | 2.74                |
| Omaha, Nebr. (slaughtering-processing) -----          | UPWA               | 2.47                 | 2.62                        | 2.68                | 2.74                |
| Passaic, N. J. (processing) -----                     | UPWA               | -                    | <sup>19</sup> 2.56          | 2.62                | 2.68                |
| Peoria, Ill. (slaughtering-processing) -----          | MCBW               | 2.47                 | 2.62                        | 2.68                | 2.74                |
| Peoria, Ill. (processing) -----                       | MCBW               | -                    | <sup>19</sup> 2.56          | 2.62                | 2.68                |
| Pittsburgh, Pa. (slaughtering-processing) -----       | MCBW               | 2.47                 | 2.62                        | 2.68                | 2.74                |
| Philadelphia, Pa. (processing) -----                  | MCBW               | -                    | <sup>19</sup> 2.56          | 2.62                | 2.68                |
| Portland, Oreg. (processing) -----                    | MCBW               | 2.52                 | 2.67                        | 2.73                | 2.79                |
| Reading, Pa. (slaughtering-processing) -----          | MCBW               | 2.47                 | 2.62                        | 2.68                | 2.74                |
| San Angelo, Tex. (slaughtering) -----                 | UPWA               | <sup>21</sup> 1.97   | 2.435                       | 2.495               | 2.555               |
| Sioux City, Iowa (slaughtering) -----                 | UPWA               | 2.47                 | 2.62                        | 2.68                | 2.74                |
| South St. Joseph, Mo. (slaughtering-processing) ----- | UPWA               | 2.47                 | 2.62                        | 2.68                | 2.74                |
| South St. Paul, Minn. (slaughtering-processing) ----- | UPWA               | 2.47                 | 2.62                        | 2.68                | 2.74                |
| South San Francisco, Calif. (processing) -----        | MCBW               | 2.61                 | 2.76                        | 2.82                | 2.88                |
| Spokane, Wash. (slaughtering-processing) -----        | MCBW               | 2.52                 | 2.67                        | 2.73                | 2.79                |
| Sterling, Ill. (slaughtering) -----                   | MCBW               | <sup>22</sup> 2.47   | 2.62                        | 2.68                | 2.74                |
| Tulsa, Okla. (processing) -----                       | UPWA               | -                    | <sup>19</sup> 2.22          | 2.28                | 2.34                |
| West Point, Nebr. (slaughtering) -----                | UPWA               | -                    | <sup>19</sup> 2.62          | 2.68                | 2.74                |
| Wilkes Barre, Pa. (processing) -----                  | MCBW               | -                    | <sup>19</sup> 2.205         | 2.265               | 2.325               |
| Worthington, Minn. (slaughtering) -----               | UPWA               | -                    | <sup>19</sup> 2.62          | 2.68                | 2.74                |

<sup>1</sup> Rates do not include cost-of-living allowances, except where accumulated allowances have been incorporated into the base rates, as indicated in table A. Prior to 1964, the data relate to male common labor.

<sup>2</sup> Union representation in 1964, or when plant was closed.

<sup>3</sup> Not covered by a master contract until Aug. 14, 1943.

<sup>4</sup> Formerly North Bergen, N. J.

<sup>5</sup> Plant location designated as South Omaha prior to 1953, as Omaha since then.

<sup>6</sup> Plant located at San Francisco prior to 1953, at South San Francisco since then.

<sup>7</sup> Effective June 30, 1947.

<sup>8</sup> Effective Dec. 5, 1949.

<sup>9</sup> Plant location designated as Fargo prior to 1953, as West Fargo until closed in 1958.

<sup>10</sup> Plant closed prior to this date.

<sup>11</sup> Plant closed July 10, 1959, although some operations covered by the master agreement continued beyond that date.

<sup>12</sup> Plant closed June 9, 1962, although some operations covered by the master agreement continued beyond that date.

<sup>13</sup> Not covered by master agreement until June 25, 1962. See footnote 9, table A.

<sup>14</sup> Deferred increase of 6.5 cents an hour, provided by the Oct. 22, 1959, agreement waived by union.

<sup>15</sup> Effective Aug. 20, 1962, included 1-cent-an-hour cost-of-living allowance provided by Jan. 1, and July 1, 1962, reviews. (See table A.) The August 1962 supplemental agreement also permitted the company to establish a 60-day hiring rate of \$1.25 an hour.

## Footnotes—Continued

<sup>16</sup> New Plant; former cost-of-living allowance not incorporated into base rates.

<sup>17</sup> The common labor rate in the processing and distribution plants newly covered by the 1964 agreement differ from the standard common labor rate (labor grade 0). Most of the occupations in the labor grade system under the master agreement are not found in processing and distribution operations; no equivalent, formalized labor grade structure was in effect in those plants.

<sup>18</sup> Plant covered by master agreement on Sept. 3, 1962.

<sup>19</sup> New plants brought under terms of the 1964 master agreement, with first general wage increase effective as specified by the agreement, except as indicated for the following plants: Charleston, W.Va.—Oct. 5, 1964; Charlotte, N.C.—Nov. 16, 1964; Houston, Tex.—Mar. 10, 1965; Jacksonville, Fla., and Mobile, Ala.—Apr. 5, 1965; Louisville, Ky.—Oct. 27, 1964; New Orleans, La.—Jan. 1, 1965; Norfolk, Va.—Oct. 26, 1964; Peoria, Ill.—Nov. 30, 1964; Philadelphia, Pa.—Dec. 19, 1964; Tulsa, Okla.—Apr. 26, 1965; and Wilkes Barre, Pa.—Apr. 10, 1965.

<sup>20</sup> By supplemental agreement, the Sept. 2, 1963, rate was increased 6 cents an hour effective Jan. 6, 1964. The subsequent Sept. 14, 1964, letter of agreement established a progression schedule for labor grade 0 (common labor) as follows: The hiring rate was \$1.63 in 1964, \$1.69 in 1965, and \$1.75 in 1966; it advanced 10.5 cents an hour at 30-day intervals until the labor grade 0 rate shown was reached after 180 days.

<sup>21</sup> Not covered by master agreement until Oct. 22, 1962. See footnote 9, table A.

<sup>22</sup> Plant covered by master agreement in September 1963.

Table B-2—Basic Hourly Rates<sup>1</sup> by Labor Grade, Selected Plants,<sup>2</sup> 1960—66

| Labor grade bracket <sup>3</sup> | Effective date— |                            |               |               |               |               |               |
|----------------------------------|-----------------|----------------------------|---------------|---------------|---------------|---------------|---------------|
|                                  | Sept. 1, 1960   | Sept. 4, 1961 <sup>4</sup> | Sept. 1, 1962 | Sept. 2, 1963 | Sept. 7, 1964 | Sept. 6, 1965 | Sept. 5, 1966 |
| 0 -----                          | \$2.23          | \$2.35                     | \$2.41        | \$2.47        | \$2.62        | \$2.68        | \$2.74        |
| 1 -----                          | 2.27            | 2.395                      | 2.455         | 2.515         | 2.665         | 2.725         | 2.785         |
| 2 -----                          | 2.31            | 2.44                       | 2.50          | 2.56          | 2.71          | 2.77          | 2.83          |
| 3 -----                          | 2.35            | 2.485                      | 2.545         | 2.605         | 2.755         | 2.815         | 2.875         |
| 4 -----                          | 2.39            | 2.53                       | 2.59          | 2.65          | 2.80          | 2.86          | 2.92          |
| 5 -----                          | 2.43            | 2.575                      | 2.635         | 2.695         | 2.845         | 2.905         | 2.965         |
| 6 -----                          | 2.47            | 2.62                       | 2.68          | 2.74          | 2.89          | 2.95          | 3.01          |
| 7 -----                          | 2.51            | 2.665                      | 2.725         | 2.785         | 2.935         | 2.995         | 3.055         |
| 8 -----                          | 2.55            | 2.71                       | 2.77          | 2.83          | 2.98          | 3.04          | 3.10          |
| 9 -----                          | 2.59            | 2.755                      | 2.815         | 2.875         | 3.025         | 3.085         | 3.145         |
| 10 -----                         | 2.63            | 2.80                       | 2.86          | 2.92          | 3.07          | 3.13          | 3.19          |
| 11 -----                         | 2.67            | 2.845                      | 2.905         | 2.965         | 3.115         | 3.175         | 3.235         |
| 12 -----                         | 2.71            | 2.89                       | 2.95          | 3.01          | 3.16          | 3.22          | 3.28          |
| 13 -----                         | 2.75            | 2.935                      | 2.995         | 3.055         | 3.205         | 3.265         | 3.325         |
| 14 -----                         | 2.79            | 2.98                       | 3.04          | 3.10          | 3.25          | 3.31          | 3.37          |
| 15 -----                         | 2.83            | 3.025                      | 3.085         | 3.145         | 3.295         | 3.355         | 3.415         |
| 16 -----                         | 2.87            | 3.07                       | 3.13          | 3.19          | 3.34          | 3.40          | 3.46          |
| 17 -----                         | 2.91            | 3.115                      | 3.175         | 3.235         | 3.385         | 3.445         | 3.505         |
| 18 -----                         | 2.95            | 3.16                       | 3.22          | 3.28          | 3.43          | 3.49          | 3.55          |
| 19 -----                         | 2.99            | 3.205                      | 3.265         | 3.325         | 3.475         | 3.535         | 3.595         |
| 20 -----                         | 3.03            | 3.25                       | 3.31          | 3.37          | 3.52          | 3.58          | 3.64          |
| 21 -----                         | 3.07            | 3.295                      | 3.355         | 3.415         | 3.565         | 3.625         | 3.685         |
| 22 -----                         | 3.11            | 3.34                       | 3.40          | 3.46          | 3.61          | 3.67          | 3.73          |
| 23 -----                         | 3.15            | 3.385                      | 3.445         | 3.505         | 3.655         | 3.715         | 3.775         |
| 24 -----                         | 3.19            | 3.43                       | 3.49          | 3.55          | 3.70          | 3.76          | 3.82          |
| 25 -----                         | 3.23            | 3.475                      | 3.535         | 3.595         | 3.745         | 3.805         | 3.865         |
| 26 -----                         | 3.27            | 3.52                       | 3.58          | 3.64          | 3.79          | 3.85          | 3.91          |

<sup>1</sup> Excludes cost-of-living allowance. Rates effective Sept. 7, 1964, through Sept. 5, 1966, include accumulated cost-of-living allowance incorporated into base rates on Sept. 7, 1964.

