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Wage Chronology

CHRYSLER CORPORATION, 1939-66

Bulletin No. 1515

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

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June 1967

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Arthur M. Ross, Commissioner

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Preface

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

This chronology summarizes the changes in wage rates and related wage practices in the automotive plants of the Chrysler Corp. that have been negotiated with the United Automobile, Aerospace and Agricultural Implement Workers of America since November 1939. It includes the terms of 15 basic agreements and two National War Labor Board Directives. The provisions of the 14 agreements and two directives—published as BLS Report 198—have been supplemented in this bulletin by information on negotiated contract changes between 1964 and 1966.

Lily Mary David, Chief of the Division of Wage Economics, under the Direction of L. R. Linsenmayer, Assistant Commissioner for Wages and Industrial Relations, is responsible for the overall direction of the wage chronology program. This bulletin was prepared under the direction of Albert A. Belman. The analysis for the period 1964–66 was prepared by Willmon Fridie.

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Wage Chronology:

Chrysler Corporation, 1939—66

Introduction

1939—48

The first agreement between the Chrysler Corp. and the United Automobile, Aircraft and Agricultural Implement Workers of America (UAW—CIO) was entered into on April 6, 1937. The first agreement to include provisions affecting wages or wage practices became effective on November 29, 1939. This chronology traces the general changes in wage rates and related wage practices from that date. Thus, the provisions of this agreement do not necessarily indicate changes in the conditions of employment that existed prior to November 29, 1939.

The 1939 agreement covered approximately 73,000 workers in the corporation's Detroit plants known as Chrysler-Jefferson, Chrysler-Kercheval, Dodge Main, Dodge Forge, Dodge Truck, De Soto, Highland Park, Plymouth, Amplex-Harper, and Lynch Road, and in the plants in Marysville, Mich.; Los Angeles and San Leandro, Calif.; and New Castle, Evansville, and Kokomo, Ind. The Evansville and Kokomo plants, however, were first covered by the agreements in 1941 and 1942, respectively, the Lynch Road plant in April 1947, and the San Leandro plant in January 1949. During World War II, the Tank Arsenal and the De Soto Bomber Plant in Detroit, and the Dodge-Chicago plant were also covered.

The initial (1939) contract and succeeding ones have applied to all production and maintenance employees, excluding foremen, assistant foremen, timekeepers, plant protection employees, office and confidential salaried employees, and salaried engineers. Since 1940, the International Die Sinkers Conference has represented employees in this trade at the New Castle plant. In 1947, the International Union of Operating Engineers (AFL) was certified as bargaining agent for steam engineers in the De Soto plant. Since 1942, the UAW—CIO has had bargaining rights for various groups of timekeepers, office, cafeteria, and engineering employees, and, for a time, plant guards. The adjustments affecting these workers were omitted from this chronology.

The agreement, entered into on May 28, 1948, was to remain in effect until August 1, 1950. However, between June 15, 1949, and August 1, 1950, the agreement could be opened once by each party on the question of the general level of wage rates.

1949—51

The May 1948 agreement between the Chrysler Corp. and the United Automobile, Aircraft and Agricultural Implement Workers of America (UAW—CIO), which was to run to August 1, 1950, was reopened for wage discussions in June 1949. Negotiations conducted intermittently over a long period were broadened to include pension and insurance plans. Following a 100-day strike, a settlement was reached on May 4, 1950.

The 1950 contract replacing the May 1948 agreement had a 3-year term. On August 25, 1950, without a formal wage reopening and without modifying the terms of the contract, agreement on a general wage increase was reached by the parties. On December 11, 1950, the parties set aside the 3-year agreement and negotiated a 5-year contract without reopening provisions.

1952—53

The United Automobile, Aircraft and Agricultural Implement Workers of America (UAW—CIO) and Chrysler Corp., on May 27, 1953, amended their 5-year agreement, which terminated on August 31, 1955. The supplement was signed 5 days after the union and General Motors had agreed to new terms. An agreement of March 6, 1951, provided that at any time either party could initiate discussions concerning changing from the BLS Consumer Price Index (1935—39=100) to the BLS Interim Adjusted Consumer Price Index.[1]

[1] For further explanation of the events leading up to the supplemental agreements, see Monthly Labor Review, August 1953, p. 845.

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The amendment to the Chrysler agreement provided for incorporation of a substantial part of the existing cost-of-living allowance into the basic rate structure, a 1-cent increase in the annual improvement factor adjustment, and conversion to the revised series Consumer Price Index. Wage increases were also provided for skilled workers, and pension benefits were increased. In addition, the revised pension plan permitted retired workers to buy hospital and surgical insurance (Blue Cross and Blue Shield) at group rates.

