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Wage Chronology

ANTHRACITE MINING INDUSTRY, 1930-66

Bulletin No. 1494



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 combination of employers and a union or group of unions. Benefits unilaterally introduced by an employer are generally reported. The chronology series is intended primarily as a tool for research, analysis and wage administration. The series deals only with selected features of collective bargaining or wage determination. References to job security, grievance procedure, methodology of piece-rate adjustment, and similar matters are omitted.

This wage chronology summarizes changes in wage rates and related wage practices negotiated by the Anthracite Operators Wage Agreement Committee with the United Mine Workers of America (Ind.). It includes the terms of 16 wage agreements and one National War Labor Board Wage order. The materials previously published—as BLS Report No. 255, Anthracite Mining Industries, 1930-59—are supplemented by negotiated contract changes effective in 1964.

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

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Anthracite Mining Industry, 1930—66

Introduction

1930—51

Miners employed in the Nation's hard coal field have been represented in their dealings with the operators by the United Mine Workers of America (Ind.) for the past 50 years. These employees are engaged in the production of anthracite in a comparatively small geographic area where mines are characterized by marked physical differences. The wage structure of the industry must of necessity take into account these physical characteristics in order to provide relatively uniform earnings. To accomplish this relative uniformity, an extensive system of contract (piece) rates has been constructed. The general wage changes and related practices for the period 1930 to 1951 are reported in this chronology.¹

Over 95 percent of our domestically produced anthracite is mined in a 500-square-mile area in five counties² in northeastern Pennsylvania. Although some 90 companies operate cleaning and preparation plants for the production of commercial sizes of hard coal, 8 of them account for approximately three-fifths of the total output. About 75 percent of the total production is used for space heating (e.g., private dwellings, office buildings, hospitals, and schools). The remainder is used for industrial purposes. Because so much is used as heating fuel, fluctuations in consumption and production bear a direct relation to the weather.

The United Mine Workers of America (Ind.) succeeded a number of other labor organizations³ and in 1951 represented the majority of the Nation's anthracite miners. Although no formal meetings were held nor was an agreement signed, the union obtained its first wage increase in 1900. The next year, the verbal agreement was extended without a wage change. At the expiration of this agreement, in February 1902, and after continued efforts to negotiate, a vote to suspend work was taken. In the fifth month of this work stoppage, a committee known as the Anthracite Coal Commission was appointed by the President of the United States to study and decide the issues in the case.⁴ The award of the Commission provided for a wage increase and, for the first time in the history of the industry,

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

² The counties are: Luzerne, Schuylkill, Lackawanna, Northumberland, and Carbon. The other anthracite-producing counties are: Susquehanna, Sullivan, Dauphin, and Columbia. Dredge coal only is produced in Lancaster, Lebanon, Northampton, and Snyder Counties.

³ The following is a brief summary of previous organizations: 1849-50—Bates Union at Schuylkill; 1850-61—no organization; 1861-65—American Miners' Association; 1864-76—Workingmen's Benevolent Society; 1873—WBS changed name to Miners' National Association; 1877-88—Knights of Labor organized some miners under name of National Trade Assembly, No. 135; 1883-85—Amalgamated Association of Miners; 1885—AAM succeeded by National Federation of Miners and Mine Laborers; 1888—NFMML changed name to National Progressive Union of Miners and Mine Laborers; and 1890—National Progressive Union and Knights of Labor (National Trade Assembly, No. 135) joined to form United Mine Workers. Twenty-one districts were organized, one of them being District 1, Anthracite, Pennsylvania.

⁴ The operators agreed that the Commission should consist of five men: An officer of the Army or Navy; a mining engineer, not connected with the anthracite or bituminous industry; a Federal judge of the Eastern District of Pennsylvania; a sociologist; and a man who was active in mining and selling coal.

set forth provisions governing hours of work and related conditions. Subsequent agreements between the parties have followed the pattern of this award. The first written agreement negotiated by a committee representing the operators and the United Mine Workers was a 3-year extension of this award and was effective from 1906 to 1909.

The wage structure of the anthracite mining industry is very complex because of the physical composition of the coal veins (whether they are narrow or wide, flat, horizontal or vertical, or a combination of any of these properties). Rates are also determined by the amount of rock encountered in the vein. The evolution of the present wage structure, therefore, has involved a historical variation in methods of compensation among areas, jobs, and for the same job among locations at the mine.

Workers in an anthracite mine are classified as either inside employees or outside employees. Inside workers are further classified as (1) miners and laborers who cut and load coal onto conveyors or into mine cars, and (2) all other employees whose occupations relate to transportation, timbering, pumping, ventilation, and other general underground work.

Licensed or contract miners' rates are complicated to a great degree by the varying physical characteristics, and piece rates are largely determined by these circumstances. Contract miners' rates are generally based on an amount of coal (measured by mine cars loaded or yard advanced in the coal vein) supplemented by separate contract rates covering special conditions. In some situations, miners receive hourly rates in addition to contract (piecework) rates during a payroll period.⁵ When a licensed miner works for hourly and daily rates he is classified as either a consideration miner or a company miner.⁶ Inside employees, other than contract miners, and all outside employees are paid at hourly, daily, or monthly rates.

Premium payments for all employees except contract miners are computed at one and a half times the basic rate for work in excess of 7 hours a day and on the 6th consecutive day of the week; and double time on the 7th consecutive day. Contract miners working on the 6th consecutive day receive one and a half times their average daily earnings for the pay period computed at contract rates; for the 7th consecutive day, they receive double time. In addition, all employees receive premium pay for work on the second and third shifts. Inside employees receive pay for travel time; outside employees have an amount equivalent to travel-time pay added to their basic rates. Additional payments are made to contract workers on a per diem basis because the daily increases granted in the recent years have not been translated into their contract rates.