<sup>2</sup> These rates apply to the plants that have the same rates for labor grade 0 in table B-1. In plants with different labor grade 0 rates, rates for higher labor grades can be calculated by adding to the appropriate labor grade 0 rate the difference shown in this table between the rate for that labor grade and the higher labor grade in question.

<sup>3</sup> Selected operations in each labor grade bracket are shown in table B-3.

<sup>4</sup> The rates effective on this date, as previously published in the Monthly Labor Review (April 1963) and BLS Report 187 (Revised 1963), failed to include the  $\frac{1}{2}$  cent an hour increase in spread between job rates as now correctly shown.

Table B-3—Selected Operations or Occupations in Each Labor Grade in Selected Departments,<sup>1</sup>  
1962 and 1964

| Labor grade bracket | Date           | Machine and construction department                                                                                                              | Beef kill department                                                   | Hog dress department                                                        | Sheep dress department                                             |
|---------------------|----------------|--------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|-----------------------------------------------------------------------------|--------------------------------------------------------------------|
| 0 -----             | 1962 and 1964. | Common labor -----                                                                                                                               |                                                                        |                                                                             |                                                                    |
| 1 -----             | 1962 -----     |                                                                                                                                                  | Feed cattle; tie bladders; wash beef.                                  | Pole hogs; singe hogs; scrape leaf lard.                                    | Wash sheep; mouth sheep; cross and tie legs.                       |
| 1 -----             | 1964 -----     |                                                                                                                                                  | Same -----                                                             | Pole hogs; scrape leaf lard.                                                | Same.                                                              |
| 2 -----             | 1962 -----     | Oil and grease plant trucks -----                                                                                                                | Saw horns; drop flanks; cut off tails.                                 | Scale hot hogs—groups; remove rosin; drop flanks.                           | Skin jaws; cut off pelts; retaining room butchers.                 |
| 2 -----             | 1964 -----     | Same -----                                                                                                                                       | Same -----                                                             | Scale hot hogs—groups; remove rosin; drop flanks; singe hogs.               | Skin jaws; cut off pelts.                                          |
| 3 -----             | 1962 and 1964. | Helpers: Blacksmiths, boilermakers, carpenters, electricians, machinists, millwrights, painters, scale repairmen, steamfitters, tinner, welders. | Shackle cattle; retaining room butchers; scribbling—hand or power saw. | Scale hot hogs—single; hang on rail; trim sterilized necks.                 | Scalp sheep; rip open pelt; scale hot sheep.                       |
| 4 -----             | 1962 -----     | Apprentices: Boilermakers, carpenters, electricians, machinists, millwrights, painters, scale repairmen, steamfitters, tinner, welders.          | Knock cattle; rip open hides; scale hot beef and/or grade.             | Shave hogs—all operations; overshave hogs; scribe backs for splitters.      | Stickers; punch shoulders; split breasts.                          |
| 4 -----             | 1964 -----     | Same -----                                                                                                                                       | Same -----                                                             | Same -----                                                                  | Stickers; punch shoulders; split breasts; retaining room butchers. |
| 5 -----             | 1962 -----     | Waterproof roofs and/or spread asphalt.                                                                                                          | Skin and cut off hind legs; saw rumps; saw chucks.                     | Hang stunned hogs; retained room butchers—no splitting; final butcher—rail. |                                                                    |
| 5 -----             | 1964 -----     | Same -----                                                                                                                                       | Skin and cut off hind legs.                                            | Hang stunned hogs; final butcher—rail.                                      |                                                                    |
| 6 -----             | 1962 -----     | Craftsmen, junior: Boilermakers, carpenters, electricians, machinists, millwrights, painters, scale repairmen, steamfitters, tinner, welders.    |                                                                        |                                                                             | Rumping; pull backs; grade hot sheep.                              |
| 6 -----             | 1964 -----     | Same -----                                                                                                                                       | Saw rumps; saw chucks.                                                 | Retained room butchers—no splitting.                                        | Same                                                               |
| 7 -----             | 1962 and 1964. | Craftsmen, third class—blacksmiths--                                                                                                             |                                                                        | Shackle hogs; face hams.                                                    | Skin first and/or second hind legs; fore-quarter leggers.          |
| 8 -----             | 1962 and 1964. | Craftsmen, second class—painters. Craftsmen, junior—machinists with 12 months' experience as junior craftsmen.                                   | Cut fells; gut and/or pluck.                                           | Open hogs; drop bungs; pull leaf lard.                                      | Pull breasts.                                                      |
| 9 -----             | 1962 -----     | Cement finishers -----                                                                                                                           | Stickers; split chucks with cleaver.                                   | Split retained hogs.                                                        |                                                                    |
| 9 -----             | 1964 -----     | Same -----                                                                                                                                       | Same -----                                                             |                                                                             |                                                                    |
| 10 -----            | 1962 -----     |                                                                                                                                                  | Headers; turn shanks and/or clean out; drop hides.                     | Headers -----                                                               |                                                                    |
| 10 -----            | 1964 -----     |                                                                                                                                                  | Same -----                                                             | Headers; split retained hogs.                                               |                                                                    |
| 11 -----            | 1962 and 1964. | Craftsmen, second class: Blacksmiths, boilermakers, carpenters, electricians, millwrights, scale repairmen, steamfitters, tinner, and welders.   |                                                                        | Stick hogs—prone; scald hogs; mark and clear out backbone.                  |                                                                    |
| 12 -----            | 1962 and 1964. | Craftsmen, first class—painters -----                                                                                                            |                                                                        | Split hogs—cleaver or power saw.                                            | Facing.                                                            |
| 13 -----            | 1962 and 1964. | Brushmakers -----                                                                                                                                |                                                                        |                                                                             |                                                                    |

See footnote at end of table.

Table B-3—Selected Operations or Occupations in Each Labor Grade in Selected Departments,<sup>1</sup>  
1962 and 1964—Continued

| Labor grade bracket   | Date           | Machine and construction department                                                                                    | Beef kill department                                                                 | Hog dress department                                                                   | Sheep dress department                                                                                                              |
|-----------------------|----------------|------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
| 14 -----              | 1962 and 1964. | Craftsmen, second class machinists.                                                                                    | -----                                                                                | -----                                                                                  | -----                                                                                                                               |
| 15 -----              | 1962 and 1964. | Tractor repairmen -----                                                                                                | -----                                                                                | -----                                                                                  | -----                                                                                                                               |
| 16 -----              | 1962 and 1964. | Craftsmen, first class: Blacksmiths, boilermakers, carpenters, millwrights, scale repairmen, steamfitters, and tinner. | Rumpers -----                                                                        | -----                                                                                  | -----                                                                                                                               |
| 17 -----              | 1962 and 1964. | Craftsmen, first class: Electricians and welders.                                                                      | Backing -----                                                                        | -----                                                                                  | -----                                                                                                                               |
| 18 -----              | 1962 and 1964. | Craftsmen, first class—machinists.                                                                                     | -----                                                                                | -----                                                                                  | -----                                                                                                                               |
| 19 -----              | 1962 and 1964. | -----                                                                                                                  | -----                                                                                | -----                                                                                  | -----                                                                                                                               |
| 20 -----              | 1962 and 1964. | Machinists—motive power specialists.                                                                                   | -----                                                                                | -----                                                                                  | -----                                                                                                                               |
| 21 -----              | 1962 and 1964. | -----                                                                                                                  | -----                                                                                | -----                                                                                  | -----                                                                                                                               |
| 22 -----              | 1962 and 1964. | -----                                                                                                                  | Floormen; saw backers—13th through 1st thoracic vertebrae; split backs with cleaver. | -----                                                                                  | -----                                                                                                                               |
| 23-26 --              | 1962 and 1964. | -----                                                                                                                  | -----                                                                                | -----                                                                                  | -----                                                                                                                               |
| Calf dress department |                |                                                                                                                        | Hides, pelts, and skins department                                                   | Fresh sausage manufacturing department                                                 | Canned meat department                                                                                                              |
| 0 -----               | 1962 and 1964. | Common labor -----                                                                                                     | -----                                                                                | -----                                                                                  | -----                                                                                                                               |
| 1 -----               | 1962 -----     | Feed dressing chain; rod weasand; cut out and trim glands—scissors.                                                    | Sweep cured hides; trim shearing pelts; operate mechanical hide-tying machine.       | Open, fill, and close stuffers; dice product by hand; pick bones from tongues and cut. | Scale meat or ingredients to exact weight; check scale-stuffed cans and jars; get sample cans for incubation.                       |
| 1 -----               | 1964 -----     | Feed dressing chain; rod weasand -----                                                                                 | Same -----                                                                           | Same -----                                                                             | Get sample cans for incubation.                                                                                                     |
| 2 -----               | 1962 -----     | Saw or chop horns; retaining room butchers; trim skinned calves.                                                       | Spread and/or salt hides; trim and grade slunk skins; grade pelts—keep lots.         | Retrim cuts; operate frozen meat cutters; cut and tie casings.                         | Operate frozen meat chopper; spice mixer assistants; inspect cans in incubation room.                                               |
| 2 -----               | 1964 -----     | Saw or chop horns; trim skinned calves; cut out and trim glands—scissors.                                              | Spread and/or salt hides; trim and grade slunk skins.                                | Same -----                                                                             | Operate frozen meat chopper; spice mixer assistants; scale meat or ingredients to exact weight; check scaled-stuffed cans and jars. |
| 3 -----               | 1962 -----     | Knock calves; gut; scale hot calves -----                                                                              | Grade hides; trim fleshed hides; trim greenhides.                                    | Spice mixers and scalers; link, tie, and hang; operate basic food machine.             | Operate mixers, including vacuum mixers; formulate and mix spice; tend and operate jar- or can-closing machine.                     |