1954—60

During the period subsequent to 1953, the United Automobile, Aircraft and Agricultural Implement Workers of America (UAW) and the Chrysler Corp.[2] negotiated twice—once in 1955 and again in 1958. The contracts for production and maintenance workers negotiated on those occasions contained provisions generally similar to those incorporated in settlements negotiated by the UAW with the Ford Motor Co. and the General Motors Corp. in June 1955 and September and October 1958.[3]

The 1955 contract, which was signed on September 1 after a one-shift strike, became effective immediately and was to run until June 1, 1958. The highlight of this agreement was the establishment of a supplemental unemployment benefit program for laid-off employees. It also provided an increase in the improvement factor, additional wage increases for skilled workers, adjustment of wage inequities for certain occupations, elimination of area pay differentials except at New Orleans, La., a revised cost-of-living escalator formula, and liberalized pension, insurance, and vacation plans. Other contract changes included time and one-half for all Saturday work except for shifts starting on Friday and continuing into Saturday, an increase in the premium for the third shift, and two additional half holidays.

The 1958 auto negotiations, which began in April after the union had served a 60-day notice of intention to amend the existing agreement, took place during a period of substantially reduced employment in the industry. Bargaining was preceded by a special UAW convention in January 1958[4] at which the union's proposals were adopted, although preliminary goals had been stated at its regular convention in April 1957. The UAW's bargaining program consisted of minimum basic and supplementary economic demands. Basic demands included a percentage wage increase related to productivity in the total private economy; a liberalized escalator clause and incorporation of existing cost-of-living allowances into basic rates of pay; elimination of wage inequities; severance pay, transfer rights, relocation allowances, and areawide seniority rights; increased supplementary unemployment benefits; and improvements in pensions and hospitalization and medical benefits. Included in the supplementary demands was a profit-sharing plan.

The union's proposal would have required the major automobile companies, after meeting "the minimum costs of doing business" (i.e., paying basic wage and salary costs and retaining for dividends profits amounting, before taxes, to 10 percent of net capital), to divide the remaining profits as follows: one-half to stockholders and executives and one-fourth each to other employees and consumers, the latter in the form of yearend rebates.

At the end of April, the UAW proposed that the terms of the existing Chrysler contract be extended to September and agreed to forgo the first improvement factor wage increase (which would have been payable had a new contract been negotiated without an extension). The union also suggested that in order to reduce the industry's large inventory, the corporation make price cuts in 1958 models and, with the union, petition the Federal Government for (a) a retroactive moratorium on the 10-percent excise tax for the remainder of the 1958 model run and (b) an extension of the duration of unemployment compensation under the Federal program. In mid-May, the union offered to arbitrate the economic issues in the negotiations and pledged to waive any demand which the arbitrators found would compel a price increase. The union also offered to extend the contract on a temporary basis while negotiations continued.

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[2] Chrysler Corp. acquired the properties of Briggs Manufacturing Co. and Briggs Indiana Corp. on December 29, 1953. The UAW workers at Briggs were covered by a separate contract in 1955 but were included in the UAW–Chrysler master agreement of 1958.

[3] See Monthly Labor Review, October 1955, pp. 1147–1151 and 1152–1156; August 1959, pp. 899–904; and April 1961 pp. 395–401.

[4] See "The 1958 Bargaining Programs for the Automobile Workers" (in Monthly Labor Review, March 1958, pp. 270–274).

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The corporation rejected these proposals and countered with an offer to extend the existing contract, including the improvement factor and cost-of-living escalator clauses, for 2 years.[5]

Work at Chrysler and negotiations by the parties continued following the expiration of the contract on June 1, 1958, but later in the month, the union began taking a strike vote. By August 9, 95 percent of the workers had authorized strike action. By September, over 20,000 Chrysler workers were idled by wildcat stoppages and resulting parts shortages. These stoppages, the union stated, stemmed directly from conditions imposed unilaterally by the company after the contract had expired.

