

Wage Chronology

FIRESTONE TIRE AND RUBBER CO. AND B. F. GOODRICH CO. (AKRON PLANTS), 1937-66

Bulletin No. 1484



**UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary**

**BUREAU OF LABOR STATISTICS
Arthur M. Ross, Commissioner**

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Preface

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

"Wage Chronology No. 19: Big Four Rubber Companies, Akron and Detroit Plants, 1937-51," and "Supplement No. 1, 1952-55," summarized changes in wage rates and related wage practices negotiated by the Firestone Tire and Rubber Co., B. F. Goodrich Co., Goodyear Tire and Rubber Co., and the United States Rubber Co. with the United Rubber, Cork, Linoleum and Plastic Workers of America (URW) between 1937 and 1955. Because of difficulties involved in presenting changes for four individual companies in one report, the coverage of the report has been reduced.

The following pages summarize the negotiations of the Firestone Tire and Rubber Co. and the B. F. Goodrich Co. with the URW. Except for the revised introduction and some supplemental information in the tables, only information previously published is presented for the period 1937-55. Information for the 1956-66 period is presented for the first time.

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Wage Chronology:

Firestone Tire and Rubber Co. and B. F. Goodrich Co. (Akron Plants),¹ 1937-66

Early Negotiations

This chronology describes the major changes in wage rates and related wage practices affecting production and maintenance workers² put into effect in the Akron plants of Firestone Tire and Rubber Co. and B. F. Goodrich Co. since the negotiation of the initial collective bargaining agreements with the United Rubber, Cork, Linoleum and Plastic Workers of America (URW) in 1937. The contract with Firestone, negotiated in April 1937, was the first written agreement between any of the "Big Four" rubber companies and the union (then called the United Rubber Workers of America). The second was signed about a year later—in May 1938 with B. F. Goodrich Co.

The original agreements at both Firestone and B. F. Goodrich did not provide for a general wage increase. Supplementary wage benefit provisions of these initial agreements included time and one-half for work on Sunday, on 6 specified holidays, and for hours in excess of 8 a day or 40 a week. Both contracts provided up to 2 weeks' paid vacation. Firestone employees received pay at the rate of 2 percent of annual earnings for each week of vacation, while B. F. Goodrich employees received 1 percent for each week. A minimum of 3 hours' pay was guaranteed employees scheduled or notified to report to work but for whom no work was provided. B. F. Goodrich employees were also guaranteed 3 days' work or pay after notice of layoff. At both companies, employees could subscribe for contributory group life and hospitalization insurance. A contributory pension plan was also available to workers at B. F. Goodrich. The provisions of the first agreements, as reported in this chronology, do not necessarily indicate changes in prior conditions of employment.

The first negotiated general wage increases at both companies were agreed to in 1941. Effective May 19, B. F. Goodrich employees paid on an hourly basis received a 5-cent increase; incentive workers received a 4.5-cent-an-hour increase in base rates. Additional individual rate increases affecting almost one-fourth of the work force were also put into effect at this time. Firestone's employees received 7 or 8 cents an hour depending on the level of their earnings.

Negotiations During World War II

As a consequence of wage controls between October 2, 1942, and August 18, 1945, basic wage rates at both companies were changed only once during the war. A wage increase of 3 cents an hour for employees of both companies was negotiated during 1942, and became effective retroactively, after approval by the National War Labor Board the following year. About one-fourth of the B. F. Goodrich employees received additional inequity adjustments that added an average .029 cents to the pay raise.

¹ Although the chronology relates only to the Akron plants, the provisions shown in this report, with some exceptions and minor differences, apply to other plants included in the companywide agreements with the URW.

² A majority of the employees in tire and tube production are paid on an incentive basis. The changes noted in this chronology applied to these workers as well as those paid on an hourly basis, but the special provisions concerning application of the changes to incentive workers are not included. Also omitted are provisions of the contracts dealing with other procedural aspects of the day-to-day administration of the incentive systems.

Postwar Negotiations

During the period immediately after World War II, bargaining was conducted under a modified wage control program. The parties were permitted to negotiate wage increases of any magnitude without Government approval, provided such increases did not pierce the existing price ceilings. In 1946 and 1947, employees of both companies received increases of 18.5 and 11.5 cents an hour, respectively. These increases equaled the first and second postwar wage increases negotiated by the basic steel industry. Two additional increases, 11 cents in 1948 and 11.5 cents in 1950 brought the total wage increases for the period from 1946 to 1950 to 52.5 cents. The 1950 increases included inequity adjustments averaging 1.5 cents at B. F. Goodrich and 2.5 cents at Firestone.

Other postwar contract changes at both companies included an increase in premium pay for work on Sunday, the establishment of 6 paid holidays, new severance pay plans, and a revision in reporting pay provisions. A third week of vacation was added for employees with at least 15 years' service. At Firestone, a noncontributory pension plan was established and the company assumed the full cost of life and accidental death and dismemberment insurance.

Negotiations During the Korean Conflict

During the Korean conflict, wage adjustments as well as changes in supplementary benefits again became subject to governmental approval. The parties agreed to two general wage increases during the emergency—13 cents in 1951 and 10 cents in 1952, and both adjustments were subsequently approved by the Wage Stabilization Board. Supplementary benefits remained unchanged, although 1 cent of the 1951 general wage increase was in lieu of an adjustment in the night-shift premium.

Post-Korean Negotiations

Negotiations between the URW and both Firestone and B. F. Goodrich, during the period 1953–62, resulted in 10 general wage increases. These adjustments totaled approximately 84.5 cents an hour. In addition, a variety of supplementary wage practices were changed and new benefits added.

Although the amounts that could have been used as general wage increases at both companies' tire and tube plants were identical, except in 1954 when workers at Firestone received a 6.5-cent-an-hour wage raise and those at B. F. Goodrich received 6 cents, the actual across-the-board increases in basic hourly rates varied between the companies. In 1953, the Akron local at Firestone elected to allocate the entire 2.7 cents an hour general wage increase for intraplant inequity adjustments. Both Firestone and B. F. Goodrich employees elected to designate a small part of the general wage increases agreed to in 1957 to offset the cost of increased night-shift differentials. In 1960, Firestone employees used 1.5 cents of the 9.5 cents an hour general wage increase for intraplant inequity adjustments.

Changes in related wage practices, effective at various dates between 1953 and 1962, included increased shift premiums and pay for work on specified holidays, 2 additional paid holidays, and additional paid vacations after specified periods of service. The companies assumed the full cost of sickness and accident insurance as well as improved hospital, surgical, and medical benefit plans for employees and their dependents. In 1956, supplemental unemployment benefits plans similar to those established in the automobile industry in 1955 were added at both companies. Noncontributory retirement and life insurance plans were also instituted for employees of B. F. Goodrich during this period.

1963-66

The 1963 contracts between the URW and both Firestone and B. F. Goodrich provided for a 9-cent general wage increase effective in June 1963 (2 cents of this increase was to be used for intraplant inequity adjustments or increased night-shift differentials at Firestone's Akron plant),³ and another 7 cents a year later. Other changes included revisions in funeral and jury-duty pay provisions and provision of pro rata vacation pay for employees retiring before the end of the vacation year.

Supplemental unemployment benefits were increased and extended to coincide with any increase in the duration of State unemployment compensation beyond 39 weeks, up to 52. A short workweek provision, similar to that established in the 1961 automobile contracts, was also included. The contracts improved supplemental workmen's compensation and joint committees were established to discuss a variety of subjects of mutual concern, including problems posed by the impact of technological changes in the industry.

The 2-year basic contracts were to be in effect until April 20, 1965. The 5-year agreements covering health insurance and pensions were scheduled to expire August 1, 1964.

New 3-year health insurance and pension agreements were reached by the union with both companies in July 1964. Changes in health insurance included increases in life insurance, hospitalization, and nonoccupational sickness and accident benefits. Diagnostic benefit coverage was liberalized for employees, their dependents and those already retired. The settlements also increased annuities for all service and provided for full retirement benefits at age 62 for employees with 10 years of service or more; a reduction in the service requirement for early retirement and full pension payments (unreduced by exercise of survivor option) were guaranteed for 5 years after normal retirement.

Tentative accord on new basic contracts was reached between the URW and both Firestone and B. F. Goodrich on April 21, 1965, averting the possibility of large-scale walkouts. Previous contracts expired at midnight April 20, but work continued until the new pacts were signed. Union members ratified the agreements on May 3. The economic "package" at each company was valued, union spokesmen stated, at 28 cents an hour over their contracts' 2-year terms.

The B. F. Goodrich contract provided for general wage raises of 7.5 cents an hour at tire plants and 6.5 cents at nontire plants. Firestone's agreement called for general wage increases of 7.5 cents an hour for workers at tire plants while workers at nontire plants received 6.5 cents. Two and one-half cents of the general wage increase at Firestone's Akron plant was reserved for negotiation of intraplant inequity adjustments and night-shift differentials. The effective dates of the general wage increases at both companies were May 10, 1965, for nontire plants and a month later for tire plants. Craft and maintenance employees received an additional 7 cents an hour increase. All workers at both companies' Akron plants were to receive deferred increases of 9 cents an hour effective June 6, 1966.

³ The amounts to be used as general wage increases at other Firestone plants were 6.5 cents at Des Moines, 7.5 cents at Los Angeles, and 8 cents at Pottstown. At the Memphis plant, the entire 9-cent increase was applied as a general wage change.

Changes in supplementary practices were the same in both contracts. Vacation schedules were improved to allow 4 weeks after 15 years and 5 weeks after 25 years' service. Previously, a maximum of 4 weeks was allowed after 22 years. A ninth paid holiday, to be selected on a local basis was also granted. SUB provisions were improved by increasing regular and short workweek benefits and separation allowances. A new maximum SUB benefit period ranged from 52 weeks to 208 weeks, depending on years of seniority. A new bonus plan was inaugurated, to be financed by the continuation of the companies' payments to the SUB fund, regardless of the funding levels. Any excess over the maximum levels was to be used for payment of a bonus. Benefits were to range from \$25 to \$100 depending upon the amount of the excess.

During the prewar and postwar period, the normal schedule of work for most tire and tube workers in Akron was a 6-hour day, 36-hour week. An 8-hour day was worked during World War II. In July 1965, B. F. Goodrich and the union agreed to return to the 8-hour day and 40-hour week.

The Firestone contract, covering about 17,000 employees, and the B. F. Goodrich contract, covering about 11,000 employees, are scheduled to expire April 20, 1967. The following tables bring the Firestone and B. F. Goodrich wage chronology up to date through the termination date of the current contracts.