Table B-3—Selected Operations or Occupations in Each Labor Grade in Selected Departments,<sup>1</sup>  
1962 and 1964—Continued

| Labor grade bracket | Date           | Calf dress department                                        | Hides, pelts, and skins department                                                                        | Fresh sausage manufacturing department                                     | Canned meat department                                                                                                                           |
|---------------------|----------------|--------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|
| 3 -----             | 1964 -----     | Knock calves; gut; scale hot calves -----                    | Trim fleshed hides; trim green hides; grade pelts—keep lots.                                              | Spice mixers and scalers; link, tie, and hang; operate basic food machine. | Operate mixers, including vacuum mixers; formulate and mix spice; tend and operate jar- or can-closing machine; inspect cans in incubation room. |
| 4 -----             | 1962 -----     | Stickers; skin front feet; graders -----                     | Inspect hides for cuts and scores on kill; cured hide inspectors; cured calfskin inspectors.              | Cookers, including specialty; bakers; operate mince master.                | Cookers—cook product for canning; tend and operate automatic filling machine; inspect small hams and pic-nics after bon-ing.                     |
| 4 -----             | 1964 -----     | Stickers; skin front feet; graders; retaining room butchers. | Inspect hides for cuts and scores on kill; cured hide inspectors; cured calfskin inspectors; grade hides. | Bakers; operate mince master.                                              | Tend and operate automatic filling machine; inspect small hams and pic-nics after bon-ing.                                                       |
| 5 -----             | 1962 -----     | Skin hind legs; rip open hides and/or bellies.               | Feed and operate hide fleshing machine.                                                                   | -----                                                                      | Tend disinte-grator.                                                                                                                             |
| 5 -----             | 1964 -----     | Same -----                                                   | Same -----                                                                                                | Cookers, including specialty.                                              | Tend disinte-grator; cook-ers—cook product for canning.                                                                                          |
| 6 -----             | 1962 and 1964. | Skin hot calves—machine -----                                | -----                                                                                                     | -----                                                                      | -----                                                                                                                                            |
| 7 -----             | 1962 -----     | -----                                                        | -----                                                                                                     | -----                                                                      | Tend and operate electronic smoking equip-ment; bone canning pic-nics—cylinder style.                                                            |
| 7 -----             | 1964 -----     | -----                                                        | -----                                                                                                     | Stuffers, smokers -----                                                    | Same.                                                                                                                                            |
| 8 -----             | 1962 and 1964. | Skin heads -----                                             | -----                                                                                                     | Choppers -----                                                             | -----                                                                                                                                            |
| 9 -----             | 1962 and 1964. | -----                                                        | -----                                                                                                     | -----                                                                      | -----                                                                                                                                            |
| 10 -----            | 1962 and 1964. | Skin hot calves—hand -----                                   | -----                                                                                                     | -----                                                                      | Bone canning hams—cylinder style.                                                                                                                |
| 11-26--             | -----          | -----                                                        | -----                                                                                                     | -----                                                                      | -----                                                                                                                                            |

<sup>1</sup> The operations, occupations, and departments shown here are only a small proportion of the total in the plants covered by this chronology. Each plant does not have all of the operations, occupations, and departments shown here.

## C—Related Wage Practices

| Effective date                                                                                                                                        | Provision                                                              | Applications, exceptions, and other related matters                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Guaranteed Time                                                                                                                                       |                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Aug. 11, 1941<br>(UPWA).                                                                                                                              | Minimum of 32 hours' pay per week guaranteed to all regular employees. | Employees laid off on first workday of the week not covered by guarantee and paid only for hours worked. Laid-off employees recalled to work in regular seniority turn (not replacement) in same workweek covered by 32-hour weekly guarantee.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Aug. 11, 1942<br>(UPWA).                                                                                                                              | -----                                                                  | 32-hour weekly guarantee reduced by number of work hours missed by employee because of tardiness or personal reasons. Employees hired or employed after start of payroll week (not replacement) guaranteed only that portion of 32 hours not already worked by group to which assigned.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Aug. 14, 1943<br>(MCBW).                                                                                                                              | -----                                                                  | Similar provisions in first master agreement.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Feb. 20, 1945<br>(UPWA); and<br>May 1, 1945<br>(MCBW).                                                                                                | Guaranteed time increased to 36 hours.                                 | In accordance with NLRB directives of Dec. 7, 1944, and Feb. 20, 1945,                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Nov. 23, 1949<br>(UPWA and<br>MCBW).                                                                                                                  | -----                                                                  | 36 hours' pay guarantee applicable to first 5 days worked by employee in week instead of entire week as before.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Oct. 27, 1952<br>(MCBW and<br>UPWA).                                                                                                                  | -----                                                                  | 4 hours of nonworked holiday to be credited against 36-hour guarantee. Previously, entire 8 hours were charged.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Oct. 1, 1956<br>(MCBW and<br>UPWA agree-<br>ments dated<br>Oct. 1, 1956).                                                                             | -----                                                                  | Revised to: Guarantee applied to work on Monday through Friday. Regular full-time hourly employee eligible if not laid off by end of last scheduled workday of preceding week.<br>For employees on shift operations or on 6- or 7-day schedule, guarantee applied to first 5 scheduled workdays during the week.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Sept. 1, 1959<br>(MCBW and<br>UPWA agree-<br>ments dated<br>Oct. 22, 1959).                                                                           | -----                                                                  | Revised to: Employee recalled and assigned to gang on Tuesday guaranteed 36 hours minus the time gang worked on Monday.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Aug. 20, 1962<br>(MCBW<br>supplemental<br>agreement<br>dated Aug. 16,<br>1962). <sup>1</sup>                                                          | -----                                                                  | Memphis, Tenn.:<br>Changed: 36 hours' pay guaranteed (for work during first 5 regularly scheduled workdays) employee (1) not laid off by 2d workday of scheduled workweek or (2) recalled in regular seniority order prior to 3d scheduled workday.<br>Added: 40 hours' pay guaranteed (1) employees in shipping, carcass coolers, city coolers, and fabricating departments for work during first 5 days of scheduled workweek with daily overtime to apply after 10 hours' work, (2) all regular full-time employees in holiday week as follows: (a) for work divided over 4 days in scheduled workweeks including New Year's Day, Fourth of July, Labor Day, Thanksgiving Day, or Christmas Day, with daily overtime to apply after 10 hours' work; and (b) for work divided over 5 days in scheduled workweeks including Washington's Birthday, Memorial Day, or Veterans Day, with daily overtime to apply after 8 hours' work. |
| Sept. 7, 1964<br>(MCBW and<br>UPWA memo-<br>randum of<br>agreement<br>dated Sept. 2,<br>1964, and letter<br>of agreement<br>dated Sept. 14,<br>1964). | -----                                                                  | Added: Basic hourly rate of job to be maintained when new equipment is installed.<br>Memphis, Tenn.:<br>Added: Minimum of 28 hours' pay guaranteed in scheduled workweek in which both Christmas Eve and Christmas Day and New Year's Eve and New Year's Day are observed.<br>Changed: Daily overtime to apply after 9 hours' work for employees in shipping, carcass coolers, city coolers, and fabricating departments.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

See footnote at end of table.

## C—Related Wage Practices —Continued

| Effective date                                                                                                                                                                                                                  | Provision                                                                                                                                                                                                                                                                               | Applications, exceptions, and other related matters                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Guaranteed Minimum Earnings for Piece-Work Employees <sup>2</sup>                                                                                                                                                               |                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Aug. 11, 1941 <sup>3</sup> -----<br><br>Feb. 20, 1945 (UPWA); and May 1, 1945 (MCBW).                                                                                                                                           | Basic hourly rates for piece-rate jobs guaranteed for all hours on piecework, computed on weekly basis.<br><br>Piece-rate earnings computed on daily basis in applying guarantee.                                                                                                       | In accordance with NWLB directives of Dec. 7, 1944, and Feb. 20, 1945.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Guaranteed Hourly Rate                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Sept. 1, 1961 (MCBW and UPWA agree-ments dated Sept. 10, 1961).<br><br>Aug. 20, 1962 (MCBW supplemental agreement dated Aug. 16, 1962).                                                                                         | In effect: Highest hourly rate to which entitled by seniority paid employee for all work in pay-roll week.<br><br>-----                                                                                                                                                                 | Exceptions: (1) Lower rate paid when employee (a) initiated request for transfer to lower paid job, (b) was assigned to lower paid job by operation of seniority rules during period of declining plant employment, or (c) waived higher paid job (except because of physical nature of job); (2) higher than best seniority rate paid when employee was (a) assigned to higher paid job by operation of seniority rules during period of expanding plant employment, (b) promoted to fill permanent vacancy (from date of promotion), or (c) assigned to perform work in 2 seniority departments as other than a replacement or for emergency work.<br><br>Memphis, Tenn.:<br>Rate of higher rated job, for hours actually worked, paid employee assigned to staggered gang to substitute on another worker's regular day off. |
| Shift Premium Pay                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Aug. 11, 1941 (UPWA).<br>Nov. 1, 1942 (UPWA and MCBW).<br>Nov. 1, 1946 (UPWA and MCBW).<br>Oct. 27, 1952 (MCBW and UPWA).<br>Oct. 1, 1956 (MCBW and UPWA agree-ments dated Oct. 1, 1956).<br>Sept. 1, 1957 (above agree-ments). | No provision for shift premium pay.<br>5 cents an hour premium pay for work performed between 6 p. m. and 6 a. m.<br>Premium pay increased to 7 cents an hour.<br><br>Increased to 9 cents an hour ---<br><br>Increased to 9.5 cents an hour --<br><br>Increased to 10 cents an hour -- | Except when regular starting time after 7 a. m., in which case premium paid for hours worked between 7 p. m. and 7 a. m.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

See footnotes at end of table.