⁵ The practice of employing contract miners' laborers is confined primarily to District 1 of the anthracite mining region. From 1920 to and including the agreement of May 20, 1941, the parties operated under a formula which was used to determine the proportionate share of the contract laborer's total earnings to be paid by the contract miner and by the operator. During this period, the custom in the anthracite industry was to negotiate general wage changes on a percentage basis. In applying these increases to the contract laborer's earnings, the miner and the operator each contributed his predetermined share. After the 1941 agreement, wage increases to contract miners and their laborers have been uniformly negotiated or directed in terms of a specified amount per day. The full amounts of such increases have been assumed and paid by the operator. Thus, in 1951, the miner contributed that portion of the laborer's earnings for which he was responsible under the agreement of May 20, 1941, and the operators paid the balance, together with all increases since the agreement. In a few instances, the laborers share in the incentive earnings of the contract miner.

The 1952 agreement provided that "where (at individual collieries) any new contract rates have been negotiated since Oct. 1, 1941, . . . (the) increase of 20 percent over and above the contract rates so established shall be applied to such rates."

⁶ In addition, some areas have a system of "buddy" mining. Under this arrangement, two contract miners work together (instead of a contract miner and a laborer) and share their earnings equally.

Table D of this chronology which was collected and compiled by the industry's Anthracite Operators' Wage Agreement Committee shows earnings for selected mining occupations. Full-time daily and weekly earnings are reported for all workers and include straight-time payments and all premium payments. The data for contract miners represent the full-time average daily earnings at contract rates, based on a full 7-hour day, although the miners frequently work less than 7 hours. Excluded from earnings is the amount representing purchases, by contract miners, of explosives and other tools and supplies.

Since operators and the union had bargained collectively for many years, the first provisions in this chronology reported for 1930 do not necessarily indicate changes from prior conditions of employment. The 1951 agreement, effective February 1, was an amendment to the June 7, 1946, agreement, which had amendments as of July 10, 1947; July 3, 1948; and March 9, 1950. It could be terminated on 60 days' written notice by either party after March 31, 1952.

1952—54

Anthracite mine operators and representatives of the United Mine Workers (Ind.) met August 19, 1952, to discuss terms of a new wage agreement. The latest amendment to their basic 1946 contract had been in effect since January 26, 1951. The union, on August 1, 1952, had served written notice that the contract would be terminated as of September 30, 1952. On September 17, 1952, the parties signed an "interim" agreement, effective October 1, providing for increased payments by operators to the UMW welfare fund.

Discussion of wages was postponed until a settlement had been reached in the bituminous-coal industry. When the interim pact on contributions to the welfare fund was presented to the Wage Stabilization Board for approval, it ruled that such approval was not necessary, since the increased payments were not designed to provide additional benefits but only to insure maintenance of benefits at the level of January 25, 1951.

After the bituminous-coal operators and the union reached an agreement late in September 1952, anthracite producers and the UMW started wage negotiations and, on November 1, signed a further amendment to the 1946 contract, to go into effect on November 16, 1952. The amended contract could be terminated on 60 days' written notice by either party on or after September 30, 1953. Its terms provided for a general wage increase equivalent⁷ to that negotiated for the soft-coal miners and for continuation of the interim agreement which had established operators' contributions to the union welfare fund at 50 cents a ton of coal produced for use or sale.⁸

By direction of the President, the Administrator of the Economic Stabilization Agency instructed the Wage Stabilization Board, on December 4, 1952, to approve the bituminous coal agreement and also to extend approval to coal cases

⁷ The overall average increase of \$1.90 a day comprised an average increase of about \$2.30 a day in pay for contract miners, and \$1.66 in day rates. The \$1.66 was arrived at by applying the 23.7-cent hourly increase negotiated in bituminous coal for an 8-hour day to the 7-hour day of the anthracite industry.

⁸ On Jan. 19, 1954, the board of trustees of the Anthracite Health and Welfare Fund announced a 50-percent cut in pension and death benefits because of a continuing decline in revenue resulting from the steady drop in anthracite production in recent years.

in which a tandem relationship existed. Administrative approval of the anthracite agreement was announced on December 8, 1952, by the chairman and the executive director of the Board. On December 15, 1952, the Wage Stabilization Committee, empowered to carry on the work of the Board (which in the meantime had become inoperative), issued Resolution No. 4, which authorized payment of the increases in the anthracite industry retroactively to November 16, 1952.

1956

Members of the Anthracite Operators' Wage Agreement Committee and representatives of the United Mine Workers of America (Ind.) met at Wilkes-Barre, Pa., on November 27, 1956, and signed the first amendment to the basic hard coal contract since November 1952. The settlement was reached after the committee agreed to the request of the union that a 60-day contract reopening notice be waived. Almost 2 months earlier, a settlement had been reached in the bituminous coal industry.⁹

Terms of the anthracite agreement became effective on December 1, 1956; it can be terminated by either party on or after December 1, 1957, provided at least 60 days' written notice has been given. In addition to general wage increases, improved premiums for work on weekends, and higher vacation and holiday pay were also negotiated.

1958-59

On October 30, 1958, the anthracite coal mine operators received from the United Mine Workers of America (Ind.) formal notice of termination of contract, effective December 31, 1958. This notice of termination was in accordance with provisions of the agreement signed in November of 1956.

Contract talks began at Wilkes-Barre, Pa., on December 8, 1958, and continued until agreement on terms was announced on January 14, 1959. In addition to a general wage increase effective February 1, 1959, the mine operators agreed to increase royalty payments to the miners' health and welfare fund and to raise vacation pay. "As an aid to enforcement of contract provisions," a new clause permits union representatives to inspect company records on data relating to wages, hours, and working conditions.

The amended agreement was effective as of February 1, 1959, and may be terminated on or after January 31, 1960, upon 60 days' notice given by either party.

1964

Wage-rate changes negotiated by the United Mine Workers of America (UMW) and the Anthracite Operators Wage Agreement Committee were less frequent in the post-Korean period than in the years immediately following World War II. In the 7-year interval—1946 to 1952—six wage increases raised miners' hourly rates of pay by a total of \$1.064. From 1952 to mid-1965, wage rates were increased \$0.407 an hour by three contracts, and earnings an additional 7.9 cents an hour by an increase in the lunch allowance.

The 1952 agreement remained unchanged for over 4 years; then earnings of noncontract miners were increased \$1.50 a day in 1956. Contract and consideration miners and laborers, and machine and mechanical mining equipment operators were increased \$2 a day, or 50 cents more than noncontract miners.

