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Wage Chronology

PACIFIC GAS AND ELECTRIC CO., 1943-66

Bulletin No. 1499



UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
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Preface

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

This wage chronology summarizes changes in wage rates and related wage practices negotiated by the Pacific Gas and Electric Company with the International Brotherhood of Electrical Workers since 1943. It includes the terms of 24 agreements entered into by the parties to date. The provisions of 21 of the agreements—published as a basic report and two supplements—have been consolidated into one document. The materials previously published are supplemented in this bulletin by negotiated contract changes effective in 1960–65.

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Pacific Gas and Electric Co., 1943—66

Introduction

1943—51

The Pacific Gas and Electric Co. generates and sells electricity and purchases and sells gas, water, and steam in an area covering, in 1951, 89,000 square miles across California's Central Valley. With its 75 hydroelectric and steam generating plants, in addition to power from Shasta and Keswick Dams, the company had a gross normal operating capacity of 3,049,400 kilowatts. Its 2 million customers were served by 17,000 workers. Changes in the wage rates and working conditions of the majority of these employees, namely those who are represented by the International Brotherhood of Electrical Workers—AFL (IBEW), are covered in this chronology.

Prior to 1945, natural wells in California were the main source of the company's gas supply. Then growing requirements for natural gas made it necessary to lay 2,100 miles of pipeline (500 miles of it within California) to bring in fuel from western Texas, New Mexico, and southwestern Colorado. In 1951, this line carried in 400 million cubic feet of gas per day for use in the Central California area. It was supplemented by more than 13,000 miles of gas transmission and distribution lines across the Central Valley.

The company's operating, maintenance, and construction employees were represented by the International Brotherhood of Electrical Workers—AFL (IBEW). Organization of the employees began during 1937, when the Utility Workers Union of America—CIO (UWUA)—then known as the United Electrical and Radio Workers of America—CIO and later known as the Utility Workers Organizing Committee—CIO—lost an election to the California Gas and Electric Employee's Union (Ind.) to represent the company's entire force of outside employees. On the original ballot the IBEW was also listed, but it withdrew before the election was held and did not appear again in the bargaining history until 1943. In June 1942 the UWUA was certified by the National Labor Relations Board as agent for all employees in one of the company's geographic divisions. Between July 1942 and January 1943 the UWUA was certified to represent the same group of employees in three other divisions and in the Central Supply Department. The first UWUA agreement was signed in December 1942, with five interim agreements leading up to the basic agreement of August 15, 1944. Annual agreements were negotiated each year thereafter until 1950, when the IBEW won the right to negotiate for these employees.

In June 1943, the company and the IBEW signed the first agreement covering the operating, maintenance, and construction workers in nine divisions not represented by the UWUA. In May 1944 they signed an agreement covering clerical workers in five divisions. A series of elections was held between that time and 1950, when the IBEW became the sole bargaining agent for 11,700 of the company's 17,000 workers in the 13 geographic divisions.

Toward the end of the 1943-51 period, wage provisions had been embodied in separate agreements from those dealing with supplementary benefits. The agreement dealing with related wage provisions was made effective September 1, 1950, but was superseded by the wage agreement effective April 1, 1951, which remained in force until March 31, 1952.

In the wage agreements, progression from the minimum or starting to maximum rates is governed by well-defined schedules. These schedules specifically set forth the length of time required to move from one step to another as well as the salary rate applicable to each upward step. The length of time necessary to reach the maximum varies with the occupation, resulting in 12 progression schedules. (See table B-1, footnote 2.) The wage schedule in the 1951 agreement is divided into three groups: (1) Operations, maintenance, and construction employees in all divisions and Building Department employees, (2) production employees in the Gas Supply and Control Department, and (3) production employees in the Central Supply Department.

For the purpose of applying related wage practices, employees are classified, not only into these three categories but by types of working schedule, the continuity of these schedules, the type of service rendered, and place of performance of work.

The changes in wages and related practices for operating, maintenance, and construction workers (other than the General Construction Department) are those included in the IBEW agreements from 1943-52. The changes resulting from UWUA-CIO negotiations were not reported since that organization did not represent any of these employees. Provisions of the IBEW agreement reported for 1943 do not necessarily indicate changes in previous conditions of employment.

1952

The wage agreement between the Pacific Gas and Electric Co. and the International Brotherhood of Electrical Workers (AFL), in effect since January 1951, expired on March 31, 1952. The agreement covering working conditions, effective September 1, 1950, expired August 31, 1952.

Prior to expiration of the latter agreement, a tentative "basis of settlement" was signed on August 15, 1952. This understanding provided the basic conditions of the new agreement, which was signed on November 17, 1952, after extended negotiations as to wording. Its terms provided for general wage increases retroactive to April 1 and September 1, 1952, as well as for higher shift differentials, holiday pay, meal allowances, and other changes.

The contract permitted a reopening 30 days before March 1, 1953, for negotiating wage adjustments equal to any change in the cost of living from September 1, 1952, to March 1, 1953. However, since there was only a slight decrease in the Consumer Price Index during the specified period, no changes in basic rates of pay were made.

1953-59

Wage provisions of the 1952 agreement between the International Brotherhood of Electrical Workers (IBEW) and the Pacific Gas and Electric Co. were amended five times in subsequent years—in 1953, 1954, 1956, 1957, and 1959. During this period, health, welfare, and pension benefits were also increased, and in 1959, a savings fund plan was put into effect.

Each amendment provided for a general wage increase and, except in 1957, for further job classification or inequity adjustments. In addition, the amendment adopted on August 31, 1954, increased the maximum accumulation of paid sick leave. The one dated July 1, 1956, provided for supplemental benefits for temporary disability caused by industrial accidents and extended the contract to clerks in offices of electric department foremen. The 1957 amendment improved pay for work on holidays and, beginning in 1958, liberalized vacation benefits; it also provided for a general wage increase on July 1, 1958, as well as in 1957. The settlement reached in August 1959, but retroactive to July 1 of that year, not only provided for a general wage increase but also increased shift premiums.¹ The amended contract covering wages continues in effect until June 30, 1960, and from year to year thereafter unless written notice of termination is given 60 days earlier. (The pension plan continued until January 1, 1964.)

1960-66

A general wage increase of 4½ percent, averaging \$4.96 a week, was negotiated by the Pacific Gas and Electric Co. and the International Brotherhood of Electrical Workers (IBEW) in 1960. The negotiations began in May and by mid-July the 2-year agreement, covering some 13,600 employees in northern and central California, had been ratified by members of IBEW, retroactive to July 1. The settlement included some job reclassifications and provided for further consideration of the general wage level through a reopening of the agreement on July 1 of the following year.

Among other improvements in the contract was an adjustment in subsistence pay for General Construction Department employees unable to work because of inclement weather.²

In 1960, active and retired workers were offered the option of continued coverage under the hospital plan in effect (Pacific Service Employees Hospital Plan) or new coverage under the Kaiser Foundation Health Plan. The company's contributions to the hospital plans were increased by 70 cents a month per employee, effective August 1, 1960, with an additional 30 cents on January 1, 1961.

The 1961 wage reopening of the agreement resulted in increases averaging \$4.72 a week, effective July 1, 1961.

Pension benefits were supplemented on January 1, 1961, to provide a minimum annual retirement income for employees who retired before that date with at least 15 years of service. With this addition, benefits equaled one-half the average annual earnings in the last 5 years, reduced by 1 percent for each year of service under 40. Later in the year, a third health plan, California Physicians' Service (Blue Shield), was made available to the company's employees.

In mid-August 1962, the members of IBEW ratified a 1-year agreement that provided wage increases averaging \$4.96 a week, retroactive to July 1, 1962. Additional adjustments were made in the wage schedules of about 35 key job classifications, involving some 2,400 employees. Premium pay for the second

¹ Expense allowances for general construction workers were also liberalized. Supplementary benefits for these workers where different from those for other workers covered by the contract are not included in this chronology.

² Formerly, provisions relating specifically to these employees were not reported in this chronology. Beginning with the 1959 agreement, however, provisions affecting employees in the General Construction Department will be included where they differ from the provision for other workers covered by the agreement. The tables have been revised to reflect this change.

and third shifts was raised 1 cent, to 9 and 13 cents an hour, respectively, and the contract's provisions with respect to meals and mealtime pay were extended to employees who regularly resided in facilities maintained by the company. Paid sick leave provisions were liberalized and improvements were made in benefits of the Pacific Service Employees Hospital Plan.

After extended bargaining in 1963, agreement on contract changes was reached on July 19 and ratified by the members of IBEW in mid-August. The settlement covered a 3-year period, beginning July 1, 1963, and provided general wage increases of 3.75 percent effective on that date, and 3.25 percent effective July 1, 1964, and again on July 1, 1965. Special adjustments were made in the wage schedules of more than 80 job classifications, affecting approximately 4,000 employees. Shift premiums were again increased.

Four-week vacations became effective on January 1, 1964, for employees with 20 years' service, and 8 paid holidays were guaranteed by the agreement. Company contributions to the hospital plans were increased in three annual steps beginning on August 1, 1963. An additional life insurance benefit was provided totally disabled employees (aged 60 or over) in 1964, and improvements were made in the retirement and savings plans.

On January 1, 1965, the basic health benefits of the Pacific Service Employees Hospital Plan were discontinued for active employees, and its coverage converted to a comprehensive major medical expense plan.

About 14,300 employees in the company's California service area were covered by the 1963 agreement, which expires on June 30, 1966. The following tables summarize the provisions of the 1960, 1962, and 1963 agreements with the IBEW.

A—General Wage Changes¹

Effective date	Provision	Applications, exceptions, and other related matters
June 15, 1943 July 16, 1945, Oct. 1, 1945 (negotiations completed Dec. 17, 1945).	No general wage change 10 percent increase, averaging 11 cents an hour.	To offset the reduction of workweek from 48 to 40 hours.
Nov. 1, 1945 (negotiations completed Jan. 14, 1946).	5 percent increase, averaging 6 cents an hour.	
Feb. 1, 1946 (by agreement of Apr. 26, 1946).	2½ percent increase, averaging 3 cents an hour.	
Dec. 1, 1946 (by agreement of same date).	6 percent increase plus \$2.50 a week, averaging 14 cents an hour.	
Dec. 1, 1947 (by agreement of Nov. 25, 1947).	\$2 a week increase	
Mar. 1, 1948 (by agreement of same date).	\$2.80 a week increase	
Mar. 1, 1949 (by agreement of Jan. 11, 1949).	9 cents an hour increase	
Sept. 1, 1950 (by agreement of same date).	3 percent increase, averaging approximately 5 cents an hour.	The 5 cents includes the cost of an interarea adjustment amounting to 3 mills an hour. ²
Jan. 1, 1951 (by agreement of Sept. 1, 1950).	1 percent increase, averaging approximately 2 cents an hour.	
Apr. 1, 1951 (by agreement of same date).	5.8 percent increase, averaging 10 cents an hour.	
Apr. 1, 1952 (by agreement of Nov. 17, 1952).	9 cents an hour increase	The average of the April and July increases, over the entire unit, was 12 cents an hour. In lieu of retroactivity covering the period Apr. 1 to Aug. 31, the parties agreed to a lump-sum payment of \$95.46 for each employee affected.
July 1, 1952 (by agreement of Nov. 17, 1952).	1.5 percent increase	Additional increases in some job classifications and starting rates, reclassification of some jobs, and changes in progression schedules. ³
Sept. 3, 1953 (agreement dated Sept. 1, 1952, amended Sept. 1, 1953).	3.5 percent increase, averaging \$2.80 a week or 7 cents an hour.	Additional increases of 3 and 4 cents an hour (\$1.20 and \$1.60 a week) for employees at rates ranging from \$85 through \$92.80 a week, and \$92.85 and over, respectively; area and classification adjustments; changes in progression schedules; and increases in starting rates. ⁴
Sept. 4, 1954 (agreement dated Sept. 1, 1952, amended Sept. 1, 1954).	2.5 percent increase, averaging \$2.08 a week or 5.2 cents an hour.	Additional increases of 4 and 5 cents an hour (\$1.60 and \$2.00 a week) for employees at rates ranging from \$88.35 to \$96.75 a week, and \$96.80 and over, respectively; further adjustments resulting from transfer of station from one rate schedule to another and from consolidation of divisions into rate schedules for 3-shift substations. ⁵
July 1, 1956 (agreement dated Sept. 1, 1952, amended July 1, 1956).	7.5 percent (minimum of \$6.40 a week or 16 cents an hour) increase, averaging \$6.44 a week or 16.1 cents an hour.	

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
July 1, 1957 (agreement dated Sept. 1, 1952, amended July 1, 1957).	5.5 percent increase, averaging \$5.16 a week or 12.9 cents an hour.	In addition: Some changes in progression schedules. Deferred wage increase of 5 percent, effective July 1, 1958.
July 1, 1958 (by July 1, 1957, amended agreement).	5 percent increase, averaging \$4.92 a week or 12.3 cents an hour.	
July 1, 1959 (agreement dated Sept. 1, 1952, amended July 1, 1959).	5.5 percent increase, averaging \$5.76 a week or 14.4 cents an hour.	Additional classification adjustments. ⁶
July 1, 1960 (agreement of same date).	4.5 percent increase, averaging \$4.96 a week or 12.4 cents an hour.	In addition, adjustments were made in the basic rates of some classifications.
July 1, 1961 (agreement dated July 1, 1960).	\$3.50 to \$6 a week increases, averaging \$4.72 or 11.8 cents an hour.	
July 1, 1962 (agreement of same date).	\$3.50 to \$6.75 a week increases, averaging \$4.96 or 12.4 cents an hour.	Additional adjustments in a number of job classifications amounted to 1.5 cents an hour when averaged over all physical workers in the bargaining unit.
July 1, 1963 (agreement of same date).	3.75 percent increase, averaging \$4.72 a week or 11.8 cents an hour.	Additional adjustments in a number of job classifications amounted to 1.8 cents an hour when averaged over all physical workers in the bargaining unit.
July 1, 1964 (agreement of July 1, 1963).	3.25 percent increase, averaging \$4.28 a week or 10.7 cents an hour.	Deferred increases effective July 1, 1964, and July 1, 1965. Deferred increase.
July 1, 1965 (agreement dated July 1, 1963).	3.25 percent increase, averaging \$4.40 a week or 11.0 cents an hour.	Deferred increase.

¹ General wage changes are construed as upward or downward adjustments that affect an entire establishment, bargaining unit, or substantial group of employees 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 classification rates) that do not have an immediate effect on the general wage level.

The changes listed above were the major adjustments in wage rates made during the period covered. Because of fluctuations in earnings occasioned by nongeneral changes, payment of premium and special rates and other factors, the total of the general changes listed will not necessarily coincide with the change in average hourly earnings over the period.

² The three mills resulted from equalizing rates between areas formerly represented by the UWUA-CIO and those represented by the IBEW-AFL. The differences between the two types of areas had developed from a cents-per-hour increase previously granted in the territory formerly represented by the UWUA, as opposed to the percentage increase granted the IBEW areas. The adjustment was made by raising rates below \$66.75 a week in the IBEW area to the former UWUA rates; and all rates above \$66.75 a week in former UWUA territories to the IBEW rate.

³ These changes amounted to 0.39 cent an hour averaged over all workers in the bargaining unit.

⁴ These changes amounted to 1.52 cents an hour averaged over all workers in the bargaining unit.

⁵ These changes amounted to 2.01 cents an hour averaged over all workers in the bargaining unit.

⁶ These changes amounted to 0.37 cent an hour averaged over all workers in the bargaining unit.