Accord on the terms of a new 3-year contract was reached on October 1, 1958, for about 59,000 hourly rated employees, including some 11,000 skilled workers.[6] This agreement became effective upon ratification on October 21. The Chrysler agreement, which was similar to those at Ford and General Motors, continued the improvement factor and cost-of-living escalator clauses of the previous contracts; incorporated 15 cents of the 25-cent cost-of-living allowance into basic rates; provided an additional increase for skilled workers; added jury pay; liberalized supplemental unemployment benefits and established a separation pay plan for permanently laid-off employees; and improved pension and insurance benefits. A memorandum of understanding concerning details of an areawide seniority plan for certain employees in selected plants affected by the transfer of operations was signed by the parties on October 1, and a policy letter concerning the use of outside contractors was issued by the corporation on the same date. During this period, a seniority plan pertaining to skilled workers was rejected by the union members affected.

As at Ford and General Motors, the first improvement factor increase was made retroactive to July 1, 1958, and subsequent increases were scheduled to go into effect August 1, 1959, and September 1, 1960. A 2-cent increase in cost-of-living allowances was made retroactive to July 1, 1958, and an additional 1-cent increase in the allowance to September 1, 1958.

Like the other motor vehicle agreements, the Chrysler agreement increased supplemental unemployment benefits and extended the maximum period for such benefits. Benefits were extended to employees on short workweeks, even though they were ineligible for State unemployment compensation benefits, and company contributions to the SUB fund were continued without change. The parties also provided lump-sum separation payments, to be financed from the existing SUB fund, for eligible workers permanently laid off on or after September 1, 1958.

The agreement increased pension benefits, including benefits for those already retired, and provided higher benefits for employees aged 60 but less than 65 retiring on a mutually satisfactory basis or at the company's option. In addition, the union agreed that in future negotiations it would not ask for further change in retirement benefits for those on pensions at the time of negotiations.

The agreement was to be in force through August 31, 1961, with no reopening provisions.

1961—64

Contract negotiations between the Chrysler Corp. and the United Automobile, Aerospace and Agricultural Implement Workers of America[7] (UAW) opened on June 30, 1961, about 2 months before the existing agreement was scheduled to expire. The Union's initial presentation was centered on objectives developed at a special convention in April.[8] Bargaining continued through July and August, and on August 22, the company made detailed proposals similar to those made by General Motors Corp. and the Ford Motor Co. They were rejected by the union.[9]

When it became apparent that a settlement would not be reached by the agreement's

[5] For further discussion of bargaining, see "Ford Motor Co.—Wage Chronology No. 14: Supplement No. 3—1955–59" (in Monthly Labor Review, August 1959, pp. 899–904).

[6] Additional laid-off and retired workers were affected by the terms of the agreement.

[7] The UAW changed its name to the United Automobile, Aerospace and Agricultural Implement Workers of America on May 8, 1962.

[8] See "Special Bargaining Convention of the United Auto Workers," Monthly Labor Review, June 1961, pp. 611–613.

[9] For details of demands and offers, see "Wage Chronology: General Motors Corp., Supplement No. 5—1961–63," Monthly Labor Review, October 1963, pp. 1170–1183.

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expiration date (August 31, 1961), the contract was extended to September 6 and then to September 13. On September 12, the contract was extended on a day-to-day basis, with either party having the right to terminate it upon 48 hours' notice. The parties intensified their bargaining efforts late in October, after agreement on basic economic terms and noneconomic issues was reached with General Motors and Ford. Local disputes and noneconomic matters—including production standards, number of company-paid union representatives, and outside contracting—were settled concurrently, in contrast to the pattern set at General Motors and Ford, where failure to reach agreement on such issues resulted in strikes after settlement of economic matters.

On October 27, after the union indicated that it was about to set a strike deadline, the company made a new wage and benefit offer similar to that agreed to by General Motors and Ford. The union countered with a proposal to build up the Supplemental Unemployment Benefits (SUB) fund, which had been seriously depleted by heavy layoffs at Chrysler. On October 31, the union notified the company of its intention to cancel the contract. Agreement was reached on a 3-year contract 1 hour before the strike deadline on November 2. Except for provisions relating to the financing of SUB benefits, economic terms of the contract were generally the same as those agreed to by General Motors and Ford.[10]