⁹ See Wage Chronology: Bituminous Coal Mines, 1933-66 (BLS Bulletin 1461, Sept. 1965) p. 2.

In 1959, more than 2 years later, earnings were raised \$1 a day. This agreement also instituted two new provisions, with some limitations. The first, guaranteed miners who reported but were not put to work 2 hours' pay at the regular rate plus travel and lunch payments. The second provision also guaranteed 2 hours' pay, at double the regular rate, to miners who had left the mine and were then requested to return. No further increases were negotiated for 5³/₄ years.

In 1964, the first meeting of the parties to discuss changes in wage rates and working conditions was held on May 18, about 1¹/₂ months after a new contract had been concluded for bituminous coal miners. Discussions were relatively informal; no written notice of intention to reopen the agreement was served on the operators, and the parties did not make specific demands or offers.

Bargaining discussions continued intermittently for 4 months and were concluded on September 1, 1964, when the union and the operators agreed, on the monetary side, to increase wages, raise the vacation and lunch allowances, and for the first time, provide paid holidays. Numerous provisions relating to seniority, enforcement of terms of health and welfare fund, mine safety, and grievances were improved and a provision that extended the protection of the agreement to employees of trucking contractors was added.

The parties estimated that the general wage changes and the improved benefits in the 1964 contract increased the earnings of most employees by \$1.26 a day. For workers in machine and mechanical mining jobs, the increase amounted to \$1.86 a day. Daily rates of pay for inside and outside employees, including contract miners and laborers, went up to 35 cents a day on the effective date of the agreement. Machine and mechanical miners received an additional 60 cents a day.

The daily earnings of both groups were further increased when the lunch allowance—instituted in 1963 and unchanged since then—was raised by 55.2 cents a day. A boost of \$25, to \$185 annually, in vacation pay, plus the institution of 3 paid holidays, was estimated by the parties to have added 36 cents a day to earnings. The 1964 vacation allowance, paid in June of that year, was raised to the new level by a supplemental payment before the Christmas holiday.

Although the UMW had negotiated with the operators since the early 1900's, the contract did not provide premium pay for work on holidays until 1944. Originally, 6 holidays were included; later—in 1946—the list was extended to 8 holidays. Twenty years after the initial provision, 3 paid holidays were agreed to, the first in either the bituminous or anthracite coal industry.

In 1943, industrywide strikes grew out of the inability of the operators and the union to agree on wages and working conditions. To maintain the supply of this commodity, the Government took over operation of the mines and shortly thereafter an agreement with the Secretary of the Interior provided that a 30-minute lunch period be reduced to 15 minutes, and daily earnings be increased by 37.8 cents. A compensatory payment of .504 cents for work on Sundays and holidays was provided in the March 8, 1944, agreement. These allowances were not changed until September 1, 1964, when the standard allowance was set at 93 cents a day, and the Sunday-holiday payment at \$1.23.

The 1964 agreement covered approximately 25,000 United Mine Workers of America members and pension beneficiaries. It may be reopened or terminated on 60 days' written notice by either party after August 31, 1966.

A—Changes in Basic Wages and Hours

Effective date	Normal schedule of work			Amount of wage change	Applications, exceptions, and other related matters
	Days per week	Daily hours paid for			
		Total	At the site		
Outside Company Workers					
Sept. 1, 1930 (agreement of Aug. 8, 1930).	6	8	8	None.	
May 1, 1937 (agreement of May 7, 1936).	5	7	7	14.28 percent increase an hour.	Previous 8-hour pay established as new rate for 7-hour day. Employees permitted to work 6 days during any 12 weeks in the contract year selected by the employer. Employees on continuously manned operations and certain others exempt from 7-hour maximum.
May 1, 1941 (agreement of May 20, 1941).	5	7	7	7.5 percent increase an hour.	
Oct. 1, 1941 (agreement of May 20, 1941).	5	7	7	2.5 percent increase an hour.	
Jan. 9, 1943 (agreement of Jan. 9, 1943).	6	7	7	None.	6-day week authorized by supplemental agreement. Weekly earnings increased by added workday paid at premium rates. (See overtime provisions, page 10.)
May 1, 1943-----	6	7	7	4.6 cents an hour increase: 32.2 cents a day.	In accordance with National War Labor Board Directive Order of Oct. 28, 1943. The order also established a minimum rate of 57 cents an hour for boys and disabled men on outside work.
Nov. 3, 1943 (agreement of Nov. 3 1943).	6	7 $\frac{1}{4}$	7 $\frac{1}{4}$	None.	Daily earnings increased 37.8 cents by lengthened workday, the added $\frac{1}{4}$ hour being paid for at premium rates. (See overtime provisions, page 10.)
May 1, 1945 (agreement of May 19, 1945).	6	7 $\frac{1}{4}$	7 $\frac{1}{4}$	\$1.132 a day increase	Flat amount added to previous 7 $\frac{1}{4}$ hours' pay to maintain differential between earnings of inside and outside workers.
May 31, 1946 (agreement of June 7, 1946).	5	7	7	18.5 cents an hour increase: \$1.295 a day.	
Aug. 1, 1947 (agreement of July 10, 1947).	5	7	7	17.1 cents an hour increase: \$1.20 a day.	
July 16, 1948 (agreement of July 3, 1948).	5	7	7	14.3 cents an hour increase: \$1 a day.	
Mar. 16, 1950 (agreement of Mar. 9, 1950).	5	7	7	10 cents an hour increase: 70 cents a day.	
Feb. 1, 1951 (agreement of Jan. 26, 1951).	5	7	7	22.8 cents an hour increase: \$1.60 a day.	
Nov. 16, 1952 (agreement of Nov. 1, 1952).	5	7	7	23.7 cents an hour increase: \$1.66 a day.	Approved by Wage Stabilization Committee, Dec. 15, 1952.
Dec. 1, 1956 (agreement of Nov. 27, 1956).	5	7	7	21.4 cents an hour increase: \$1.50 a day.	
Feb. 1, 1959 (amendment dated Jan 14, 1959).	5	7	7	14.3 cents an hour increase: \$1 a day.	
Sept. 1, 1964 (agreement of same date).	5	7	7	5 cents an hour (35 cents a day) increase.	Allowance added to daily earnings by Nov. 3, 1943, agreement as compensation for waiver of 15 minutes of lunch period increased to 93 cents (was 37.8 cents); and to \$1.23 for Sunday and holiday work (was \$0.504).