## C—Related Wage Practices —Continued

| Effective date                                                                                 | Provision                                                                                                           | Applications, exceptions, and other related matters                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Shift Premium Pay—Continued                                                                    |                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Sept. 1, 1959<br>(MCBW and<br>UPWA agree-<br>ments dated<br>Oct. 22, 1959).                    | Increased to 12 cents an hour ----                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Aug. 20, 1962<br>(MCBW<br>supplemental<br>agreement<br>dated<br>Aug. 16, 1962).                | -----                                                                                                               | Memphis, Tenn.:<br>Eliminated: Night-shift premium.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Jan. 6, 1964<br>(MCBW<br>supplemental<br>agreement<br>of same date).                           | -----                                                                                                               | Memphis, Tenn.:<br>Reinstated: Night-shift premium, 6 cents an hour.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Sept. 7, 1964<br>(MCBW and<br>UPWA memo-<br>randum of<br>agreement<br>dated Sept. 2,<br>1964). | Increased to 14 cents an hour ----                                                                                  | Memphis, Tenn.:<br>Increased: Night-shift premium to 8 cents an hour.<br>Newly covered processing plants—existing night-shift<br>premiums increased 2 cents to 14 cents an hour, ex-<br>cept at Louisville, Peoria, Wilkes-Barre, where<br>premium is 12, 9, and 12 cents, respectively.                                                                                                                                                                                                                                                                                        |
| Overtime Pay                                                                                   |                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Aug. 11, 1941<br>(UPWA).                                                                       | No general provision covering<br>overtime pay.                                                                      | First master agreement provided that previous prevailing<br>basis of daily and weekly overtime payments at each<br>plant remain in effect.                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Aug. 20, 1942<br>(UPWA and<br>MCBW).                                                           | Time and one-half for work in<br>excess of 8 hours per day or<br>40 hours per week.                                 | In accordance with NWLB directive of Feb. 8, 1943.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Premium Pay for Saturday and Sunday Work                                                       |                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Aug. 11, 1941 <sup>4</sup><br>(UPWA).                                                          | Double time for work on<br>Sunday.                                                                                  | Except workers whose work regularly fell on Sunday.<br>Such workers provided another day of rest; any work<br>performed on that day paid for at double time.<br>Similar provisions in first master agreement.                                                                                                                                                                                                                                                                                                                                                                   |
| Aug. 14, 1943 <sup>4</sup><br>(MCBW).                                                          | -----                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Jan. 3, 1953<br>(MCBW and<br>UPWA).                                                            | Time and one-half paid for work<br>on Saturday as such.                                                             | Not applicable to continuous shift operations.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Sept. 30, 1954<br>(MCBW and<br>UPWA).                                                          | -----                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Oct. 1, 1956<br>(MCBW and<br>UPWA agree-<br>ments dated<br>Oct. 1, 1956).                      | Added: 5 and 10 percent pre-<br>miums for Saturday and Sun-<br>day work, respectively, on<br>continuous operations. | An employee excused for not more than 1 full day during<br>the workweek paid premium pay for Saturday work.<br>Previously paid only after excused absence of less<br>than a day.<br>Applicable only when time and one-half or double time<br>did not apply.<br>Eliminated, in case of workers not on continuous oper-<br>ations, requirement that absences be excused to pre-<br>serve eligibility for time and one-half pay for work on<br>Saturday as such.<br>Double time for Sunday work extended to those not on<br>continuous operations but regularly working on Sunday. |

See footnote at end of table.

## C—Related Wage Practices —Continued

| Effective date                                                                 | Provision                                                                                                                                | Applications, exceptions, and other related matters                                                                                                                                                                                                                                                           |
|--------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Premium Pay for Saturday and Sunday Work—Continued                             |                                                                                                                                          |                                                                                                                                                                                                                                                                                                               |
| Sept. 1, 1957 (above agreements).                                              | Increased to: 10 percent for Saturday work and 20 percent for Sunday work on continuous operations.                                      |                                                                                                                                                                                                                                                                                                               |
| Sept. 1, 1958 (above agreements).                                              | Increased to: 15 percent for Saturday work and 30 percent for Sunday work on continuous operations.                                      |                                                                                                                                                                                                                                                                                                               |
| Sept. 1, 1959 (MCBW and UPWA agreements dated Oct. 22, 1959).                  | Increased to: 25 percent for Saturday work and 50 percent for Sunday work on continuous operations.                                      |                                                                                                                                                                                                                                                                                                               |
| Sept. 26, 1962 (MCBW supplemental agreement dated Aug. 16, 1962). <sup>1</sup> | -----                                                                                                                                    | Memphis, Tenn.:<br>Eliminated: Saturday and Sunday premiums for employees on continuous operations.<br>Changed: For all employees—time and one-half for work on 6th day in regularly scheduled workweek; double time for work on 7th day.                                                                     |
| Sept. 7, 1964 (MCBW and UPWA letter of agreement dated Sept. 14, 1964).        | -----                                                                                                                                    | Memphis, Tenn.:<br>Reinstated: Saturday and Sunday premiums for employees on continuous operations. Time and one-half and double time for work on Saturday and Sunday, as such, respectively, for workers not on continuous operations, and for the designated days off for workers on continuous operations. |
| Holiday Pay                                                                    |                                                                                                                                          |                                                                                                                                                                                                                                                                                                               |
| Aug. 11, 1941 <sup>4</sup> (UPWA).                                             | Double time for work on 8 specified holidays. No pay for holidays not worked.                                                            | Holidays specified: New Year's Day, Decoration Day, Fourth of July, Labor Day, Armistice Day, Thanksgiving Day, Christmas Day, and Washington's Birthday.                                                                                                                                                     |
| Aug. 14, 1943 <sup>4</sup> (MCBW).                                             | -----                                                                                                                                    | Similar provisions in first master agreement.                                                                                                                                                                                                                                                                 |
| Dec. 19, 1946 (UPWA); and Dec. 23, 1946 (MCBW).                                | 8 paid holidays established for which regular rate was paid. Work on a paid holiday paid for at regular rate in addition to holiday pay. | Same holidays as above. Regular part-time employees paid for number of hours normally worked. Casual or probationary employees not compensated for holidays not worked, but paid double rate for time worked.                                                                                                 |
| Aug. 11, 1948 (UPWA and MCBW).                                                 | Pay for work performed on the 8 paid holidays increased from regular rate to double rate in addition to holiday pay.                     |                                                                                                                                                                                                                                                                                                               |
| Sept. 30, 1954 (MCBW and UPWA).                                                | -----                                                                                                                                    | Added: Employees laid off during the week preceding a holiday but called back and worked during the holiday week on the day or days following the holiday to receive holiday pay.                                                                                                                             |

See footnotes at end of table.

## C—Related Wage Practices—Continued

| Effective date                                                                                                           | Provision | Applications, exceptions, and other related matters                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|--------------------------------------------------------------------------------------------------------------------------|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Holiday Pay—Continued                                                                                                    |           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Oct. 1, 1956 (MCBW and UPWA agreements dated Oct. 1, 1956).                                                              | -----     | Eligibility for probationary employees changed to 15 days worked out of 30 consecutive calendar days immediately preceding holiday. <sup>5</sup>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Sept. 1, 1959 (MCBW and UPWA agreements dated Oct. 22, 1959).                                                            | -----     | Eligibility-for-holiday-pay requirement that employee must work hours as ordered (1) on holidays, (2) on last day before holiday, and (3) on Saturday if holiday falls on Monday and Sunday was not a workday, changed by substituting "on last scheduled workday before holiday" for (2) and (3).<br>Changed: Holiday pay provided employee laid off during the week of or preceding the holiday and recalled the week of or following the holiday.<br>Added: Employees laid off during the week before Christmas and recalled during week following New Year's to receive pay for both holidays.<br>Changed: Local management authorized to substitute (a) local holiday celebrated in lieu of Memorial Day and (b) Monday or Friday (or other day agreed to with union) in week containing or following Washington's Birthday and Veterans Day for these holidays. |
| Sept. 1, 1961 (MCBW and UPWA agreements dated Sept. 10, 1961).                                                           | -----     | Changed: Holiday pay provided employees who worked at least 1 day during the holiday week irrespective of when laid off; replacement employees must work at least 2 days during the holiday week.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Aug. 20, 1962 (MCBW supplemental agreement dated Aug. 16, 1962).                                                         | -----     | Memphis, Tenn.:<br>Eliminated: Pay for holidays not worked.<br>Changed: Double time (total) for holidays worked. See "Guaranteed Time" for guaranteed pay in holiday week.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Jan. 6, 1964 (MCBW supplemental agreement of same date).                                                                 | -----     | Memphis, Tenn.:<br>Reinstated: 3 paid holidays—Independence Day, Thanksgiving Day, and Christmas Day.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Sept. 7, 1964 (MCBW and UPWA memorandum of agreement dated Sept. 2, 1964, and letter of agreement dated Sept. 14, 1964). | -----     | Changed: Good Friday substituted for Washington's Birthday as a paid holiday.<br>Memphis, Tenn.:<br>Reinstated: 3 additional paid holidays (total 6)—Labor Day, New Year's Day, and 1/2 day on Christmas Eve and New Year's Eve.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

See footnote at end of table.

## C—Related Wage Practices—Continued

| Effective date                                                         | Provision                                                                                                                                                                                                                                                           | Applications, exceptions, and other related matters                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Paid Vacations                                                         |                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Aug. 11, 1941<br>(UPWA).                                               | After 1 year's service, employees were eligible for paid vacations, as follows:<br>1 week—1 to 5 years' service, men and women;<br>2 weeks—5 to 20 years' service, men; 5 to 15 years, women;<br>3 weeks—20 years' service and over, men; 15 years and over, women. | Vacation pay for each week was average weekly earnings made between end of previous calendar year and date of vacation. Weeks in which holidays occurred or employee lost time not included in this computation.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Aug. 14, 1943<br>(MCBW).                                               | -----                                                                                                                                                                                                                                                               | Similar provisions incorporated in first master agreement.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Nov. 28, 1949 (UPWA and MCBW).                                         | Length-of-service requirement for 3-week vacation reduced to 15 years for men and continued at 15 years for women.                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Jan. 1, 1955 (by agreements dated Sept. 30, 1954, MCBW and UPWA).      | Added: 4 weeks' vacation after 25 years or more of service.                                                                                                                                                                                                         | Employees with more than 2 years' service allowed to take their vacations 90 days in advance of their service anniversary date. Previously employees with more than 15 years' service allowed to take their vacations within a reasonable period in advance of anniversary date.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Oct. 1, 1956 (MCBW and UPWA agreements dated Oct. 1, 1956).            | Length-of-service requirement for 2 weeks' vacation reduced to 3 years.                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Jan. 1, 1960 (MCBW and UPWA agreements dated Oct. 22, 1959).           | -----                                                                                                                                                                                                                                                               | Changed: Employee with at least 1 year's continuous service permitted to take vacation any time during calendar year instead of after anniversary date of service. Workers with less than 1 year's service on January 1 to become eligible on first anniversary date.<br>Added: Vacations granted only to employees working minimum of 150 days during preceding calendar year including (in addition to days worked) holidays paid for but not worked, days absent because of compensable injury or illness, specified number of days of paid vacation, maximum of 30 days' paid sick leave, and days of excused absence for union business. Former requirement of 180 days' work applicable to those absent more than 60 consecutive workdays in anniversary year and of 185 days' work for new employees canceled. |
| Jan. 1, 1961 (above agreements).                                       | Changed: Requirement for 3 weeks' vacation reduced to 12 years of service.                                                                                                                                                                                          | Added: Employees retiring under pension plan (except employees applying for early retirement) provided $\frac{1}{4}$ of regular vacation pay for each 3-consecutive-month period in which they worked 38 days or more, in addition to vacation pay earned in previous year.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Jan. 1, 1962 (MCBW and UPWA agreements dated Sept. 10, 1961).          | Changed: Requirement reduced to 10 years' service for 3 weeks' vacation and to 20 years for 4 weeks.                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Letters of intent dated Sept. 10, 1961.                                | -----                                                                                                                                                                                                                                                               | Company either to try to assign work in order to permit employees with 5 years' seniority who had never completed the number of days on payroll required for vacation to meet eligibility requirements or to give such employees vacations after 150 days' accumulated service.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Jan. 1, 1963 (MCBW supplemental agreement dated Aug. 16, 1962).        | -----                                                                                                                                                                                                                                                               | Memphis, Tenn.:<br>Reduced: 1 week's vacation with pay after 2 but less than 8 years' continuous service, 2 weeks after 8 but less than 20 years, 3 weeks after 20 years.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Jan. 1, 1964 (MCBW and UPWA letter of agreement dated Sept. 14, 1964). | -----                                                                                                                                                                                                                                                               | Memphis, Tenn.:<br>Reinstated: Vacation plan of master agreement.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