The agreement established a SUB reserve fund from which benefits were to be paid if the regular fund was exhausted or insufficient to pay full benefits. The reserve fund was to be financed by company contributions of 1.14 cents an hour worked, effective December 4, 1961, and if the status of the fund warranted, up to 3.42 cents starting September 3, 1962, and 5.7 cents on September 2, 1963.[11] In return, the union agreed to forego 1 cent of the annual improvement factor due in 1961, 1962, and 1963 for each 1.14-cent increase in the company contribution to the reserve fund in these years. This resulted in a 1-cent-an-hour reduction in 1961 and a 2-cent reduction in the improvement factor in both 1962 and 1963. The 1-cent-an-hour reduction in 1961 was in addition to the 2-cent reduction provided for in each of the "Big Three" agreements. It further agreed to postpone the annual improvement factor due on September 1, 1961, to December 4, 1961. Savings resulting from that postponement (estimated at $2 million) and the deferment to January 1962 of the effective date of the new hospital-surgical-medical insurance provisions for employees and retirees were to be contributed by the company to the regular hourly SUB fund. The SUB fund was also augmented by savings realized by postponing the date employees and retirees without insurance could elect coverage from November 1, 1961, to February and April 1962. Under certain conditions, the company was to assume an additional $2 million liability for the payment of SUB benefits.

Contributions to the SUB reserve fund were to be discontinued and the full amount of the annual improvement factor (5 cents an hour) restored on June 29, 1964, or by mutual agreement of the company and the union at an earlier date. Money remaining in the fund could be allocated for any purpose other than improvement of pension benefits by agreement of the parties.

On June 29, 1964, special contributions to the SUB fund were discontinued, and the 5 cents an hour withheld from the annual improvement factor increase was restored to basic rates of pay.

The contract, covering 58,000 workers in 55 plants, was to be in force through August 31, 1964, with no reopening provisions.

1964—66

Chrysler Corporation, like General Motors Corporation and the Ford Motor Company, agreed to a proposal made by the United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), in April 1963, calling for the establishment of a joint study committee to meet over a year in advance of the expiration date of the existing contract. A 13-man committee was set up to discuss the various facets of and collect data concerning some of the basic issues that would face the parties in the 1964 negotiations. The items the committee agreed to study were: pensions, group insurance, and employment opportunities for Chrysler's employees. However, the committee was not authorized to resolve or negotiate on any of the issues it agreed to consider.

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[10] For details of the settlement, see reference in footnote 9.

[11] The parties agreed that each 1-cent-an-hour increase in wages resulted in a 1.14-cent increase in total wage costs. The additional 0.14 cents resulted from higher costs for overtime, paid holidays and vacations, and other fringe benefits.

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Delegates to the UAW's 19th Constitutional Convention, held in March 1964, adopted a resolution outlining four general bargaining objectives. The resolution proposed to "humanize" working conditions, to create more job opportunities, to protect the workers against the impact of automation and plant relocation, and to improve the living standards and increase the security of UAW members and their families.

Emphasis was placed on early retirement and the creation of more job opportunities. The union proposed to accomplish both by reducing the number of years in the working life of the individual—early retirements; the number of hours normally worked in the year—increasing paid vacation time off, the number of paid holidays; the hours in the workday or workweek—additional relief time. Other proposals designed to open up additional job opportunities included a reduction in overtime, increased premiums to discourage unnecessary overtime and the inauguration of funeral leave. Substantial wage increases and improvements in existing wage practices were also included in the program.

Formal negotiations in the automobile industry to replace agreements scheduled to expire in August and October of 1964 began in late June and early July of that year. Chrysler Corporation and the UAW began their discussions on July 2. Wage changes demanded by the union called for higher wages and a revision of the annual improvement factor. A revised escalator clause would have automatically incorporated future cost-of-living adjustments into base rates if the allowance exceded a specified amount.

To create additional opportunities for work for those without jobs and those whose jobs were eliminated by technological innovations, the union proposed, in a letter to the company to increase pensions and liberalize the eligibility requirements governing early retirement. Protection of pension benefits against a rise in the cost-of-living was also proposed by the union.

Other proposals, also aimed at stimulating the hiring of additional workers included restrictions on overtime and higher pay for such work, longer vacations with pay, additional paid holidays, a shorter workweek, and increased paid relief time. To cushion the impact of automation and plant relocations, the union proposed a company-paid training and retraining program and higher relocation allowances. Establishment of bereavement pay, a guarantee of no loss of earnings while serving on jury duty, and higher shift premiums were also part of the proposed package. Full company payment for life and sickness and accident insurance with higher benefits and comprehensive improvements in the hospital-medical-surgical benefits for employees and their dependents were also requested. Improved provisions for disability retirement, optional survivor benefit improvements, and increased benefits for workers already retired and their survivors were also among the union's demands. The union also asked increased paid-up life insurance for retirees and full company payment of hospital-medical-surgical insurance for retirees and their dependents or survivors as well as for laid off and disabled workers and their dependents. Succeeding weeks were devoted to presentation and discussion of procedural and local plant issues.