A—General Wage Changes¹

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich. May 19, 1941-----	No general wage change-----		First agreement.
		5 cents an hour increase for time-workers; 4.5 cents an hour increase in base rates for incentive workers.	In addition, inequity increases affecting almost one-fourth of work force. ²
July 1, 1941-----	7 and 8 cents an hour increase.		8 cents an hour to employees earning less than \$1.01 an hour; 7 cents to those earning \$1.01 an hour or more.
May 30, 1942, Firestone; June 17, 1942, B. F. Goodrich.	3 cents an hour increase-----		In accordance with Directive Order of National War Labor Board, dated May 21, 1943. Retroactive payment provided for all regular hours worked between specified dates and May 21, 1943. ³
Nov. 1, 1945-----			<u>B. F. Goodrich</u> —In addition, inequity increases affecting almost one-fourth of work force. ² <u>B. F. Goodrich</u> —Increases to a large number of engineering and processing department employees of approximately 1.5 cents an hour when averaged over all employees in the bargaining unit.
Mar. 2, 1946 ("Big Four" agreement of same date). Feb. 2, 1947 ("Big Four" agreement of Mar. 22, 1947).	18.5 cents an hour increase-----		12 of the 18.5 cents an hour increase retroactive to Nov. 1, 1945.
June 14, 1948, Firestone; June 21, 1948, B. F. Goodrich.	11.5 cents an hour increase.		
Oct. 21, 1950-----		11.5 cents an hour increase.	Included 1.5 cents for intraplant inequity adjustments.
Oct. 27, 1950-----	11.5 cents an hour increase.		Included 2.5 cents for intraplant inequity adjustments.
July 30, 1951, Firestone; Aug. 6, 1951, B. F. Goodrich.	7 cents an hour increase ⁴ -----		By Wage Stabilization Board Order, dated Nov. 29, 1951.
Oct. 16, 1951-----	6 cents an hour increase-----		By Wage Stabilization Board Order, dated Nov. 29, 1951.
Aug. 18, 1952, Firestone; Aug. 27, 1952, B. F. Goodrich.	10 cents an hour increase.		
Aug. 24, 1953-----			<u>Firestone</u> —An increase of 2.7 cents an hour allocated for intraplant inequity adjustments.
Aug. 31, 1953-----		2.7 cents an hour increase.	
Aug. 23, 1954-----		6.5 cents an hour increase.	
Sept. 4, 1954-----	6.5 cents an hour increase.		
Aug. 29, 1955-----	12 cents an hour increase-----		In addition, increases of approximately 2 cents an hour when averaged over all workers and consisting of: 8 cents an hour for specified skilled trades, and maintenance and related occupations; an average of 1.05 cents an hour at B. F. Goodrich and 1 cent at Firestone for intraplant inequity adjustments.
July 9, 1956, B. F. Goodrich (agreement dated July 15, 1956); July 16, 1956, Firestone (agreement dated July 21, 1956).	6.2 cents an hour increase.		

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
July 22, 1957 (agreements dated July 25, 1957, B. F. Goodrich; and July 26, 1957, Firestone).	14 cents an hour increase. ⁵	14.2 cents an hour increase. ⁶	
June 30, 1958 (agreements dated July 1, 1958, B. F. Goodrich; and July 3, 1958, Firestone).	8 cents an hour increase.		
Aug. 31, 1959 (agreements dated Sept. 1, 1959).	10 cents an hour increase.		
July 25, 1960 (agreements dated July 31, 1960, B. F. Goodrich; and July 30, 1960, Firestone).	8 cents an hour increase.	9.5 cents an hour increase.	B. F. Goodrich—In addition, increase of 5 cents an hour for specified craft and maintenance occupations. Firestone—In addition, increase of 1.5 cents for intraplant inequity adjustments. Additional increase of 4 cents an hour for skilled workers, which amounted to 0.5 cents when averaged over all employees in the bargaining unit.
June 5, 1961 (agreements dated Apr. 18, 1961, Firestone; and June 11, 1961, B. F. Goodrich).	7.5 cents an hour increase-----		In addition, deferred increase effective June 11, 1962.
June 11, 1962 (agreements of above dates).	7 cents an hour increase-----		Deferred increase.
June 10, 1963, Firestone (agreement dated Apr. 24, 1963); June 11, 1963, B. F. Goodrich (agreement dated Apr. 25, 1963).	7 cents an hour increase.	9 cents an hour increase.	In addition, deferred increase effective June 8, 1964. Firestone—Plus 2 cents for intraplant inequity adjustments.
June 8, 1964 (agreements of above dates).	7 cents an hour increase-----		Deferred increase.
June 7, 1965 (agreements of Apr. 22, 1963, Firestone; Apr. 23, 1963, B. F. Goodrich).	5 cents an hour increase.	7.5 cents an hour increase.	Firestone—Plus 2.5 cents for intraplant inequity adjustments and night-shift premium pay. Firestone and B. F. Goodrich—Additional increases of 7 cents an hour for specified crafts and maintenance employees. These increases amounted to 1.5 cents an hour when averaged over all employees in the bargaining unit at Firestone.
June 6, 1966 (Firestone and B. F. Goodrich—agreements of above dates).	9 cents an hour increase-----		In addition, deferred increases effective June 6, 1966. Deferred increase.

¹ 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 piece 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 movement of the straight-time average hourly earnings over the same period.

Footnotes—Continued

² The B. F. Goodrich Company estimated that the individual rate adjustment of May 1941 and June 1942, plus the general wage increase of May 1941, amounted to an average increase of 7.9 cents an hour.

³ The 3-cent-an-hour increase represented an adjustment of 1.2 cents under the "Little Steel" formula and 1.8 cents granted to all workers in lieu of night-shift premium pay.

⁴ Originally, the parties had agreed to a 13-cent-an-hour increase (Firestone, a 12-cent general increase and 1 cent in lieu of changes in other provisions), effective in July and August. Approximately 8 cents of the total increase was subject to Wage Stabilization Board approval. The Board revised the effective dates as shown.

⁵ With increases in the night-shift differential ranging from 5 cents per hour at Pottstown to 3 cents an hour at Akron and some other plants, the parties estimated the total to be equivalent to a wage increase of 15 cents an hour.

⁶ Employees at most B. F. Goodrich plants received a general wage increase of 15 cents an hour; those at the Akron and Clarksville plants received 14.2 cents to offset the cost (0.8 cents) of the night-shift differential provided in the agreement dated Apr. 15, 1957.

B—Hourly Job Rates, Selected Maintenance Occupations, Firestone Tire and Rubber Co., 1937—66

Date	Janitors	Electricians	Pipefitters	Machinists
April 28, 1937	\$0.77	\$1.15	\$1.07	\$1.11
July 1, 1941	.86	1.23	1.19	1.21
May 30, 1942	.92	1.40	1.40	1.40
March 2, 1946	1.22	1.70	1.70	1.70
June 28, 1948	1.33	1.81	1.81	1.81
October 27, 1950	1.46	1.98	1.98	1.98
June 30, 1951	1.53	2.05	2.05	2.05
October 16, 1951	1.59	2.11	2.11	2.11
August 18, 1952	1.69	2.21	2.21	2.21
August 24, 1953	1.75	2.255	2.255	2.255
September 4, 1954	1.855	2.32	2.32	2.32
August 29, 1955	2.00	2.52	2.52	2.52
July 9, 1956	2.06	2.58	2.58	2.58
July 22, 1957	2.15	2.76	2.76	2.76
June 30, 1958	2.23	2.84	2.84	2.84
August 31, 1959	2.33	2.94	2.94	2.94
July 25, 1960	2.51	3.075	3.075	3.075
June 5, 1961	2.585	3.15	3.15	3.15
June 11, 1962	2.655	3.22	3.22	3.22
June 10, 1963	2.77	3.34	3.34	3.34
June 8, 1964	2.84	3.41	3.41	3.41
June 7, 1965	2.93	3.555	3.555	3.555
June 6, 1966	3.02	3.645	3.645	3.645

C—Related Wage Practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Shift Premium Pay			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich. 1945-----	----- No provision ----- Established: Premium pay of 3 cents an hour for work between 6 p.m. and 6 a.m.	In accordance with National War Labor Board directive order of Apr. 13, 1945, which stated that payment would be retroactive to earlier of expiration date of last contract or date on which contract was reopened.	
June 9, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957); July 22, 1957, Firestone (agreement dated July 26, 1957).	Increased to: 6 cents an hour.		
Overtime Pay			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich. Mar. 24, 1950, B. F. Goodrich (agreement dated Sept. 30, 1949).	In effect and continued: Time and one-half for work in excess of 8 hours in a 24-hour period or 40 hours in a workweek. ³	B. F. Goodrich—hours paid for but not worked during first 5 days of workweek because of holiday, included in computing weekly overtime. Employee called for emergency assignment less than 12 hours after completion of last shift, paid overtime premium for all work in excess of 8 hours on both shifts combined. Added: Daily overtime and Sunday premium hours not included in computing overtime on weekly basis. Firestone Added: Hours paid for but not worked during first 5 days of workweek because of vacation, funeral, or jury duty, included in computing weekly overtime. Hours worked on holiday included in computing daily overtime when employee worked over 8 consecutive hours on holiday and following workday. Holiday hours worked on Saturday not included in computing overtime on a weekly basis. Hours during first 5 days of workweek included in computing weekly overtime were: (1) hours paid for but not worked because of holiday, and (2) normal hours when work was not available, except in case of a work stoppage or major mechanical breakdown. B. F. Goodrich Added: Hours paid for but not worked during first 5 days of workweek because of vacation, and hours lost from regular scheduled shift, but paid for, included in computing weekly overtime.	
Apr. 1, 1957, Firestone (agreement dated Nov. 17, 1956); June 9, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957).			
Sept. 2, 1959 (agreement dated June 9, 1959).		B. F. Goodrich Added: Normal hours not made available during first 5 days of workweek included in computing weekly overtime, except in case of work stoppage. ⁴	

See footnotes on p. 34.

C—Related Wage Practices¹²—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Overtime Pay—Continued			
Dec. 2, 1959 (agreement dated June 12, 1959).		<u>Firestone</u> Added: Hours worked, because of a change in shift at the request of the company, in excess of 8 in a 24-hour period during the first 5 days of a workweek to be counted when computing weekly overtime.	
Premium Pay for Saturday and Sunday Work			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich. Mar. 4, 1946 ("Big Four" agreement of Mar. 2, 1946).	In effect and continued: Time and one-half for work on Sunday. No provision for premium pay for Saturday work. ⁵ Increased to: Double time for work on Sunday.		
Paid Vacations			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich. February 1939	In effect and continued: Employee with 5 but less than 10 years' service, 1 week; 10 years or more, 2 weeks.	<u>Firestone</u> —2 percent of annual earnings for each week. <u>B. F. Goodrich</u> —1 percent for each week.	
Apr. 23, 1940, B. F. Goodrich; May 28, 1940, Firestone. 1945	Increased: Employee with 2 but less than 5 years' service, 1 week; 5 years or more, 2 weeks. Increased: Employee with 1 but less than 5 years' service, 1 week.	<u>B. F. Goodrich</u> Increased: Vacation pay to 2 percent for each week.	
June 25, 1948, B. F. Goodrich; September 1948, Firestone.	Increased: Employee with 15 years of service or more, 3 weeks.	In accordance with National War Labor Board directive order of Apr. 13, 1945.	
Oct. 31, 1953, Firestone; Dec. 31, 1953, B. F. Goodrich.	Increased: Employee with 3 but less than 15 years' service, 2 weeks.		
Oct. 31, 1955, Firestone (agreement dated Aug. 31, 1955); Jan. 1, 1956, B. F. Goodrich (agreement dated Sept. 4, 1955).	Increased: Employee with 11 but less than 15 years' service, 2 weeks and 3 days.	Increased: Vacation pay to 5 percent of annual earnings for 11 but less than 15 years' service.	