## C—Related Wage Practices—Continued

| Effective date                                                                                                                                   | Provision                                                                                                                                                                                                      | Applications, exceptions, and other related matters                                                                                                                                                                                                                                                                    |
|--------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Reporting Time                                                                                                                                   |                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                        |
| Aug. 11, 1941<br>(UPWA).<br><br>Aug. 11, 1942<br>(UPWA).<br>Aug. 14, 1943<br>(MCBW).                                                             | Employees called to work provided with 3 hours' work or pay in lieu of work.<br>Minimum reporting time increased to 4 hours.<br>-----<br><br>-----                                                             | Similar provisions incorporated in first master agreement.                                                                                                                                                                                                                                                             |
| Recall Pay                                                                                                                                       |                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                        |
| Aug. 11, 1941<br>(UPWA).<br><br>Aug. 11, 1942<br>(UPWA).<br>Aug. 14, 1943<br>(MCBW).<br>Oct. 1, 1956<br>(MCBW and UPWA agreements of same date). | Employees recalled to work on same day after going home paid time and one-half for all time worked and guaranteed minimum of 3 hours' work.<br>Minimum recall time increased to 4 hours.<br>-----<br><br>----- | Similar provisions incorporated in first master agreement.<br>Changed: Premium paid employees recalled to the plant for work within 24 hours from the start of the shift just completed. Not applicable when shift or starting time was being changed or to work performed after the start of a new scheduled workday. |
| Call Back Pay                                                                                                                                    |                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                        |
| Sept. 7, 1964<br>(MCBW and UPWA memorandum of agreement dated Sept. 2, 1964).                                                                    | Established:<br>Employees called back to work, as prearranged, within 12-hour period after completing a shift paid time and one-half for hours worked within that period.                                      | Not applicable when shifts were being changed or when call back on Saturday was offered at overtime rates for an equal distribution of hours of work.                                                                                                                                                                  |

## C—Related Wage Practices—Continued

| Effective date                                                                       | Provision                                                                                                                                                                                                                         | Applications, exceptions, and other related matters                                                                                                                                                                                                                                                          |
|--------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Delay Time                                                                           |                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                              |
| Nov. 23, 1949 (UPWA and MCBW).                                                       | Piecework employees compensated at base rate for lost time in excess of 15 minutes a day resulting from delays caused by mechanical breakdown, waiting for material, etc.                                                         | Delays of less than 4 minutes' duration not counted in day's total.                                                                                                                                                                                                                                          |
| Paid Rest Periods                                                                    |                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                              |
| Sept. 1, 1961 (MCBW and UPWA agreements dated Sept. 10, 1961).                       | In effect: Workers required to work 3½ hours before or after lunch provided 10-minute rest for each period of work.                                                                                                               | Employee required to work 8 hours in any 1 day, to receive 2 10-minute rest periods, even though there was 1 continuous period of less than 3½ hours.<br>Memphis, Tenn.:<br>Eliminated: Afternoon rest period.<br>Changed: 2 rest periods provided employees required to work 10 hours or more in any 1 day. |
| Sept. 7, 1964 (MCBW and UPWA letter of agreement dated Sept. 14, 1964).              | -----                                                                                                                                                                                                                             | Memphis, Tenn.:<br>Reinstated: Afternoon rest period on chain operations when employee is scheduled to work more than 8 hours in any 1 day if current production levels were maintained.                                                                                                                     |
| Sept. 1, 1966 (MCBW and UPWA letter of agreement dated Sept. 14, 1964).              | -----                                                                                                                                                                                                                             | Memphis, Tenn.:<br>Reinstated: Full provision of master agreement.                                                                                                                                                                                                                                           |
| Meals and Mealtime                                                                   |                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                              |
| Aug. 11, 1941 (UPWA).<br>Aug. 11, 1942 (UPWA).                                       | No provision for paid mealtime.<br>Employees required to work more than 5 consecutive hours without meal period paid time and one-half for time worked in excess of 5 hours and until meal period was provided.                   | Not applicable to employees engaged in continuous operations and entitled to eat lunch on company time, or when 5½ hours completed the day's work, or in case of mechanical breakdown.                                                                                                                       |
| Aug. 14, 1943 (MCBW).<br>Dec. 14, 1943 (UPWA); and<br>May 1, 1945 (MCBW).            | -----<br>Added: Employees required to work more than 10 hours (UPWA) or 10½ hours (MCBW) in 1 day furnished a 2d meal by company and allowed 20 minutes eating time with pay.<br>Working time before 2d meal reduced to 10 hours. | Similar provisions incorporated in first master agreement.<br>Not applicable to employees whose duties required long hours outside of plant, such as country truckdrivers. 20-minute paid lunch period not provided to employees engaged in continuous operations and allowed to eat meals on company time.  |
| Dec. 23, 1946 (MCBW).<br>Oct. 1, 1956 (MCBW and UPWA agreements dated Oct. 1, 1956). | Company given option of furnishing meal valued at \$1.25, or a meal ticket equivalent to \$1.25 for each 5 hours worked beyond 1st meal period.                                                                                   |                                                                                                                                                                                                                                                                                                              |
| Sept. 1, 1959 (MCBW and UPWA agreements dated Oct. 22, 1959).                        | Increased: Value of meal or meal ticket to \$1.50.                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                              |

## C—Related Wage Practices—Continued

| Effective date                                                                                                                             | Provision                                                                                                                                                                                                                                                                                             | Applications, exceptions, and other related matters                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|--------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Meals and Mealtime—Continued                                                                                                               |                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Aug. 20, 1962 (MCBW supplemental agreement dated Aug. 16, 1962).                                                                           | -----                                                                                                                                                                                                                                                                                                 | Memphis, Tenn.:<br>Eliminated: Mealtime pay.<br>Reduced: Meal period after 10 hours' work to 10 minutes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Paid Sick Leave                                                                                                                            |                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Aug. 11, 1941 (UPWA).<br>Dec. 19, 1946 (UPWA); and<br>Dec. 23, 1946 (MCBW).                                                                | No provision for sick leave in contract.<br>1 to 10 years of continuous service—one-half wage starting on 8th day of absence; 10 or more years of continuous service—one-half wage starting on 1st day of absence. Maximum yearly payments—2 weeks at half wages for each year of continuous service. | Applicable only to regular (not casual or part-time) employees on active payroll at beginning of absence and with disability caused by sickness or noncompensable accident. Half wages computed on basic workweek of 40 hours (basic weekly hours in case of weekly paid employees); payment limited to 2 weeks for each year of continuous service, reduced by number of weeks for which sick-leave payments were made in preceding 12-month period. Sick-leave payments reduced by amounts paid, if any, as required by law for sickness or noncompensable accidents.                                                                                                                                                                                                                                                              |
| Oct. 31, 1949 (UPWA and MCBW).                                                                                                             | Length-of-service requirement for immediate sick benefits reduced. Thus: 1 to 5 years of continuous or accumulated service—one-half wage starting on 8th day of absence; 5 or more years—one-half wage starting on 1st day of absence.                                                                | Sick-leave provisions amended to include benefits for disability due to pregnancy up to maximum of 8 weeks.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Oct. 1, 1956 (MCBW and UPWA agreements dated Oct. 1, 1956).                                                                                | Increased to: 55 percent of employee's weekly pay for 2d compensable week of disability, 60 percent for 3d and 4th week, and 65 percent for 5th and subsequent weeks. Maximum yearly benefit payment increased to 13 weeks for employees with less than 7 years' service.                             | No change in maximum 8 weeks' benefits in case of normal pregnancy.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Sept. 1, 1961 (MCBW and UPWA agreements dated Sept. 10, 1961).                                                                             | -----                                                                                                                                                                                                                                                                                                 | Changed:<br>Benefits provided laid-off employee if disabled at time of recall to work; waiting period to start from date of recall and benefits to start no earlier than day work would have been resumed. (Previously, employees were eligible for benefits only if disability occurred within 2 days after layoff.)<br>Eligibility extended to employees disabled (1) prior to layoff with benefits provided for period employee was otherwise eligible; (2) prior to or during strike with benefits provided for period before or after strike; (3) within 2 days of beginning of leave of absence for jury duty, union business (except full-time position), or personal leave, with benefits provided for period of disability continuing after termination of absence.<br>Benefits not provided during period of vacation pay. |
| Aug. 20, 1962 (MCBW supplemental agreement dated Aug. 16, 1962).<br>Dec. 1, 1964 (MCBW and UPWA letter of agreement dated Sept. 14, 1964). | -----<br>Increased—by \$11, weekly sick-leave pay.                                                                                                                                                                                                                                                    | Memphis, Tenn.:<br>Changed: 4-day waiting period for employees with 5 years of service or more.<br>Added: Maximum weekly benefit of \$50.<br>See "Insurance Plan."                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