A—Changes in Basic Wages and Hours—Continued

Effective date	Normal schedule of work				Amount of wage changes	Applications, exceptions, and other related matters
	Days per week	Daily hours paid for				
		Total	In the mine	Travel		
Inside Company Workers						
Sept. 1, 1930 (agreement of Aug. 8, 1930).	6	8	8	0	None.	
May 1, 1937 (agreement of May 7, 1936).	5	7	7	0	14.28 percent increase an hour.	Previous 8-hour pay established as new rate for 7-hour day. Employees permitted to work 6 days during any 12 weeks in the contract year selected by the employer. Employees on continuously manned operations and certain others exempt from 7-hour maximum.
May 1, 1941 (agreement of May 20, 1941).	5	7	7	0	7.5 percent increase an hour.	
Oct. 1, 1941 (agreement of May 20, 1941).	5	7	7	0	2.5 percent increase an hour.	
Jan. 9, 1943 (agreement of Jan. 9, 1943).	6	7	7	0	None.	6-day week authorized supplemental agreement. Weekly earnings increased by added workday paid at premium rates. (See overtime provisions, page 10.)
May 1, 1943-----	6	7	7	0	4.6 cents an hour increase; 32.2 cents a day.	In accordance with National War Labor Board Directive Order of Oct. 28, 1943. The order also established a minimum rate of 64 cents an hour for boys and disabled men on outside work.
Nov. 3, 1943 (agreement of Nov. 3, 1943).	6	7 $\frac{1}{4}$	7 $\frac{1}{4}$	0	None.	Daily earnings increased 37.8 cents by lengthened workday, the added $\frac{1}{4}$ hour being paid for at premium rates. (See overtime provisions, page 10.)
May 1, 1945 (agreement of May 19, 1945).	6	8	7 $\frac{1}{4}$	$\frac{3}{4}$	None.	Daily and weekly earnings increased by payment for travel time, and by premium rates for productive and travel time after 35 elapsed hours during workweek and after 7 hours a day. (See overtime and travel time provisions, page 10.)
May 31, 1946 (agreement of June 7, 1946).	5	7	7		18.5 cents an hour increase: \$1.295 a day.	
Aug. 1, 1947 (agreement of July 10, 1947).	5	7	7		17.1 cents an hour increase: \$1.20 a day.	
July 16, 1948 (agreement of July 3, 1948).	5	7	7		14.3 cents an hour increase: \$1 a day.	
Mar. 16, 1950 (agreement of Mar. 9, 1950).	5	7	7		10 cents an hour increase: 70 cents a day.	
Feb. 1, 1951 (agreement of Jan. 26, 1951).	5	7	7		22.8 cents an hour increase: \$1.60 a day.	
Nov. 16, 1952 (agreement of Nov. 1, 1952).	5	7	7		23.7 cents an hour increase: \$1.66 a day.	Approved by Wage Stabilization Committee, Dec. 15, 1952.
Dec. 1, 1956 (agreement of Nov. 27, 1956).	5	7	7		21.4 cent an hour increase: \$1.50 a day.	
Feb. 1, 1959 (agreement dated Jan. 14, 1959).	5	7	7		14.3 cents an hour increase: \$1 a day.	
Sept. 1, 1964 (agreement of same date).	5	7	7		Machine and mechanical miners—13.6 cents an hour (95 cents a day). Other inside workers—5 cents an hour (35 cents a day) increase.	Includes machine miners, machine runners, specified loader operators, underground drillers and blasters, continuous miner operators, and cutting- and shearing-machine operators.

A—Changes in Basic Wages and Hours—Continued

Effective date	Normal schedule of work				Amount of wage change	Applications, exceptions, and other related matters
	Days per week	Daily hours paid for				
		Total	In the mine	Travel		
Inside Company Workers—Continued						
Sept. 1, 1964 (agreement of same date)—Continued	5	7	7			All inside company workers—allowance added to daily earnings by Nov. 3, 1943, agreement as compensation for waiver of 15 minutes of lunch period increased to 93 cents (was 37.8 cents); and to \$1.23 for Sunday and holiday work (was \$0.504).
Contract Workers						
Sept. 1, 1930 (agreement of Aug. 8, 1930).	6	8	8	0	None.	
May 1, 1937 (agreement of May 7, 1936).	5	7	7	0	None	No change in contract rates. Employees permitted to work 6 days during each of 12 weeks in the contract year selected by the employer.
May 1, 1941 (agreement of May 20, 1941).	5	7	7	0	7.5 percent increase in contract rates.	
Oct. 1, 1941 (agreement of May 20, 1941).	5	7	7	0	2.5 percent increase in contract rates.	
Jan. 9, 1943 (agreement of Jan. 9, 1943).	6	7	7	0	None.	6-day week authorized by supplemental agreement. Weekly earnings increased by added workday paid at premium rates. (See overtime provisions, page 10).
May 1, 1943-----	6	7	7	0	4.6 cents an hour increase; 32.2 cents a start.	In accordance with National War Labor Board Directive Order of Oct. 28, 1943.
Nov. 3, 1943 (agreement of Nov. 3, 1943).	6	7 $\frac{1}{4}$	7 $\frac{1}{4}$	0	None.	Daily earnings increased 37.8 cents by lengthened workday, the added $\frac{1}{4}$ hour being paid for at premium rates. (See overtime provisions, page 10).
May 1, 1945 (agreement of May 19, 1945).	6	8	7 $\frac{1}{4}$	$\frac{3}{4}$	None.	Daily and weekly earnings increased by payment for travel time, and by premium rates for productive and travel time after 35 elapsed hours during workweek and after 7 hours a day. (See overtime and travel time provisions, page 10).
May 31, 1946 (agreement of June 7, 1946).	5	7	7		\$1.295 a start increase, or 18.5 cents an hour.	Flat amount of \$1.295 a start added to daily tonnage or piece-rate earnings as previously computed.
Aug. 1, 1947 (agreement of July 10, 1947).	5	7	7		\$1.20 a start increase, or 17.1 cents an hour.	Flat amount, a total of \$2.495, added to daily tonnage or piece-rate earnings as previously computed.
July 16, 1948 (agreement of July 3, 1948).	5	7			\$1 a start increase, or 14.3 cents an hour.	Flat amount, a total of \$3.495, added to daily tonnage or piece-rate earnings as previously computed.
Mar. 16, 1950 (agreement of Mar 9, 1950).	5	7			70 cents a start increase, or 10 cents an hour.	Flat amount, a total of \$4.195, added to daily tonnage or piece-rate earnings as previously computed.