C—Related Wage Practices¹²—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Paid Vacations—Continued			
Jan. 1, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957); Apr. 1, 1957, Firestone (agreement dated Nov 17, 1956).	Increased: Employee with 3 but less than 11 years' service, 2 weeks; 11 but less than 25 years, 3 weeks. Employee with 25 years of service or more, 3½ weeks.	Employee with 25 years of service or more, 4 weeks.	<u>B. F. Goodrich</u> In effect and continued: Minimum weekly vacation pay equaled 1 percent of average annual earnings of all employees in local bargaining unit during previous year. Employee absent from work on vacation qualifying date was eligible for vacation only upon return to work during vacation year. Employee laid off before vacation qualifying date and rehired with seniority after this date was eligible for vacation or pay in lieu of vacation after 45 days' service or at time of next layoff, whichever occurred first. Employee rehired with seniority after military service eligible for vacation or vacation pay after 45 days' service. Employee unable to work because of disability commencing after vacation qualifying date and continuing for 4 weeks or more could receive pay in lieu of vacation. On termination of employment during vacation year employee to receive pay for any vacation not taken. <u>Firestone</u> In effect and continued: Minimum weekly vacation pay equaled 30 hours at basic hourly rate. Employee with less than 6 months' service in preceding vacation year, but on payroll at beginning of current vacation year, eligible for vacation after completing 8 months' service during both years or 4 months in current year. Employee not on payroll at beginning of vacation year, but rehired subsequently, received paid vacation after 8 months' service in current and preceding years, but not less than 45 days nor more than 4 months after return to work. Not applicable to employee disabled during 3 months prior to beginning of vacation year or rehired with seniority after military service. Employee could elect to receive pay for each week or half week he was unable to work during vacation period because of disability. Maximum payments not to exceed normal vacation allowance. Employee received pay for any vacation not taken during vacation period on termination of employment.
Jan. 1, 1959 (agreement dated June 9, 1959).			<u>B. F. Goodrich</u> Increased: Minimum weekly vacation pay to 1.3 percent of average annual earnings of all employees in local bargaining unit during previous calendar year. Changed: Period of employment required for vacation eligibility for employee laid off before vacation qualifying date and subsequently rehired with seniority, or for employee rehired with seniority after military service—to 30 days. Employee retiring on normal retirement date without returning from disability absence that began during preceding calendar year received vacation pay provided he had worked half of normal daily hours made available during preceding calendar year.
Dec. 2, 1959 (agreement dated June 12, 1959).	Increased: Employee with 25 years of service or more, to 4 weeks.		<u>Firestone</u> Changed: Employee with less than 4 months' service in preceding vacation period but on payroll at beginning of current vacation period received paid vacation after completing 6 months' service during the 2 periods or 3 months in current period. Employee not on payroll at beginning of vacation year, but rehired subsequently, received paid vacation after 6 months of combined service in current and previous years, but not less than 45 days or more than 3 months after return to work. Employee disabled during 3 months before

C—Related Wage Practices^{1,2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Paid Vacations—Continued			
Dec. 2, 1959 (agreement dated June 12, 1959)— Continued			vacation period or retirement at company option, or rehired with seniority after military service, not required to meet above standards to receive vacation.
Jan. 1, 1961, B. F. Goodrich (agreement dated June 11, 1961); June 5, 1961, Firestone (agreement dated Apr. 18, 1961).	Increased: Employee with 3 but less than 10 years' service, 2 weeks; 10 but less than 22 years, 3 weeks; 22 years or more, 4 weeks.	<u>Firestone</u>	<u>Eliminated:</u> 6 months' service requirement for employee not on payroll at beginning of vacation year provided he was on leave-of-absence.
Jan. 1, 1963, B. F. Goodrich (agreement dated Apr. 25, 1963); July 5, 1963, Firestone (agreement dated Apr. 24, 1963).			Added: Employee eligible for pension or severance allowance received vacation pay based on earnings in year of retirement in addition to pay for unused vacation earned during preceding year. Minimum vacation pay provision not applicable to this additional payment. <u>Firestone</u> —employee rehired with seniority after service in Peace Corps received vacation pay for current year. <u>B. F. Goodrich</u> <u>Eliminated:</u> Requirement that employee retiring after disability absence, work half of hours made available during preceding year in order to receive vacation pay.
Apr. 22, 1965, Firestone (agreement of same date); Apr. 23, 1965, B. F. Goodrich (agreement of same date).	Increased: Employee with 10 but less than 15 years' service, 3 weeks; 15 but less than 25 years, 4 weeks; 25 years or more, 5 weeks.		
Holiday Pay			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich.	In effect and continued: Time and one-half for work on 6 specified holidays. No pay for holidays not worked.		Holidays were: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas.
Aug. 3, 1945, Firestone; Mar. 4, 1946, B. F. Goodrich.	Increased to: Double time. ⁵		
1947-----	Established: 6 paid holidays for which employee received straight-time average earnings. Double time (total) continued to be paid for holidays worked.		Holidays were: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas. Employee must have had 3 months' service to qualify for holiday pay.
Aug. 24, 1952, Firestone; Aug. 27, 1952, B. F. Goodrich.	Increased to: Double time plus holiday pay for work on established holidays.		Approved by Wage Stabilization Board in November 1952. Service requirement changed to: <u>B. F. Goodrich</u> —30 days. <u>Firestone</u> —on active payroll continuously since 2d week prior to holiday week.
Sept. 4, 1954-----	Changed to: Triple time (total) for work on established holidays.		
Oct. 18, 1954-----		<u>B. F. Goodrich</u>	<u>Eliminated:</u> 30-day service requirement.
Aug. 31, 1955, Firestone; Sept. 4, 1955, B. F. Goodrich.	Added: 7th paid holiday-----	<u>Firestone</u>	—holiday was Dec. 24 or 26, depending on shift. <u>B. F. Goodrich</u> —holiday was Dec. 24.

C—Related Wage Practices¹²—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Holiday Pay—Continued			
Apr. 1, 1957, Firestone (agreement dated Nov. 17, 1956); June 9, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957).	-----	Changed to: Triple time (total) for work on established holidays.	<p>In effect and continued: Holiday falling on Sunday to be observed on Monday.</p> <p><u>Firestone</u>—pay for holidays not worked to equal straight-time average hourly earnings, including night-shift differential, during 2d week preceding holiday times average daily hours worked during holiday week. Employee who worked less than standard shift on holiday because of unavailability of work paid triple time for hours worked plus proportionate share of holiday pay for unworked hours.</p> <p>Holiday pay provided employee (1) who worked his last scheduled shift before and his first scheduled shift after holiday, (2) absent because of vacation, death, or serious illness in family, or personal disability beginning during holiday or preceding week or ending during holiday or succeeding week or for equally compelling reasons, (3) who was laid off during holiday week or preceding week provided he worked the last full scheduled shift and was otherwise qualified.</p> <p><u>B. F. Goodrich</u>—pay for holiday not worked to equal average daily hours (not to exceed 8) times (1) for hourly workers, hourly rate; or (2) for incentive workers, average paid unit hour; including night-shift differential in both cases. Holiday pay provided employee (1) who worked his last scheduled shift before and his first scheduled shift after holiday, (2) on vacation who worked his last scheduled shift before and first scheduled shift after vacation, (3) beginning leave-of-absence on first workday following holiday, but who worked his last scheduled shift before holiday, (4) returning from leave-of-absence during holiday week or on first day of following week if holiday fell on or after his last regular working day of the week, (5) laid off during holiday or preceding week who worked his last scheduled shift, (6) laid off prior to week preceding holiday week and rehired (with seniority) within 30 days, and during holiday or succeeding week worked his last scheduled shift before layoff and his first scheduled shift after rehire, (7) disabled prior to week preceding holiday week who returned to work within 30 days and during holiday or subsequent week worked his last scheduled shift before and his first scheduled shift after absence, or (8) absent because of death or serious illness in family or personal disability beginning during holiday or preceding week and who worked his last scheduled shift before and first scheduled shift after absence.</p> <p><u>Firestone</u> Added: Holiday pay provided employee recalled from layoff during holiday week or within 7 days after holiday if he worked his first scheduled shift. Changed: First 2 hours of holiday overtime worked after last shift before holiday to close down operation, or before first shift after holiday to start up operation, paid at triple time but such time not deducted from average daily hours (Firestone) or scheduled hours (Goodrich) in computing holiday pay.</p> <p><u>B. F. Goodrich</u> Changed: All holiday overtime hours worked after last shift before holiday to close down operation, or before first shift after holiday to start up operation, paid at triple time, but such time not deducted from scheduled hours in computing holiday pay. Eliminated: Requirement that employee disabled prior to week preceding holiday week return to work within 30 days of beginning of disability leave to qualify for holiday pay.</p>
Sept. 2, 1959 (agreement dated June 9, 1959).	-----		

C—Related Wage Practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	

Holiday Pay—Continued			
June 5, 1961, Firestone (agreement dated Apr. 18, 1961); Aug. 29, 1961, B. F. Goodrich (agreement dated June 11, 1961).	Added: 8th paid holiday-----		1961, July 3; 1962, Dec. 31. Changed: Employee on vacation who worked sched- uled shift nearest holiday that fell on first or last day of vacation to receive holiday pay. Eliminated: <u>B. F. Goodrich</u> —requirement that em- ployee laid off prior to week preceding holiday week be rehired within 30 days to qualify for vacation pay.
July 15, 1963 (agreement dated Apr. 24, 1963).	-----		<u>Firestone</u> —7th paid holiday was Dec. 23 in 1963, Dec. 24 in 1964; 8th paid holiday was Dec. 24 in 1963, Dec. 26 in 1964.
Apr. 22, 1965 Firestone (agreement of same date); Apr. 23, 1965, B. F. Goodrich (agreement of same date).	Added: 9th paid holiday-----		Dec. 31 in 1965 and 1966. Changed to: 8th paid holiday <u>Firestone</u> —Dec. 24 in 1965 and 1966; <u>B. F. Goodrich</u> —Easter Monday in 1965, July 5 in 1966.

Reporting Time			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich. July 5, 1944, B. F. Goodrich; June 14, 1948, Firestone.	In effect and continued: Minimum of 3 hours' pay provided employee scheduled or notified to report to work but for whom work was not available. Changed to: Minimum of one-half day's pay (3 to 4 hours).		Not applicable when lack of work was due to me- chanical breakdown or work stoppage.
Dec. 15, 1954, Firestone (agreement dated Sept. 4, 1954); June 9, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957).	-----		Double time for maximum of one-half shift paid for reporting on Sunday; triple time on holidays. <u>Firestone and B. F. Goodrich</u> —No payment for hours not made available to employee reporting for work after absence, unless he had been on approved leave-of-absence and reported on first workday following end of leave.
Dec. 2, 1959, Firestone (agreement dated June 12, 1959); Sept. 2, 1959, B. F. Goodrich (agreement dated June 9, 1959).	-----		Added: Time and one-half paid for reporting for work that should have been paid at overtime rate.

C—Related Wage Practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Paid Lunch Period			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich.	No provision.	In effect and continued: Incentive employees received a 5- to 8-per-cent allowance for personal time, including lunch periods.	In accordance with National War Labor Board directive order of Apr. 13, 1945.
1944-45 _____	Established: 20-minute paid lunch period for employee required to remain in plant for full shift.		
Aug. 3, 1945, Firestone; Oct. 17, 1946, B. F. Goodrich.	Changed: 20-minute paid lunch period provided for all employees.		
Lost Work Allowance			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich. May 28, 1940, Firestone; June 30, 1945, ⁶ B. F. Goodrich. June 14, 1948 _____	----- No provision ----- Established: Incentive employee paid for time lost because of stock, equipment, or power delays, or while waiting for work at direction of supervisor.		<u>Firestone</u> —allowance paid after 15-minute minimum delay period. <u>B. F. Goodrich</u> —no minimum time specified. Reduced: <u>Firestone</u> —minimum delay period to 10 minutes. Reduced: <u>Firestone</u> —minimum delay period to 6 minutes.
Aug. 18, 1952 _____	-----		
June 12, 1948, Firestone.	In effect and continued: Employee paid for time lost from shift because of occupational injury requiring hospital treatment and when sent from work to hospital for subsequent treatment.	Employee paid for time lost while receiving medical treatment at company expense for occupational accident or illness.	
July 1, 1963 (agreement dated Apr. 25, 1963).		Added: Employee paid for time lost during shift hours while receiving medical treatment at company expense for nonoccupational accident or illness.	
Layoff Guarantee			
May 27, 1938, B. F. Goodrich; Aug. 3, 1945, Firestone.	In effect and continued: Employee guaranteed 3 days' work or pay after notice of layoff.		