On August 17, the union received similar offers from Chrysler, General Motors, and Ford. The union estimated the annual cost of the proposal at 3.2 percent. Chrysler's economic offer included continuation of the existing annual improvement factor increases and modification of the cost-of-living escalator clause, with incorporation into the base rates of 9 of the existing 14-cent-an-hour allowance. It stipulated, however, that the allowance be reviewed annually instead of quarterly and that any adjustment be based on the change in the average of the May, June, and July Consumer Price Indexes from one year to the next instead of comparing one month in each quarter to another month in the succeeding quarter. In addition the company proposed to adjust wage rates in certain classifications to abolish certain wage inequities.

The company also offered 1 additional paid holiday and an improved vacation plan. New monthly benefits to widows of employees eligible for pensions who died after age 60 but before retirement and transition benefits for survivors of employees not eligible for pension were also proposed. Other parts of the offer would have improved noncontributory life and sickness and accident benefits as well as the protection provided by the medical expense plan. It also proposed improvements in the SUB plan and separation pay. Higher pension benefits and a company paid tuition refund program were also offered. A new plan designed to encourage earlier retirement would have provided larger benefits for workers retiring before age 65.

On August 20, the union rejected the offer and voted to strike if necessary in support of its demands. According to the union, its rejection was not prompted by the company's

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wage offer but rather by the failure to provide adequate pension and insurance protection for retired workers and their dependents and other measures which would lead to new job opportunities. When the union did not receive a revised offer by August 26, it picked Chrysler as the "target company" and selected September 9 as the strike date. On August 28 the union proposed that the contract be extended to 10 a.m. on September 9, and the company agreed. Agreement was reached on economic terms within a few hours of the strike deadline after intensive bargaining, and the old agreement was extended on a day-to-day basis until the language of the new contract was worked out. It was officially signed on September 22.

Wage adjustments provided for by the agreement included deferred improvement factor increases of (a) 2.5 percent with a minimum of 6 cents an hour in 1965 and (b) 2.8 percent with a minimum of 7 cents an hour, plus an additional 2 cents an hour general increase in 1966. In addition, wage inequity adjustments were scheduled to become effective in 1964.[12] Although the settlement did not provide for a general wage increase during the first year of the contract the union estimated that the workers' take home pay was increased immediately by from $4 to $8 a month as a result of the company's assumption of the employees' share of the premium for life and sickness and accident benefits. The cost-of-living escalator clause continued to provide for quarterly adjustments but was revised to provide for changes of 1 cent an hour for each 0.4-point change in the Bureau of Labor Statistics new Consumer Price Index (1957-59=100).[13] Nine of the existing 14-cents allowance was incorporated into basic wage rates.

The most significant gains in wage practices involved pensions. Effective January 1, 1965, normal monthly benefits of workers retiring on or after September 1, 1964, were to be increased to $4.25 for each year of credited service. On the same date, monthly pensions rates of employees already retired were to be raised by $1.45 for each year of credited service. A liberalized early retirement provision benefited not only employees retiring at company option or under mutually satisfactory conditions, but also those retiring at their own volition. For the latter group, benefits were reduced only for those workers who were under 62 at the time of retirement. The minimum age requirement for deferred benefits was also eliminated.

Effective January 1, 1965, for workers retiring on or after September 1, 1964, the minimum retirement age was reduced to 55 from 60 and employees between ages 55 and 60 could voluntarily retire and receive a regular early retirement annuity—if their age plus years of service equaled at least 85. In the same age bracket, employees retired by the company or under mutually satisfactory conditions[14] needed only a minimum of 10 years' service. These employees also received in addition to their basic benefit, $5.20 a month for each year of credited service up to 25 until they were eligible for full social security payments.

For early or disability retirements occurring on or after September 1, 1965, the company agreed to pay a supplemental benefit. These employees were to receive their regular annuity, and an additional allowance until they reach age 65. The allowance would bring total monthly benefits for those retiring at or after ages 60 but before age 65 with 30 years' service to the lesser of $400 or 70 percent of the employee's final base pay per month,[15] including the cost-of-living allowance. The $400 was to be reduced for those with less than 30 years' service and for retirement before age 60. In addition, widows' pensions were increased and a survivor's pension was provided automatically for the spouse of an eligible worker who died before retiring.