Table B-1. Weekly Rates for Selected Occupations at Specified Dates, 1944-59

Department and job title ¹	Effective date, minimum and maximum rate, ² and progression schedule ³							
	Jan. 11, 1944 ⁴		Dec. 1, 1946		Sept. 1, 1950		Jan. 1, 1951	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
<u>Operation, Maintenance, and Construction</u>								
Cable splicers -----	\$ 52.80	³ⁿ \$ 56.60	\$ -	² 73.65	\$ -	\$ 84.51	\$ -	\$ 85.36
Cable splicers, apprentice -----	37.20	^{3k} 49.20	51.80	68.90	62.44	79.62	63.06	80.42
Carpenters, finish -----	37.80	⁵ 49.20	-	² 52.75	-	74.98	-	75.73
Clerks, field (water department) -----	-	(⁶)	49.00	⁵ 65.15	57.08	75.76	57.65	76.52
Collectors (collector and meter reader) -----	-	(⁶)	57.70	⁵ 63.45	68.62	^{3e} 74.01	69.31	74.75
Communications men, A -----	-	(⁶)	64.40	⁵ 68.60	74.98	79.31	75.73	80.10
Communications men, B -----	-	(⁶)	56.80	⁵ 61.85	67.28	72.36	67.95	73.08
Communications men, C -----	-	(⁶)	46.80	⁵ 54.30	57.55	64.86	58.13	65.51
Combination station attendant-servicemen -----	-	(⁷)	60.55	⁸ 72.50	71.02	⁹ 83.33	71.73	⁹ 84.16
Electricians -----	49.20	³ⁿ 52.60	-	² 68.60	-	79.31	-	80.10
Electricians, apprentice; linemen, apprentice -----	39.20	^{3g} 47.20	51.80	^{3h} 64.40	62.44	74.98	63.06	75.73
Electrical technicians (communications men, A) -----	-	-	-	-	-	-	-	-
Firemen, gas makers -----	41.20	^{3e} 45.20	-	² 59.35	-	69.78	-	70.84
Fitters -----	44.80	³ⁿ 46.00	-	² 60.30	-	70.76	-	71.47
Fitters, apprentice -----	40.20	^{3p} 43.20	53.10	^{3e} 57.80	63.67	68.26	64.31	68.94
Fitters, pipe -----	36.20	^{3e} 39.20	-	² 60.30	-	70.76	-	71.47
Groundmen, helper -----	¹⁰ 5.84	^{3b} 37.20	48.00	^{3e} 51.80	58.73	62.44	59.32	63.06
Instrument men -----	-	(⁶)	(¹¹)	² 64.40	-	74.98	-	75.73
Laborers -----	¹⁰ 5.84	^{3a} 35.20	-	² 46.80	-	57.55	-	58.13
Linemen, metermen, senior (electric department) -----	49.20	³ⁿ 52.60	-	² 68.60	-	79.31	-	80.10
	Apr. 1, 1951		July 1, 1952		Sept. 1, 1953		Sept. 1, 1954	
Cable splicers -----	\$ -	\$ 90.31	\$ -	\$ 95.32	\$ -	\$ 98.70	\$ -	\$ 102.80
Cable splicers, apprentice -----	66.72	85.08	71.37	90.01	72.25	^{3m} 93.70	77.15	97.65
Carpenters, finish -----	-	80.12	-	84.98	85.00	^{3e} 89.65	88.35	93.10
Clerks, field (water department) -----	60.99	80.96	65.56	85.83	67.85	88.85	75.85	92.30
Collectors (collector and meter reader) -----	73.33	79.09	-	(¹²)	-	-	-	-
Communications men, A -----	80.12	84.75	-	-	-	-	-	-
Communications men, B -----	71.89	77.32	-	(¹³)	-	-	-	-
Communications men, C -----	61.50	69.31	-	(¹³)	-	-	-	-
Combination station attendant-servicemen -----	75.89	⁹ 89.04	-	-	-	-	-	-
Electricians -----	-	84.75	-	89.68	-	92.85	-	96.80
Electricians, apprentice; linemen, apprentice -----	66.72	80.12	71.37	84.98	75.25	87.95	77.15	91.35
Electrical technicians (communications men, A) -----	-	-	91.96	⁵ ¹⁴ 94.50	95.20	³ⁿ 97.85	99.20	101.90
Firemen, gas makers -----	-	74.57	-	79.34	-	82.15	-	84.20
Fitters -----	-	75.62	-	80.41	-	85.00	-	88.35
Fitters, apprentice -----	68.04	72.94	72.71	77.69	75.25	^{3f} 82.15	77.15	84.20
Fitters, pipe -----	-	75.62	-	80.41	-	83.25	-	85.35
Groundmen, helper -----	62.76	66.72	67.36	71.37	69.75	73.90	71.50	75.75
Instrument men -----	-	80.12	-	(¹⁵)	-	-	-	-
Laborers -----	-	61.50	-	66.08	-	68.40	-	70.15
Linemen, metermen, senior (electric department) -----	-	84.75	-	89.68	-	92.85	-	96.80

See footnotes at end of table.

Table B-1. Weekly Rates for Selected Occupations at Specified Dates, 1944-59—Continued

Department and job title ¹	Effective date, minimum and maximum rate, ² and progression schedule ³ —Continued							
	July 1, 1956 ¹⁶		July 1, 1957		July 1, 1958		July 1, 1959	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
<u>Operation, Maintenance, and Construction</u>								
Cable splicers	\$ -	\$ 112.55	\$ -	\$ 118.75	\$ -	\$ 124.70	\$ -	\$ 131.60
Cable splicers, apprentice	83.55	107.00	88.15	112.90	92.60	118.55	97.70	125.10
Carpenters, finish	96.60	101.70	101.95	107.30	107.05	112.70	-	¹⁷ 118.90
Clerks, field (water department)	82.25	100.85	86.80	106.40	91.15	111.75	96.20	117.90
Collectors (collector and meter reader)	-	-	-	-	-	-	-	-
Communications men, A	-	-	-	-	-	-	-	-
Communications men, B	-	-	-	-	-	-	-	-
Communications men, C	-	-	-	-	-	-	-	-
Combination station attendant-servicemen	-	-	-	-	-	-	-	-
Electricians	-	106.10	-	111.95	-	117.55	-	124.05
Electricians, apprentice; linemen, apprentice	83.55	99.80	88.15	105.30	92.60	110.60	97.70	116.70
Electrical technicians (communications men, A)	108.65	^{3p} 114.45	114.65	120.75	120.40	126.80	130.40	133.80
Firemen, gas makers	-	90.60	-	95.60	-	100.40	-	105.95
Fitters	-	96.60	-	101.95	-	107.05	-	112.95
Fitters, apprentice	83.55	90.60	88.15	95.60	92.60	100.40	97.70	105.95
Fitters, pipe	-	91.75	-	96.80	-	101.65	-	107.25
Groundmen, helper	77.90	82.15	82.20	86.70	86.35	91.05	91.10	96.10
Instrument men	-	-	-	-	-	-	-	-
Laborers	-	76.55	-	80.80	-	84.85	-	89.55
Linemen, metermen, senior (electric department)	-	106.10	-	111.95	-	117.55	-	124.05
	Jan. 11, 1944 ⁴		Dec. 1, 1946		Sept. 1, 1950		Jan. 1, 1951	
Machinists	\$ 47.20	^{3e} \$ 51.20	\$ -	² \$ 66.85	\$ -	\$ 77.51	\$ -	\$ 78.29
Machinists, apprentice	39.20	^{3b} 45.20	51.80	^{3h} 64.40	62.44	74.98	63.06	75.73
Maintenance men (street light)	39.20	^{3e} 43.20	54.30	^{3d} 56.80	64.86	67.28	65.51	67.95
Mechanics (power and gas plants, electric maintenance department) ¹⁸	43.20	^{3e} 47.20	-	² 61.85	-	73.26	-	73.08
Mechanics (gas street or service department) ¹⁹	47.20	³ⁿ 49.20	-	² 64.40	-	74.98	-	75.73
Mechanics, service (gas service department)	48.20	³ⁿ 49.20	63.10	64.40	73.65	74.98	74.39	75.73
Metermen (electric department)	41.20	^{3f} 46.40	-	² 60.80	-	71.28	-	71.99
Metermen, apprentice; engineers, building ²⁰	5.84	^{3c} 39.20	51.80	^{3f} 59.35	62.44	69.78	63.06	70.48
Metermen, apprentice (electric department)	-	-	-	-	-	-	-	-
Meter readers	-	(⁶)	46.15	⁵ 57.70	57.86	^{3g} 68.16	58.44	68.84
Operators, auxiliary (power-plants) ²¹	-	(⁶)	-	(⁶)	68.67	^{3d} 71.28	69.36	71.99
Operators, elevator (general office)	-	(⁶)	-	(⁶)	53.37	^{3e} 58.27	53.90	58.85
Operators, first:								
East Bay Division—								
Station C and Newark	-	(⁶)	-	(⁶)	-	² 80.60	-	81.41
Station G	-	(⁶)	-	(⁶)	-	² 77.51	-	78.29
Contra Costa and other stations	-	(⁶)	-	(⁶)	-	² 76.48	-	77.24
Contra Costa and 8 other stations	-	-	-	-	-	-	-	-
5 other stations	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table B-1. Weekly Rates for Selected Occupations at Specified Dates, 1944-59—Continued

Department and job title ¹	Effective date, minimum and maximum rate, ² and progression schedule ³ —Continued							
	Apr. 1, 1951		July 1, 1952		Sept. 1, 1953		Sept. 1, 1954	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
<u>Operation, Maintenance, and Construction</u>								
Machinists -----	\$ -	\$ 82.83	\$ -	\$ 87.73	\$ -	\$ 90.80	\$ -	\$ 94.30
Machinists, apprentice -----	66.72	80.12	71.37	84.98	75.25	87.95	77.15	91.35
Maintenance men (street light) -----	69.31	71.89	74.00	76.62	76.60	79.30	78.55	81.30
Mechanics (power and gas plants, electric maintenance department) ¹⁸ -----	-	77.32	-	82.13	-	85.00	-	88.35
Mechanics (gas street or service department) ¹⁹ -----	-	80.12	-	84.98	-	89.65	-	93.10
Mechanics, service (gas service department) -----	78.70	80.12	83.53	84.98	-	89.65	-	93.10
Metermen (electric department) -----	-	76.17	-	80.97	-	85.00	-	88.35
Metermen, apprentice; engineers, building ²⁰ -----	66.72	74.75	71.37	79.34	-	-	-	-
Metermen, apprentice (electric department) -----	-	-	-	-	75.25	^{3f} 82.15	77.15	84.20
Meter readers -----	61.83	72.83	-	(¹²)	-	-	-	-
Operators, auxiliary (power-plants) ²¹ -----	73.38	76.17	78.13	80.97	80.90	83.80	82.95	85.90
Operators, elevator (general office) -----	57.03	62.26	61.54	66.85	63.70	69.20	65.30	70.95
Operators, first: East Bay Division—								
Station C and Newark -----	-	86.13	-	91.08	-	94.30	-	98.30
Station G -----	-	82.83	-	87.83	-	90.80	-	94.30
Contra Costa and other stations -----	-	81.72	-	-	-	-	-	-
Contra Costa and 8 other stations -----	-	² 81.72	-	86.60	-	89.65	-	93.10
5 other stations -----	-	² 80.12	-	84.98	-	87.95	-	91.35
	July 1, 1956 ¹⁶		July 1, 1957		July 1, 1958		July 1, 1959	
Machinists -----	\$ -	\$ 103.00	\$ -	\$ 108.70	\$ -	\$ 114.15	\$ -	\$ 120.45
Machinists, apprentice -----	83.55	99.80	88.15	105.30	92.60	110.60	97.70	116.70
Maintenance men (street light) -----	84.95	87.70	89.65	92.55	94.15	97.20	99.35	102.55
Mechanics (power and gas plants, electric maintenance department) ¹⁸ -----	-	96.60	-	101.95	-	107.05	-	112.95
Mechanics (gas street or service department) ¹⁹ -----	-	101.70	-	107.30	-	112.70	-	118.90
Mechanics, service (gas service department) -----	-	101.70	-	107.30	-	112.70	-	118.90
Metermen (electric department) -----	-	96.60	-	101.95	-	107.05	-	112.95
Metermen, apprentice; engineers, building ²⁰ -----	-	-	-	-	-	-	-	-
Metermen, apprentice (electric department) -----	83.55	90.60	88.15	95.60	92.60	100.40	97.70	105.95
Meter readers -----	-	-	-	-	-	-	-	-
Operators, auxiliary (power-plants) ²¹ -----	89.35	92.35	94.30	97.45	99.05	102.35	104.50	108.00
Operators, elevator (general office) -----	71.70	77.35	75.65	81.60	79.45	85.70	-	-
Operators, first: East Bay Division—								
Station C and Newark -----	-	²² 111.15	-	²² 117.30	-	²² 123.20	-	²² 130.00
Station G -----	-	103.00	-	-	-	-	-	-
Contra Costa and other stations -----	-	-	-	-	-	-	-	-
Contra Costa and 8 other stations -----	-	103.00- 106.10	-	-	-	-	-	-
5 other stations -----	-	93.35- 103.00	-	-	-	-	-	-

See footnotes at end of table.

Table B-1. Weekly Rates for Selected Occupations at Specified Dates, 1944-59—Continued

Department and job title ¹	Effective date, minimum and maximum rate, ² and progression schedule ³ —Continued							
	Jan. 11, 1944 ⁴		Dec. 1, 1946		Sept. 1, 1950		Jan. 1, 1951	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
<u>Operation, Maintenance, and Construction</u>								
Cordelia, Fulton, Mendocino, Ignacio ²³	-	(⁶)	\$ -	\$ (⁶)	\$ -	² \$ 74.98	\$ -	\$ 75.73
Petaluma, Santa Rosa	-	(⁶)	-	(⁶)	-	² 68.75	-	69.44
San Francisco Division—								
Station A	-	(⁶)	-	(⁶)	-	² 80.60	-	81.41
Other stations:								
Group 1	-	(⁶)	-	(⁶)	-	² 77.51	-	78.29
Group 2	-	(⁶)	-	(⁶)	-	² 76.48	-	77.24
Group 3	-	(⁶)	-	(⁶)	-	² 74.98	-	75.73
Group 4	-	(⁶)	-	(⁶)	-	² 71.28	-	71.99
San Jose Division—								
Station B	-	(⁶)	-	(⁶)	-	² 76.48	-	77.24
Station A	-	(⁶)	-	(⁶)	-	² 74.98	-	75.73
Davenport	-	(⁶)	-	(⁶)	-	² 68.75	-	69.44
San Mateo	-	-	-	-	-	-	-	-
Steam plants ²⁴ —								
Sacramento, Station B	-	(⁶)	-	² 66.85	-	77.51	-	78.29
Humboldt, Donbass III	-	(⁶)	-	² 66.85	77.51	^{3d} 80.60	78.29	81.41
Humboldt, Station B	-	(⁶)	66.85	^{3d} 69.85	80.60	85.28	81.41	86.13
Powerplants ²⁴ —								
Hunters Point	-	-	-	-	-	-	-	-
Oakland	-	-	-	-	-	-	-	-
Potrero	-	-	-	-	-	-	-	-
Three-shift hydro plants and three-shift substations ²⁵ —								
Schedule I	-	(⁶)	-	² 65.85	-	76.48	-	77.24
Schedule II	-	(⁶)	-	² 64.40	-	74.98	-	75.73
	Apr. 1, 1951		July 1, 1952		Sept. 1, 1953		Sept. 1, 1954	
Cordelia, Fulton, Mendocino, Ignacio ²³	\$ -	\$ 80.12	\$ -	\$ 84.98	\$ -	\$ 87.95	\$ -	\$ 91.35
Petaluma, Santa Rosa	-	73.47	-	78.23	-	-	-	-
San Francisco Division—								
Station A	-	86.13	-	91.08	-	94.30	-	98.30
Other stations:								
Group 1	-	82.83	-	87.73	-	90.80	-	94.30
Group 2	-	81.72	-	86.60	-	89.65	-	93.10
Group 3	-	80.12	-	84.98	-	87.95	-	91.35
Group 4	-	76.17	-	80.97	-	-	-	-
San Jose Division—								
Station B	-	81.72	-	86.60	-	89.65	-	93.10
Station A	-	80.12	-	84.98	-	87.95	-	91.35
Davenport	-	73.47	-	78.23	-	81.00	-	83.05
San Mateo	-	-	-	-	-	89.65	-	93.10
Steam plants ²⁴ —								
Sacramento, Station B	-	82.83	-	87.73	-	90.80	-	94.30
Humboldt, Donbass III	82.83	86.13	87.73	91.08	90.80	94.30	94.30	98.30
Humboldt, Station B	86.13	91.13	91.08	96.15	94.30	99.55	98.30	103.65
Powerplants ²⁴ —								
Hunters Point	-	-	-	-	-	-	-	-
Oakland	-	-	-	-	-	-	-	-
Potrero	-	-	-	-	-	-	-	-
Three-shift hydro plants and three-shift substations—								
Schedule I	-	81.72	-	86.60	-	89.65	-	93.10
Schedule II	-	80.12	-	84.98	-	87.95	-	91.35

See footnotes at end of table.