A—Changes in Basic Wages and Hours—Continued

Effective date	Normal schedule of work			Amount of wage change	Applications, exceptions, and other related matter
	Daily per week	Daily hours paid for			
		Total	In the mine		
Contract Workers—Continued					
Feb. 1, 1951 (agreement of Jan. 26, 1951).	5	7	7	\$1.60 a start increase, or 22.8 cents an hour.	Flat amount, a total of \$5.795, added to daily tonnage or piece-rate earnings as previously computed.
Nov. 16, 1952 (agreement of Nov. 1, 1952).	5	7		Increase amounting to 20 percent of October 1941 contract rates.	Approved by Wage Stabilization Committee, Dec. 15, 1952. Flat amount added to daily tonnage or piece-rate earnings remained unchanged. The 1952 contract for the first time lumped all "per start" increases, amounting to \$6.117—including the \$5.795 previously negotiated and the 32.2 cents awarded by the National War Labor Board in 1943.
Dec. 1, 1956 (agreement of Nov. 27, 1956).	5	7	7	\$2 increase per start, or 28.5 cents an hour.	Flat amount, which together with earlier increases now totaled \$8.117, added to daily tonnage or piece-rate earnings as previously computed.
Feb. 1, 1959 (amendment dated Jan. 14, 1959).	5	7		\$1 increase per start, or 14.3 cents an hour.	Flat amount, which together with earlier increases now totaled \$9.117, added to daily tonnage or piece-rate earnings as previously computed.
Sept. 1, 1964 (agreement of same date).	5	7	7	35 cents increase a start, or 5 cents an hour.	Flat amount, which together with earlier increases now totals \$9.467, added to daily tonnage or piece-rate earnings as previously computed. Allowance added to daily earnings by Nov. 3, 1943, agreement as compensation for waiver of 15 minutes of lunch period increased to 93 cents (was 37.8 cents); and to \$1.23 for Sunday and holiday work (was \$0.504).

B—Changes in Pay Provisions for Overtime and Travel Time, 1930—56

Effective date	Inside company workers	Outside company workers	Contract workers
Overtime pay			
Sept. 1, 1930 (by agreement of Mar. 5, 1916). Jan. 9, 1943 -----	Straight-time rates paid for work in excess of 7 hours a day. ¹ Time and one-half for work on 6th consecutive day. Premium rate not paid if fewer hours were voluntarily worked on 6th day than during preceding 5 days. Premium rate paid on 6th day if employee reported for work without prior notice and work was not available on anyone or more of the 5 preceding days.	Time and one-half of average earnings during semimonthly pay period for work on 6th consecutive day. Premium rate not paid if fewer hours were voluntarily worked on 6th day than during preceding 5 days. Premium rate paid on 6th day if work was not available and employee was not given notice prior to reporting for work on any one or more of the 5 preceding days.	
May 1, 1943 (by NWLB Order Oct. 28, 1943). Nov. 3, 1943 -----	Added: Double time for work on 7th consecutive day. ²	Added: 37.8 cents a start paid for additional 1/4 hour productive time.	
Mar. 8, 1944 -----	Added: Time and one-half paid for additional 1/4 hour productive time.		
May 1, 1945 -----	Added: Time and one-half for work in excess of 40 hours a week. Changed to: Time and one-half for work in excess of 7 hours a day or 35 hours a week and for the 6th consecutive day; double time for 7th consecutive day. Computation of overtime rate not to include 37.8 cents for 15-minute lunch period, shift premiums, travel pay, and differential allowance paid to outside company workers. 50.4 cents a start to contract workers, or a day to other workers, for additional 1/4 hour productive time worked on the 7th consecutive day.		
May 31, 1946 -----	Added: Shift premiums and differential allowance paid outside company men included in computation of overtime rate.	Added: Time and one-half for the 6th consecutive day worked in any 6-day week to be computed on basis of average daily earnings (including general wage increases and shift premium per start) during semimonthly pay period during which overtime was worked.	
Dec. 1, 1956 (agreement of Nov. 27, 1956).	Added: Time and one-half for work performed on Saturday as such, double time for work performed on Sunday as such; excludes continuous service employees.		
Pay for Travel Time			
Sept. 1, 1930 -----		No provisions for travel time pay.	
May 1, 1945 -----	45 minutes of travel pay: \$1.132 a day. Not subject to overtime provisions.	No provisions for travel time pay.	45 minutes of travel pay: \$1.132 a start. Not subject to overtime provision.
May 31, 1946 -----	Increased to: \$1.339 a day.	No provisions for travel time pay.	Increased to: \$1.339 a start.

¹ Certain groups (i.e., motor-runners) received an additional hour's straight-time pay regardless of the portion of the 8th hour worked. A NWLB Order of June 6, 1945, changed this provision to pay for 1 hour or time and one-half, whichever was greater.

² In accordance with Executive Order 9240 of National War Labor Board effective Sept. 9, 1942.