C—Related Wage Practices¹²—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Paid Funeral Leave—Continued			
Dec. 2, 1959, Firestone (agreement dated June 12, 1959); Sept. 2, 1959, B. F. Goodrich (agreement dated June 9, 1959).			Reduced: Service requirement to 30 days. Added: To definition of immediate family. Firestone —mother-in-law and father-in-law, and dependents in same household. B. F. Goodrich —mother-in-law and father-in-law, step-parents, step- and half-brothers and -sisters, and legally adopted children.
Apr. 18, 1961, Firestone (agreement of same date).	Changed to: Up to 3 consecutive working days with pay provided employee absent because of death of parent, child, spouse, and dependents living in same household.		Previous provision continued to apply in case of death of other members of the immediate family.
Aug. 29, 1961 (agreement dated June 11, 1961).			B. F. Goodrich Added: To definition of immediate family, step-mother-in-law and step-father-in-law. Employee received pay for funeral occurring during scheduled vacation.
July 15, 1963 (agreement dated Apr. 24, 1963).	Changed to: Up to 3 consecutive working days because of death of any member of the immediate family.		
July 19, 1965, Firestone (agreement dated Apr. 22, 1965); B. F. Goodrich (agreement dated Apr. 23, 1965).			Added: To definition of immediate family, brother-in-law and sister-in-law, grandparents and grandchildren.
Supplemental Workmen's Compensation Benefits			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich.	----- No provision -----		
July 15, 1963, Firestone (agreement dated Apr. 24, 1963); B. F. Goodrich (agreement dated Apr. 25, 1963).	Established: Supplemental benefits equal to 80 percent of average weekly earnings minus workmen's compensation and sickness and accident benefits, payable when eligible for weekly benefits under workmen's compensation law up to 26 weeks for each period of disability. Provided for employee with 45 days' service and absent from work because of occupational disability for which he received workmen's compensation.		No limit to number of periods of disability, provided they were separated by (1) return to full-time work if due to different cause, or (2) return to full-time work for 90 days if due to same cause. Previously: Differences between sickness and accident plan benefits and workmen's compensation provided by 1959 amendment to insurance plans. (See p. 21.)

See footnotes on p. 34.

C—Related Wage Practices¹²—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Severance Allowance			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich. Nov. 3, 1947, B. F. Goodrich; June 14, 1948, Firestone.	----- No provision ----- Established: Employee with 15 years' service released because of disability received \$500, plus \$100 for each year in excess of 15. <		

C—Related Wage Practices¹²—Continued

Effective date	Provision		Applications, exceptions, and other related matters										
	Firestone	B. F. Goodrich											
Insurance Plans—Continued													
Jan. 17, 1946, Firestone; Mar. 1, 1948, B. F. Goodrich— Continued	<p><u>Sickness and accident benefits—</u></p> <table><tr><td>Men, \$10.50 to \$24.50 a week; women, \$9.10 to \$19.60 a week.</td><td>Men, \$15 a week; women, \$10 a week.</td></tr></table> <p>Payable from 8th day of disability up to 13 weeks. Not payable for disability covered by workmen's compensation.</p> <p><u>Surgical services—</u></p> <p>Maximum of \$150.</p> <p><u>Obstetrical services—</u></p> <p><u>Surgery—</u>\$50.</p> <p>For employees and dependents:</p> <p><u>Hospital room and board—</u></p> <table><tr><td>Maximum of \$5 a day for 70 days.</td><td>Maximum of \$6 or \$9 a day, depending on annual earnings, for 31 days.</td></tr></table> <p><u>Inpatient hospital services—</u></p> <table><tr><td>Maximum of \$25.</td><td>Maximum of \$30 or \$45, depending on annual earnings.</td></tr></table> <p><u>Surgical services—</u></p> <table><tr><td></td><td>Maximum of \$100 or \$150, depending on annual earnings.</td></tr></table> <p><u>Obstetrical benefits—</u></p> <table><tr><td><u>Hospitalization—</u>\$5 a day for 14 days. <u>Special charges—</u>up to \$25.</td><td>\$33.33 or \$50 maximum for normal delivery, depending on annual earnings; maximum of \$66.67 or \$100 for other procedures both depending on annual earnings.</td></tr></table>		Men, \$10.50 to \$24.50 a week; women, \$9.10 to \$19.60 a week.	Men, \$15 a week; women, \$10 a week.	Maximum of \$5 a day for 70 days.	Maximum of \$6 or \$9 a day, depending on annual earnings, for 31 days.	Maximum of \$25.	Maximum of \$30 or \$45, depending on annual earnings.		Maximum of \$100 or \$150, depending on annual earnings.	<u>Hospitalization—</u> \$5 a day for 14 days. <u>Special charges—</u> up to \$25.	\$33.33 or \$50 maximum for normal delivery, depending on annual earnings; maximum of \$66.67 or \$100 for other procedures both depending on annual earnings.	<p>B. F. Goodrich—dependents included: Wife and unmarried children between ages of 14 days and 19 years. Husbands of employees not insured.</p>
Men, \$10.50 to \$24.50 a week; women, \$9.10 to \$19.60 a week.	Men, \$15 a week; women, \$10 a week.												
Maximum of \$5 a day for 70 days.	Maximum of \$6 or \$9 a day, depending on annual earnings, for 31 days.												
Maximum of \$25.	Maximum of \$30 or \$45, depending on annual earnings.												
	Maximum of \$100 or \$150, depending on annual earnings.												
<u>Hospitalization—</u> \$5 a day for 14 days. <u>Special charges—</u> up to \$25.	\$33.33 or \$50 maximum for normal delivery, depending on annual earnings; maximum of \$66.67 or \$100 for other procedures both depending on annual earnings.												
Jan. 1, 1950-----			<p>B. F. Goodrich</p> <p>Changed: Employee's monthly contribution for (1) life insurance, to 50 cents for each \$1,000 of coverage; (2) hospital and surgical benefits, to (a) for employees earning under \$5,000, 75 cents to \$1.95; (b) for employees earning \$5,000 and over, \$1.15 to \$2.85.</p> <p>Firestone—upon retirement (except for disability) or receipt of severance allowance, life insurance reduced and continued at company expense.¹²</p> <p>Changed:</p> <p>Firestone—company assumed cost of life and accidental death and dismemberment insurance. Employee's monthly contribution for all other coverage was (1) for single employee, \$3.31, and (2) for employee with dependents, \$7.01.¹³</p> <p>B. F. Goodrich—employee's contribution for sickness and accident insurance to \$1 a month.</p> <p>Periods of disability due to different cause must have been separated by return to full-time work; periods due to same cause, by return to full-time work for 2 weeks.</p> <p>Firestone—no limit to number of periods for which benefits were payable to employee under age 60; payments to employee age 60 or over limited to 26 weeks each year.</p>										
Apr. 1, 1950, B. F. Goodrich; May 15, 1950, Firestone.	<p>For employees: Added: <u>Nonoccupational accidental death and dismemberment insurance—</u>Face value of life insurance in case of death. Schedule of benefits for dismemberment.</p> <p>Increased:</p> <p><u>Sickness and accident benefits—</u></p> <table><tr><td>All employees to \$27 a week, for maximum of 26 weeks per period of disability.</td><td>Men, to \$25 a week; women, to \$18 a week, for 13 weeks per period of disability.</td></tr></table> <p>Payable from 1st day of accident and 8th day of sickness.</p>		All employees to \$27 a week, for maximum of 26 weeks per period of disability.	Men, to \$25 a week; women, to \$18 a week, for 13 weeks per period of disability.									
All employees to \$27 a week, for maximum of 26 weeks per period of disability.	Men, to \$25 a week; women, to \$18 a week, for 13 weeks per period of disability.												

C—Related Wage Practices¹²—Continued

Effective date	Provision		Applications, exceptions, and other related matters						
	Firestone	B. F. Goodrich							
Insurance Plans—Continued									
Apr. 1, 1950, B. F. Goodrich; May 15, 1950, Firestone— Continued	<p>For employees and dependents: Changed to:</p> <p><u>Hospital room and board—</u></p> <table><tr><td>Maximum to \$7 a day for 31 days.</td><td>Maximum to \$7 or \$10 a day, depending on annual earnings, for 31 days.</td></tr></table> <p><u>Inpatient hospital services—</u></p> <table><tr><td>Maximum to \$140.</td><td>Maximum to \$70 or \$100, depending on annual earnings.</td></tr></table> <p><u>Surgical services—</u></p> <table><tr><td>Maximum to \$200.</td><td>Maximum to \$150 or \$225, depending on annual earnings.</td></tr></table>		Maximum to \$7 a day for 31 days.	Maximum to \$7 or \$10 a day, depending on annual earnings, for 31 days.	Maximum to \$140.	Maximum to \$70 or \$100, depending on annual earnings.	Maximum to \$200.	Maximum to \$150 or \$225, depending on annual earnings.	<p>Added:</p> <p><u>Firestone</u>—retired employee could continue hospital and surgical insurance for self and dependents at own expense.</p>
Maximum to \$7 a day for 31 days.	Maximum to \$7 or \$10 a day, depending on annual earnings, for 31 days.								
Maximum to \$140.	Maximum to \$70 or \$100, depending on annual earnings.								
Maximum to \$200.	Maximum to \$150 or \$225, depending on annual earnings.								
Oct. 1, 1953-----	<p>For employees: Changed to:</p> <p><u>Life insurance—</u></p> <table><tr><td>Company-paid plan, \$1,500 to \$4,000 depending on earnings.¹⁴</td><td>Company-paid plan \$2,000 to \$4,500 depending on length of service and earnings.</td></tr></table> <p>For employees: Changed to:</p> <p><u>Sickness and accident benefits—</u></p> <p>Company-paid plans with benefits increased to:</p> <table><tr><td>Men, \$35 a week; women, \$27 a week.</td><td>Men, \$35 a week; women, \$25 a week.</td></tr></table> <p>Payable up to 26 weeks during each period of disability; for maternity cases, up to 6 weeks.</p> <p>Changed to:</p> <p>Company-paid hospital, surgical, and medical insurance for employees and dependents, with benefits increased to:</p> <p><u>Hospital room and board—</u></p> <p>Semiprivate room up to 120 days per confinement; for maternity cases, up to 14 days.</p> <p><u>Inpatient hospital services—</u></p> <p>Including administration of anesthesia by a doctor, diagnostic X-rays and laboratory tests, X-rays and radium therapy, and ambulance service; no limit on amount.</p> <p><u>Surgical services—</u></p> <p>Maximum of \$250 unless operations were due to different causes, or separated by complete recovery or return to full-time work.</p>		Company-paid plan, \$1,500 to \$4,000 depending on earnings. ¹⁴	Company-paid plan \$2,000 to \$4,500 depending on length of service and earnings.	Men, \$35 a week; women, \$27 a week.	Men, \$35 a week; women, \$25 a week.	<p><u>B. F. Goodrich</u>—employee could continue life insurance (in effect Oct. 1, 1953, under previous contributory plan) in excess of new schedule, by contributing 50 cents a month per \$1,000 of excess insurance in amount equal to greater of (a) 50 percent of noncontributory insurance in effect, provided employee had 15 years' service; or (b) 2½ percent of total insurance (both contributory and noncontributory) times years of continuous service (but not to exceed 50 percent, of such total), if employee had 10 years' membership in the insurance programs.</p> <p>Eliminated:</p> <p><u>B. F. Goodrich</u>—26 weeks a year limit on payment of benefits to employee age 60 or over.</p> <p>No limit to number of hospital confinements provided they were due to different causes, or were separated by complete recovery or return to full-time work.</p> <p><u>B. F. Goodrich</u> Added: Company-paid hospital insurance for retired employee with reimbursement of all hospital charges up to \$10 a day. Maximum, \$310 per hospital confinement or calendar year.</p>		
Company-paid plan, \$1,500 to \$4,000 depending on earnings. ¹⁴	Company-paid plan \$2,000 to \$4,500 depending on length of service and earnings.								
Men, \$35 a week; women, \$27 a week.	Men, \$35 a week; women, \$25 a week.								