Table B-1. Weekly Rates for Selected Occupations at Specified Dates, 1944-59—Continued

Department and job title ¹	Effective date, minimum and maximum rate, ² and progression schedule ³ —Continued							
	Apr. 1, 1951		July 1, 1952		Sept. 1, 1953		Sept. 1, 1954	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
<u>Operation, Maintenance, and Construction</u>								
Schedule III -----	\$ -	\$ 76.17	\$ -	\$ 80.97	\$ -	\$ 83.80	\$ -	\$ 85.90
Schedule IV -----	-	73.44	-	78.20	-	80.95	-	83.00
Operators, first assistant ²⁸ — East Bay and San Francisco Divisions -----	-	83.37	-	88.27	-	91.40	-	94.90
Newark substation -----	-	-	-	-	-	-	-	-
Potrero powerplant -----	-	-	-	-	-	-	-	-
Patrolmen (electric depart- ment) -----	67.71	³⁰ 83.93	72.38	³⁰ 88.84	74.95	³⁰ 91.95	76.85	³⁰ 95.45
Repairmen, appliance -----	69.31	77.32	74.00	82.13	76.60	85.00	78.55	88.35
Repairmen, boiler (L. P. steam plants) ³¹ -----	75.62	78.92	80.41	83.76	-	86.70	-	90.10
Repairmen, meter (gas depart- ment) ³² -----	73.76	75.62	78.52	80.41	-	85.00	-	88.35
Servicemen (gas department) ---	-	77.32	-	82.13	-	87.95	-	91.35
Servicemen (water department)---	69.31	74.57	74.00	79.34	-	85.00	-	88.35
Servicemen (electric depart- ment) -----	-	87.32	-	-	-	-	-	-
Servicemen, electric, senior (San Joaquin Division) -----	-	-	-	-	-	95.55	-	99.55
Tenders, turbine ³³ -----	78.92	81.72	83.76	86.60	86.70	89.65	90.10	93.10
Testers, pump, junior -----	65.34	72.83	69.97	77.58	72.45	80.30	76.15	³ 82.35
Troublemn -----	-	87.23	-	92.19	-	95.45	-	99.45
Welders, certified -----	-	82.83	-	87.73	-	90.80	-	94.30
Welders (gas plants and shops) ³⁴ -----	77.32	81.72	82.13	86.60	-	89.65	-	93.10
	July 1, 1956 ¹⁶		July 1, 1957		July 1, 1958		July 1, 1959	
Schedule III -----	\$ -	\$ 98.35	\$ -	\$ 103.80	\$ -	\$ 109.00	\$ -	\$ 115.00
Schedule IV -----	-	93.35	-	98.50	-	103.45	-	109.15
Operators, first assistant ²⁸ — East Bay and San Francisco Divisions -----	-	-	-	-	-	-	-	-
Newark substation -----	-	107.50	-	113.45	-	119.15	-	125.70
Potrero powerplant -----	-	103.65	-	109.35	-	114.85	-	121.20
Patrolmen (electric depart- ment) -----	83.25	³⁰ 104.25	88.15	³ 95.60	92.60	100.40	97.70	105.95
Repairmen, appliance -----	84.95	96.60	89.65	101.95	94.15	107.05	99.35	112.95
Repairmen, boiler (L. P. steam plants) ³¹ -----	-	98.50	-	103.95	-	109.15	-	115.15
Repairmen, meter (gas depart- ment) ³² -----	-	96.60	-	101.95	-	107.05	-	112.95
Servicemen (gas department) ---	-	99.80	-	105.30	-	110.60	-	116.70
Servicemen (water department)---	-	96.60	-	101.95	-	107.05	-	112.95
Servicemen (electric depart- ment) -----	-	-	-	-	-	-	-	-
Servicemen, electric, senior (San Joaquin Division) -----	-	109.05	-	115.05	-	120.80	-	127.45
Tenders, turbine ³³ -----	98.50	101.70	103.95	107.30	109.15	112.70	115.15	118.90
Testers, pump, junior -----	82.55	88.75	87.10	93.65	91.50	98.35	96.55	103.80
Troublemn -----	-	109.05	-	115.05	-	120.80	-	127.45
Welders, certified -----	-	103.00	-	108.70	-	114.15	-	120.45
Welders (gas plants and shops) ³⁴ -----	-	101.70	-	107.30	-	112.70	-	118.90

See footnotes at end of table.

Table B-1. Weekly Rates for Selected Occupations at Specified Dates, 1944-59—Continued

Department and job title ¹	Effective date, minimum and maximum rate, ² and progression schedule ³ —Continued							
	Jan. 11, 1944 ⁴		Dec. 1, 1946		Sept. 1, 1950		Jan. 1, 1951	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
<u>Department of Pipeline Operations ³⁵</u>								
Electricians -----	\$ 49.20	⁵ \$ 52.60	\$ 64.40	\$ 68.60	\$ -	² \$ 79.31	\$ -	\$ 80.10
Engineers, compressor -----	48.20	³ f53.20	63.10	69.35	73.65	80.08	74.39	80.88
Inspectors, meter -----	47.00	³ p50.40	61.55	65.85	72.05	³ e76.48	72.77	77.24
Inspectors, meter, apprentice ³⁶ -----	37.80	³ g46.00	50.00	60.30	61.87	³ f70.76	62.49	71.47
Janitors -----	¹⁰ 5.96	³ b37.20	40.20	49.25	58.73	³ d59.97	59.32	60.57
Maintenance men -----	43.20	³ e47.20	65.80	61.85	67.28	72.36	67.95	73.08
Mechanics-welders -----	48.40	³ n50.40	63.30	65.85	-	² 76.48	-	77.24
Repairmen, line -----	40.20	³ p43.20	53.10	56.80	63.76	³ e67.28	64.31	67.95
Repairmen, plant (A) -----	44.80	³ e48.20	58.80	³ p63.10	63.76	³ e67.28	64.31	67.95
Apr. 1, 1951		July 1, 1952		Sept. 1, 1953		Sept. 1, 1954		
Electricians -----	\$ -	\$ 84.75	\$ -	\$ 89.68	\$ -	\$ 92.85	\$ -	\$ 96.80
Engineers, compressor -----	78.70	85.57	82.53	90.51	85.45	93.70	88.80	97.65
Inspectors, meter -----	76.99	81.72	81.80	86.60	-	90.80	-	94.30
Inspectors, meter, apprentice ³⁶ -----	66.11	75.62	70.76	80.41	75.25	³ g85.00	77.15	88.35
Janitors -----	62.76	64.08	67.36	68.70	69.75	71.10	71.50	72.90
Maintenance men -----	71.89	77.32	76.62	82.13	79.30	85.00	81.30	88.35
Mechanics-welders -----	-	81.72	-	86.60	-	89.65	-	93.10
Repairmen, line -----	68.04	71.89	72.71	76.62	75.25	79.30	77.15	81.30
Repairmen, plant (A) -----	68.04	71.89	72.71	76.62	-	-	-	-
July 1, 1956 ¹⁶		July 1, 1957		July 1, 1958		July 1, 1959		
Electricians -----	\$ -	\$ 106.10	\$ -	\$ 111.95	\$ -	\$ 117.55	\$ -	\$ 124.05
Engineers, compressor -----	97.10	107.00	107.05	³ e112.90	112.40	118.55	118.60	125.10
Inspectors, meter -----	-	103.00	-	108.70	-	114.15	-	120.45
Inspectors, meter, apprentice ³⁶ -----	83.55	96.60	88.15	101.95	92.60	107.05	97.70	112.95
Janitors -----	77.90	79.30	82.20	83.70	86.35	87.90	91.10	92.75
Maintenance men -----	87.70	96.60	92.55	101.95	97.20	107.05	102.55	112.95
Mechanics-welders -----	-	101.70	-	107.30	-	112.70	-	118.90
Repairmen, line -----	83.55	87.70	88.15	92.55	92.60	97.20	97.70	118.90
Repairmen, plant (A) -----	-	-	-	-	-	-	-	-

¹ All job titles and department assignments prior to 1953 are as of the Sept. 1, 1950, and Jan. 1, 1951, wage schedules; thereafter, they are as shown in the wage schedule of the effective agreement.

² Where only the maximum rate is shown, a single job rate was in effect. In the case of first operators, the range of rates in the column for July 1, 1956, does not indicate minimum and maximum rates but rather the fact that some stations were transferred to one rate schedule and others to a different schedule.

³ Progression from the minimum to the maximum job rate follows the schedule listed below. The length of the progression schedule is indicated by a footnote in the maximum rate column for 1944 except where it was changed during the period covered by this table; in such cases, the appropriate footnotes are shown both for 1944 and for the date on which a change in the progression schedule became effective.

- (a) 4 months, 8 months, 1 year.
- (b) 4 months, 8 months, 1 year, 18 months.
- (c) 4 months, 8 months, 1 year, 18 months, 2 years.
- (d) 6 months.
- (e) 6 months, 1 year.
- (f) 6 months, 1 year, 18 months.
- (g) 6 months, 1 year, 18 months, 2 years.
- (h) 6 months, 1 year, 18 months, 2 years, 30 months.
- (k) 6 months, 1 year, 18 months, 2 years, 30 months, 3 years.
- (m) 6 months, 1 year, 18 months, 2 years, 30 months, 3 years, 42 months.
- (n) 1 year.
- (p) 1 year, 2 years.

⁴ Rates were effective as of Jan. 11, 1944, retroactive to Oct. 16, 1942, unless otherwise noted.

⁵ Range, nonprogression schedule.

⁶ Rates that were unavailable for Jan. 11, 1944, and Dec. 1, 1946, were those in the UWUA divisions.

⁷ Rates based on various types of work performed.

⁸ Spread, nonprogression. Workers received the designated station rate plus a percentage of the difference between the rate of the station and the maximum of the spread. When 50 percent or more of time during the previous year was spent on service work, employees received maximum of spread.

⁹ Footnote 8 applies, except that no minimum pay was stipulated.

¹⁰ Daily rate paid from starting rate to second step in progression schedule.

¹¹ Effective date Jan. 1, 1947.

Footnotes—Continued

- ¹² On Jan. 30, 1952, the NLRB ruled that "collectors and meter readers" were clerical employees. Workers in these occupations therefore were transferred to the clerical unit.
- ¹³ Employees in these occupations were reclassified to "electricians" and "electricians, apprentice."
- ¹⁴ Classification "Communications men A" abolished Nov. 21, 1951; employees reclassified in occupation shown.
- ¹⁵ Reclassified in accordance with Mar. 29, 1952, ruling by NLRB that these workers in gas plants were professional employees. On Sept. 1, 1952, steam plant instrument men were transferred to the professional category.
- ¹⁶ Effective 1956, for the occupation "first operator," all division stations except Newark were classified as 3-shift substations, and in all cases, only one rate was paid first operators in each station; a range of rates indicates that some stations in a group were transferred to one schedule and others to a different schedule. The new classification of stations is shown in footnote 25.
- ¹⁷ Reclassified as carpenters (gas plants, water department, and stores division) with single rate.
- ¹⁸ Prior to 1953, the data relate only to the electric maintenance department.
- ¹⁹ Prior to 1953, the data relate only to the gas service department.
- ²⁰ Daily rate paid up to fourth progression step for apprentice metermen; no rate given for building engineer in 1944 wage schedule.
- ²¹ Prior to 1953, the data relate to "operators, auxiliary," without designation of operation.
- ²² Applies to Newark only; station C discontinued.
- ²³ Prior to 1952, the data relate only to Cordelia.
- ²⁴ Effective 1956, steam plant classifications were discontinued and powerplants were substituted.
- ²⁵ Schedules were applicable to various localities as follows:
- Schedule I: 1944-52—Big Bend, Drum, Electra, Pits No. 1-3-5, Stanislaus, Tiger Creek, Bakersfield, Brighton, Herndon, Midway, Salinas, Santa Maria, Shasta, Stockton—Station A, Vaca Dixon; 1953—Delete Bakersfield, Herndon, Santa Maria, and Shasta, and add Caribou, Cottonwood, Marysville, Moraga, Panoche, San Mateo, San Francisco—Station H, and Balch (in 1959).
- Schedule II: 1944-51—Balch, Bucks Creek, Caribou, Coleman, Cresta, DeSable, El Dorado, Kerckhoff, Rock Creek, Spaulding, A. G. Wishon, Wise, Bellota, California Avenue, Chico, Davis, Marysville, and Wilson; 1952—Add Salt Springs, and Panoche; 1953—Delete Caribou, California Avenue, Marysville, Panoche, and add Melones, Pit No. 4, Contra Costa, Cordelia, Fulton, Herndon, Humboldt, Ignacio, Kern Oil, Mendocino, Mission, Pittsburg, Sanger, San Luis Obispo, Santa Cruz, South Tower, East Bay—Stations D, F, G, J, L, and X, San Francisco—Stations C, E, G, I, and J, and San Jose—Station B. Not applicable in 1959 to Balch, Coleman, Pit No. 4, Wise, Wishon, and South Tower.
- Schedule III: 1944-51—American River, Centerville, Folsom, Kern Canyon, San Joaquin and Crane Valley, Volta, Ashlon Avenue, Kern Oil, Manteca, Panoche, Piedra, Sanger; 1952—Delete San Joaquin and Crane Valley, Manteca, and Panoche, and add San Joaquin 1-A, 2, 3 and Crane Valley, and Tesla; 1953—Delete Folsom, Kern Canyon, Ashlon Avenue, Kern Oil, Piedra, Sanger, San Joaquin 1-A, 2, 3 and Crane Valley, and add Inskip, San Joaquin Avenue, Corcoran, East Bay—Station K, San Francisco—Stations F, K, and W, San Joaquin—Station O, and San Jose—Station A. Not applicable in 1959 to Centerville, Inskip, San Joaquin, Volta, California Avenue, Corcoran, San Francisco—Station F, and San Jose—Station A.
- Schedule IV: 1944-51—Alta, Angels, Inskip, Kilarc, Lime Saddle, Melones, Murphys, Salt Spring, Corcoran, Fresno, Merced, San Luis Obispo, and Weedpatch; 1952—Delete Salt Spring and Fresno; and add Fresno—Station O; 1953—Delete Alta, Inskip, Melones, Murphys, Corcoran, San Luis Obispo, Weedpatch, and Fresno—Station O; and add Davenport, East Bay—Stations I and Y, and San Francisco—Stations B, Q, and E. Not applicable in 1959 to Angels, Kilarc, Lime Saddle, Merced, East Bay—Station I, and San Francisco—Station Q.
- ²⁶ 1 station discontinued.
- ²⁷ 2 stations discontinued.
- ²⁸ Effective 1956, first assistant operator classification was in effect only for the Newark substation and Potrero powerplant.
- ²⁹ Spread rate, progression. Workers received the designated rate plus a percentage for time spent in various specified working conditions. For performing higher skills (i. e., climbing, changing insulators, etc.) for more than 50 percent of time patrolmen were paid the maximum of spread.
- ³⁰ Spread rate paid at particular location based on percentage of time on work in various classifications, but not less than \$2.50 a week above minimum after 1 year's continuous service. The maximum rate was paid if 50 percent of time was spent on higher classification work.
- ³¹ Prior to 1952, the data relate to "repairmen, boiler," without designation of operation. Effective July 1, 1956, reclassified as powerplant job.
- ³² Prior to 1952, the data relate to "repairmen, meter," without designation of department.
- ³³ Station A, C, and Oleum. Effective July 1, 1956, Potrero, Oakland, and Oleum powerplants; effective July 1, 1957, Potrero and Oakland; rates at Oleum were \$101.95-\$103.95 on July 1, 1957, \$107.05-\$109.15 on July 1, 1958, and \$112.95-\$115.15 on July 1, 1959.
- ³⁴ Prior to 1953, the data relate to "welders," without designation of plant.
- ³⁵ Effective 1954, changed from Gas Supply and Control department.
- ³⁶ Prior to 1952, the data relate to "inspectors, apprentice."