Other economic gains included a 40 hours' paid absence allowance for all employees with 1 or more year's seniority which could be used as an extra week of vacation or other specified purposes: 2 additional paid holidays; increased daily relief time for those on assembly line and other machine controlled operations; increased premium pay for work on Sundays and holidays on 7-day operations; and improved jury-duty pay. Up to 3 days' pay for each bereavement was made available

[12] The union bargained any first-year wage-rate increase (except for inequity adjustments) for some of the supplementary benefit changes.

[13] The U.S. city average for urban wage earners and clerical workers (including single workers) was to be used.

[14] The company agreed to consider classifying a worker who was laid off as a result of a plant closing or discontinuance of operations as having been retired by the company or under mutually satisfactory conditions.

[15] Final monthly base pay determined as the highest hourly rate paid during the 26 weeks preceding retirement plus any cost-of-living allowance in effect on last day worked, multiplied by 173-1/3.

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for the first time, and workers taking approved job-related training courses in their spare time were to be reimbursed for tuition up to $250 a year upon satisfactory completion of their courses.

Hospital-medical insurance benefits were substantially improved and the company assumed the full cost of the strengthened life and sickness and accident insurance for employees and hospital-medical benefits for retirees and their eligible dependents. New psychiatric care and nursing home benefits were also made available to the workers. Two new insurance benefits were also added (transition and bridge) providing additional protection for the surviving spouse and dependents of deceased employees. Under these provisions, $100 a month was to be paid for 2 years to the surviving spouse or dependents. In addition, a spouse who was age 50 or more at the time of the employee's death was to continue to receive $100 a month until age 62 unless she qualified for mother's benefits under the social security program before age 62, remarriage, or death.

Maximum supplemental unemployment benefits were raised to $50, plus $1.50 for each dependent up to four and separation payments were increased by about 40 percent, to a maximum of a full year's pay for a worker with 30 years or more of seniority. Scheduled short workweek benefits for hours not worked were increased from 65 to 75 percent of the worker's straight-time hourly rate times hours for which benefit was paid. Provision was also made for the company to contribute a lump sum of $1,153,400 to the reserve fund on March 6, 1967.[16]

The 3-year contract, covering about 81,600 employees in 55 plants was to be in force through September 6, 1967, with no reopening provision. The following tables bring the Chrysler Corporation wage chronology wage changes up to date through June 1967 and the related wage practices up to date through the termination date of the contract.

[16] However, prior to this date, the entire amount was used for other mutually agreed upon purposes.

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A—General Wage Changes[1]

Effective date	Provision	Applications, exceptions, and other related matters
Nov. 29, 1939	3 cents an hour increase in Detroit and Los Angeles plants; 4 cents an hour increase in Marysville, New Castle, Evansville, and Kokomo plants.	
Dec. 19, 1940 (agreement of Dec. 10, 1940).	2 cents an hour increase.	
June 1, 1941 (agreement of June 2, 1941).	8 cents an hour increase.	Minimum hiring and job rates (applicable to lowest paid classifications) increased by only 5 cents.
June 1, 1942 (by directive orders of National War Labor Board, Oct. 2 and Oct. 24, 1942).	4 cents an hour increase.	Additional increase of 6 cents an hour to tool and die makers and specific classifications of skilled maintenance workers: machine repairmen, millwrights, and electricians. An average increase of $1^1/_2$ cents provided for all other skilled maintenance and powerhouse employees.
Oct. 6, 1944 (by directive order of National War Labor Board, Apr. 12, 1945).		Increase of 5 cents an hour to skilled maintenance and powerhouse workers included in 1942 directive orders and interpretations.
Jan. 28, 1946 (agreement of Jan. 26, 1946).	18.5 cents an hour increase.	
Apr. 28, 1947 (agreement of Apr. 26, 1947).	11.5 cents an hour increase.	Additional increases of 5 cents an hour to skilled maintenance and powerhouse workers; 4 cents an hour to all foundry classifications.
May 31, 1948 (agreement of May 28, 1948).	13 cents an hour increase.	Additional increase of 3 cents an hour to workers at minimum rates.
May 8, 1950 (agreement of May 4, 1950).		Wage increases or provisions for automatic progression affecting employees in 45 job classifications. 3 cents an hour increase to all employees in plants at Kokomo, New Castle, and Evansville, Ind.
Aug. 28, 1950 (company action of Aug. 25, 1950).	10 cents an hour increase.	Additional increase of 5 cents an hour to skilled workers.
Dec. 18, 1950 (agreement of Dec. 11, 1950).	1 cent an hour increase.	Plus previous 10-cent increase designated as cost-of-living allowance, which may be adjusted up or down every 3 months in accordance with changes in the BLS Consumer Price Index.[2] Agreement also provided for increases of 4 cents an hour effective each June 1 from 1951 through 1954 as an "annual improvement factor." Additional adjustments in classification to employees on 7-day operations, patternmakers on foundry work, and die dummy builders.
Mar. 5, 1951[3]	5 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
June 1, 1951	4 cents an hour increase.	Annual improvement factor adjustment.
June 4, 1951	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 3, 1951	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 3, 1951	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 3, 1952	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
June 1, 1952	4 cents an hour increase.	Annual improvement factor adjustment.
June 2, 1952	1 cent an hour decrease.	Quarterly adjustment of cost-of-living allowance.
Sept. 1, 1952	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 1, 1952	1 cent an hour decrease.	Quarterly adjustment of cost-of-living allowance.
Apr. 13, 1953	1 cent an hour decrease.	Quarterly adjustment of cost-of-living allowance. Adjustment made on this date because of late release of "Old Series" CPI.
June 1, 1953 (agreement of May 27, 1953).	5 cents an hour increase.	The new agreement increased the annual improvement factor adjustment by 1 cent an hour.
June 1, 1953 (agreement of above date).	No change in cost-of-living allowance.	The new agreement incorporated 19 of the previous 24-cent cost-of-living allowance into the basic wage structure and provided for quarterly adjustments of the cost-of-living allowance in accordance with the movement of the Consumer Price Index (revised series).