## C—Related Wage Practices—Continued

| Effective date                                                                | Provision                                                                                                                                            | Applications, exceptions, and other related matters                                                                                                                                                                                                                                                                                                                                                                                     |
|-------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Paid Sick Leave—Continued                                                     |                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Sept. 7, 1964 (MCBW and UPWA letter of agreement dated Sept. 14, 1964).       | -----                                                                                                                                                | Memphis, Tenn.<br>Reduced to: 3-day waiting period for employees with 5 years of service or more; benefit paid from first day of illness of more than 2 weeks or in case of accidental injury.                                                                                                                                                                                                                                          |
| Funeral Leave                                                                 |                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Sept. 1, 1961 (MCBW and UPWA agreements dated Sept. 10, 1961).                | Established: Up to 3 days' paid leave at regular wage rate for arranging or attending funeral of member of immediate family.                         | Immediate family included spouse, child, mother, father, sister, brother, mother-in-law, and father-in-law. To qualify for allowance, employee must have been scheduled to work.                                                                                                                                                                                                                                                        |
| Jury-Duty Pay                                                                 |                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Feb. 2, 1952 (MCBW and UPWA).                                                 | Employees with 6 months' service or more paid difference between jury-service pay and amount that would have been earned on the job.                 | Payment limited to 15 days in each calendar year. Maximum not applicable to employees (1) receiving greater pay for jury service than would have been earned at work, (2) absent because of layoffs, vacation, sickness, or injury or other excused leave of absence, or (3) with an unexcused absence on the last scheduled workday prior to service, or (4) failing to report for work on days when service on jury was not required. |
| Oct. 1, 1956 (MCBW and UPWA agreements dated Oct. 1, 1956).                   | -----                                                                                                                                                | Eliminated: 15-day limit on supplemental jury-duty pay.                                                                                                                                                                                                                                                                                                                                                                                 |
| Clothes-Changing Time                                                         |                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Aug. 11, 1941 (UPWA).<br>Aug. 11, 1943 (UPWA and MCBW).                       | No provision covering time spent in changing clothes. Employees paid at regular rates for 12 minutes working time per day spent in changing clothes. | In accordance with NWLB directives of Dec. 7, 1944, and Feb. 20, 1945.<br>For payroll purposes clothes-changing time within week computed as follows:<br>1 day, $\frac{1}{4}$ hour; 2 days, $\frac{1}{2}$ hour; 3 or 4 days, $\frac{3}{4}$ hour; 5 days, 1 hour; 6 days, $1\frac{1}{4}$ hours; 7 days, $1\frac{1}{2}$ hours.                                                                                                            |
| Aug. 20, 1962 (MCBW supplemental agreement dated Aug. 16, 1962). <sup>1</sup> | -----                                                                                                                                                | Memphis, Tenn.:<br>Eliminated: Paid time for changing clothes.                                                                                                                                                                                                                                                                                                                                                                          |

See footnote at end of table.

## C—Related Wage Practices—Continued

| Effective date                                                         | Provision                                                                                                                                                                                                                                                                                                                                                           | Applications, exceptions, and other related matters                                                                                                                                                                                                                                                                                                                              |
|------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Clothes Allowance                                                      |                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                  |
| Aug. 11, 1941 (UPWA).<br>Aug. 11, 1943 (UPWA and MCBW).                | No provision covering allowance for work clothes.<br>Employees allowed 50 cents per week for furnishing work clothes.                                                                                                                                                                                                                                               | In accordance with NWLB directives of Dec. 7, 1944, and Feb. 20, 1945.<br>UPWA—Weekly clothes allowance applied to all regular (not casual) employees who qualify for 4-hour reporting guarantee and those who, after reporting for work, are sent home because of illness or injury.<br>MCBW—Weekly clothes allowance applied to employees working 4 hours or more in the week. |
| Dec. 19, 1946 (UPWA).                                                  | -----                                                                                                                                                                                                                                                                                                                                                               | Amended to provide full weekly allowance to regular employees and allowance of 8 cents per day for each day worked to part-time employees.                                                                                                                                                                                                                                       |
| Dec. 23, 1946 (MCBW).                                                  | -----                                                                                                                                                                                                                                                                                                                                                               | Amended to provide weekly allowance to any employee (except part-time) who qualifies for 4-hour reporting guarantee or who, after reporting for work, is excused because of illness or injury.                                                                                                                                                                                   |
| Aug. 20, 1962 (MCBW supplemental agreement dated Aug. 16, 1962).       | -----                                                                                                                                                                                                                                                                                                                                                               | Memphis, Tenn.:<br>Eliminated: Work clothing allowance.                                                                                                                                                                                                                                                                                                                          |
| Tools and Equipment                                                    |                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                  |
| Aug. 11, 1941 (UPWA).<br>May 1, 1945 (MCBW); and June 4, 1945 (UPWA).  | No provision covering tools and equipment.<br>Company required to furnish knives, steels, whetstones, and meat hooks. Company to prepare tools for use or permit employees to prepare them as a work assignment.                                                                                                                                                    | In accordance with NWLB directives of Dec. 7, 1944, and Feb. 20, 1945.                                                                                                                                                                                                                                                                                                           |
| Dec. 19, 1946 (UPWA); and Dec. 23, 1946 (MCBW).                        | -----                                                                                                                                                                                                                                                                                                                                                               | Piece-rate employees paid basic hourly job rate when engaged in tool and equipment preparation.                                                                                                                                                                                                                                                                                  |
| Notice of Closing                                                      |                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                  |
| Sept. 1, 1961 (MCBW and UPWA agreements dated Sept. 10, 1961).         | Established: Company to give 90-day advance notice of closing plant, division, or major department. Employee permanently separated before expiration of such 90-day notice to receive 8 hours' pay at regular rate for each work-day (based on a 5-day week) before expiration of the 90 days and not falling within period for which he received weekly guarantee. | Not applicable to temporary replacements or newly hired employees.                                                                                                                                                                                                                                                                                                               |
| Letters of intent dated Jan. 5, 1962 (MCBW), and Jan. 31, 1962 (UPWA). | -----                                                                                                                                                                                                                                                                                                                                                               | Benefits also provided workers permanently separated by shutdown of plant, division, or major department but located in other than closed unit.                                                                                                                                                                                                                                  |

## C—Related Wage Practices—Continued

| Effective date                                                 | Provision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Applications, exceptions, and other related matters                                                                                                    |              |              |   |               |    |               |   |               |    |               |   |               |    |               |    |               |    |               |    |                |    |                     |                                          |                                                                                                    |
|----------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|---|---------------|----|---------------|---|---------------|----|---------------|---|---------------|----|---------------|----|---------------|----|---------------|----|----------------|----|---------------------|------------------------------------------|----------------------------------------------------------------------------------------------------|
| Separation Allowance                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                        |              |              |   |               |    |               |   |               |    |               |   |               |    |               |    |               |    |               |    |                |    |                     |                                          |                                                                                                    |
| Nov. 23, 1949 (UPWA and MCBW). <sup>6</sup>                    | <p>Employees permanently separated as result of force reduction arising out of department or unit closing eligible for following allowance:</p> <table><tr><td>Continuous service</td><td>Weeks of pay</td></tr><tr><td>1 year -----</td><td>1</td></tr><tr><td>2 years -----</td><td>1½</td></tr><tr><td>3 years -----</td><td>2</td></tr><tr><td>4 years -----</td><td>2½</td></tr><tr><td>5 years -----</td><td>3</td></tr><tr><td>6 years -----</td><td>3½</td></tr><tr><td>7 years -----</td><td>4½</td></tr><tr><td>8 years -----</td><td>5½</td></tr><tr><td>9 years -----</td><td>6½</td></tr><tr><td>10 years -----</td><td>7½</td></tr><tr><td>Over 10 years -----</td><td>7½ plus 1½ weeks for each year above 10.</td></tr></table> | Continuous service                                                                                                                                     | Weeks of pay | 1 year ----- | 1 | 2 years ----- | 1½ | 3 years ----- | 2 | 4 years ----- | 2½ | 5 years ----- | 3 | 6 years ----- | 3½ | 7 years ----- | 4½ | 8 years ----- | 5½ | 9 years ----- | 6½ | 10 years ----- | 7½ | Over 10 years ----- | 7½ plus 1½ weeks for each year above 10. | Not applicable to employees separated through gang reductions, or those refusing other employment. |
| Continuous service                                             | Weeks of pay                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                        |              |              |   |               |    |               |   |               |    |               |   |               |    |               |    |               |    |               |    |                |    |                     |                                          |                                                                                                    |
| 1 year -----                                                   | 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                        |              |              |   |               |    |               |   |               |    |               |   |               |    |               |    |               |    |               |    |                |    |                     |                                          |                                                                                                    |
| 2 years -----                                                  | 1½                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                        |              |              |   |               |    |               |   |               |    |               |   |               |    |               |    |               |    |               |    |                |    |                     |                                          |                                                                                                    |
| 3 years -----                                                  | 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                        |              |              |   |               |    |               |   |               |    |               |   |               |    |               |    |               |    |               |    |                |    |                     |                                          |                                                                                                    |
| 4 years -----                                                  | 2½                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                        |              |              |   |               |    |               |   |               |    |               |   |               |    |               |    |               |    |               |    |                |    |                     |                                          |                                                                                                    |
| 5 years -----                                                  | 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                        |              |              |   |               |    |               |   |               |    |               |   |               |    |               |    |               |    |               |    |                |    |                     |                                          |                                                                                                    |
| 6 years -----                                                  | 3½                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                        |              |              |   |               |    |               |   |               |    |               |   |               |    |               |    |               |    |               |    |                |    |                     |                                          |                                                                                                    |
| 7 years -----                                                  | 4½                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                        |              |              |   |               |    |               |   |               |    |               |   |               |    |               |    |               |    |               |    |                |    |                     |                                          |                                                                                                    |
| 8 years -----                                                  | 5½                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                        |              |              |   |               |    |               |   |               |    |               |   |               |    |               |    |               |    |               |    |                |    |                     |                                          |                                                                                                    |
| 9 years -----                                                  | 6½                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                        |              |              |   |               |    |               |   |               |    |               |   |               |    |               |    |               |    |               |    |                |    |                     |                                          |                                                                                                    |
| 10 years -----                                                 | 7½                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                        |              |              |   |               |    |               |   |               |    |               |   |               |    |               |    |               |    |               |    |                |    |                     |                                          |                                                                                                    |
| Over 10 years -----                                            | 7½ plus 1½ weeks for each year above 10.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                        |              |              |   |               |    |               |   |               |    |               |   |               |    |               |    |               |    |               |    |                |    |                     |                                          |                                                                                                    |
| Sept. 30, 1954 (MCBW and UPWA).                                | -----                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Added: Employees offered new work at rates 15 cents or more below prior rates given option of taking the job or separation allowance.                  |              |              |   |               |    |               |   |               |    |               |   |               |    |               |    |               |    |               |    |                |    |                     |                                          |                                                                                                    |
| Oct. 1, 1956 (MCBW and UPWA agreements dated Oct. 1, 1956).    | Benefits extended to employees permanently separated because of technological changes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                        |              |              |   |               |    |               |   |               |    |               |   |               |    |               |    |               |    |               |    |                |    |                     |                                          |                                                                                                    |
| Sept. 1, 1959 (MCBW and UPWA agreements dated Oct. 22, 1959).  | Added: Benefits for all employees having 1 or more years' service losing seniority by reason of layoff exceeding 2 years.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Separation pay based on employee's wage rate and years of continuous service at time of layoff.                                                        |              |              |   |               |    |               |   |               |    |               |   |               |    |               |    |               |    |               |    |                |    |                     |                                          |                                                                                                    |
| Sept. 1, 1961 (MCBW and UPWA agreements dated Sept. 10, 1961). | Increased: 1 week's pay for each year of continuous service through 10, plus 1¾ weeks' pay for each year from 11 through 20, plus 2 weeks' pay for each year over 20.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Separation pay for employees receiving technological adjustment benefits to be computed in accordance with schedule in agreements dated Oct. 22, 1959. |              |              |   |               |    |               |   |               |    |               |   |               |    |               |    |               |    |               |    |                |    |                     |                                          |                                                                                                    |

See footnote at end of table.