Table B-2 Weekly Rates for Selected Occupations at Specified Dates, 1959-65¹

Department and job title	Effective date, minimum and maximum rate, ² and progression schedule ³							
	July 1, 1959		July 1, 1960		July 1, 1961		July 1, 1962	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
<u>Electric Department</u>								
Office:	\$	\$	\$	\$	\$	\$	\$	\$
Dispatchers, load-----	139.60	^{3f} 150.30	145.90	157.10	151.90	163.10	158.65	169.85
Rodmen-chainmen-----	91.10	^{3b} 96.10	95.20	100.45	98.95	104.45	102.70	106.45
Overhead line:								
Troublem-----	-	127.45	-	133.20	-	138.70	-	144.95
Linemen-----	-	124.05	-	129.65	-	135.15	-	143.40
Groundmen-----	91.10	^{3b} 96.10	95.20	100.45	98.95	104.45	101.10	108.45
Patrolmen-----	97.70	^{3d} 105.95	102.10	110.75	106.10	115.25	110.10	119.75
Maintenancemen, street light--	99.35	^{3a} 102.55	103.85	107.20	107.85	111.70	116.20	119.75
Maintenancemen, tool-----	-	100.25	-	104.80	-	108.80	-	112.80
Underground:								
Cablemen (San Francisco Div.)--	136.50	^{3c} 140.10	142.65	146.40	148.65	152.40	155.40	159.15
Cable splicers-----	-	131.60	-	137.55	-	143.55	-	149.80
Cable splicers, apprentice-----	97.70	³ⁱ 125.10	102.10	130.75	106.10	136.25	110.10	141.75
Shopmen (San Francisco Division)-----	99.35	^{3b} 105.95	103.85	110.75	107.85	115.25	111.85	119.75
Meter:								
Metermen, senior-----	-	124.05	-	129.65	-	135.15	-	143.40
Metermen-----	-	112.95	-	118.05	-	123.05	-	128.05
Metermen, apprentice-----	97.70	^{3d} 105.95	102.10	110.75	106.10	115.25	110.10	119.75
Helpers-----	91.10	^{3b} 96.10	95.20	100.45	98.95	104.45	101.10	108.45
Maintenance:								
Electricians-----	-	124.05	-	129.65	-	135.15	-	143.40
Electricians, apprentice-----	97.70	^{3g} 116.70	102.10	121.95	106.10	126.95	110.10	132.45
Electrical technicians-----	130.40	^{3c} 133.80	136.30	139.85	142.30	145.85	148.55	152.10
Machinists-----	-	120.45	-	125.90	-	131.40	-	140.65
Machinists, apprentice-----	97.70	^{3g} 116.70	102.10	121.95	106.10	126.95	110.10	132.45
Mechanics-----	-	112.95	-	118.05	-	123.05	-	128.05
Carpenters-----	-	118.90	-	124.25	-	129.25	-	134.75
Helpers-----	91.10	^{3b} 96.10	95.20	100.45	98.95	104.45	101.10	108.45
Substation operating: ⁴								
First operators:								
Newark-----	-	130.00	-	135.85	-	141.85	-	148.10
Schedule I-----	-	124.05	-	129.65	-	135.15	-	140.65
Schedule II-----	-	120.45	-	125.90	-	131.40	-	136.90
Schedule III-----	-	115.00	-	120.20	-	125.20	-	130.20
Schedule IV-----	-	109.15	-	114.10	-	118.60	-	123.10
Powerplant (Oakland and Potrero)-----	-	125.95	-	131.65	-	137.15	-	143.40
First operators, assistant (powerplant):								
Oakland-----	-	120.45	-	125.90	-	131.40	-	136.90
Potrero-----	-	121.20	-	126.65	-	132.15	-	137.65
Second operators, substation: Unspecified locations ⁶ -----	92.75	^{3d} 105.20	96.95	109.95	100.70	114.45	104.45	118.95
Hydroplant operating:								
First operators (Caribou, drum and pit No. 3)-----	-	124.05	-	129.65	-	135.15	-	143.40
Second operators-----	92.75	^{3d} 105.20	96.95	109.95	100.70	114.45	104.45	118.95
<u>Steam Generation Department</u>								
Operating:								
Operators, control, senior ⁷ -----	-	131.40	-	137.35	-	143.35	-	152.55
Kern-----	-	-	-	-	-	-	-	-
Operators, auxiliary ⁷ -----	104.50	^{3a} 108.00	109.20	112.90	113.70	117.40	118.20	121.90
Kern-----	-	-	-	-	-	-	-	-
Tenders, turbine (Potrero and Oakland)-----	115.15	^{3a} 118.90	120.35	124.25	125.35	129.25	130.35	134.75
Janitors (San Francisco and East Bay Divisions)-----	89.55	^{3a} 91.20	93.60	95.30	97.35	99.05	101.10	102.80

See footnotes at end of table.

Table B-2 Weekly Rates for Selected Occupations at Specified Dates, 1959-65¹—Continued

Department and job title	Effective date, minimum and maximum rate, ² and progression schedule ³ —Continued					
	July 1, 1963		July 1, 1964		July 1, 1965	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
<u>Electric Department</u>						
Office:	\$	\$	\$	\$	\$	\$
Dispatchers, load -----	166.70	178.30	172.15	184.10	177.75	190.10
Rodmen-chainmen -----	106.55	112.55	110.05	116.25	113.65	120.05
Overhead line:						
Troublemen-----	-	154.05	-	159.10	-	164.30
Linemen-----	-	150.40	-	155.30	-	160.35
Groundmen-----	104.90	112.55	108.35	116.25	111.90	120.05
Patrolmen-----	114.25	124.25	118.00	128.30	121.85	132.50
Maintenancemen, street light---	120.60	124.25	124.55	128.30	128.60	132.50
Maintenancemen, tool-----	-	117.05	-	120.85	-	124.80
Underground:						
Cablemen(San Francisco Div.)---	163.30	167.20	168.65	172.65	174.15	178.30
Cable splicers-----	-	157.50	-	162.65	-	167.95
Cable splicers, apprentice-----	114.25	147.10	118.00	151.90	121.85	156.85
Shopmen (San Francisco Division)-----	116.05	124.25	119.85	128.30	123.75	132.50
Meter:						
Metermen, senior-----	-	150.40	-	155.30	-	160.35
Metermen-----	-	132.85	-	137.20	-	141.70
Metermen, apprentice-----	114.25	137.45	118.00	141.95	121.85	146.60
Helpers-----	104.90	112.55	108.35	116.25	111.90	120.05
Maintenance:						
Electricians-----	-	150.40	-	155.30	-	160.35
Electricians, apprentice-----	114.25	137.45	118.00	141.95	121.85	146.60
Electrical technicians-----	-	160.35	-	165.60	-	171.00
Machinists-----	-	150.40	-	155.30	-	160.35
Machinists, apprentice-----	114.25	137.45	118.00	141.95	121.85	146.60
Mechanics-----	-	132.85	-	137.20	-	141.70
Carpenters-----	-	139.80	-	144.35	-	149.05
Helpers-----	104.90	112.55	108.35	116.25	111.90	120.05
Substation operating: ⁴						
First operators:						
Newark-----	-	157.35	-	162.50	-	167.80
Schedule I-----	-	150.40	-	155.30	-	160.35
Schedule II-----	-	144.15	-	148.85	-	153.70
Schedule III-----	-	135.10	-	139.50	-	144.05
Schedule IV-----	-	127.75	-	131.90	-	136.20
Powerplant (Oakland and Potrero)-----	-	152.50	-	157.50	-	162.65
First operators, assistant (powerplant):						
Oakland-----	-	144.15	-	148.85	-	153.70
Potrero-----	-	144.15	-	148.85	-	153.70
Second operators, substation:						
Unspecified locations ⁶ -----	108.40	123.45	111.95	127.50	115.60	131.65
Hydroplant operating:						
First operators (Caribou, drum and pit No. 3)-----	-	152.50	-	157.50	-	162.65
Second operators-----	108.40	123.45	111.95	127.50	115.60	131.65
<u>Steam Generation Department</u>						
Operating:						
Operators, control, senior ⁷ ---	-	162.45	-	167.75	-	173.20
Kern-----	-	158.30	-	163.45	-	168.80
Operators, auxiliary ⁷ -----	123.70	127.55	127.75	131.70	131.90	136.00
Kern-----	122.65	126.50	126.65	130.65	130.80	134.90
Tenders, turbine (Potrero and Oakland)-----	135.25	139.80	139.65	144.35	144.20	149.05
Janitors (San Francisco and East Bay Divisions)-----	104.90	106.70	108.35	110.20	111.90	113.80

See footnotes at end of table.

Table B-2 Weekly Rates for Selected Occupations at Specified Dates, 1959-65¹—Continued

Department and job title	Effective date, minimum and maximum rate, ² and progression schedule ³ —Continued							
	July 1, 1959		July 1, 1960		July 1, 1961		July 1, 1962	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Steam Generation Department—Continued								
Maintenance:								
Technicians, electrical (powerplant)-----	\$ 127.05	^{3f} \$ 133.80	\$ 132.80	\$ 139.85	\$ 138.30	\$ 145.85	\$ 144.55	\$ 152.10
Repairmen, boiler (L. P.)-----	-	115.15	-	120.35	-	125.35	-	130.35
Welders, certified-----	-	120.45	-	125.90	-	131.40	-	140.65
Welders-----	-	118.90	-	124.25	-	129.25	-	134.75
Helpers-----	91.10	^{3b} 96.10	95.20	100.45	98.95	104.45	101.10	108.45
Clerical:								
Clerks, plant:								
Senior-----	116.95	⁸ 126.85	122.25	132.60	127.25	138.10	132.75	144.35
Routine-----	99.30	⁸ 107.00	103.80	111.85	107.80	116.35	111.80	120.85
Gas Department								
Transmission and distribution:								
Mechanics, gas-----	-	118.90	-	124.25	-	129.25	-	136.90
Fitters-----	-	112.95	-	118.05	-	123.05	-	129.05
Fitters, apprentice-----	97.70	^{3d} 105.95	102.10	110.75	106.10	115.25	110.10	119.75
Clerks, field-----	96.20	⁸ 103.80	100.55	108.50	104.55	113.00	108.55	119.75
Service and meter:								
Mechanics, meter (East Bay and San Francisco Divisions)-----	116.70	^{3b} 124.05	121.95	129.65	126.95	135.15	132.45	140.65
Repairmen, meter-----	-	112.95	-	118.05	-	123.05	-	128.05
Mechanics, service-----	-	118.90	-	124.25	-	129.25	-	134.75
Servicemen-----	-	116.70	107.20	^{3d} 121.95	111.70	126.95	116.20	132.45
Operators, first, service-----	96.20	^{3e} 113.25	100.55	118.35	104.55	123.35	108.55	128.35
Plant operating:								
Engineers, watch (East Bay and San Francisco Divisions)-----	-	131.00	-	136.90	-	142.90	-	149.15
Firemen (L. P.)-----	-	105.95	-	110.75	-	115.25	-	119.75
Helpers, shift-----	91.10	^{3b} 96.10	95.20	100.45	98.95	104.45	101.10	108.45
Plant maintenance:								
Electricians-----	-	124.05	-	129.65	-	135.15	-	143.40
Mechanics-----	-	112.95	-	118.05	-	123.05	-	128.05
Helpers-----	91.10	^{3b} 96.10	95.20	100.45	98.95	104.45	101.10	108.45
Water Department								
Operators, water treatment plant (Schedule I—Auburn and Willits)-----	-	115.15	-	120.35	-	125.35	-	130.35
Fitters, pipe-----	-	107.25	-	112.10	-	116.60	-	121.10
Clerks, field-----	96.20	⁸ 117.90	100.55	123.25	104.55	128.25	108.55	133.75
Helpers ⁹ -----	-	89.55	-	93.60	-	97.35	-	101.10
Steam Heat Department								
Servicemen, steam-----	-	116.70	-	121.95	-	126.95	-	132.45
Helpers-----	91.10	^{3b} 96.10	95.20	100.45	98.95	104.45	101.10	108.45
Commercial Department								
Surveyors, power-----	103.80	^{3d} 115.45	108.50	120.65	113.00	125.65	117.50	130.65
Testers, pump assistant-----	96.55	^{3d} 103.80	100.90	108.50	104.90	113.00	108.90	117.50
General Services Department								
Garage:								
Mechanics, lead ¹⁰ -----	116.70	^{3c} 118.90	121.95	124.25	126.95	129.25	-	140.65
Clerks, parts-----	102.55	⁸ 112.95	107.20	118.05	111.70	123.05	116.20	128.05
Warehouse:								
Storekeepers, senior-----	-	124.05	-	129.65	-	135.15	-	140.65
Truckdrivers, light-----	99.35	^{3a} 102.55	103.85	107.20	107.85	111.70	111.85	116.20
Building service:								
Maintenance men, building-----	112.95	^{3b} 124.05	118.05	129.65	123.05	135.15	128.05	140.65
Elevator operators (San Francisco, East Bay, Sacramento, and San Jose Divisions)-----	77.40	^{3b} 83.85	80.90	87.65	84.65	91.40	88.40	95.15

See footnotes at end of table.