C—Related Wage Practices¹²—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Insurance Plans—Continued			
Oct. 1, 1953— Continued	<u>Physicians' services—</u> Maximum of \$3 a day for hospital calls, up to 120 days per confinement. For employees: <u>Outpatient diagnostic X-rays—</u> Maximum of \$70 a year for each condition. For employees: <u>Life insurance—</u> Increased: \$500 for employee with basic hourly rates of \$1.62 and over; new range of benefits—\$2,000 to \$4,500. ¹⁵		Not payable for calls during hospitalization for operation or pregnancy.
July 1, 1955-----	Increased: \$500 for employee with annual earnings of less than \$4,000; new range of benefits—\$2,500 to \$4,500. ¹⁶ <u>Nonoccupational accidental death and dismemberment insurance—</u> Added: Company-paid benefits. Face value of life insurance in case of accidental death. Schedule of benefits for dismemberment. Changed: <u>Total and permanent disability benefits</u> payable only if employee had less than 15 years' service required for disability pension. <u>Sickness and accident benefits—</u> Increased: Men, to \$40 a week; women, to \$32 a week. For employees and dependents: <u>Hospital room and board—</u> Eliminated: 14-day limit in maternity cases. <u>Physician's services—</u> Increased to: Maximum of \$5 a day for first 2 days in hospital; \$3 a day for following 118 days. <u>Outpatient diagnostic X-ray and laboratory tests—</u> Added: Benefits for dependents, subject to combined maximum of \$70 a year.		
			<u>B. F. Goodrich</u> Changed: Insurance employee could continue under contributory plan reduced by any increase in non-contributory life insurance. Eliminated: 15-year service requirement for continuation of 50 percent of life insurance after retirement. Added: Employee eligible for severance pay because of age or disability provided company-paid life insurance in same amount as pensioned employee.
			<u>B. F. Goodrich</u> Added: Company-paid hospital, surgical, and medical insurance ¹⁷ for dependents of retired employee (and employee who received severance pay because of age) and their dependents.

C—Related Wage Practices^{1,2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Insurance Plans—Continued			
July 1, 1955— Continued	<u>Outpatient X-ray and radium therapy</u> ¹⁸ — Added: For employees only, maximum of \$150 a year for each condition. <u>Obstetrical benefits</u> — Increased to: \$75 for normal delivery, \$50 to \$125 for other procedures.		<u>Firestone</u> —\$10 maximum per treatment.
Oct. 1, 1955 (agreement dated Aug. 31, 1955).	-----		<u>Firestone</u> Added: Company-paid hospital, medical, and surgical insurance ¹⁷ for retirees (including employees eligible for severance pay because of age) and their dependents.
July 1, 1959 (agreements dated June 9, 1959, B. F. Goodrich; June 12, 1959, Firestone).	For employees: <u>Life and nonoccupational accidental death and dismemberment insurance</u> — <u>Sickness and accident benefits</u> — <u>Hospital, surgical, and medical benefits</u> —		In effect and continued: Life and accidental death and dismemberment insurance continued during (1) leave-of-absence, (2) absence due to sickness or accident while employee continued to accumulate service credit, (3) first month following layoff. Laid-off employee could continue life insurance for 5 additional months by payment of 50 cents a month per \$1,000 of coverage. <u>Firestone and B. F. Goodrich</u> —life insurance continued for permanently and totally disabled employee, with 50 percent reduction in benefits at age 65. Added: Employee terminated at or after age 60 and eligible for deferred retirement benefits, provided life insurance at age 65 in amount equal to 50 percent of coverage at time of termination or, for B. F. Goodrich employees—\$1,000, whichever was greater. In effect and continued: Sickness and accident insurance continued for employee (1) until end of month following month of layoff; (2) on leave-of-absence up to 90 days; or (3) absent from work because of sickness or injury, while continuing to accumulate service credit. Changed: Employee eligible for workmen's compensation received difference between sickness and accident benefits and statutory compensation. <u>Firestone</u> Eliminated: 26 weeks a year limit on payment of benefits to employee age 60 or over. In effect and continued: Benefits not payable for sickness or accident covered under workmen's compensation. Hospital, surgical, and medical insurance continued for employee (1) on layoff or leave-of-absence, up to 90 days; or (2) absent because of sickness or injury, while continuing to accumulate service credit. Following termination of insurance, benefits extended for (1) 3 months to cover continuous total disability which began while insurance was in effect, and (2) 9 months to cover pregnancy which began while insurance was in effect. <u>B. F. Goodrich</u> Added: Employee could continue hospital, surgical, and medical insurance during leave-of-absence, and for 9 additional months following layoff by payment of full premium. Employee terminated at or after age 60 and eligible for deferred retirement benefits, provided company-paid hospital, surgical, and medical insurance for himself and dependents at age 65. <u>Firestone</u> Added: Insurance benefits were limited to those in effect at time of employee's termination.

C—Related Wage Practices¹²—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Insurance Plans—Continued			
Aug. 1, 1964 (agreement dated July 13, 1964, Firestone; July 17, 1964, B. F. Goodrich).	<p>For employees: Changed to: <u>Life and nonoccupational accidental death and dismemberment insurance</u>—flat face value for all employees, \$6,500.</p> <p><u>Sickness and accident benefits—</u> Increased: Men to \$60 a week; women to \$50. For employees and dependents: <u>Hospital, surgical, and medical benefits—</u> Increased: <u>Hospitalization</u> (room and board)—maximum confinement—to 365 days.</p> <p><u>Physician's services</u>—to \$5 a day for up to 365 days. <u>Diagnostic X-ray and laboratory tests</u>—Maximum for any one condition—\$100 in a 12 consecutive month period. <u>X-ray and radium therapy</u>—Maximum—to \$200. Added: <u>Nursing home benefits</u>—Up to 50 percent of semiprivate room charge for lesser of number of days remaining under hospital benefits or 60 days, provided patients were confined to hospital for 15 days or more. <u>Visiting nurse benefits</u>—Up to \$6 for each of 15 visits in home by registered nurse employed by Visiting Nurse Service provided patient immediately following hospital confinement of 15 days or more.</p>	<p>Increased: Insurance continuation on layoff—up to 2 years. Added: Life insurance provided employee retired with normal, early, or disability benefit, reduced from normal face value in 30 equal monthly amounts to \$2,250.</p> <p>Employee terminated at age 60 or later and eligible for deferred pension to be provided \$2,250 life insurance. In case of dismemberment, loss of member must occur within 180 days of accident.</p> <p>Added: Coverage continued until the earlier of death or remarriage for surviving spouse of retiree who died on or after Aug. 1, 1964, benefit limited to 120 days for any one hospital confinement if employee retired prior to Aug. 1, 1964; to 365 days if employee retired after Aug. 1, 1964. Increased: Extended coverage on layoff—1 to 9 months (on termination of 90-day extended coverage already in effect), provided employee in any months they had no company earnings within 2-year period after layoff depending on maximum number of weekly benefits available under SUB.¹⁹</p> <p>Patient must have required continued care and have been transferred to nursing home directly from hospital on doctor's written recommendation for treatment of condition that required hospitalization.</p> <p>Care must be on doctor's written recommendation for same condition that required hospitalization.</p>	
Retirement Plan			
Jan. 1, 1947 ²⁰		<p>Contributory plan requiring employee payments and providing benefits (in addition to Federal old-age, survivors, and disability insurance) as follows: <u>Contributions:</u> Employee—2.5 percent of first \$3,000 in annual earnings, plus 5 percent of remainder; company-predetermined amounts, increased with employee's age.</p>	Plan not included in union agreement.

C—Related Wage Practices¹²—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Retirement Plan—Continued			
Jan. 1, 1947 ²⁰ — Continued		<p><u>Normal retirement annuities:</u></p> <p><u>Eligibility</u>—men at 65, women at 60, on or after the January 1 or July 1 immediately following completion of 1 year of service.</p> <p><u>Benefits</u>—annuity (in monthly payments) derived by multiplying years of participation in plan by $\frac{3}{4}$ of 1 percent of first \$3,000 in annual earnings plus 1.5 percent of earnings over \$3,000.</p> <p><u>Termination options:</u></p> <p>Employee whose services were voluntarily or involuntarily terminated could elect:</p> <p>(1) <u>Lump-sum benefit</u>—immediate payment consisting of own contributions and accumulated interest; (2) <u>Deferred benefit</u>—consisting of own and company contributions and accumulated interest at normal retirement; or (3) <u>Reduced benefit</u>—consisting of own and company contributions and accumulated interest actuarially reduced according to age at time annuity started.</p> <p><u>Annuity options:</u></p> <p><u>Regular annuity</u>—providing benefits during retiree's life;</p> <p><u>Modified cash refund</u>—providing reduced benefits during retiree's life and balance of his contributions and interest, if any, to beneficiary after his death.</p> <p><u>Period certain</u>—providing reduced benefits for guaranteed period, up to 20 years, to retiree or to beneficiary if employee died before last guaranteed payment.</p>	

C—Related Wage Practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Retirement Plan—Continued			
Jan. 1, 1947 ²⁰ — Continued		<u>Joint and survivor</u> —providing reduced benefits during life of retiree and same or lower benefits to beneficiary for life. <u>Death benefits</u> —beneficiary of employee who died while employed or on pension could elect (1) lump-sum payment with accumulated interest, or (2) periodic payments consisting of employee and company contributions plus accumulated interest as follows, if total benefit was (a) less than \$500—lump sum, (b) \$500 but less than \$667.67—semiannual installments, each equal to 6 percent of total death benefit, (c) over \$666.66 but less than \$2,000—quarterly installments, each equal to 3 percent of total death benefit or (d) \$2,000 or over—in monthly installments each equal to 1 percent of total death benefit. Changed: <u>Normal retirement annuity</u> — <u>Eligibility</u> : Service requirement for employee who joined plan after Apr. 1, 1950—to 10 years of continuous membership in plan. Increased: <u>Benefits</u> —monthly benefits for future service to $\frac{7}{8}$ of 1 percent of first \$3,000 earned plus 1.75 percent of remaining earnings. <u>Minimum annuity</u> —after 25 years' service—\$100 to \$125 a month according to date employee first joined plan. Benefits reduced \$4 a month for each year of service below 25; maximum reduction, \$40.	For beneficiaries of retired employees, retiree must have been pensioned after age 60 under regular procedures or before age 60 at option of company and must have died before receiving annuity.
Apr. 1, 1950, B. F. Goodrich; May 1, 1950, Firestone.	Established: Noncontributory plan providing the following benefits: <u>Normal retirement annuity</u> — <u>Eligibility</u> after 15 years' service, at age 65. <u>Benefits</u> —monthly benefits of $\frac{1}{12}$ of 1 percent of total earnings reduced by $\frac{1}{2}$ of social security benefits. <u>Minimum annuity</u> —\$100 a month, including statutory benefits, after 25 years' service. Benefits actuarially reduced for each year of service under 25.		<u>B. F. Goodrich</u> Employee who joined plan after Apr. 1, 1950, and was terminated before completing 10 years' membership in plan, could withdraw own contributions plus interest or, at option of employee, receive any paid-up annuity purchased by own contributions. Beneficiary to receive employee's contribution plus interest if employee died before completion of 10 continuous years in plan. Employees who were members of plan on Apr. 1, 1950, entitled to company contributions, regardless of years of service, as long as they remained members.