C--Related Wage Practices

Effective date	Provision	Applications, exceptions, and other related matters
Shift Premium Pay		
Sept. 1, 1930 ----- May 1, 1945 ----- May 31, 1946 -----	No provision for shift premium pay. Outside and inside workers: 4 cents an hour premium pay for work on second shift, 6 cents on third shift. Contract workers: 28 cents a start for work on second shift, 42 cents on third shift.	Time and one-half shift premiums paid for work on 2d and 3d shifts, respectively, on the 6th consecutive day.
Holiday pay		
Sept. 1, 1930 ----- Mar. 8, 1944 ----- May 31, 1946 ----- Dec. 1, 1956 (agreement of Nov. 27, 1956). Jan. 1, 1965 (agreement of same date).	No provision for holiday pay. Time and one-half for work on 6 holidays. No pay for holidays not worked. Added: 2 holidays (total 8). Changed to: Double time for work on specified holidays. Established: 3 holidays for which employee received straight-time pay when not worked; time and one-half plus holiday allowance for work on these holidays.	Holidays specified were: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving and Christmas. Holidays added were: Lincoln's Birthday and October 29 (Mitchell Day). A holiday not worked but within the first 5 days of week counted as worked for the purpose of computing 6th and 7th consecutive days. Excludes continuous service employees. Holidays were: May 30, Thanksgiving Day, Christmas Day. Straight-time pay to exclude travel and lunch allowances and shift premium allowances and shift premium paid when employee worked on holiday. Continuous service employee on 8-hour schedule to receive 8½ hours straight-time pay. To qualify for holiday pay, employee must have worked 1 day during holiday week, and been on payroll for 30 calendar days or more, unless recalled within that period.
Report-In Pay		
Feb. 1, 1959 (amendment dated Jan. 14, 1959).	Established: Guarantee of 2 hours' pay at regular base rates plus customary travel and lunch payments to employees reporting to work at the regular time.	Not to apply if employee had been instructed not to report to work or in case of emergencies or circumstances beyond company control.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matter
Call-Back Pay		
Feb. 1, 1959 (amendment dated Jan. 14, 1959).	Established: Guarantee of 2 hours' work at double the regular rate and designated overtime thereafter for employees called back to work after having completed scheduled hours and left the mine. Customary travel and lunch payments to be made.	
Paid Vacations		
Sept. 1, 1930 ----- May 1, 1941 ----- June 1, 1943 ----- July 15, 1944 ----- June 15, 1945 ----- June 15, 1946 ----- Aug. 1, 1947 ----- Dec. 1, 1956 (agreement of Nov. 27, 1956). Feb. 1, 1959 (amendment dated Jan. 14, 1959). December 1964 (agreement dated Sept. 1, 1964).	No provision for paid vacations. Employees who worked in each semi-monthly pay period during year to receive 10 calendar days vacation, paid for by a lump sum of \$20. Payment increased to \$25. Payment increased to \$50. Payment increased to \$75. Payment increased to \$100. Payment increased to \$140 annually. Payment increased to \$160 annually. Payment increased to \$185 annually.	Time lost during semimonthly pay periods because of accident, sickness or excused absence construed at time worked Work in 6 pay periods in vacation year required to be eligible for vacation benefits. Employees who did not work each semi-monthly period to be paid pro rata share of vacation money. Maximum time construed as worked in case of accident, sickness, etc., limited to 12 months. Vacations suspended but full vacation payments made. Vacation suspended but full vacation payment made. Vacation period limited to 4 days but full payment made. 10-calendar-day vacation period restored. Vacation period increased from 10 to 14 calendar days. Eliminated provision requiring work in at least 6 semimonthly pay periods for vacation pay eligibility. Employee received \$160 last payroll period in June and additional \$25 on effective date shown.
Work Tools, Equipment, and Supplies		
Sept. 1, 1930 ----- May 1, 1943 -----	No provision for supply of work tools, etc. Necessary tools, blacksmithing and safety equipment and devices, including electric cap lamps and carbide, furnished by operators. Contract miners furnished necessary tools or cash equivalent.	Ordered by NWLB Directive Order of Oct. 28, 1943. Matters affecting costs of explosives governed by prevailing agreements. Employees reimbursed for tools purchased since May 30, 1943.

See footnote at end of table.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Benefits		
Sept. 1, 1930 -----	No provision for health and welfare benefits.	Death benefits of \$150 paid to dependents in event of accident at colliery.
June 1, 1946 -----	Welfare and retirement fund established to provide benefit payments to miners and dependents or survivors in case of sickness, disability, death or retirement, and for other related purposes. ¹ Financed through contributions by operators of 5 cents for each ton of coal produced for use or sale.	Death benefits of \$1,000 paid to designated beneficiary whether resulting from occupational or nonoccupational illness or accident. If not designated paid in following order: Widow, children, parents, sisters or brothers, executor or administrator. Pensions of \$100 a month were provided.
Aug. 1, 1947 -----	Operators' contribution to welfare and retirement fund increased to 10 cents a ton produced or used.	
Aug. 1, 1948 -----	Operators' contribution to welfare and retirement fund increased to 20 cents a ton produced or used.	
January 1950 -----	Payments of \$30 or \$40 a month to families of disabled miners removed from the payroll were discontinued.	
Mar. 16, 1950 -----	Operators' contribution to welfare and retirement fund increased to 30 cents a ton produced or used.	
Oct. 1, 1952 (by agreement Sept. 17, 1952).	Operators' contribution to welfare and retirement fund increased to 50 cents a ton produced or used.	A WSB ruling held that since no increase in benefits above the level of Jan. 25, 1951, was involved, prior approval was not necessary.
Jan. 15, 1954 (action of Anthracite Health and Welfare Fund board of trustees).		Pensions reduced to \$50 a month; death benefits reduced to \$500. ²
June 24, 1958 (action of Anthracite Health and Welfare Fund board of trustees).		Pensions reduced to \$30 a month.
Aug. 29, 1958 (action of Anthracite Health and Welfare Fund board of trustees).		In accordance with pay-as-you-go operations, \$50-a-month pension to be restored on a month-to-month basis, beginning with September 1958 payment.
Feb. 1, 1959 (amendment dated Jan. 14, 1959).	Operators' contribution to welfare and retirement fund increased to 70 cents a ton produced or used.	