## C—Related Wage Practices—Continued

| Effective date                                                 | Provision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Applications, exceptions, and other related matters                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Automation Fund                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Sept. 1, 1959 (MCBW and UPWA agreements dated Oct. 22, 1959).  | Company-financed fund, maximum \$500,000, to be used to finance study and solutions for problems resulting from modernization programs. Committee to be established to study problems resulting from modernization programs and make recommendations for their solution, including training of employees and promoting employment opportunities within the company for workers affected by modernization programs. Committee studies to be financed from the fund. Committee could authorize use of funds for a training program. Recommendations of committee to be made to company and unions for further consideration, with final report and recommendations to be made by Mar. 1, 1961. | Company contribution to be 1 cent per hundred-weight shipped from slaughtering and meatpacking plants covered by agreements. Committee to consist of 4 representatives of management, 2 representatives selected by each union, and an impartial chairman selected by mutual agreement. <sup>7</sup> Committee to consider problems such as transfer rights to plants covered by master agreements and any other methods to promote continued employment opportunities for those affected. Fund not to be used to increase present severance pay benefits.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Sept. 1, 1961 (MCBW and UPWA agreements dated Sept. 10, 1961). | Changed: Company contributions to fund discontinued. Automation Committee allocated \$50,000 each year for expenses; rest of fund to be available for employee relocation and retraining costs. <sup>8</sup>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Company to pay relocation costs if fund depleted. Obligations of automation fund and company reduced by amount of any Federal or State relocation or retraining benefits for which employees were eligible.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Technological Adjustment Plan                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Sept. 1, 1961 (MCBW and UPWA agreements dated Sept. 10, 1961). | Established: Company-financed plan to provide immediate benefits for employees permanently separated from service by closing of plant, division, or major department. Benefits—\$65 per week less unemployment insurance or other earnings for 26 to 39 weeks, depending on years of continuous service, plus for employees who had exhausted technological adjustment benefits and unemployment insurance, <sup>9</sup> separation pay based on schedule in 1959 contract.                                                                                                                                                                                                                  | Unemployment insurance benefits were deducted from technological adjustment benefits only if both were received in same week.<br><br>Employees eligible for technological adjustment benefits also eligible for hospital, medical, and surgical insurance at company expense. If employee refused offer of or withdrew request for transfer, all technological adjustment benefits and hospital premiums paid for employee to be deducted from separation allowance computed under 1961 schedule.<br>Employee who was not transferred, but exhausted technological adjustment benefits and unemployment insurance, (1) to receive balance of separation pay without obligation to repay technological adjustment benefits or insurance premiums if he retained transfer rights for 2 years and (2) to receive separation pay under 1959 separation schedule less previously paid technological adjustment benefits, separation pay, and insurance premiums if he lost transfer rights before expiration of 2 years by refusal to accept transfer. |

See footnotes at end of table.

## C—Related Wage Practices—Continued

| Effective date                                                                                                               | Provision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Applications, exceptions, and other related matters                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Technological Adjustment Plan—Continued</b>                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Sept. 1, 1961 (MCBW and UPWA agreements dated Sept. 10, 1961)—Continued                                                      | <p>Eligibility—Benefits available to employees under age 60 with 5 years of service or more, on seniority list at time of separation notice, who had registered for transfer and met the active search for employment requirements of the applicable unemployment compensation law.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <p>Employee who transferred and was subsequently laid off to receive up to maximum of technological adjustment benefits to which originally entitled and not received.</p> <p>Employee who elected to retire before transfer to repay all technological adjustment benefits and hospital premiums paid prior to becoming eligible for pension.</p> <p>Employee who did not register for transfer to another plant and were eligible for technological adjustment benefits to receive benefits for 30 to 90 days depending on period established by Automation Committee for transfer. Benefits to be deducted from separation payments under 1962 schedule of benefits.</p> |
| <b>Insurance Plan</b>                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Oct. 27, 1952 (MCBW and UPWA).                                                                                               | <p>Company-paid plan established, providing:</p> <p>Sickness benefits—For men, \$12 a week for 13 weeks; for women, \$9 a week for 13 weeks;</p> <p>Life insurance—For men, \$2,200; for women, \$1,900.</p> <p>Company-paid hospitalization, surgical, medical, and poliomyelitis plan instituted for employees with 6 months' continuous service and their dependents.</p> <p>Hospitalization—Full cost of semiprivate room and service for a maximum of 70 days, including maternity benefits; \$10-a-day maximum for a private room.</p> <p>Surgical benefits—A standard surgical and obstetrical schedule with a maximum benefit of \$300.</p> <p>Medical benefits—In-hospital medical fees (nonsurgical) of up to \$10 for the first visit of attending physician and up to \$3 each for next 69 visits, not to exceed 1 visit a day.</p> <p>Accident benefits—Full cost of emergency care and treatment rendered within 24 hours of an accident.</p> <p>Poliomyelitis—Maximum of \$5,000 for all charges for hospital confinement and other services incurred within 3 years of contraction of poliomyelitis.</p> | <p>Replaced former plan, not included in contracts, under which employees paid 35 cents a week (men) and 25 cents a week (women).</p> <p>Former life insurance policies paid \$1,200 for men and \$900 for women.</p> <p>Not applicable in any case resulting from injury or illness compensable under any workmen's compensation or occupational diseases act.</p> <p>Employees allowed to carry insurance for 6 months after layoff by paying premiums in advance.</p> <p>Allowance in addition to hospital and medical benefits for a maximum of 70 days.</p>                                                                                                            |
| Dec. 1, 1953 (by memorandum agreements dated Sept. 29, 1953, and supplemental agreements dated Nov. 3, 1953, MCBW and UPWA). |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |

## C—Related Wage Practices—Continued

| Effective date                                                              | Provision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Applications, exceptions, and other related matters                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-----------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Insurance Plan—Continued                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Dec. 1, 1954 (by agreement dated Sept. 30, 1954, MCBW and UPWA).            | <p>Hospitalization benefits—Added: Payment for anesthesia when not available as a regular hospital service, up to 15 percent of surgical indemnity or \$15, whichever is greater.</p> <p>Surgical benefits—Added: Surgeons' fees paid for surgery performed in the hospital but for which hospitalization was not required. When 2 or more surgical procedures were performed in 2 or more incisions under 1 anesthetic, surgical fees paid for each of the procedures in the amounts provided in the schedule, with a maximum of \$300.</p> | <p>Employees allowed to carry coverage at their own expense for 12 months after company liability ceases. Not applicable to the administration of anesthetics in vaginal deliveries.</p> <p>If coverage is continued at employee's expense, obstetrical benefits provided for admission to a hospital within 270 days after termination of coverage.</p> <p>Employees returning to work within 12 months after a layoff not required to requalify for maternity benefits provided at company expense.</p>                                                                                                                                          |
| Oct. 1, 1956 (MCBW and UPWA agreements dated Oct. 1, 1956).                 | Life Insurance—Increased to \$2,200 for women.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Increase not applicable to insured women employees not actively at work on Oct. 1, 1956, but applied when they return to work.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Dec. 1, 1956 (above agreements).                                            | Hospitalization benefits—Maximum payment for anesthesia when not available as regular hospital service increased to 20 percent of surgical indemnity or \$20, whichever was greater.                                                                                                                                                                                                                                                                                                                                                         | <p>Employees allowed to carry coverage at own expense for 12 additional months (total 24) after termination of company liability. During second 12-month period, hospitalization benefit reduced by \$2.50 a day and maximum benefit for maternity cases reduced to \$50 for hospitalization and \$50 for obstetrical procedures.</p> <p>Hospitalization benefits extended to cover nervous and mental disorders for maximum of 30 days.</p>                                                                                                                                                                                                       |
| Sept. 1, 1959 (MCBW and UPWA agreements dated Oct. 22, 1959). <sup>10</sup> | Added: Diagnostic laboratory and X-ray benefits—maximum \$50 for all sickness during 6 consecutive months and for each accident.                                                                                                                                                                                                                                                                                                                                                                                                             | <p>Applicable to any examination made or recommended by physician, in hospital or not, in diagnosis of accidental injury or sickness. Excluded benefits related to pregnancy or injury or sickness covered by workmen's compensation and occupational disease laws, dental X-ray unless result of accidental injury, and charges by a government hospital.</p>                                                                                                                                                                                                                                                                                     |
| Jan. 1, 1960 (above agreements). <sup>10</sup>                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <p>Retirees permitted to continue hospital, medical, and surgical insurance at own expense and to have premiums deducted from pensions. Retirees to pay no more than cost per active employee.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Dec. 1, 1961 (MCBW and UPWA agreements dated Sept. 10, 1961).               | <p>Added:</p> <p>Hospital room and board—While in hospital for diagnostic procedures recommended by physician.</p> <p>X-ray, radium, or radioactive isotope therapy—Up to \$300 during any 1 calendar year.</p>                                                                                                                                                                                                                                                                                                                              | <p>Increased: Period of coverage at company expense after layoff to 6 months (was 30 days).</p> <p>Not applicable to government hospitals.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Aug. 20, 1962 (MCBW supplemental agreement dated Aug. 16, 1962).            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <p>Applicable to any such treatment made or recommended by physician. Excluded diagnosis, charges by a government hospital, and injury or sickness covered by workmen's compensation.</p> <p>Retirees continued to pay existing premiums. <math>\frac{2}{3}</math> of any increase in cost to be paid by retiree; <math>\frac{1}{3}</math>, by company. If retiree became eligible for benefits under any Federal program of hospital, medical, and surgical care for the aged, company not to share in any increases in premium, but to provide \$500 additional life insurance.</p> <p>Memphis, Tenn.:</p> <p>Eliminated: Sickness benefits.</p> |

See footnote at end of table.