C—Related Wage Practices^{1,2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Retirement Plan—Continued			
Apr. 1, 1950, B. F. Goodrich; May 1, 1950, Firestone— Continued	<u>Early retirement annuity</u> —Employee age 55, but under 65, with at least 20 years' service, retiring with company consent to receive actuarially reduced annuity. <u>Disability annuity</u> —Employee totally and permanently disabled, with at least 15 years' service, to receive greater of $\frac{1}{12}$ of 1 percent of total earnings or \$50 a month, including statutory benefits.	<u>Early retirement</u> —employee age 60 but under 65 with at least 20 years' service, retiring with company consent, to receive an actuarially reduced annuity. <u>Supplemental annuity</u> —employee with service prior to Jan. 1, 1938 (1) currently participating in plan and (2) who had not participated, but whose 65th birthday occurred between Oct. 1, 1949, and Oct. 1, 1950, to receive difference between retirement income base and the total of (1) $\frac{1}{2}$ primary social security benefit, (2) monthly annuity purchased for him while a member of the plan between Jan. 1, 1938, and age 65, plus (3) monthly annuity which could have been purchased for him if he had been a member during any period of nonmembership in plan between Jan. 1, 1938, and age 65.	Added: <u>B. F. Goodrich</u> —maximum annual earnings on which employee was to contribute 2.5 percent to be adjusted to equal maximum annual earnings over \$3,000 taxable under the Social Security Act. Added: <u>B. F. Goodrich</u> —minimum of \$100 a month, including social security benefits paid nonmembers with 25 years of service or more, if their 65th birthday occurred between Oct. 1, 1949, and Oct. 1, 1950, reduced \$4 a month for each year of service below 25; maximum reduction, \$40. Benefits paid in addition to any other annuity provided under plan. Employee's retirement income base was an amount equal to (a) $1\frac{1}{2}$ percent of his average monthly earnings between Jan. 1, 1938, and age 65, for each full year of continuous service, up to 20, plus (b) $\frac{3}{4}$ percent for each full year of service in excess of 20. Average monthly earnings determined by dividing employee's total earnings for the period Jan. 1, 1938, to age 65, or date of actual retirement, whichever was earlier, by the number of full calendar months in such period.
Oct. 1, 1953-----	Changed to: <u>Normal benefit</u> — $\frac{1}{2}$ of 1 percent of total earnings reduced by $\frac{1}{2}$ of social security benefits. Increased to: <u>Minimum annuity</u> —\$125 a month, including primary social security benefit, after 25 years' service.		<u>Firestone</u> : Applicable to employee who retired after Apr. 30, 1950. Minimum pension for 15 years of service or more to be at least the actuarial equivalent of lump sum provided as severance pay (2 percent of employee's total earnings) exclusive of primary social security benefit.

C—Related Wage Practices¹²—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Retirement Plan—Continued			
July 1, 1955 (agreement dated June 22, 1955, B. F. Goodrich; agreement dated May 25, 1955, Firestone).	<p>Revised to:</p> <p><u>Minimum annuity</u>—\$1.80 a month for each year of service, up to 30, with no reduction for social security payments.</p> <p>Increased to:</p> <p><u>Disability annuity</u>—minimum of \$80 a month, including $\frac{1}{2}$ of social security benefits.</p>	<p>Established: Noncontributory plan providing the following benefits:</p> <p><u>Normal retirement annuity</u>:</p> <p><u>Eligibility</u>—after 10 years' service, at age 65 or over.</p> <p><u>Benefits</u>—monthly benefits of $\frac{1}{12}$ of 1 percent of total earnings reduced by $\frac{1}{2}$ of social security benefits.</p> <p><u>Minimum annuity</u>—\$1.80 for each year of service, including social security, up to 30.</p> <p><u>Early retirement</u>—employee age 55, but under 65, with at least 20 years' service, retiring with company consent, to receive actuarially reduced annuity.</p> <p><u>Disability annuity</u>—employee totally and permanently disabled, with at least 15 years' service to receive greater of $\frac{1}{12}$ of 1 percent of total earnings or \$80 a month, including statutory benefits.</p> <p><u>Vested rights</u>—employee separated at or after age 40 with 10 years of service or more, to receive deferred normal monthly benefits at age 65 for each year of credited service between age 30 and date employment was terminated.</p> <p><u>Joint and survivor option</u>—employee could elect to receive (1) a reduced annuity payable for a guaranteed period, up to 20 years, with remaining benefits paid beneficiary if retiree died before last payment, or (2) a reduced annuity providing same or $\frac{1}{2}$ retiree's benefits,</p>	<p><u>Firestone and B. F. Goodrich</u>: Employee with 10 but less than 15 years' service hired prior to July 1, 1955, was (1) made eligible for normal retirement annuities and (2) credited with 15 years of service in computation of minimum pension.</p> <p><u>Firestone and B. F. Goodrich</u>: Once determined, amount of social security benefit deduction not to be changed by subsequent increase in social security benefits.</p> <p>Changed: Definition of earnings used to determine amount of retirement benefits or severance pay to (a) actual earnings since Jan. 1, 1955, plus (b) years of service prior to 1955 times average annual earnings from Jan. 1, 1945, through Dec. 31, 1954 (was actual earnings since Jan. 1, 1940, plus years of service prior to 1940 times 1939 earnings).</p> <p><u>B. F. Goodrich</u>: Normal benefits payable at age 65. Benefits reduced by fixed statutory payments, unemployment compensation, and lump-sum payments for loss of bodily members. Disability benefits not payable to employee who received total and permanent disability benefits under life insurance plan.</p> <p>No benefits payable for years of service prior to January 1 of the year in which employee reached age 30.</p> <p>Election could be made any time before Nov. 1, 1955; thereafter, employee required to provide evidence of good health satisfactory to company if election made less than 5 years before age 65. Death of employee before age 65 voided both options; death of joint annuitant before employee's 65th birthday voided option (2).</p>

C—Related Wage Practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Retirement Plans—Continued			
July 1, 1955 (agreement dated June 22, 1955, B. F. Goodrich; agreement dated May 25, 1955, Firestone)—Continued		for life, to beneficiary beginning after death of retiree. <u>Discontinued:</u> Purchase of annuities and employee contributions under contributory retirement plan. Employee could withdraw contributions or retain equity.	
July 1, 1959 (agreement dated June 9, 1959, B. F. Goodrich; and July 1, 1959, Firestone).	Normal retirement annuity— Reduced to: <u>Eligibility:</u> Service requirement—10 years. <u>Changed to:</u> Benefits—\$2.40 a month for each year of service prior to Jan. 1, 1959, plus \$2.50 a month for each year thereafter. Benefits in addition to Federal social security payments. <u>Early retirement annuity:</u> Employee age 55, but under 65, with at least 20 years' service, retiring at own option could elect to receive: An immediate annuity reduced by $\frac{4}{10}$ of 1 percent for each month under age 65, or deferred normal benefits at age 65. <u>Increased:</u> <u>Disability retirement annuity:</u> To twice normal retirement benefits, reduced until age 65 by any statutory payments. Added: <u>Vested rights</u> —employee separated at or after age 40 with 10 years of service or more to receive deferred normal monthly benefits at age 65 for each year of credited service between age 30 and date employment was terminated. <u>Joint and survivor annuity</u> —employee could elect to receive (1) a reduced annuity payable for a guaranteed period, up to 20 years, with remaining benefits paid beneficiary if retiree died before last payment, or (2) reduced	 	

C—Related Wage Practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Retirement Plan—Continued			
July 1, 1959 (agreement dated June 9, 1959, B. F. Goodrich; July 1, 1959, Firestone)—Continued	annuity providing same, or 1/2 retiree's benefits, for life, to beneficiary after death of employee.		
Aug. 1, 1964 (agreement dated July 13, 1964, Firestone; July 17, 1964, B. F. Goodrich).	Increased to: <u>Normal retirement annuity</u> : Benefits—\$3.25 a month for each year of credited service. Benefits in addition to Federal social security payments. Reduced: <u>Early retirement annuity</u> —service requirement to 15 years. Added: <u>Early retirement annuity</u> —employee eligible for early retirement annuity, who retired at company option or under mutually satisfactory conditions, to receive twice the normal annuity until unreduced primary social security benefits became available. Added: <u>Special early retirement annuity</u> —employee with at least 10 years' service retiring at or after age 62 to receive benefits as computed under normal retirement annuity. Increased: <u>Disability retirement annuity</u> —minimum, to \$100 until eligible for unreduced primary social security benefits. Reduced: <u>Disability retirement annuity</u> —service requirement to 10 years. Changed: <u>Joint and survivor annuity</u> —maximum period certain to 15 years; period employee allowed to elect option, to 3 years.	<u>Firestone and B. F. Goodrich</u> : Applicable to employee retiring on or after Aug. 1, 1964. Added: Monthly benefit, unreduced because of post-retirement death options, payable to retiree at age 65, guaranteed for 5 years. If retiree died before last payment, beneficiary or estate to receive remaining payments. <u>Firestone</u> —for service prior to Jan. 1, 1959—employee retiring at age 65 and after Aug. 1, 1964 to receive \$2.40 a month (with \$58 deducted for social security) or \$3.25 a month for each year of credited service. New benefits applicable for service after Dec. 31, 1958. Minimum monthly benefit, \$27. <u>Firestone and B. F. Goodrich</u> : Changed: Immediate benefits reduced by 4/10 of 1 percent for each month under age 62; deferred normal annuity payable at age 62. <u>Firestone and B. F. Goodrich</u> : Eliminated: Deduction of workmen's compensation payments. <u>Firestone and B. F. Goodrich</u> : Changed: Joint and survivors benefit made available to early and disabled retirees with full benefits guaranteed between ages 65 and 69 (as for normal retirees) and actuarially reduced thereafter. Reduced: Age at which employee could elect option without evidence of good health, to 62. <u>B. F. Goodrich</u> —in lieu of new benefits, employee could elect one of the options under previous provision, if election was made 3 years prior to its effective date.	