Table B-2. Weekly Rates for Selected Occupations at Specified Dates, 1959-65¹—Continued

Department and job title	Effective date, minimum and maximum rate, ² and progression schedule ³ —Continued					
	July 1, 1963		July 1, 1964		July 1, 1965	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
<u>Steam Generation Department—Continued</u>						
Maintenance:						
Technicians, electrical (powerplant)-----	\$ 152.55	\$ 160.35	\$ 157.55	\$ 165.60	\$ 162.70	\$ 171.00
Repairmen, boiler (L. P.)-----	-	135.25	-	139.65	-	144.20
Welders, certified-----	-	150.40	-	155.30	-	160.35
Welders-----	-	139.80	-	144.35	-	149.05
Helpers-----	104.90	112.55	108.35	116.25	111.90	120.05
Clerical:						
Clerks, plant:						
Senior-----	137.75	^a 149.80	142.25	154.70	146.90	159.75
Routine-----	111.80	^a 125.40	115.45	129.50	119.20	133.75
<u>Gas Department</u>						
Transmission and distribution:						
Mechanics, gas-----	-	143.60	-	148.30	-	153.15
Fitters-----	-	134.95	-	139.35	-	143.90
Fitters, apprentice-----	114.25	124.25	118.00	128.30	121.85	132.50
Clerks, field-----	112.65	^a 124.25	116.35	128.30	120.15	132.50
Service and meter:						
Mechanics, meter (East Bay and San Francisco Divisions)-----	137.45	145.95	141.95	150.70	146.60	155.60
Repairmen, meter-----	-	132.85	-	137.20	-	141.70
Mechanics, service-----	-	143.60	-	148.30	-	153.15
Servicemen-----	120.60	^e 139.80	124.55	144.35	128.60	149.05
Operators, first, service-----	112.65	133.20	116.35	137.55	120.15	142.05
Plant operating:						
Engineers, watch (East Bay and San Francisco Divisions)-----	-	154.75	-	159.80	-	165.00
Firemen (L. P.)-----	-	124.25	-	128.30	-	132.50
Helpers, shift-----	104.90	112.55	108.35	116.25	111.90	120.05
Plant maintenance:						
Electricians-----	-	150.40	-	155.30	-	160.35
Mechanics-----	-	132.85	-	137.20	-	141.70
Helpers-----	104.90	112.55	108.35	116.25	111.90	120.05
<u>Water Department</u>						
Operators, water treatment plant (Schedule I—Auburn and Willits)-----	-	135.24	-	139.65	-	144.20
Fitters, pipe-----	-	125.65	-	129.75	-	134.00
Clerks, field-----	112.65	^a 138.80	116.35	143.35	120.15	148.05
Helpers ⁹ -----	104.90	^b 112.55	108.35	116.25	111.90	120.05
<u>Steam Heat Department</u>						
Servicemen, steam-----	-	137.45	-	141.95	-	146.60
Helpers-----	104.90	112.55	108.35	116.25	111.90	120.05
<u>Commercial Department</u>						
Surveyors, power-----	121.95	135.55	125.95	140.00	130.05	144.55
Testers, pump assistant-----	113.00	121.95	116.70	125.95	120.50	130.05
<u>General Services Department</u>						
Garage:						
Mechanics, lead ¹⁰ -----	-	145.95	-	150.70	-	155.60
Clerks, parts-----	120.60	^a 132.85	124.55	137.20	128.60	141.70
Warehouse:						
Storekeepers, senior-----	-	150.40	-	155.30	-	160.35
Truckdrivers, light-----	116.05	120.60	119.85	124.55	123.75	128.60
Building service:						
Maintenance men, building-----	132.85	145.95	137.20	150.70	141.70	155.60
Elevator operators (San Francisco, East Bay, Sacramento, and San Jose Divisions)-----	91.75	98.75	94.75	102.00	97.85	105.35

See footnotes at end of table.

Table B-2. Weekly Rates for Selected Occupations at Specified Dates, 1959-65¹—Continued

Department and job title	Effective date, minimum and maximum rate, ² and progression schedule ³ —Continued							
	July 1, 1959		July 1, 1960		July 1, 1961		July 1, 1962	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
<u>General Services Department—Continued</u>								
Shop and general:								
Carpenters (electric, maintenance) ¹¹ -----	\$ -	\$ 118.90	\$ -	\$ 124.25	\$ -	\$ 129.25	\$ -	\$ 134.75
Choremens-----	91.10	^{3b} 96.10	95.20	100.45	98.95	104.45	101.10	108.45
<u>General Construction Department</u>								
Carpenters A-----	-	127.45	-	133.20	-	138.70	-	144.95
Truckdrivers, heavy-----	107.00	^{3b} 114.00	111.85	109.15	116.35	124.15	120.85	129.15
Linemen-----	-	128.95	-	134.75	-	140.25	-	148.50
Mechanics, equipment (Davis Service Center) ¹² -----	116.70	^{3c} 118.90	121.95	124.25	126.95	129.25	-	136.90
Nozzlemen, Gunitite-----	116.35	^{3g} 132.65	121.60	138.65	126.60	144.65	131.60	150.90
Operators, crane-----	116.35	^{3g} 132.65	121.60	138.65	126.60	144.65	131.60	150.90
Riggers-----	110.60	^{3g} 127.45	115.60	133.20	120.60	138.70	125.60	144.95
Welders, arc-----	-	122.75	-	128.30	-	133.80	-	139.30
<u>Pipeline Operations Department</u>								
Plant operating:								
Engineers, compressor-----	118.60	^{3b} 125.10	123.95	130.75	128.95	136.25	134.45	141.75
Oilers-----	99.35	^{3a} 102.55	103.85	107.20	107.85	111.70	111.85	116.20
Plant maintenance:								
Electricians-----	-	124.05	-	129.65	-	135.15	-	143.40
Maintenance men-----	102.55	^{3b} 112.95	107.20	118.05	111.70	123.05	116.20	128.05
Janitors-----	91.10	^{3a} 92.75	95.20	96.95	98.95	100.70	102.70	104.45
Measurement and control:								
Operators, senior terminal ¹³ -----	115.75	^{3b} 121.35	121.00	126.85	126.00	132.35	131.00	137.85
Inspectors, meter-----	-	120.45	-	125.90	-	131.40	-	136.90
Inspectors, meter, apprentice-----	97.70	^{3e} 112.95	102.10	118.05	106.10	123.05	110.10	128.05
Pipeline maintenance:								
Mechanic welders-----	-	118.90	-	125.90	-	131.40	-	136.90
Repairmen, line-----	97.70	^{3b} 102.55	102.10	107.20	106.10	111.70	110.10	116.20
Garage:								
Mechanics, equipment ¹⁴ -----	116.70	^{3c} 118.90	121.95	124.25	126.95	129.25	-	136.90
Mechanics, routine ¹⁵ -----	-	107.25	-	112.10	-	116.60	-	121.10
General:								
Technicians, communication-----	127.05	^{3f} 133.80	136.30	139.85	142.30	145.85	148.55	152.10
Storekeepers-----	-	118.90	-	124.25	-	129.25	-	134.75
<u>Central Stores Department</u>								
Central warehouse:								
Cranemen-----	112.95	^{3c} 116.70	118.05	121.95	123.05	126.95	128.05	132.45
Janitors-----	83.25	^{3b} 89.55	87.00	93.60	90.75	97.35	94.50	101.10
Pipe yard and plant:								
Maintenance men, plant-----	-	124.05	-	129.65	-	135.15	-	140.65
Pipemen-----	91.10	^{3b} 96.10	95.20	100.45	98.95	104.45	101.10	108.45
Machine shop:								
Blacksmiths-----	-	120.45	-	125.90	-	131.40	-	136.90
Operators, machine-----	99.35	^{3b} 105.95	103.85	110.75	107.85	115.25	111.85	119.75
Electric and utility:								
Electricians-----	-	124.05	-	129.65	-	135.15	-	143.40
Painters-----	99.35	^{3c} 102.55	103.85	107.20	107.85	111.70	111.85	116.20
Hydroelectric maintenance:								
Electricians-----	-	124.05	-	129.65	-	135.15	-	143.40
Electricians, apprentice-----	97.70	^{3g} 116.70	102.10	121.95	106.10	126.95	110.10	132.45
Stationery:								
Warehousemen, senior-----	105.95	^{3c} 112.95	110.75	118.05	115.25	123.05	119.75	128.05
Warehousemen-----	99.35	^{3c} 102.55	103.85	107.20	107.85	111.70	111.85	116.20

See footnotes at end of table.

Table B-2. Weekly Rates for Selected Occupations at Specified Dates, 1959-65¹—Continued

Department and job title	Effective date, minimum and maximum rate, ² and progression schedule ³ —Continued					
	July 1, 1963		July 1, 1964		July 1, 1965	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
<u>General Services Department—Continued</u>						
Shop and general:						
Carpenters (electric, maintenance) ¹¹ -----	\$ -	\$ 139.80	\$ -	\$ 144.35	\$ -	\$ 149.05
Choremen-----	104.90	112.55	108.35	116.25	111.90	120.05
<u>General Construction Department</u>						
Carpenters A-----	-	150.40	-	155.30	-	160.35
Truckdrivers, heavy-----	125.40	134.00	129.50	138.40	133.75	142.90
Linemen-----	-	155.70	-	160.80	-	166.05
Mechanics, equipment (Davis Service Center) ¹² -----	-	142.05	-	146.70	-	151.50
Nozzlemen, Gunite-----	136.55	156.60	141.00	161.70	145.60	167.00
Operators, crane-----	136.55	156.60	141.00	161.70	145.60	167.00
Riggers-----	130.35	150.40	134.60	155.30	139.00	160.35
Welders, arc-----	-	144.55	-	149.25	-	154.10
<u>Pipeline Operations Department</u>						
Plant operating:						
Engineers, compressor-----	139.50	147.10	144.05	151.90	148.75	156.85
Oilers-----	116.05	120.60	119.85	124.55	123.75	128.60
Plant maintenance:						
Electricians-----	-	150.40	-	155.30	-	160.35
Maintenance men-----	120.60	132.85	124.55	137.20	128.60	141.70
Janitors-----	106.55	108.40	110.05	111.95	113.65	115.60
Measurement and control:						
Operators, senior terminal ¹³ ---	138.85	145.95	143.40	150.70	148.10	155.60
Inspectors, meter-----	-	142.05	-	146.70	-	151.50
Inspectors, meter, apprentice-----	114.25	132.85	118.00	137.20	121.85	141.70
Pipeline maintenance:						
Mechanic welders-----	-	143.60	-	148.30	-	153.15
Repairmen, line-----	114.25	120.60	118.00	124.55	121.85	128.60
Garage:						
Mechanics, equipment ¹⁴ -----	-	142.05	-	146.70	-	151.50
Mechanics, routine ¹⁵ -----	-	125.65	-	129.75	-	134.00
General:						
Technicians, communication---	-	160.35	-	165.60	-	171.00
Storekeepers-----	-	142.05	-	146.70	-	151.50
<u>Central Stores Department</u>						
Central warehouse:						
Cranemen-----	132.85	137.45	137.20	141.95	141.70	146.60
Janitors-----	98.05	104.90	101.25	108.35	104.55	111.90
Pipe yard and plant:						
Maintenancemen, plant-----	-	145.95	-	150.70	-	155.60
Pipemen-----	104.90	112.55	108.35	116.25	111.90	120.05
Machine shop:						
Blacksmiths-----	-	150.40	-	155.30	-	160.35
Operators, machine-----	116.05	124.25	119.85	128.30	123.75	132.50
Electric and utility:						
Electricians-----	-	150.40	-	155.30	-	160.35
Painters-----	116.05	120.60	119.85	124.55	123.75	128.60
Hydroelectric maintenance:						
Electricians-----	-	150.40	-	155.30	-	160.35
Electricians, apprentice-----	114.25	137.45	118.00	141.95	121.85	146.60
Stationery:						
Warehousemen, senior-----	124.25	132.85	128.30	137.20	132.50	141.70
Warehousemen-----	116.05	124.25	119.85	128.30	123.75	132.50

See footnotes on following page.

C—Related Wage Practices¹

Effective date	Provision	Applications, exceptions, and other related matters
Shift premium pay		
June 15, 1943 ² ----- Dec. 2, 1944 -----	No provision for shift premium pay ----- 4 cents an hour for second shift, 6 cents an hour for third shift.	Shifts were defined as: First shift, 4 a. m. but before 12 noon; second shift, 12 noon but before 8 p. m.; and third shift, 8 p. m. but before 4 a. m. In accordance with Directive Order of National War Labor Board, Dec. 19, 1945. Shift premiums included in computing overtime pay.
Sept. 1, 1952 -----	Changed to: 6 cents an hour for second shift; 9 cents for third shift.	
July 1, 1959 (agreement dated Sept. 1, 1952, amended July 1, 1959).	Increased to: 8 cents an hour for second shift; 12 cents for third shift.	
July 1, 1962 (agreement of same date). July 1, 1963 (agreement of same date).	Increased to: 9 cents an hour for second shift; 13 cents for third shift. Increased to: 10 cents an hour for second shift; 15 cents for third shift.	
Night premium pay		
May 1, 1944 -----	-----	Resident employees: ³ Time and one-half paid up to 4 days for actual hours worked between 12 a. m. and 6 p. m. Provision deleted.
Jan. 1, 1947 -----	-----	
Overtime pay		
June 15, 1943 ² -----	Time and one-half paid for (1) work in excess of 40 hours a week, (2) work in excess of regular hours, (3) work on scheduled non-workdays.	Resident employees: Time and one-half for work on scheduled nonworkdays. Rotating shift employees: Time and one-half paid employees required to work more than 8 consecutive hours or not given 8 hours of rest between shifts. Dual classifications: ⁴ Overtime compensation based on rate for job on which overtime work was performed.
		May 26, 1944 -----
Jan. 1, 1947 -----	-----	Resident employees: Daily and weekly overtime provisions extended to these employees. Dual classifications: Overtime compensation based on rate for job on which overtime was worked or on the employee's average hourly rate for the week, whichever was higher. The agreement now also provides time and one-half for work (1) in excess of 40 hours a week, (2) in excess of 8 hours a day, and (3) on nonworkdays. ⁵
Sept. 1, 1952 -----	Added: Time and one-half for work outside of regular hours on workdays.	

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Overtime pay—Continued		
Sept. 1, 1953 (agreement dated Sept. 1, 1952, amended July 1, 1953).		Added: Employee entitled to 6-hours rest period after 8 hours' work at overtime rate during 16-hour period immediately prior to regular work hours. Straight-time pay for hours in which rest period overlaps employee's next regular work period, but no pay between expiration of rest period and time employee reports to work.
Sept. 1, 1954 (agreement dated Sept. 1, 1952, amended Sept. 1, 1954).		Added: (1) Travel and mealtime included as hours worked at overtime rates if employee works 8 hours or more during 16-hours period preceding beginning of regular hours of work, but counted as part of 6-hour rest period if it occurred after employee was dismissed from work; mealtime occurring during overlap between rest period and next regular scheduled workday paid at overtime. (2) Hours worked prior to 6-hour rest period not to be included in computing another period of overtime work. (3) If employee is called back to work during rest period, a new rest period will begin at end of such work. (4) Overtime rate to be paid for work during regular hours without 6-hour rest period.
July 1, 1962 (agreement of same date).		Changed: Straight-time paid for hours between expiration of a rest period extending into the regular workday and end of first half of the workday, or quitting time, whichever occurred first, if the employee was excused from reporting to work in those hours.
Premium pay for Sunday work		
June 15, 1943 ² -----	No provision for Saturday or Sunday work as such.	
Jan. 1, 1947 -----	Time and one-half plus travel time, paid for prearranged work on Sunday. No provision for Saturday.	
Sept. 1, 1950 -----	Provision deleted -----	
Holiday pay		
June 15, 1943 ² -----	8 paid holidays on which employees not required to work received their regular rate, provided holiday fell on regular workday. Time and one-half paid for all holiday work outside of regular tour of duty. Double time paid for all regular hours worked on holidays falling on scheduled workday.	Holidays were: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Admission Day (or Armistice Day), Thanksgiving, and Christmas. Daily employees: ⁶ Time and one-half for all hours worked on holidays. No pay for holidays not worked. Shift, service and resident employees: ⁷ One day added to vacation for each holiday worked on scheduled workday.