¹ The fund also sponsors a program of research and treatment of anthracosilicosis. The union has a reciprocal agreement with the bituminous welfare fund whereby all silicosis injuries in the coal mines are cared for out of the anthracite fund and all back injuries out of the bituminous fund.

² An earlier reduction in benefits occurred in January 1950 when payments of \$30 to \$40 a month to the families of disabled miners taken off the payroll were discontinued.

D—Full-Time Daily and Weekly Earnings and Straight-Time Hourly Earnings¹ for Selected Occupations, 1930—51

Occupational group	Effective date												
	Sept. 1, 1930	May 1, 1937 ²	May 1, 1941	Oct. 1, 1941	Jan. 9, 1943	Nov. 3, 1943	Vari-ous 1944	May 1, 1945	May 31, 1946	Aug. 1, 1947	July 16, 1948	Mar. 16, 1950	Feb. 1, 1951
Inside workers													
Contract miners at contract rates: ³													
Full-time daily earnings ----	\$8.63	\$8.39	\$9.63	\$9.85	\$10.17	\$10.78	\$10.76	\$12.27	\$13.37	\$14.51	\$15.49	\$16.20	\$17.98
Full-time weekly earnings:													
5-day week -----	43.13	41.93	48.13	49.23	50.86	53.88	53.78	61.33	66.85	72.57	77.47	80.98	89.86
6-day week -----	-	-	-	-	66.16	69.69	69.51	78.76	85.46	93.40	99.95	104.20	115.59
Straight-time hourly earnings -----	1.078	1.198	1.375	1.407	1.453	1.540	1.537	1.753	1.910	2.073	2.213	2.314	2.568
Company miners and other skilled producers at hourly rates: ⁴													
Full-time daily earnings ----	6.40	6.37	6.78	6.89	6.94	7.49	7.64	8.90	10.39	11.61	12.61	13.27	14.87
Full-time weekly earnings:													
5-day week -----	33.19	32.07	34.07	34.57	34.84	37.65	38.40	44.77	52.27	58.38	63.43	66.72	74.75
6-day week -----	-	-	-	-	45.17	48.64	49.65	57.14	67.01	74.71	81.02	85.36	95.85
Straight-time hourly earnings -----	.773	.909	.967	.982	.989	1.068	1.089	1.269	1.481	1.654	1.797	1.892	2.120
Miners' laborers sharing in earnings of contract miners: ³													
Full-time daily earnings ----	6.65	6.58	7.19	7.29	7.28	8.12	8.17	9.47	10.77	11.91	12.80	13.52	15.13
Full-time weekly earnings:													
5-day week -----	33.23	32.91	35.95	36.43	36.39	40.63	40.87	47.37	53.86	59.52	64.00	67.62	75.59
6-day week -----	-	-	-	-	46.74	51.73	52.12	59.90	68.42	75.69	81.36	85.68	95.89
Straight-time hourly earnings -----	.831	.940	1.027	1.041	1.040	1.160	1.167	1.353	1.539	1.701	1.829	1.931	2.161
Miners' laborers at hourly rates: ⁵													
Full-time daily earnings ----	5.89	5.87	6.30	6.46	6.57	7.15	7.40	8.59	9.96	11.23	12.22	12.82	14.43
Full-time weekly earnings:													
5-day week -----	29.52	29.47	31.59	32.42	32.95	35.91	37.17	43.18	50.06	56.46	61.45	64.51	72.62
6-day week -----	-	-	-	-	42.44	45.49	47.40	54.49	64.79	71.60	78.27	82.34	92.70
Straight-time hourly earnings -----	.730	.837	.897	.921	.936	1.019	1.055	1.223	1.417	1.599	1.740	1.826	2.054
Transportation employees: ⁶													
Full-time daily earnings ----	5.62	5.77	6.20	6.35	6.37	6.99	7.10	8.42	10.04	11.32	12.41	13.16	14.88
Full-time weekly earnings:													
5-day week -----	28.32	29.08	31.26	31.99	32.17	35.31	35.89	42.57	50.76	57.22	62.75	66.53	75.24
6-day week -----	-	-	-	-	41.54	45.21	45.95	53.87	64.22	72.49	79.53	84.38	95.50
Straight-time hourly earnings -----	.668	.784	.843	.863	.867	.954	.965	1.139	1.351	1.521	1.667	1.766	1.994
Other unclassified inside employees: ⁷													
Full-time daily earnings ----	5.54	5.65	6.07	6.21	6.24	6.87	7.00	8.24	9.78	11.01	12.03	12.76	14.39
Full-time weekly earnings:													
5-day week -----	29.54	30.13	32.37	33.12	33.40	36.91	38.24	45.05	53.47	60.22	65.84	69.81	78.76
6-day week -----	-	-	-	-	42.21	46.59	48.33	56.08	66.50	74.99	82.06	87.04	98.48
Straight-time hourly earnings -----	.675	.793	.852	.872	.876	.967	.983	1.156	1.367	1.539	1.681	1.783	2.011

See footnotes at end of table.

D—Full-Time Daily and Weekly Earnings and Straight-Time Hourly Earnings¹ for Selected Occupations, 1930—51—Continued