## C—Related Wage Practices—Continued

| Effective date                                                                                           | Provision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Applications, exceptions, and other related matters                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Insurance Plan—Continued                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Dec. 1, 1964 (MCBW and UPWA memorandum of agreement dated Sept. 2, 1964).                                | Increased to:<br>Life insurance—\$2,700 for active employees (\$1,350 for employees hired at or after age 55); \$675 for re-tired workers.<br><u>For employees and dependents</u><br>Increased to:<br>Hospital benefits—Room and board, 365 days during a continuous disability.<br>Medical benefits—Doctor's services in hospital, maximum of 365 days.<br>Eliminated:<br>Weekly "sickness benefits."                                                                                                                                                                                                                           | Added: Eligible dependent children to include student under age 23, if unmarried and receiving more than half of support from insured.<br><br>Changed: Retired workers' benefits to be eliminated if duplicated by any Federal medicare program; company and retiree premiums to be reduced proportionately.                                                                                                                                                                                        |
| Dec. 1, 1965 (MCBW and UPWA memorandum of agreement dated Sept. 2, 1964).                                | Added:<br>Major medical expense plan, company-financed—75 percent of expense in excess of \$500 incurred during 1 period of disability, including benefits paid under basic plan, to a maximum of \$5,000 for each disability.                                                                                                                                                                                                                                                                                                                                                                                                   | See "Paid Sick Leave."<br>Benefits available to active employees with 6 months' service or more, and dependents. Coverage could be continued at employee's expense for 12 months after company's liability ceased.<br>Plan covered same services as provided by basic plan, plus ambulance charges, drugs, doctor's services in home or office, practical nursing when prescribed, and the rental or purchase of medical appliances, but excluded hospitalization for mental and nervous disorders. |
| Pension Plan                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Aug. 1, 1952 (MCBW and UPWA).                                                                            | Company-paid plan established, providing:<br>Minimum payment—\$105 a month, including social security, for employees retiring at age 65 with 25 years' service.                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Retirement at age 65 to be voluntary; employees could work longer if they wished.                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Jan. 1, 1957 (by interim agreement dated Sept. 26, 1956, and agreement of Dec. 21, 1956, MCBW and UPWA). | Changed to: Normal retirement benefits increased to \$1.50 a month for each year of service up to 30, supplemented by Federal social security benefits.<br>Added: Early retirement at age 60 after 10 years' service.<br>Changed to: Total and permanent disability benefits—\$3 a month for each year of credited service up to 30 (minimum \$50 a month) less any statutory benefits, for employees of any age prior to 65 with at least 15 years' service and not eligible for social security disability benefits; <sup>11</sup> upon becoming eligible for social security disability benefits, to receive normal benefits. | New benefits applicable to employees retired prior to Jan. 1, 1957, who met previous age requirement.<br><br>Benefits reduced by 0.6 percent for each calendar month by which employee was under age 65.                                                                                                                                                                                                                                                                                            |

See footnote at end of table.

## C—Related Wage Practices—Continued

| Effective date                                                                                                    | Provision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Applications, exceptions, and other related matters                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|-------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pension Plan—Continued                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Jan. 1, 1957 (by interim agreement dated Sept. 26, 1956, and agreement of Dec. 21, 1956, MCBW and UPWA)—Continued | Added: Deferred vesting rights—Employee separated from employment (who is otherwise eligible for separation allowance) at or after age 55 with at least 25 years' credited service given option to choose, in lieu of separation allowance, deferred monthly benefits at age 65 of \$1.50 for each year of service up to 30.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Employee could elect to receive early retirement benefits at age 60 or over, as previously described.                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Jan. 1, 1960 (MCBW and UPWA agreements dated Oct. 22, 1959).                                                      | Increased: Normal retirement benefits—up to \$2 a month for each year's service up to 30, supplemented by Federal social security benefits.<br>Early retirement benefits—eligibility extended to women at age 55.<br>Added: Disability benefits—like those for total and permanent disability for employees age 60 or over with at least 10 years' credited service retired at company's or employee's option when unable to perform duties of any position to which entitled but not eligible for total and permanent disability benefits and not yet eligible for social security benefits.<br>Increased: Total and permanent disability benefits—prior to eligibility for social security disability benefits, to \$4 for each year of credited service up to 30. \$50 minimum eliminated.<br>Increased: Deferred vested rights—to \$2 a month for each year of service. | \$1.75 to employees already retired.<br>Former provision that employee lost credited service for pension benefits if absent from work for 2 years after Aug. 1, 1952, except for absences resulting from work-connected disabilities or leaves of absence granted union members to take full-time position with the union, modified by adding exception for absence on approved sick leave. Applicable only to employees who had not lost credited service as of Sept. 1, 1959.<br><br>\$3.50 to employees already retired. |
| Jan. 1, 1961 (above agreements).                                                                                  | -----                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Added: Compulsory retirement at age 68 for those age 60 or over on Jan. 1, 1960, and at age 65 for those under 60 at that time.                                                                                                                                                                                                                                                                                                                                                                                             |
| Jan. 1, 1962 (MCBW and UPWA agreements dated Sept. 10, 1961). <sup>1</sup>                                        | Increased:<br>Normal retirement benefits—to \$2.50 a month for each year of credited service, supplemented by Federal social security benefits.<br>Total and permanent disability benefits and disability benefits—prior to eligibility for social security disability or retirement benefits, continued to be twice normal retirement benefits.<br>Deferred vesting rights—continued to be same as normal retirement benefits.<br>Added:<br>Survivorship option—providing actuarially reduced benefits to employee and spouse.                                                                                                                                                                                                                                                                                                                                             | Increase applicable only to employees retiring after Sept. 1, 1961.<br><br>Increase applicable only to employees whose period of permanent and total disability commenced on or after Mar. 1, 1961.<br><br>Employee could provide spouse with benefits equal to or one-half his benefits.                                                                                                                                                                                                                                   |

See footnote at end of table.

## C—Related Wage Practices—Continued

| Effective date                                                                       | Provision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Applications, exceptions, and other related matters                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pension Plan—Continued                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Jan. 1, 1962 (MCBW and UPWA agreements dated Sept. 10, 1961) <sup>1</sup> —Continued | <p>Optional early retirement—employee 55 years or over with 20 years of service or more terminated by unit or plant shutdown, or technologically displaced to receive 1½ times normal retirement benefits until age 62 or until eligible for social security retirement or disability benefits, at which time pension would revert to normal retirement benefits.</p> <p>Early retirement -----</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Early retirement benefits to be in lieu of any separation pay or technological adjustment benefits.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Jan. 1, 1965 (MCBW and UPWA memorandum of agreement dated Sept. 2, 1964).            | <p>Increased:</p> <p>Normal retirement benefit—to \$3.25 a month for each year of credited service, in addition to Federal social security benefits.</p> <p>Total and permanent disability—benefits prior to eligibility for Federal social security benefits, continued at twice the normal retirement benefit for employees with 10 years of service or more.</p> <p>Changed:</p> <p>Deferred vested rights—at age 40, with 15 years of service, on voluntary or involuntary termination of service; with no loss of any separation pay to which employee may be entitled if not eligible for immediate pension.</p> <p>Added:</p> <p>Survivors' benefits—benefit paid widow of employee who had 10 years of service or more and who died before retirement, to equal amount available from election of joint and one-half annuity option; orphan's monthly benefit to equal 42.5 percent of the normal monthly pension.</p> | <p>Changed: Benefits reduced by 0.5 percent for each calendar month by which employee was under 65.</p> <p>Added: Eligibility extended to employees terminated after 10 years of service and reaching age 60 (55 for women) during period of eligibility for technological adjustment benefits.</p> <p>Applicable to employees who retired after Sept. 1, 1964.</p> <p>Benefits reduced to \$3.25 a month for employees entitled to a statutory pension before age 65.</p> <p>Eliminated: Deduction of workmen's compensation benefits in computing pension payments.</p> <p>Eligible survivor of male employee limited to wife or minor dependent children; or female employee, to minor dependent children.</p> |

See footnotes on following page.

## Footnotes:

<sup>1</sup> The parties modified master agreement provisions covering guaranteed time, Saturday work, clothes-changing time, and the pension plan for workers at the Lubbock and San Angelo plants.

<sup>2</sup> Not applicable to learners.

<sup>3</sup> Company practice not covered by early master agreements.

<sup>4</sup> During the period covered by Executive Order No. 9240 (Oct. 1, 1942, to Aug. 21, 1945) this provision was modified in practice to conform to that order.

<sup>5</sup> Agreements of August 1950 had extended eligibility for holiday pay to probationary employees with 30 out of 60 days' service in the case of the UPWA and 15 out of 30 days' service in the case of the MCBW. The MCBW agreement of September 1954 had changed this provision to 30 out of 60 days.

<sup>6</sup> Established policy incorporated in union agreements with some changes.

<sup>7</sup> Selection of Clark Kerr, president of the University of California, as the impartial chairman of the Automation Fund Committee officially launched the program in December 1959.

<sup>8</sup> The schedule of relocation allowances was as follows:

| Miles between plants | Single employee | Married employee or head of household |
|----------------------|-----------------|---------------------------------------|
| 0-24 -----           | None            | None                                  |
| 25-99 -----          | \$40            | \$150                                 |
| 100-299 -----        | 70              | 235                                   |
| 300-499 -----        | 100             | 325                                   |
| 500-999 -----        | 125             | 410                                   |
| 1,000 or more -----  | 150             | 500                                   |

<sup>9</sup> The schedule of benefits was as follows:

| Years of continuous service | Weeks of eligibility |
|-----------------------------|----------------------|
| 5 but less than 15 -----    | 26                   |
| 15 but less than 20 -----   | 29                   |
| 20 but less than 25 -----   | 33                   |
| 25 and over -----           | 39                   |

<sup>10</sup> A plan for the establishment of a Health and Welfare Fund, out of which the cost of sickness, health, and welfare benefits would be paid, was to be considered by the company and the unions.

<sup>11</sup> Under the August 1952 agreement, workers at age 55 with 25 years' service were eligible for total and permanent disability benefits of \$ 50 a month less statutory benefits.

## 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., 1941-48. BLS Report 197.  
Anthracite Mining Industry, 1930-66. BLS Bulletin 1494 (20 cents).  
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).  
<sup>1</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).  
Dan River Mills, 1943-65. BLS Bulletin 1495. (15 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., 1945-66. BLS Bulletin 1479 (20 cents).  
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).  
Pacific Gas and Electric Co., 1943-66. BLS Bulletin 1499 (30 cents).  
Pacific Longshore Industry, 1934-65. BLS Bulletin 1491 (25 cents).  
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> 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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