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday pay—Continued		
May 26, 1944 -----	-----	Shift and service employees: Full holiday pay provisions extended to these employees. Resident employees: Time and one-half paid for actual hours worked after midnight; double time for a full schedule paid when on duty 4 or more hours between 6 a. m. and midnight.
Jan. 1, 1947 -----	Added: 1 day's pay or 1 day off with pay for every holiday worked in excess of 2 a year, on employee's nonworkday.	Resident employees: Full holiday pay provisions extended to these employees.
Sept. 1, 1952 -----	Added: In addition to holiday pay, employees paid time and one-half for all prearranged or emergency work on holidays falling on workdays when employees were not scheduled to work.	Shift employees ⁷ allowed holiday off with pay at discretion of company. Dual classification: ⁴ Holiday rate of employee on predetermined schedule based on rate of work assigned. Rate for employee not on predetermined schedule based on classification held on day preceding holiday.
Sept. 1, 1954 (agreement dated Sept. 1, 1952, amended Sept. 1, 1954).	-----	Veterans Day substituted for former option of Armistice or Admission Day. Eliminated: Paid holiday benefits for casual weekly employees; time and one-half pay continued for holiday work by such workers.
July 1, 1957 (agreement dated Sept. 1, 1952, amended July 23, 1957).	Changed: Time and one-half plus holiday pay for work on regularly scheduled workday.	
Jan. 1, 1964 (agreement dated July 1, 1963).	Changed to: One workday off with pay for holidays that fell on a nonworkday.	Company could elect to pay straight-time rate in lieu of the free day. Formerly, 1 day off with pay, or, at company's option, 1 day's pay, was provided for each holiday in excess of 2 in a calendar year that fell on a nonworkday.
Paid vacations		
June 15, 1943 ² -----	5 days' vacation with pay after 1 year's continuous service; 10 days thereafter.	Pay based on normal 5-day week, at rate of pay at time of vacation. Vacation could be accumulated up to 20 workdays over a 2-year period. Employees absent more than 30 days could take normal vacation in following year with deduction in vacation pay at rate of 1 day for every 30 days absent or could take only number of days earned.
Jan. 1, 1947 -----	Added: 15 days' vacation with pay after 15 years of service.	Employee's vacation reduced by one-tenth for each 30 days' absence on leave with or without pay or absence because of industrial disability.
Sept. 1, 1950 -----	-----	Vacation days reduced by one-twelfth for each 30 days' absence.
Sept. 1, 1952 -----	-----	Holiday falling on workday in vacation period not counted as vacation. Holiday paid for as such and company could either permit employee to take an additional day or pay for the day.
Jan. 1, 1957 (agreement dated Sept. 1, 1952, amended July 1, 1956).	Added: 20 days' vacation with pay after 25 years' service.	
Jan. 1, 1958 (agreement dated Sept. 1, 1952, amended July 23, 1957).	Eligibility for 15 days' vacation with pay reduced to 10 years' service.	

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid vacations—Continued		
Jan. 1, 1964 (agreement dated July 1, 1963).	Changed to: 20 days' vacation with pay after 20 years' service.	
Severance pay ⁸		
June 15, 1943 ² -----	Employees terminated for any reason except for cause, to receive: 1 day's pay for each 30 days of service beyond qualifying date. ⁹	Maximum allowance not to exceed 10 days plus unused vacation permitted under accumulation system.
Jan. 1, 1947 -----	Changed to: Employees terminated for any reason to receive: One-tenth of vacation pay for each 30 days' service beyond qualifying date.	Unused vacation permitted under accumulation system added to severance pay.
Sept. 1, 1950 -----	Changed to: One-twelfth of vacation pay for each 30 days' service beyond qualifying date.	
Paid sick leave		
June 15, 1943 ² -----	10 days' sick leave with pay for employees with 1 and less than 5 years' service; 10 days, plus one-half of unused sick leave from preceding 5 years for employees with 5 or more years' service. Physical disability: Employee leaving service because of disability before reaching age of 55 received an allowance equal to unused sick leave.	Pay for sick leave began with first scheduled workday off. Holidays falling on workday within sick leave period, except for first or last day, counted as a day of leave.
May 26, 1944 -----	Physical disability: Age limitation for physical disability allowance removed.	Employees working in the San Joaquin Power Division entitled to elect participation in either Division sick leave plan or the company plan. Participation not permitted in either plan if employee was a member of Mutual Benefit Association.
Jan. 1, 1947 -----	Added: Total unused leave for preceding 5 years, provided after 10 years' service in addition to annual sick leave allowance.	Benefits paid during waiting period required to collect workmen's compensation.
Sept. 1, 1950 -----		Added: If such workmen's compensation benefits were paid retroactively for the waiting period, employee to repay company sick leave up to the amount of such retroactive benefit.
Sept. 1, 1952 -----		Dual classification: ⁴ Pay of employee on predetermined recurring schedule based on rate received on day preceding absence of 1 day; if absence extended over 2 or more days, pay based on average straight-time earnings for preceding 4 calendar weeks. Holiday falling on a workday during sick leave not counted as leave but paid for as a holiday.

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid sick leave—Continued		
<p>Jan. 1, 1955 (agreement dated Sept. 1, 1952, amended Sept. 1, 1954).</p> <p>Oct. 1, 1956 (agreement dated Sept. 1, 1952, amended July 23, 1957).</p> <p>July 1, 1962 (agreement of same date).</p>	<p>Revised to: All unused sick leave for preceding 8 years in addition to annual allowance.</p> <p>Eliminated: Paid sick leave benefits during waiting period for workmen's compensation and temporary disability insurance benefits.</p> <p>Added: Up to 160 hours' additional sick leave provided employee with 10 years' or more service, who exhausted current and accumulated leave, and who had accrued a minimum of 320 hours of unused leave in preceding 8 years.</p>	<p>Extended to all regular employees regardless of length of service.</p>
Reporting time pay		
<p>June 15, 1943² -----</p> <p>Jan. 1, 1947 -----</p> <p>Sept. 1, 1952 -----</p>	<p>Employees reporting but not required to work because of weather or similar causes on workdays: Weekly employees, full day's pay; daily employees, minimum of 1 hour's pay at straight-time. On nonworkdays: Minimum of 2 hours' pay, including travel time at time and one-half for reporting on a prearranged schedule.</p> <p>Added: On workdays: Daily probationary employees received minimum of 2 hours at straight-time pay.</p>	<p>Weekly employees could be held pending emergency calls, instructions or other work.</p> <p>Other daily employees received 1 hour.</p> <p>Dual classification:⁴ Employee not required to work because of weather paid (a) regular rate if on predetermined recurring schedule or (b) rate paid day prior to absence if not on predetermined recurring schedule unless classification of work was determined prior to inclement weather, in which case that rate would be paid.</p> <p>Employee instructed to report for prearranged work on nonworkday or holiday guaranteed minimum of 2 hours' pay, including travel time, at time and one-half, if given less than 19 hours' notice not to report.</p>
Call-in pay		
<p>June 15, 1943² -----</p>	<p>Minimum of 2 hours' pay, including travel time, at time and one-half guaranteed employees called in on (1) emergency schedule on nonworkdays, holidays or workdays outside of regularly scheduled hours; or (2) prearranged schedule on any day outside of regularly scheduled hours.</p>	<p>Time and one-half paid for actual hours and one way travel when work continued into or beyond regularly scheduled hours on: (a) Workdays, either on a prearranged or emergency schedule; (b) nonworkdays, on a prearranged schedule only.</p>

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Call-in pay—Continued		
June 15, 1943 ² — Continued		Resident employees: Time and one-half paid for actual hours worked and travel time from home on emergency calls on nonworkdays or holidays. Service employees: Minimum call-in pay and travel allowance paid only for the first emergency call; call-in and travel pay for only actual hours worked on all subsequent calls made in a 24-hour period.
Jan. 1, 1947 -----		Resident employees: Minimum call-in pay and travel paid for emergency schedule on nonworkdays and holidays. Overtime paid for actual hours worked outside of regularly scheduled hours on workdays.
Subsistence pay		
June 15, 1943 ² -----	Actual expenses for board and lodging allowed employees on temporary assignments away from home or headquarters when company facilities were not available.	Facilities provided also on nonworkdays if employee remained at designated locality.
Sept. 1, 1954 (agreement of same date).		In effect—Actual expense for board and lodging, at company-designated establishments, provided division employee on temporary assignments.
Sept. 1, 1959 (agreement dated July 1, 1959).	General Construction Department— Changed: \$6 or, at employee's option, use of available company facilities for board and lodging, for each scheduled day worked up to 52 consecutive weeks; \$4.20 a day if work continued beyond that period.	Applicable to regular employees who were head of household and continued to maintain established residence when transferred to, or were reemployed within 30 days after lay-off for lack of work at, a new location at least 25 miles from former headquarters area. Allowance limited to 26 consecutive weeks at one location for employee not maintaining a principal residence, but who was considered to have residence in town where first employed in the department; new residence was acquired when an employee's headquarters was outside boundary of previous area for 26 consecutive weeks. Actual expenses allowed for board and lodging, up to 14 days, on temporary, emergency, or special jobs outside boundary of headquarters, and on special assignments enroute between jobs. New headquarters considered to be established, with appropriate allowance, if assignment continued beyond 14 days. Allowance provided on holidays falling on workdays, on nonworkdays on which prearranged work was performed, and on days work was not possible because of weather conditions (daily workers received 1 hour's pay). No allowance if company facilities for board and lodging were used, at no cost, or if absence from duty resulted from illness or other personal reasons.
July 1, 1960 (agreement of same date).	General Construction Department— Increased to: \$6 for each workday regular employee receiving the \$4.20 allowance was directed not to report for work because of weather conditions.	

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Travel pay		
June 15, 1943 ² -----	Time and one-half paid for travel on non-workdays, on holidays and for work outside of regularly scheduled hours. Time and one-half paid for travel from home only on workdays when work continued into regular schedule.	Pay provided for time spent on travel to and from temporary assignments.
May 26, 1944 -----	Added: Straight-time paid crews traveling to and from regular or temporary headquarters to job site. Employees returning to home or headquarters from temporary assignments away from home on nonworkdays (1) allowed equivalent of any saving in room and board to the company, (2) reimbursed for round trip transportation on public carrier, or (3) provided round trip transportation by company vehicle.	Relief resident employees: Time and one-half paid for time spent in travel from station to station and between any station and headquarters on nonworkdays; straight-time paid on workdays.
Jan. 1, 1947 -----	-----	Time and one-half paid for travel on Sundays and holidays as such.
Sept. 1, 1950 -----	-----	Provision for payment of travel time on Sundays and holidays as such deleted.
July 1, 1956 (agreement dated Sept. 1, 1952, amended July 1, 1956).	Eliminated: For employees returning home for temporary assignment on nonworkdays, company option of reimbursing for round trip by public carrier and limit of 1 hour each way on pay for travel time.	
July 1, 1959 (agreement of same date).	In effect: General Construction Department— Employee transferred to new location and who established new home, paid straight-time rate allowance at new location for actual travel time, or minimum common carrier rate if other than company-provided or designated transportation was used.	
July 1, 1963 (agreement of same date).	Added: Employee (other than General Construction Department) on temporary assignment away from home for more than 2 weeks could elect to provide own transportation between temporary headquarters and home on nonworkdays, with pay allowance equal to straight-time rate, and transportation expense at minimum common carrier rate.	
Meals and mealtime pay		
June 15, 1943 ² -----	Meals and/or time for meals provided (1) employees called from home to work outside of regular hours, (2) employees working 2 hours or more beyond regular hours, (3) employees required to perform prearranged work on nonworkdays outside of regular hours.	
May 26, 1944 -----	Changed to: Meal and time for meals provided employees required to work 1½ hours beyond regular hours for the duration of the assignment and every 4 to 5 hours thereafter. Added: Time for first meal and time and cost for all subsequent meals provided for employees reporting 2 hours or more before regular hours and continuing work into regular schedule.	Shift employees: Paid \$1 a meal when it was not practical for the company to provide such meals.
Jan. 1, 1947 -----	-----	Time and one-half paid for actual time worked during lunch period on emergency calls.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Meal and mealtime pay—Continued		
Sept. 1, 1952 -----	Added: Time and one-half during regular lunch period and time to eat meal provided employees required to advance or delay regular lunch period for more than 1 hour.	Applicable only under specified conditions. Shift employees: Paid up to \$1.50 when not practical for company to provide meals.
July 1, 1962 (agreement of same date).		Added: Resident employees—All provisions made applicable to workers who regularly resided in a house or other facility maintained by the company on or near the site of an installation.
Moving expenses		
May 26, 1944 -----	Expenses paid by company for moving household goods when employees were required to change residence from one locality to another.	Employees required to pay moving expenses of move resulting from a successful job bid or from own request.
July 1, 1959 (agreement of same date).	In effect: General Construction Department—Employee provided actual expense for transporting household goods when moved to another camp on a single station or project.	
Vehicle mileage allowance		
June 15, 1943 ² -----	Vehicle mileage allowance paid relief resident employees required to use own car.	
July 1, 1956 (agreement dated Sept. 1, 1952, amended July 1, 1956).	Added: Any employee authorized by company to use personal vehicle in connection with duties entitled to vehicle mileage allowance at rates established by company.	
Shifted tour pay		
June 15, 1943 ² -----	Time and one-half paid employees transferred from one schedule to another when (1) given less than 24 hours' notice of new starting time, (2) given less than 8 hours off between end of old schedule and starting time of new schedule, or (3) required to work more than 2 short changes a week. ¹⁰	

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Shifted tour pay—Continued		
Sept. 1, 1950 -----	Added: Time and one-half paid for schedule changes resulting in less than 16 hours off between changes.	Time and one-half paid for any time worked in the 16-hour interval following the end of the last regular shift. Not applicable if tour established by union-company agreement.
Pay for emergency work		
June 15, 1943 ² -----	Time and one-half paid for work outside of regularly scheduled hours on an emergency schedule of less than 5 days; straight-time if scheduled 5 or more days.	Time and one-half paid employees (except shift employees) for first 8 hours of an emergency schedule even though 5 or more days, when (1) less than 16 hours elapsed between ending regular schedule and starting emergency schedule, or (2) notification was less than 16 hours in advance of transfer.
May 26, 1944 -----	Changed to: Time and one-half paid for all hours worked outside of regular schedule on the first 4 days of an emergency schedule; straight-time on fifth day and thereafter for work during regular scheduled hours.	Applicable only to employees whose regularly scheduled hours were between 7 a. m. and 6 p. m. No overtime paid for changing back to regular schedule, even though less than 16 hours elapsed.
Sept. 1, 1950 -----		Time and one-half paid for all hours on first 8-hour shift for employees, other than shift employees, transferred from regular schedule to regular shift schedule during an emergency.
Telephone installation and maintenance		
June 15, 1943 ² -----	Expenses provided employee required to install and maintain telephone service in home.	
Voluntary wage-benefit plan		
Jan. 1, 1949 -----	Plan available as follows: For employees with less than 5 years' service, 66 $\frac{2}{3}$ percent of basic daily wage rate to start on 3d day of disability if employee was not eligible for sick leave pay, or if eligible for such pay after sick leave payment was terminated. For employees with 5 and less than 10 years' service, 70 percent of basic daily wage rate to start after sick leave pay was terminated. For employees with 10 or more years' service, 75 percent of basic daily wage to start after sick leave pay terminated (see Sick leave, p. 25).	Employees could elect to join the plan and receive stated benefits in lieu of State disability insurance benefits. Employees contributed up to 1 percent of first \$3,000 of annual salary in lieu of contribution of 1 percent State payroll tax.

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Voluntary wage-benefit plan—Continued		
<p>Jan. 1, 1949— Continued</p> <p>Jan. 1, 1950 -----</p> <p>Jan. 1, 1954 -----</p> <p>Jan. 1, 1958 -----</p> <p>Jan. 1, 1963 -----</p>	<p>Industrial accident benefits: Regular benefits of plan, less amount paid as industrial compensation under State law.</p> <p>Added: Hospital benefits, \$8 a day paid up to 12 days beginning on the first day of hospitalization.</p> <p>Increased: Hospital benefits—\$10 a day for 21 days.</p> <p>Increased: Hospital benefits—\$12 a day.</p> <p>Changed: Minimum weekly benefit of \$50 paid employees earning \$1,150 in a specified disability base period, increased \$1 for each additional \$25 of disability base period earnings up to \$1,875, or maximum benefit of \$80. Without regard to earnings, a minimum weekly benefit of \$50 was provided employees with less than 1 year, \$52.50 after 1 year, \$55 after 4 years, \$57.50 after 7 years, and \$50 after 9 years of service.</p>	<p>\$8 for the first 12 days paid from Voluntary Wage Benefit Plan, and an additional \$2 paid from Hospitalization Plan (see Health benefits, Nov. 1, 1950, p. 34.)</p> <p>(See next section for additional hospital benefits).</p> <p>Changed: Participating employees to contribute 1 percent of first \$3,400 of annual salary in lieu of 1 percent State payroll tax.</p> <p>Changed: With 1 year of service, benefits began after sick leave was exhausted; with less than 1 year, after a 3-day waiting period or immediately if hospitalized.</p>
Supplemental industrial injury benefits		
<p>Oct. 1, 1956 (agreement dated Sept. 1, 1952, amended July 1, 1956).</p> <p>July 1, 1957 (agreement dated Sept. 1, 1952, amended July 23, 1957).</p>	<p>Added: Plan to supplement State workmen's compensation, temporary disability insurance, and voluntary wage-benefit plans.</p> <p>Size of daily benefit: An amount which added to State workmen's compensation and temporary disability benefits plus any benefits from voluntary wage-benefit plan, equaled 85 percent of employee's basic weekly wage rate divided by 5.</p>	<p>Benefits to begin with first workday of absence immediately following day of work injury. Supplemental benefits paid during first week of disability to be credited against any retroactive State compensation.</p> <p>Benefits to be subtracted from any permanent disability settlement.</p> <p>Added: During disability, employee could be given temporary light duty and paid at rate of his regular classification.</p>

See footnotes at end of table.