C—Related Wage Practices^{1,2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Supplemental Unemployment Benefit Plan			
Sept. 12, 1956 (agreement of July 12, 1956, B. F. Goodrich; July 21, 1956, Firestone).	<p>Established: Plan to supplement benefits paid under State unemployment systems.</p> <p><u>Contributions</u>—company to contribute 3 cents per man-hour compensated.</p> <p><u>Eligibility</u>—employee must have (1) had 1 year's seniority;²² (2) been on 2d week of layoff during calendar year;²³ (3) had at least ¼ benefit credit unit; (4) not refused a company job which he was required by local agreement to accept; (5) not been eligible for or receiving a severance allowance, pension, or disability benefit, unless he could have received these while working or receiving unemployment compensation; and (6) been eligible for State unemployment compensation unless (a) he was serving a 2d waiting week, (b) he had an insufficient period of covered employment, (c) benefits were not payable for 26 weeks, or (d) his earnings exceeded State limit. To obtain a weekly benefit, employee surrendered 1 to 7.5 credit units, depending on seniority and trust fund position.²⁴</p> <p><u>Accrual of credit units</u>—employee accumulated ½ credit unit for each workweek for which he received 18 hours' pay if on 6-hour shift, or 20 hours' pay if on 8-hour shift. A maximum of 26 credit units could be accumulated at any one time.</p> <p><u>Size of benefits</u>—an amount which, when added to State benefits, company earnings, and other compensation²⁵ would equal 65 percent of employee's weekly straight-time wages after taxes for 36 hours if on 6-hour shift, or 40 hours if on 8-hour shift, but not more than (1) \$25 plus \$2 for each dependent up to 4 during week employee received State benefits, or (2) \$48.30 plus \$2 for each dependent up to 4 during week employee was not eligible for State benefits.</p>		<p>Plan contingent on obtaining ruling, by Sept. 12, 1957, that (1) company contributions were deductible expenses for Federal income tax purposes, and (2) such contributions would be excluded in computation of overtime pay under the Fair Labor Standards Act. These rulings were obtained.</p> <p>Alternate benefit plan established for employees in States where supplementation was not permitted.²¹ Contributions to be paid into fund to be built up to a "maximum trust fund position" of approximately \$185 per employee (including workers laid off but eligible for benefits) or \$3.9 million. Contributions to cease when fund reached 100 percent of the maximum trust fund position and to be resumed only as necessary to restore this level.</p> <p>Contributions were retroactive to July 9, 1956, at B. F. Goodrich, and July 15, 1956, at Firestone. Week of layoff defined as workweek of less than 18 hours for workers on 6-hour shift, or less than 20 hours, for workers on 8-hour shift, including, in both cases, hours paid for but not worked.</p>
June 12, 1959 Firestone (agreement of same date); Sept. 2, 1959, B. F. Goodrich (agreement dated June 9, 1959).	<p><u>Eligibility:</u> <u>Eliminated</u>—requirement that employee be on 2d week of layoff during calendar year, unless this was a necessary condition for receiving State benefits.</p> <p><u>Added:</u> Benefits not payable during period of plant vacation shutdown to employee eligible for annual paid vacation of same or greater duration unless vacation had been taken during previous layoff.</p>		<p>Benefits discontinued when trust fund position fell below 4 percent. Benefits to be first payable for week after July 8, 1957, at B. F. Goodrich, and July 15, 1957, at Firestone.</p> <p>Employee with fewer than the number of credit units required for full weekly benefit to receive proportionately reduced amount if benefit was \$2 or more. If amount was less than \$2, benefits were accumulated and paid after 13 weeks or when last benefit was due, whichever earlier.</p> <p><u>Changed:</u> Week of layoff defined as workweek of less than 21 hours, for workers on 6-hour shift, or less than 23 hours for workers on 8-hour shift, including in both cases, hours paid for but not worked.</p>

See footnotes on p. 34.

C—Related Wage Practices^{1,2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Supplemental Unemployment Benefit Plan—Continued			
June 12, 1959 Firestone (agreement of same date); Sept. 2, 1959 B. F. Goodrich (agreement dated June 9, 1959)— Continued	<p><u>Accrual of credit units:</u> Changed—employee to accumulate $\frac{1}{2}$ credit unit each workweek he received any pay from company. Added—maximum number of credit units increased to match increase in number of weeks of State unemployment compensation beyond 26, up to and including 39. <u>Size of Benefits:</u> Increased to—an amount which, when added to State unemployment compensation and other company earnings (including potential earnings for available time not worked) plus earnings over \$10 from other employers, would equal 65 percent of employee's weekly straight-time wages after taxes for 36 hours if on 6-hour shift, or 40 hours if on 8-hour shift but not more than (1) \$30 plus \$2 for each dependent up to 4, for each week he received State benefits or each week after receipt of State benefits for 26 weeks, or (2) \$52 plus \$2 for each dependent up to 4 during first 26 weeks employee was not eligible for State benefits.</p>		
June 5, 1961 (agreement dated Apr. 18, 1961, Firestone; and 1959 letter of understanding, B. F. Goodrich).	<p><u>Eligibility:</u> Added—benefits payable to medically restricted employee awaiting suitable placement. <u>Size of Benefits:</u> Increased—maximum benefit to (1) \$35 plus \$2 for each dependent up to 4, for each week he received State benefits or each week after receipt of State benefits for 26 weeks or (2) \$57 plus \$2 for each dependent up to 4 during first 26 weeks employee was not eligible for State benefits.</p>		Changed: Employee with insufficient credit units, but otherwise eligible, received full benefit.
April 16, 1963 (agreement dated Apr. 24, 1963, Firestone; Apr. 25, 1963, B. F. Goodrich).	<p><u>Accrual of credit units:</u> Increased—maximum number of credit units, to 52.</p>		
July 28, 1963 (agreement dated Apr. 24, 1963, Firestone; Apr. 25, 1963, B. F. Goodrich).	<p>Increased: Company contributions to 4 cents per man-hour compensated. <u>Size of benefits:</u> Changed—regular benefits—an amount which, when added to State unemployment compensation and weekly earnings from company (including potential earnings for available time not worked) plus earnings over \$10 from other employers, would equal 62 percent of straight-time weekly wages for a normal workweek. Maximum weekly benefit, \$40 (\$62 during first 26 weeks the employee was ineligible for State benefits) plus \$2 per dependent up to 4. <u>Eligibility:</u> Added—employee to be eligible for benefits if disqualified for unemployment compensation (1) when laid off because of inability to perform work offered, although capable of doing other work to which entitled if seniority had been sufficient, (2) for refusal to accept an offer by the company of work which he was not required to take under local agreement, (3) because of eligibility for or receipt of statutory retirement or disability benefits which could be received while working, (4) when retired without company pension, (5) when serving an unemployment compensation waiting week while laid off out of line of</p>		Benefits discontinued when credit unit cancellation base ²⁴ fell below 4 percent. Maximum not applicable when serving an unemployment compensation waiting week while temporarily laid off out of line of seniority, unless layoff resulted from plant rearrangement or inventory. Employee could be eligible for part of week if specified disqualification conditions were responsible for entire week's unemployment. One-fifth of weekly benefit paid for each day eligible. One-sixth, if normal workweek was 6 days.

C—Related Wage Practices^{1,2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Supplemental Unemployment Benefit Plan—Continued			
July 28, 1963 (agreement dated Apr. 24, 1963, Firestone; Apr. 25, 1963, B. F. Goodrich)—Continued	<p>seniority unless layoff resulted from plant rearrangement or inventory, or when he had refused or delayed placement to a job to which his seniority entitled him or when a short workweek benefit was payable, (6) when receiving military termination pay, (7) when earnings for week were at least equal to or above State unemployment compensation earnings limit, less \$2, but employee failed to claim compensation, or (8) when employee participated in a Federal retraining program providing benefits or subsistence.²⁶</p> <p>Added—short workweek and special benefits for scheduled and unscheduled workweek.</p> <p><u>Scheduled short workweek</u>—65 percent of short workweek average hourly earnings times the difference between compensated or available hours and the number of hours in normal workweek.</p> <p><u>Unscheduled short workweek</u>—50 percent of short workweek average hourly earnings times the difference between compensated or available hours and the number of hours in normal workweek.</p> <p><u>Eligibility</u>—employee (1) with 1 year of service or more who worked for the company during week but whose compensated, or available hours were less than those in normal workweek,²⁸ (2) who was laid off part of the week,²⁹ (3) who was ineligible for State unemployment compensation because of company earnings,³⁰ (4) satisfied specified SUB eligibility requirements, and (5) without the equivalent of a week of unemployment as defined by the State unemployment compensation law with respect to any part of the workweek.³¹</p> <p>Added:</p> <p><u>Special benefits</u>—the greater of (a) regular benefits or (b) benefits calculated in the same manner as short workweek benefit reduced by State unemployment compensation and weekly earnings over \$10 from another employer.</p>		<p>Payable: Short workweek benefits, without application, for any week in which employee worked a short workweek and received company earnings sufficient to disqualify him for State unemployment compensation. No minimum or maximum benefit.</p> <p>Special benefits, with application, for any week in which employee worked a short workweek but did not receive sufficient company earnings to be disqualified for State unemployment compensation. No minimum or maximum benefit.</p> <p>Defined as week in which hours were reduced to adjust production to customer demand.</p> <p>Defined as week in which (1) reduced hours not classified as scheduled, (2) employee returned from layoff to replace separated or absent employee, or (3) employee returned to work after a week of layoff because of an increase in production.²⁷</p> <p>Compensated or available hours to include hours (1) paid for, (2) scheduled but not worked, (3) while on layoff for any reason not covered by SUB plan,²³ (4) not worked in accordance with local agreement, or because of absenteeism of other workers, (5) below the normal workweek of employees regularly scheduled to work less than the normal workweek, (6) not worked because of work sharing required by collective bargaining agreement except (a) where union was not asked to waive the work-sharing provisions, or (b) when the union refused to waive the work-sharing provisions and the company, after the work-sharing period, failed to lay off, (7) not worked because of a change in shift resulting from request of employee, (8) not worked because of a reduction in normal workweek by written agreement, or (9) not worked because of full or partial shutdown requested or agreed to in writing by the union.</p>

C—Related Wage Practices¹²—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	

Supplemental Unemployment Benefit Plan—Continued			
July 28, 1963 (agreement dated Apr. 24, 1963, Firestone; Apr. 25, 1963, B. F. Goodrich)—Continued	<p><u>Eligibility</u>—employee who (1) met all conditions for regular benefit (except \$2 minimum not applicable), (2) worked for the company during the week but whose compensated, or available hours were less than those in normal workweek, and (3) did not receive sufficient company earnings or work for company long enough to be disqualified for State unemployment compensation.</p> <p><u>Leveling week benefit</u>—employee serving a waiting week for State benefits to receive full amount (62 percent) of regular benefit (or special benefit, if applicable) for such week if laid off out of line of seniority pending placement under terms of the collective bargaining agreement. No benefits payable during plant rearrangement, inventory, or other reasons specified in plan. No credit units canceled for week in which benefit was received.</p>		Not applicable if short workweek benefit was payable.
Apr. 19, 1965 (amended agreement on supplemental unemployment benefits of Apr. 23, 1965, B. F. Goodrich; Apr. 22, 1965, Firestone).	<p><u>Increased</u>—company contributions, to 5 cents per man-hour compensated.</p> <p><u>Size of benefits:</u> <u>Changed:</u> Regular benefits³²—an amount which, when added to State unemployment compensation, and weekly earnings from the company (including potential earnings for available time not worked), plus earnings over \$10 from other employers, would equal 65 percent of straight-time weekly earnings for normal workweek. Maximum weekly benefit, \$50, plus \$2 a dependent, up to 4. Minimum weekly benefit, \$10. No change in \$62 maximum during first 26 weeks the employee was ineligible for State benefits.</p> <p><u>Added:</u> <u>Eligibility</u>—employee to be eligible for benefits if disqualified for unemployment compensation when the week was a 2d waiting week within his benefit year under the State system or was a State system "waiting week" immediately following a week for which he received a State benefit or occurred less than 52 weeks since his last State "waiting week."</p> <p><u>Changed:</u> <u>Accrual of credit units</u>—maximum number of units ranged from 52 to 208 depending on number of years of seniority.³³</p> <p><u>Scheduled short workweek</u>—75 percent of short workweek average hourly earnings times the difference between compensated or available hours and the number of hours in normal workweek.</p> <p><u>Unscheduled short workweek</u>—60 percent of short workweek average hourly earnings times the difference between compensated or available hours and the number of hours in normal workweek.</p>		<p>Company contributions reduced by amount of separation payments and cost of hospital-medical benefits for laid-off employees beyond period of extended coverage provided under insurance agreement.</p> <p><u>Changed:</u> Period of continuous layoff before permanently losing credit units, from 24 months for all employees to 24 months for employees with less than 15 years' seniority; 36 months for 15 but less than 25 years; and 48 months for 25 years or more.</p> <p><u>Changed to:</u> <u>Automatic short workweek benefit</u> (previously shown as benefit payable without application).</p>