Occupational group	Effective date												
	Sept. 1, 1930	May 1, 1937 ²	May 1, 1941	Oct. 1, 1941	Jan. 9, 1943	Nov. 3, 1943	Vari- ous 1944	May 1, 1945	May 31, 1946	Aug. 1, 1947	July 16, 1948	Mar. 16, 1950	Feb. 1, 1951
Outside workers													
Powerplant employees: ⁸													
Full-time daily earnings ----	\$5.40	\$5.81	\$6.25	\$6.39	\$6.46	\$7.07	\$7.23	\$8.60	\$10.47	\$11.85	\$13.01	\$13.81	\$15.66
Full-time weekly earnings:													
5-day week -----	32.87	35.51	38.25	39.08	44.08	49.24	53.51	62.78	76.99	87.14	95.69	101.68	115.30
6-day week -----	-	-	-	-	45.91	51.83	56.44	65.84	80.73	91.46	100.27	106.69	120.95
Straight-time hourly earnings -----	.623	.750	.807	.825	.825	.910	.926	1.113	1.299	1.469	1.613	1.712	1.941
Preparation plant employees: ⁹													
Full-time daily earnings ----	4.78	4.90	5.27	5.39	5.42	6.05	6.14	7.45	8.86	10.11	11.17	11.91	13.58
Full-time weekly earnings:													
5-day week -----	25.12	25.71	27.66	28.29	28.63	31.94	32.65	39.76	53.48	54.07	59.69	63.76	72.60
6-day week -----	-	-	-	-	36.57	41.03	42.07	50.16	60.39	68.96	76.14	81.23	92.66
Straight-time hourly earnings -----	.570	.676	.727	.744	.748	.836	.847	1.021	1.206	1.374	1.519	1.619	1.846
Other unclassified outside employees: ¹⁰													
Full-time daily earnings ----	5.24	5.44	5.85	5.99	6.02	6.58	6.68	8.02	9.49	10.74	11.81	12.57	14.27
Full-time weekly earnings:													
5-day week -----	28.46	29.54	31.76	32.51	33.14	36.47	37.59	45.08	53.47	66.54	66.53	70.79	80.41
6-day week -----	-	-	-	-	41.16	45.71	47.34	55.71	66.48	75.40	82.85	88.18	100.10
Straight-time hourly earnings -----	.622	.740	.795	.814	.819	.901	.914	1.087	1.273	1.440	1.581	1.683	1.910

¹ Full-time daily and weekly earnings reflect scheduled hours in effect during the various period specified and include straight-time and premium pay, e. g., for scheduled overtime hours, paid lunch period, travel pay, and per diem (start) payments to contract workers. Beginning Jan. 9, 1943, full-time weekly earnings for a 6-day week include premium pay for work on 6 consecutive days. After Jan. 9, 1943, the earnings for employees in a limited number of occupations who normally work on the 6th and 7th consecutive days include premium rates for the 6th day following a 5-day week and the 7th day following a 6-day week. Beginning May 1, 1945, shift premium and travel pay are included in the earnings of workers receiving these payments. Straight-time hourly earnings exclude all premium pay for overtime.

² The workday was changed by this agreement from 8 hours to 7 hours while daily rates were maintained.

³ The data for contract miners and their laborers were based on contract rates or piecework. Included only are those miners' and laborers' earnings when at least 70 percent of total earnings were derived from piecework or contract rates. Straight-time hourly earnings were computed by dividing the average daily earnings at contract rates by 7 hours, even though contract miners frequently work less than 7 hours a day. The earnings of contract miners are reported on a so-called "net basis." Net earnings were arrived at by deducting from "gross earnings," at contract rates, the amount representing purchases of explosives and other contract supplies. The same applied to all employees required to purchase tools, to pay for the sharpening of tools, or to buy or maintain certain items of working equipment, including electric cap lamps and carbide.

⁴ "Other skilled producers" include employees operating undercutting and loading machines; set-up and repair mechanics; timbermen, original and retimbering; and rockmen working in connection with development and reopening underground.

⁵ Miners' laborers include all miners' laborers paid on hourly rate: timbermen's helpers; rockmen's helpers; starters of coal in chutes; dumpmen on intermediate level; and any other unskilled laborers.

⁶ Transportation employees include underground hoisting engineers, runners, drivers, spraggers, motormen, motormen's helpers, headmen and footmen, shaft repairmen, trackmen or roadmen and helpers, and road cleaners.

⁷ Unclassified inside employees include machinists, pipemen, electricians, and like skilled repairmen and their helpers whose regular stations are underground as well as employees working in connection with pumping and hoisting water and ventilation underground.

⁸ Powerplant employees include firemen, coal and ash handlers, and water tenders.

⁹ Preparation plant employees include all employees directly engaged in work incident of the operation of breaker, washer, or other preparation plants, and to the disposal of refuse and mine rock.

¹⁰ Unclassified outside employees include surface hoisting and other engineers, carpenters, machinists, electricians and like skilled repairmen; timber yardmen; employees engaged in stripping operations and the recovery of bank material; and surface truckdrivers.

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.
¹ Armour and Co., 1941-67. BLS Bulletin 1481.
- A. T. & T.—Long Lines Department, 1940-64. BLS Bulletin 1443 (40 cents).
Berkshire Hathaway Inc., 1943-66. BLS Bulletin 1475 (20 cents).
Bethlehem Atlantic Shipyards, 1941-65. BLS Bulletin 1454 (25 cents).
² Big Four Rubber Companies, Akron and Detroit Plants, 1937-55.
Bituminous Coal Mines, 1933-66. BLS Bulletin 1461 (20 cents).
The Boeing Co. (Washington Plants), 1936-64. BLS Report 204 (20 cents).
- Carolina Coach Co., 1947-63. BLS Report 259.
Chrysler Corporation, 1939-64. BLS Report 198 (25 cents).
Commonwealth Edison Co. of Chicago, 1945-63. BLS Report 205 (20 cents).
¹ Dan River Mills, 1943-65. BLS Bulletin 1495.
Federal Classification Act Employees, 1924-64. BLS Bulletin 1442 (35 cents).
Ford Motor Company, 1941-64. BLS Report 99 (30 cents).
General Motors Corp., 1939-63. BLS Report 185 (25 cents).
- International Harvester Company, 1946-61. BLS Report 202.
¹ International Shoe Co., 1945-66. BLS Bulletin 1479.
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).
¹ Pacific Gas and Electric Co., 1943-66. BLS Bulletin 1499.
¹ Pacific Longshore Industry, 1934-65. BLS Bulletin 1491.
- Railroads—Nonoperating Employees, 1920-62. BLS Report 208 (25 cents).
Sinclair Oil Companies, 1941-66. BLS Bulletin 1447 (25 cents).
Swift & Co., 1942-63. BLS Report 260 (25 cents).
United States Steel Corporation, 1937-64. BLS Report 186 (30 cents).
Western Greyhound Lines, 1945-63. BLS Report 245 (30 cents).
¹ Western Union Telegraph Co., 1943-66. BLS Bulletin 1500.

¹ Study in progress; price not available.

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

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