C—Related Wage Practices¹ —Continued

Health and insurance plans								
I—Contributions to plans								
Monthly contributions—health plans								
Effective date	Coverage	Em- ployer	Employee					
			Pacific Service employees hospital plan		Pacific Service employees health group (Kaiser Foundation Health Plan)		PSE-CPS Health Plan (California Physicians' Service—Blue Shield)	
			Active and retired workers	Active workers	Retired workers	Active workers	Retired workers	Active workers
Dec. 1, 1944 -----	Employee only ² With 1 dependent 2 dependents or more		\$1.00-4.70					
Jan. 2, 1948 -----	Employee only With 1 dependent 2 dependents or more		2.70-7.50					
Nov. 1, 1950 -----	Employee only With 1 dependent 2 dependents or more		3.65-8.45					
Jan. 1, 1957 -----	Employee only With 1 dependent 2 dependents or more		-	\$3.65				
			7.30	7.30				
			10.95	10.95				
Sept. 1, 1959 -----	Employee only With 1 dependent 2 dependents or more	\$3.50	2.15	10.95				
		3.50	8.30	24.90				
		3.50	14.45	38.85				
Aug. 1, 1960 -----	Employee only With 1 dependent 2 dependents or more	4.20	-	-	\$2.35	⁴ \$10.35		
		4.20	9.05	-	9.30	⁴ 28.20		
		4.20	15.95	-	15.05	⁴ 40.05		
Jan. 1, 1961 (Aug. 1, 1961— employee contributions).	Employee only With 1 dependent 2 dependents or more	4.50	1.85	⁴ 10.95	2.50	3.85	\$2.55	⁴ \$10.80
		4.50	8.75	⁴ 27.90	9.90	11.05	10.35	⁴ 32.85
		4.50	15.65	⁴ 44.85	16.05	15.20	18.00	⁴ 32.85
Aug. 1, 1962 -----	Employee only With 1 dependent 2 dependents or more	-	2.10	-	-	3.85	-	-
		-	10.00	-	-	11.05	-	-
		-	17.90	-	-	15.20	-	-
Aug. 1, 1963 -----	Employee only With 1 dependent 2 dependents or more	5.00	2.10	⁴ 12.45	2.60	3.95	2.75	⁴ 11.55
		5.20	10.50	⁴ 30.75	10.35	11.50	11.15	⁴ 36.75
		5.20	18.90	⁴ 49.65	17.15	16.05	18.45	⁴ 36.75
Aug. 1, 1964 -----	Employee only With 1 dependent 2 dependents or more	5.25	1.85	⁴ 12.15	2.35	3.70	2.50	⁴ 10.80
		6.50	9.20	⁴ 25.45	9.05	10.20	9.85	⁴ 32.85
		8.25	15.85	⁴ 32.35	14.10	13.00	15.40	⁴ 32.85
Aug. 1, 1965 -----	Employee only With 1 dependent 2 dependents or more	5.50	-	-	-	-	-	-
		8.00	-	-	-	-	-	-
		11.75	-	-	-	-	-	-
Jan. 1, 1966 -----	Employee only With 1 dependent 2 dependents or more	-	2.00	-	-	-	3.45	-
		-	8.50	-	-	-	10.80	-
		-	13.60	-	-	-	15.45	-

¹ Beginning with the July 1, 1959, agreement, the description of changes in related wage practices refer also to employees in the General Construction Department. Formerly, supplementary benefits for these workers, where different from those of other workers covered by the agreement, were not reported.

² Employees contributed \$3 a year for dues to plan (including death benefits).

³ \$1 a month for sickness and accident benefits for employee only, and from \$1 to \$3.70 for hospital, surgical, and medical benefits, depending on size of family.

⁴ Quarterly contribution.

NOTE: Dashes indicate no change.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and insurance plans—Continued		
II—Life insurance		
Jan. 1, 1949 -----	<p>Added: Group life insurance available as follows: Death benefits: \$2,000 to \$15,000 depending on monthly earnings; Disability: Face value of all insurance minus \$500, payable to employees disabled before age 60; Dependent's benefits: On death of disabled member, dependent received \$500 plus all unpaid insurance installments.</p>	<p>Employee could secure this additional life insurance by contributions of \$1 to \$7.50 monthly depending on earnings. Retired employees made no contributions; company maintained insurance in amount of \$500 on all retired employees. The amount of the company contribution was the difference in the cost of the insurance stipulated by the commercial insurance company and the employee's contribution.</p>
July 1, 1955 -----	<p>Increased: Group life insurance as follows: Death benefits: \$4,000 to \$5,000, depending on monthly earnings. Disability: Face value of insurance up to maximum of \$20,000 minus \$500. Dependents' benefits: Dependent to receive any life insurance in excess of \$20,000 allowed disabled employee, as well as \$500 plus unpaid monthly installments.</p>	<p>Employee contribution continued at rate of 50 cents a month for \$1,000 of coverage. Benefits continued to be paid in monthly installments.</p>
July 1, 1959 -----		<p>Paid life insurance for retired employees increased to \$1,000.</p>
Jan. 1, 1964 -----	<p>Added: Group life insurance continued in full force until normal retirement date, without payment of premiums, if totally and permanently disabled after Jan. 1, 1964, and after age 60.</p>	
III—Health benefits		
A—Pacific Service Employees' Hospital Plan		
Dec. 1, 1944 -----	<p>Contributory plans available to women under 45 and men under 55. Sickness and accident benefit: \$17.50 to \$25 a week for first week of disability, \$15 to \$20 for next 14 weeks, \$10 to \$25 for next 20 weeks and \$12.50 for next 15 weeks, depending on length of membership in plan. Payments start on tenth day of disability; Hospitalization: Members, up to \$6 a day; dependents, up to \$5 a day; Special hospital services: Members, up to \$100; dependents, up to \$25; Surgical benefits: Members, up to \$225; dependents, up to \$157.50; Accident expense benefits: Members, all expenses; dependents, up to \$25; Ambulance charges: Members and dependents up to \$25; X-ray and laboratory examination: Members only, up to \$25; Medical care: Members only, up to \$150; Death benefits: \$300 to \$500 depending on length of service.</p>	<p>Employees contributed \$3 a year for dues to plan (including death benefits); \$1 a month for sick and accident benefits; and \$1 to \$3.70 for hospital, surgical, and medical benefits, depending on size of family. Plan not included in union agreement.</p>
Jan. 2, 1948 -----	<p>Changed to: Hospitalization: Members and dependents, \$8 a day, up to 180 days; Special hospital services: Members, up to \$1,000; dependents, up to \$500; Surgical benefits: Members and dependents up to \$500;</p>	

See footnotes at end of table.

C—Related Wage Practices¹ —Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and insurance plans—Continued		
III—Health benefits—Continued		
A—Pacific Service Employees' Hospital Plan—Continued		
Jan. 2, 1948— Continued	<p>Additional accident expense benefits: Members, \$300; dependents, \$150;</p> <p>Ambulance charges: Members and dependents, up to \$50;</p> <p>X-ray and laboratory examinations: Members only, up to \$25;</p> <p>Medical care: Members only, home calls up to \$4.50 a call; office or hospital calls, up to \$3 a call.</p>	Paid in addition to regular benefits for non-occupational injuries when the medical expenses were in excess of regular benefits and payment of such expenses was required within 90 days of injury.
Nov. 1, 1950 -----	Increased to: Hospitalization: Members up to \$10 a day; dependents, up to \$8 a day, both, up to 180 days.	For employees with membership in the wage benefit plan (see voluntary wage-benefit plan, p. 31): \$2 of the \$10 hospital benefit was paid from this hospitalization plan and \$8 was paid from the voluntary wage benefit for the first 12 days of hospitalization; the entire \$10 was paid from the hospitalization plan for the remaining 168 days.
Jan. 1, 1957 -----	<p>Increased: Hospitalization: Employees, up to \$12 a day.</p> <p>Added: Major medical expense benefits, providing 75 percent of "overall medical expenses" in excess of (1) \$100, (2) basic benefits under hospital plan, and (3) hospital benefits under voluntary wage-benefit plan. Lifetime maximum of \$5,000.</p> <p>Benefit covered:</p> <p>Hospitalization: Up to \$28 a day, including room accommodations (\$30 a day for first 21 days of continuous confinement in hospital).</p> <p>Other medical expense: Diagnosis, treatment, and surgery by physician or surgeon; prescription drugs and medicines; diagnostic X-ray and laboratory examinations; X-ray, radium, and radioactive isotope therapy; anesthetics, oxygen, and their administration; fees of registered nurse not member of insured's family or household; physiotherapy when recommended by physician; artificial limbs or eyes, or orthopedic braces, and their fitting; rental or purchase of equipment for therapeutic treatment if prescribed by physician; dental work and treatment and necessary cosmetic surgery to repair damage resulting from nonoccupational accident; ambulance service; cost incurred because of complications of pregnancy that exceed charges in normal birth.</p>	<p>For first 21 days, \$2 hospital benefit to be paid from hospitalization plan and \$10 from voluntary wage-benefit plan. For the remaining 159 days, entire \$12 to be paid from hospitalization plan.</p> <p>Added: Hospital plan for retirees and dependents, who elected to continue monthly contributions, on the same basis as when employed.</p> <p>Employee or dependent could apply for new maximum after \$1,000 of benefits had been paid by submitting evidence of insurability.</p> <p>Benefits not available for—</p> <p>Occupational disabilities or disabilities caused by war; disabilities not attended by licensed physician, surgeon, or chiroprapist; normal pregnancy; hospitalization and medical services furnished without charge by government; dental work, treatment or X-rays, except as specified; routine physical examinations; eyeglasses and hearing aids, including treatment for their prescription and fitting; callous, corns, and treatment of chronic conditions of the feet.</p>
Jan. 1, 1958 -----		With increase in hospital benefits under voluntary wage-benefit plan to \$12 a day, total hospital benefits became \$14 a day for first 21 days.
Aug. 1, 1960 -----		Hospital confinement benefit of voluntary wage-benefit plan integrated with hospitalization plan, reducing membership fees in hospitalization plan.

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and insurance plans—Continued		
III—Health benefits—Continued		
A—Pacific Service Employees' Hospital Plan—Continued		
Aug. 1, 1962 -----	Basic health plan: Increased:	
Jan. 1, 1965 -----	Surgical benefits: Employees and dependents to \$600; Medical care: Employees only, \$500. Eliminated: Basic health plan.	Basic health plan benefits continued for retired workers.
	<p>Changed: Coverage of plan to comprehensive major medical expense, providing for employees and dependents—</p> <p>Hospitalization: Room and board: Up to \$28 a day, to maximum of \$500 (\$300 for retired workers); 80 percent of cost in excess of \$500.</p> <p>Medical care: 80 percent of cost in excess of \$80.</p> <p>Ambulance service: \$75 a year.</p> <p>Lifetime maximum benefit: \$10,000 (\$7,500 for retired workers).</p> <p>Changed—</p> <p>Benefits covered:</p> <p>Hospitalization charges (including those incurred in treatment of nervous and mental conditions while continued as a bed patient) for operating room; X-ray and laboratory; drugs; anesthetics; whole blood and blood plasma, except when donated or replaced; equipment used for transfusions, etc.; services and supplies of anesthetists, roentgenologist or physiotherapist.</p> <p>Medical expense included medical and surgical services of doctor; fees for registered nurse not related to or a member of insured's household; and unduplicated charges for prescription drugs and medicines; diagnostic X-ray and laboratory examinations; anesthetics, oxygen and their administration; X-ray, radium, radioactive isotope therapy and physiotherapy; administration of whole blood and blood plasma not donated or replaced; rental or purchase of durable medical and surgical equipment if prescribed by doctor; and, when necessary to repair or alleviate bodily damage resulting from nonoccupational accident while insured, artificial limbs and eyes; dental work or treatment; eye examinations; glasses, hearing aids and their fitting; and cosmetic surgery; charges for covered expense incurred due to complications of pregnancy (except caesarean section) that exceed charges for a normal birth.</p>	<p>Up to \$1,000 (\$500 for retired workers) of benefits used restored automatically each year to plan's maximum benefit, without evidence of insurability; used benefits in excess of 40 percent of plan's maximum could be restored on application and on evidence of insurability.</p> <p>Continuation coverage available to retired workers and dependents.</p> <p>Added:</p> <p>Excluded from coverage: Disabilities due to alcoholism or narcotism; self-inflicted injury; routine vaccinations, inoculations, and preventive shots; routine physical examinations; hospital and medical services furnished by government; disabilities not attended by a doctor, as defined or caused by an act of war; normal pregnancy, including caesarean, except as described under covered benefits; charges in excess of those prevailing in the area for an injury or illness; services and supplies not considered necessary for the injury or illness; and coverage from other group plans.</p>
B—Pacific Service Employees' Health Group (Kaiser Foundation Health Plan)		
Aug. 1, 1960 -----	Employees and retired workers offered option of plan in effect (Pacific Service Employees' Hospital Plan) or new coverage under Kaiser Foundation Health Plan, including all dependents, with service limited to areas within 30 miles of Kaiser hospitals and facilities, providing—	Hospital confinement benefit of voluntary wage-benefit plan integrated with hospitalization plan, reducing membership fees in the hospitalization plan.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and insurance plans—Continued		
III—Health benefits—Continued		
B—Pacific Service Employees' Health Group—Continued (Kaiser Foundation Health Plan)—Continued		
Aug. 1, 1960— Continued	<p>In hospital:</p> <p>Room and board, general nursing care, dressings, casts, use of operating room— Employees and dependents: Full coverage for up to 111 days per disability;</p> <p>Retired workers and dependents: Full coverage for up to 60 days per disability, additional 51 days' care at specified rates.</p> <p>Drugs, medicines, injections, and special nursing care when prescribed— Employees and dependents: Full coverage for 111 days per disability;</p> <p>Retired workers and dependents: Full coverage for up to 60 days.</p> <p>Physicians' and surgeons' services, including operation, and blood transfusions— Employees, retired workers, and dependents: Full coverage.</p> <p>X-ray, X-ray and physical therapy, and laboratory tests— Employees and dependents: Full coverage; Retired workers and dependents: At specified rates.</p> <p>Maternity care, including predelivery care, doctor, and hospital services for mother and child— Employees and dependents: Patient to pay \$60 if employee had 10 months' membership in plan, \$140 if less than 10 months; Retired worker and dependents: Patient to pay \$95 if retired worker had 10 months membership in plan, \$140 if less than 10 months.</p> <p>In doctor's office:</p> <p>Visits for diagnosis and treatment, specialist's care, continued care for chronic conditions, physical and eye examinations, casts and dressings— Employees, retired workers, and dependents: To pay \$1 a visit, without limit.</p> <p>Drugs, medicines, injections and allergy tests— Employees, retired workers, and dependents: Available in Kaiser pharmacies at reasonable rates.</p> <p>Laboratory tests, X-ray and X-ray therapy— Employees and dependents: Full coverage; Retired workers and dependents: Available at specified rates.</p> <p>Physical therapy— Employees and dependents: Full coverage; Retired workers and dependents: Available at specified rates.</p> <p>In home:</p> <p>Doctor's visits— Employees, retired workers and dependents to pay: \$3.50 for visits between 9:00 a. m. and 5:00 p. m. ; \$5 between 5:00 p. m. and 9:00 a. m. , for each of first two visits per disability, with subsequent visits covered by plan.</p> <p>Nurse calls— Employees, retired workers, and dependents: Without limit when prescribed.</p> <p>Poliomyelitis— Employees, retired workers, and dependents: Up to 1 year or \$2,500 value, whichever was reached first, at Foundation facility for treatment after the acute state and for rehabilitation.</p>	<p>Benefits not available for: Mental disorders, self-inflicted injury or illness, tuberculosis, alcoholism, drug addiction, cosmetic surgery, dental services, corrective appliances and artificial aids, contagious diseases and those requiring isolation, service-connected conditions, custodial or convalescent care, conditions resulting from major disasters or epidemics, those covered by workmen's compensation, or for which compensation has been received from party causing the injury (to extent of amount collected).</p> <p>Limited to visits within home call service area.</p> <p>Limited to visits within home call service area.</p>