See footnotes at end of table.

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A—General Wage Changes[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
June 1, 1953 (agreement of above date)—Continued		If the CPI falls below 110.9, the cost-of-living allowance will be 0.[4] Skilled occupations except patternmakers and die model builders received an additional 10 cents an hour, while patternmakers and die model builders received 20 cents additional.
Sept. 7, 1953	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 7, 1953 (agreement dated May 27, 1953).	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 1, 1954	1 cent an hour decrease.	Quarterly adjustment of cost-of-living allowance.
June 1, 1954	5 cents an hour increase.	Annual improvement factor adjustment.
June 7, 1954	1 cent an hour decrease.	Quarterly adjustment of cost-of-living allowance.
Sept. 6, 1954	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 6, 1954	1 cent an hour decrease.	Quarterly adjustment of cost-of-living allowance.
Mar. 7, 1955	No change	Quarterly review of cost-of-living allowance.
June 6, 1955	No change	Quarterly review of cost-of-living allowance.
Sept. 1, 1955 (master agreement and supplemental agreement of same date).	6 cents an hour increase or $2^1/_2$ percent of base rate, whichever was greater.[5] (BLS estimated average of 6.1 cents.)	New amount designated as improvement factor. Similar adjustments to be effective Apr. 1, 1956, and June 1, 1957. Additional increases[6] of: 8 cents an hour to all skilled workers; 2 to 22 cents an hour inequity adjustments for certain occupations; and 4 to 9 cents an hour to eliminate differentials in specified areas.
Sept. 5, 1955 (agreement dated Sept. 1, 1955).	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance. The new agreement provided for quarterly adjustments in the cost-of-living allowance of 1 cent for each 0.5-point change in the BLS Consumer Price Index (1947–49=100) above 114.2 (the lower limit of the 6-cent allowance existing on August 31); changes below this level would take place at the rate of accumulation under previous escalation provisions. If the CPI fell below 110.9, the cost-of-living allowance would be 0.[7]
Dec. 5, 1955	No change	Quarterly review of cost-of-living allowance.
Mar. 5, 1956	1 cent an hour decrease.	Quarterly adjustment of cost-of-living allowance.
Apr. 1, 1956 (agreement dated Sept. 1, 1955).	6 cents an hour increase or $2^1/_2$ percent of base rate, whichever was greater.[5] (BLS estimated average of 6.1 cents.)	Improvement factor adjustment.
June 4, 1956	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 3, 1956	4 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 3, 1956	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 4, 1957	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
June 1, 1957 (agreement dated Sept. 1, 1955).	6 cents an hour increase or $2^1/_2$ percent of base rate, whichever was greater.[5] (BLS estimated average of 6.1 cents.)	Improvement factor adjustment.
June 3, 1957	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 2, 1957	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 2, 1957	No change	Quarterly review of cost-of-living allowance.
Mar. 3, 1958	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 1, 1958 (agreement dated Oct. 1, 1958).	6 cents an hour increase or $2^1/_2$ percent of base rate,	Agreement maintained the improvement factor of the previous agreement and provided similar adjustments to be effective Aug. 1, 1959, and Sept. 1, 1960.