C—Related Wage Practices¹²—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Separation pay			
June 5, 1961 (agreement dated Apr. 18, 1961, Firestone; Sept. 18, 1961, B. F. Goodrich).	Established: Plan to pay lump-sum separation benefits from SUB fund. <u>Eligibility</u> —employee must (1) have been on layoff ²³ for 2 years or more with recall rights; ³⁴ (2) have had 5 years or more continuous service credit before layoff; (3) have not refused a company job which he was required by local agreement to accept, and (4) have not received or been eligible for severance pay. <u>Size of payments</u> —an amount equal to 2 percent of total earnings for employee with 5 but less than 10 years' service, 2½ percent for employee with 10 but less than 15 years' service, and 3 percent for employee with 15 years' service or more, reduced in all cases by any SUB benefits received during most recent layoff.	Payments to be made directly by company if trust fund position was less than 80 percent. Employee who accepted separation payment forfeited all rights to pension, insurance, and other employee benefits and, if reemployed by the company, did not have canceled seniority reinstated.	
July 28, 1963 (agreement dated Apr. 24, 1963, Firestone; Apr. 25, 1963, B. F. Goodrich).	Changed: <u>Eligibility</u> —service requirements reduced to 2 years. Added: <u>Size of payments</u> —an amount equal to 50 hours' pay for employee with 2 but less than 3 years' service, 75 hours' pay for 3 but less than 4 years' service, and 100 hours' pay with 4 but less than 5 years' service. <u>Eliminated</u> —deduction of SUB benefits received during most recent layoff from separation payment.	Added: Employee could be recalled for a period of less than 3 months during a 2-year layoff and still qualify.	
Apr. 19, 1965 (B. F. Goodrich, amended agreement on supplemental unemployment benefits; Firestone, Apr. 22, 1965).	Changed: <u>Eligibility</u> —service requirement reduced to 1 year. Changed to: <u>Size of payments</u> —50 hours' pay for employees with 1 but less than 2 years seniority, to 2 weeks' pay for each year of seniority over 20. ³⁵		
Bonus Plan			
Apr. 1, 1965 (memorandum of agreement of Apr. 23, 1965, B. F. Goodrich; Apr. 22, 1965, Firestone).	Established: Bonus plan, to be financed by allocating, to a special fund, company's 5-cent-an-hour SUB contribution after SUB fund had reached maximum financing. Benefits ranging from \$25 to \$100 depending on status of special fund, provided employees with 1 year of seniority or more in the bargaining unit.	Benefit determined by dividing the amount in the special fund by the total number of eligibles employed on October 31 each year. Benefits to be payable on last pay day before December 25 each applicable year or June 1 of the following year as determined at local plant level. No benefits paid in year in which payments per eligible employee would be less than \$25 (in which case amount in fund was to be included in determining future distribution). If amount in special fund exceeded \$100 per employee, the excess was to be taken into account in determining future benefits. Plan contingent on rulings that payments (1) need not be included in regular rate for purposes of the Fair Labor Standards Act, and (2) were deductible expenses for income tax purposes in year in which they were made.	

Footnotes:

- ¹ Last entry under each item represents most recent change.
- ² Benefit additions or changes negotiated as part of a master agreement did not become effective at a plant until a supplemental agreement was signed at the respective plant.
- ³ A 6-hour day, 36-hour week, was the normal schedule for most tire and tube workers in Akron during the prewar and postwar years. During the war, and at B. F. Goodrich plants since July 1965, an 8-hour day was worked.
- ⁴ Not applicable to hours not made available to employee reporting for work after absence, unless he had written leave-of-absence and reported on first workday following end of leave.
- ⁵ During period covered by Executive Order No. 9240 (Oct. 1, 1942, to Aug. 21, 1945), these provisions were modified in practice where necessary to conform with that order.
- ⁶ Policy in effect at B. F. Goodrich prior to inclusion in union agreement.
- ⁷ 2 percent for 5 but less than 10 years, 2½ percent for 10 but less than 15 years, and 3 percent for 15 years or more.
- ⁸ Group life insurance began in November 1916; group hospitalization, accident, and sickness insurance in January 1934.
- ⁹ Group life insurance began in 1915; group hospitalization in 1938.
- ¹⁰ Schedule of benefits and contributions were as follows:

Basic hourly rate	Life insurance
Less than \$0.72-----	\$1,500
\$0.72 but less than \$0.90-----	2,000
\$0.90 but less than \$1.08-----	2,500
\$1.08 but less than \$1.26-----	3,000
\$1.26 but less than \$1.44-----	3,500
\$1.44 and over-----	4,000

- ¹¹ Schedule of benefits and contributions were as follows:

Annual earnings	Life insurance	Employee's monthly contribution
Less than \$2,000-----	\$2,000	\$1.20
\$2,000 but less than \$3,000-----	3,000	1.80
\$3,000 but less than \$4,000-----	4,000	2.40
\$4,000 but less than \$5,000-----	5,000	3.00
\$5,000 but less than \$7,500-----	7,500	4.50
\$7,500 but less than \$10,000-----	10,000	6.00
\$10,000 but less than \$15,000-----	15,000	10.30
\$15,000 and over-----	20,000	14.60

- ¹² Life insurance reduced in accordance with following schedule:

Insurance in force at retirement	Reduced amount
\$1,500-----	\$1,000
2,000-----	1,100
2,500-----	1,200
3,000-----	1,500
3,500-----	1,500
4,000-----	1,500

- ¹³ Akron and New Castle locals administered own hospital, surgical, and weekly accident and sickness benefit plans by contract with private insurance company.
- ¹⁴ Akron and New Castle locals rejoined company hospital, surgical, and accident and sickness plans.
- ¹⁵ Schedule of benefits was as follows:

Basic hourly rate	Life insurance
Less than \$0.90-----	\$2,000
\$0.90 but less than \$1.08-----	2,500
\$1.08 but less than \$1.26-----	3,000
\$1.26 but less than \$1.44-----	3,500
\$1.44 but less than \$1.62-----	4,000
\$1.62 and over-----	4,500

- ¹⁶ Schedule of benefits was as follows:

Annual earnings	Life insurance
Less than \$2,000-----	\$2,500
\$2,000 but less than \$2,500-----	3,000
\$2,500 but less than \$3,500-----	4,000
\$3,500 and over-----	4,500

Footnotes—Continued

¹⁷ Not payable in connection with pregnancy.

¹⁸ Exclusive of outpatient diagnostic X-ray and laboratory tests, and outpatient X-ray and radium therapy benefits.

¹⁹ Company to pay the full cost of continued coverage for a maximum period determined in accordance with the following table:

Maximum number of full weekly SUB benefits to which employee's credit units as of last day worked prior to layoff would entitle him:	Maximum number of months for which hospital, surgical, and medical expense coverage to be continued without cost to employee:
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16 to 19	1
20 to 23	2
24 to 27	3
28 to 31	4
32 to 35	5
36 to 39	6
40 to 43	7
44 to 47	8
48 to 52	9

²⁰ Plan originated in April 1934.

²¹ Plan provided for payment of a "lump-sum" benefit at end of layoff or after eligibility for State benefits was exhausted, whichever occurred first. Benefit equaled amount of weekly SUB benefits employee would have received if supplementation had been permitted. In States where payment of lump-sum benefits was not allowed, employee received State benefits for 2 (or 3) weeks and a "periodic" benefit during the third (or fourth) week. Periodic benefits equaled 3 (or 4) times amount of weekly SUB benefits. These benefits were also payable to employee ineligible for State benefits if he was otherwise eligible for weekly SUB benefits but in a State where supplementation was not permitted.

²² Employee received credit units retroactively on attaining 1 year's seniority.

²³ Benefits not payable for periods of layoff occurring for disciplinary reasons or as a consequence of (1) any strike, slowdown, work stoppage, picketing (whether or not by employees), or concerted action at a company plant (or plants), or any dispute of any kind involving employees whether at a company plant (or plants), or elsewhere, (2) any fault attributable to the applicant, (3) any war or hostile act of a foreign power (but not government regulations or control's connected therewith), (4) sabotage or insurrection, or (5) any act of God.

²⁴ Credit unit cancellation schedule was as follows:

If the trust fund position applicable to the week for which such benefit paid is—	And if the years of seniority were—				
	1 to 5 years	5 to 10 years	10 to 15 years	15 to 20 years	20 years and over
The credit units canceled for benefit to be—					
80 percent or over	1.00	1.00	1.00	1.00	1.00
70 to 79.99 percent	1.15	1.00	1.00	1.00	1.00
60 to 69.99 percent	1.30	1.15	1.00	1.00	1.00
50 to 59.99 percent	1.50	1.30	1.15	1.00	1.00
40 to 49.99 percent	2.00	1.50	1.30	1.15	1.00
30 to 39.99 percent	2.50	2.00	1.50	1.30	1.15
20 to 29.99 percent	3.33	2.50	2.00	1.50	1.30
10 to 19.99 percent	5.00	3.33	2.50	2.00	1.50
4 to 9.99 percent	7.50	5.00	3.33	2.50	2.00
Under 4 percent	No benefits payable				

²⁵ Including amount employee ineligible for State benefits would have received from company for available hours not worked.

²⁶ For employee disqualified for unemployment compensation because of period worked, or when company earnings were at least equal to or above State unemployment compensation earning limit (see short workweek benefits).

²⁷ Only to extent short workweek was attributable to such cause.

²⁸ Excluding weeks in which holiday pay was the only pay received from the company. Layoff must have been for reasons specified in regular SUB plan.

²⁹ Layoff must have been for reasons specified in SUB plan.

³⁰ Employee must have been ineligible for State benefits solely because of company earnings or period worked or either of these reasons in combination with other reasons specified in regular SUB plan.

³¹ When employee had week of unemployment as defined by State unemployment compensation law beginning on a day other than Sunday or Monday, he could apply for partial short workweek benefit for days of layoff not included in defined week of unemployment.

³² Although the 1965 agreement did not provide SUB for employees automatically retired and were ineligible for retirement benefits, such benefits were provided these employees in accordance with company letter dated Apr. 23, 1965.

Footnotes—Continued

³³ Maximum number of credit units accrued were:

Years of seniority	Maximum credit units
Less than 5	52
5 but less than 10	78
10 but less than 15	104
15 but less than 25	130
25 and over	208

³⁴ Company to waive this requirement in cases where there was no significant prospect of reemployment.

³⁵ Benefits were as follows:

Years of seniority	Separation pay
1 but less than 2	50 hours
2 but less than 3	70 hours
3 but less than 4	100 hours
4 but less than 5	135 hours
5 but less than 10	1 week's pay for each year of seniority
10 but less than 15	1 $\frac{1}{4}$ weeks' pay for each year of seniority
15 but less than 20	1 $\frac{1}{2}$ weeks' pay for each year of seniority
20 years or more	2 weeks' pay for each year of seniority

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).
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., 1939-66. BLS Bulletin 1532 (30 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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