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and insurance plans—Continued		
III—Health benefits—Continued		
B—Pacific Service Employees' Health Group—Continued (Kaiser Foundation Health Plan)—Continued		
Aug. 1, 1960— Continued	<p>Care outside of service area— Employees retired workers, and dependents: Up to \$500 for medical or hospital expense incurred because of an accidental injury outside of service area and before patient could travel to nearest Foundation facility. Payment for actual medical and hospital expense in emergency illness that occurred more than 30 miles from residence and was treated in registered hospital more than 30 miles from nearest Foundation hospital or doctor's office.</p>	
Aug. 1, 1963 -----	<p>Added: Neuromuscular rehabilitation— Employees and dependents: Special services provided at specified rates if recommended by attending doctor or medical staff at Foundation's Rehabilitation Center. Employees and dependents: For contagious diseases other than tuberculosis and polio: Up to \$300 for confinement and expenses incurred in hospital equipped to treat such diseases, when authorized by plan physician.</p>	<p>Discontinued— Poliomyelitis treatment, after the acute state, and rehabilitation.</p>
C—PSE-CPS Health Plan (California Physicians' Service—Blue Shield)		
Aug. 1, 1961 -----	<p>Employees and retired workers offered option of third plan, including all dependents, with coverage by the California Physicians' Service (Blue Shield) providing— Hospital benefits: Room and board, general nursing care, use of operating room, anesthetic and surgical supplies, dressings and cast materials— Employees and dependents: Full coverage up to 120 days in a room of 3 or more beds; Retired workers: 80 percent coverage up to 31 days in a room of 3 or more beds. Special services, including drugs, medications, oxygen, blood and plasma, and special nursing care— Employees and dependents: Up to \$300, including up to \$25 for ambulance services; Retired workers and dependents: Up to \$15, plus 50 percent of additional cost for these services, excluding special nursing care.</p>	<p>Hospital confinement benefit of voluntary wage-benefit plan integrated with hospitalization plan, reducing membership fees in the hospitalization plan.</p> <p>Benefits not available for— Services provided by Federal or State government agencies; other medical or hospital service organization; hospitalization for disability covered by workmen's compensation or California Unemployment Disability Code; for diagnostic purposes or medical observation; rest or convalescent care; mental disorders; eye examinations; routine physical examinations; tuberculosis after diagnosis, except when required for surgery; physical therapy, except as specified for active employees; dental services; pregnancy or hospitalization for surgical removal of tonsils or adenoids of retired workers and dependents.</p> <p>Benefits renewed immediately for accidental injury, or 30 days (60, for retired workers) after discharge from hospital.</p>

¹See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and insurance plans—Continued		
III—Health benefits—Continued		
C—PSE-CPS Health Plan—Continued (California Physicians' Service—Blue Shield)—Continued		
Aug. 1, 1961— Continued	<p>Maternity— Employees and dependents: Up to \$50 for hospitalization; full hospital benefits for tubal pregnancy.</p> <p>Emergency care— Employees and dependents: Cost of emergency room treatment and supplies for accidental injury not requiring in-hospital bed care.</p> <p>Surgical benefits: Surgical schedule— Employees, retired workers, and all dependents: Up to total of \$700 for services of surgeon, assistant surgeon, physician anesthetist, and necessary consultants.</p> <p>Medical benefits: Doctors' services— Employee and dependents: Each visit in office or hospital, \$5; in home, \$10; between 8:00 p. m. and 8:00 a. m., in home or hospital, \$10. Consultation, \$15-\$35. Visits limited to 120 days per disability in hospital, 100 visits a year in home or office.</p> <p>Retired worker and dependents: Each visit in hospital, \$5; \$12.50 between 11:00 p. m. and 8:00 a. m.; up to 31 days. Consultation, \$15-\$35.</p> <p>X-ray and laboratory services: X-ray and other radiation therapy— Employees, retired workers, and dependents: Full coverage.</p> <p>Diagnostic X-ray and laboratory services— Employees and dependents: When hospitalized, full coverage; when not hospitalized, diagnostic X-ray for accidental injury; and up to \$35 a year for diagnostic X-ray for illness.</p> <p>Retired workers and dependents: Up to \$50 a year for illness in or outside hospital, and for laboratory services when hospitalized for accidental injury; full coverage for diagnostic X-ray in or outside of hospital for accidental injury.</p> <p>Supplemental accident benefits— Employees and dependents: Up to \$300 for expense incurred within 90 days of accident, in excess of amounts allowed by plan.</p>	<p>Benefits available for normal pregnancies after 9 months' membership in plan; no waiting period in complicated pregnancies.</p> <p>Benefits available for complicated pregnancies requiring surgery.</p> <p>Benefit for nonsurgical services began with first visit in hospital or with treatment of accidental injury; and with third visit in illness when not hospitalized.</p> <p>Benefits available for: Services of physician, surgeon, registered nurse not related to patient, licensed physical therapist; hospitalization, including room and board, drugs, medications and serums; and laboratory and X-ray examinations.</p>
Retirement plan		
1951 (plan established 1937).	Contributory plan made available to permanent employees with 1 year of continuous service at age 65 for men and 60 for women, providing annuities equal to 1 percent annually of total earnings on which employee contributed 2 percent; plus 2 percent annually of total earnings on which 4 percent contribution was made;	Employee contributed 2 percent of salary below \$3,000 and 4 percent of salary above \$3,000. Contributions of company equaled difference between employee's contribution and net cost of retirement income. Employee could, 5 years prior to retirement date, designate a dependent to receive retirement income and receive a reduced rate of retirement income for himself. Plan not part of union agreement.

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement plan—Continued		
1961 (plan established 1937)—Continued	<p>Past service credits based on salary of December 1936, and age as of Jan. 1, 1937, providing the following percentages for each year of service: (1) 2 percent, women 55-59 years of age and men 60-64; (2) 1$\frac{3}{4}$ percent, women 50-54 and men 55-59; (3) 1$\frac{1}{2}$ percent, women 45-49 and men 50-54; (4) 1$\frac{1}{4}$ percent, women 40-44 and men 45-49; (5) 1 percent, women 39 and under and men 44 and under;</p> <p>Early retirement: Reduced annuity paid employees retiring 10 or fewer years before normal retirement date;</p> <p>Death benefits: Designated beneficiary to receive an amount equal to total employee contribution if death occurred before retirement. If death occurred after retirement, beneficiary paid the difference in amount contributed by employee and amount paid to employee;</p> <p>Termination benefits: Employees could (1) withdraw own contributions; (2) after 10 or more years of service at age of 50 years (45 for women) leave contributions in fund and at normal retirement date receive life annuity based on employee and company contributions; (3) with less than 10 years' service at age of 50 or more years (45 or more for women) leave contributions, if at least \$100, and at normal retirement date receive life annuity based on own contribution.</p>	<p>Prior to 1937 plan was noncontributory. Past service benefits were reduced by 2 percent for service after Jan. 1, 1937, where the annual retirement income for service plus social security exceeded 2 percent.</p> <p>Consent of company must be obtained for early retirement.</p> <p>Applicable when service terminated because of disability or for any other reason at any time.</p> <p>Termination of membership in plan can only occur when employment terminates.</p>
Plan revised Jan. 1, 1954.	<p>Annuities continued to be one-half of employee's total contribution.</p> <p>Added: Minimum normal monthly retirement benefit for those with 5 or more years' service, of \$5 for each year of service up to 25, less primary social security benefits.</p> <p>Changed: Maximum age of eligibility to join plan—64$\frac{1}{2}$ years for men and women.</p> <p>Normal annuity for men and women joining plan on or after Jan. 1, 1954, payable on first of month following 65th birthday.</p>	<p>Employees to contribute 3 percent of first \$3,600 of annual earnings and 5 percent above \$3,600.</p>
	<p>Early retirement: Annuity reduced by 4 percent for each year (or period of more than 6 months) before normal retirement date (formerly reduced on basis of employee's age).</p> <p>Termination and death benefits: Interest at 2 percent on employee contributions made in 1954 or thereafter to be added to death benefits or contributions withdrawn by employee upon termination of employment before retirement. Age of eligibility to choose deferred normal retirement benefit raised to 50 for women hired after 1953 and leaving company prior to retirement age.</p> <p>Clarification: Choice of receiving deferred retirement income based on employee's own contributions available to all employees regardless of years of service and age, so long as contributions equaled \$100 or more.</p>	<p>Women joining plan before 1954 continued with earlier provision for normal retirement age of 60 but could, with company permission, continue to work until 65. Upon retirement, employee to receive deferred annuity plus additional annuity purchased by deferred retirement income plus interest. Company and employee contributions to cease at age 60.</p>
Jan. 1, 1959 -----	<p>Termination benefits: Choice of leaving contributions in fund and at normal retirement date receiving life annuity based on employee and company contributions extended to employees with at least 15 years' membership in plan regardless of age at time of resignation.</p>	<p>Requirement of company consent for early retirement eliminated.</p> <p>Survivors' benefit option permitted 1 year rather than 5 years prior to retirement.</p>

C—Related Wage Practices¹ —Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement plan—Continued		
Jan. 1, 1961 -----	<p>Added— Supplemental benefit for employees retiring before Jan. 1, 1961, with 40 years or more of service, providing a minimum annual retirement income, including regular company annuity and primary social security benefit, equal to one-half of average earnings in last 5 years. The benefit was reduced by 1 percent for each year of service under 40 for those who retired with at least 15 years of service.</p>	
Jan. 1, 1964 -----	<p>Changed— Supplemental benefit eligibility: To 35 years of service for employees who retired between Dec. 31, 1963, and Jan. 1, 1969. The benefit was reduced by 1 percent for each year of service under 35, to a minimum of 15 years of service.</p> <p>Added— Past service benefit for employees who contributed to plan at any time between Jan. 1, 1937, and Dec. 31, 1953—additional benefit equal to 75 percent of difference between benefit accrued for that period at the contribution rate then in effect and benefit recomputed at current contribution rates.</p> <p>Changed— Early retirement annuity: Reductions in normal retirement benefit ranged from 3 percent at age 64 to 34.44 percent at age 55.¹¹</p> <p>Changed— Death benefits: One-half accrued annuity computed on normal retirement basis provided widow not more than 5 years younger than worker who died at age 55 or over, after at least 15 years' membership in plan.</p>	<p>Payments begin immediately on retirement.</p> <p>Benefits for widow more than 5 years younger than deceased workers were actuarially reduced.</p>
July 1, 1964 -----		<p>Changed— Employee contribution to plan based on straight-time earnings (formerly total earnings), and shift differential pay.</p>
Savings plan		
Apr. 1, 1959 -----	<p>Savings fund plan established as follows: Eligibility: Membership in retirement plan and at least 5 years' continuous service. Contributions: Employee to contribute one of the following percentages of straight-time pay (excluding pay for overtime, bonuses, and other special pay): 5 but less than 10 years' service—2, 3, or 4 percent; 10 but less than 15 years' service—2, 3, 4, or 5 percent; 15 or more years' service—2, 3, 4, 5, or 6 percent. Company to match half of employee's contribution.</p>	

¹See footnotes at end of table.

C—Related Wage Practices¹ —Continued

Effective date	Provision	Applications, exceptions, and other related matters
Savings plan—Continued		
Apr. 1, 1959— Continued	Investment of fund: Employee contributions to be invested equally in company stock and U. S. Government bonds or entirely in either one. Company contributions to be used entirely to purchase company stock. Withdrawal from plan: Employee to be able to withdraw assets accumulated through his contributions plus stock based on vested company contributions, that is, company contributions made at least 3 years earlier or in the case of the employee retiring under company's retirement plan, dying, or becoming permanently and totally disabled, all company contributions.	
July 1, 1964 -----	Reduced— Eligibility: To 3 years' continuous service. Added— Contributions: Employee with 3 but less than 5 years' service could elect to contribute 1, 2, or 3 percent of straight-time pay plus shift premium, but excluding pay for overtime, bonuses, and other special pay.	

¹ Beginning with the July 1, 1959, agreement, the descriptions of changes in related wage practices refer also to employees in the General Construction Department. Formerly, supplementary benefits for these workers, where different from those of other workers covered by the agreement, were not reported.

² Temporary agreement covering all operating, maintenance, and construction employees of Coast Valley, Colgate, DeSabra, Drum, Humboldt, Sacramento, Shasta, and Stockton Divisions.

³ Resident employees are required to live at or near the work site. Such employees include station attendants, patrolmen, and lake tenders.

⁴ Dual classification employees are those regularly assigned to two or more classifications.

⁵ The first 3 provisions have been included in the parties' agreements since 1944 or even earlier. In the basic chronology the item entered as effective May 26, 1944, was originally reported, in error, as a change.

⁶ Daily employees are probationary and are hired at a daily rate for a position regularly established and of indeterminate duration. After 6 months, probationary employees are classified as regular employees or laid off.

⁷ Shift employees are assigned to duty on one or more 8-hour watches. Such employees include watch engineers, operators, and guards. Service employees provide utility service to customers. Such employees include servicemen, appliance repairmen, troublemen, etc.

⁸ The company considers this provision as a part of the vacation plan.

⁹ The qualifying date is defined as the date on which an employee completes his first year of continuous service and becomes eligible for vacation.

¹⁰ A short change is defined as a transfer from one shift schedule to another with 8 hours or less off between shifts.

¹¹ Reduction in the normal retirement benefit in the event of early retirement was as follows:

Selected months prior to normal retirement	Percent reduction of normal benefit
---	--

12 -----	3.00
24 -----	6.12
36 -----	9.24
48 -----	12.6
60 -----	15.96
72 -----	19.44
84 -----	23.04
96 -----	26.76
108 -----	30.6
120 -----	34.44

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.
¹Anthracite Mining Industry, 1930-66. BLS Bulletin 1494.
¹Armour 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).
²Big 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).
¹Dan 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.
¹International 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).
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).
¹Western 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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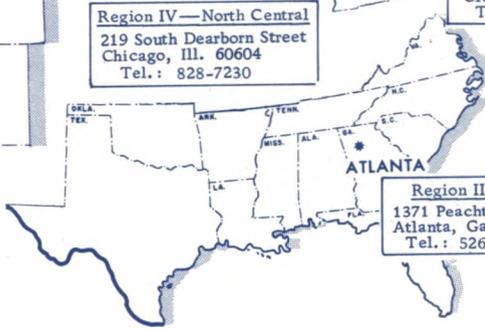


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