See footnotes at end of table.

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A—General Wage Changes[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
July 1, 1958 (agreement dated Oct. 1, 1958)—Continued	whichever was greater.[5] (BLS estimated average of 6.2 cents.)	
July 1, 1958 (agreement dated Oct. 1, 1958).	2 cents an hour increase.	Adjustment of cost-of-living allowance.
Sept. 1, 1958 (agreement dated Oct. 1, 1958).	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance. The new agreement incorporated 15 cents of the 25-cent cost-of-living allowance in effect on Sept. 1, 1958, into base rates[8] and continued the cost-of-living escalator formula of previous agreement.[9] Additional increases[10] of: 8 cents an hour to employees in skilled classifications and varying increases to employees in selected job classifications.
Dec. 1, 1958	No change	Quarterly review of cost-of-living allowance.
Mar. 2, 1959	No change	Quarterly review of cost-of-living allowance.
June 1, 1959	No change	Quarterly review of cost-of-living allowance.
Aug. 1, 1959 (agreement dated Oct. 1, 1958).	6 cents an hour increase or $2^1/_2$ percent of base rate, whichever was greater.[5] (BLS estimated average of 6.2 cents.)	Improvement factor adjustment.
Sept. 7, 1959	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 7, 1959	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 7, 1960	No change	Quarterly review of cost-of-living allowance.
June 6, 1960	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 1, 1960 (agreement dated Oct. 1, 1958).	6 cents an hour increase or $2^1/_2$ percent of base rate, whichever was greater.[5] (BLS estimated average of 6.3 cents.)	Improvement factor adjustment.
Sept. 5, 1960	No change	Quarterly review of cost-of-living allowance.
Dec. 5, 1960	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 6, 1961	No change	Quarterly review of cost-of-living allowance.
June 5, 1961	No change	Quarterly review of cost-of-living allowance.
Sept. 4, 1961	No change	Cost-of-living escalation continued, but clause revised to provide allowance 1 cent smaller than under the previous formula; see following information.
Dec. 4, 1961 (agreement dated Nov. 2, 1961).	6 cents an hour increase or $2^1/_2$ percent of base rate, whichever was greater,[11] minus 3 cents (increase ranged from 3 to 9 cents an hour, BLS estimated "Big Three" average—4.4 cents).[12]	Agreement maintained the improvement factor of the previous agreement, minus 3 cents in 1961. Full adjustment minus 1 cent for each 1.14-cent-per-hour increase in company's contribution to Supplemental Unemployment Benefits (SUB) reserve fund to be effective on Sept. 3, 1962, and Sept. 2, 1963.[13] Effective June 29, 1964, or by mutual agreement prior to that date, employees to receive improvement factor increase foregone because of company contributions to SUB reserve fund. (See section on SUB for contributions to reserve fund.) Waiver of 2 cents of annual improvement factor increase was in consideration of company's assumption of (1) full cost of hospital-surgical-medical insurance for employees and dependents,[14] and (2) one-half cost of hospital-surgical-medical insurance for retired employees and dependents. Additional 1-cent reduction in improvement factor due to company's initial 1.14-cent contribution to SUB reserve fund. The cost-of-living escalator clause was revised to offset part of cost of improved pensions. The agreement incorporated 12 of the 17-cent cost-of-living allowance in effect on Dec. 3, 1961, into base hourly rates and continued the cost-of-living escalator formula of the previous agreement.[15] See revision effective Sept. 4, 1961.

See footnotes at end of table.

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A—General Wage Changes[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Dec. 4, 1961	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 5, 1962	No change	Quarterly review of cost-of-living allowance.
June 4, 1962	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 3, 1962	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 3, 1962 (agreement dated Nov. 2, 1961).	6 cents an hour increase or $2^1/_2$ percent of base rate, whichever was greater,[11] minus 2 cents (increase ranged from 4 to 10 cents an hour, BLS estimated "Big Three" average—6.8 cents).[12]	Deferred increase. Company increased contribution to SUB reserve fund by 2.28 cents an hour (total 3.42 cents), thereby reducing the annual improvement factor by 2 cents an hour.
Dec. 3, 1962	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 4, 1963	No change	Quarterly review of cost-of-living allowance.
June 3, 1963	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 2, 1963	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 2, 1963 (agreement dated Nov. 2, 1961).	6 cents an hour increase or $2^1/_2$ percent of base rate, whichever was greater,[11] minus 2 cents (increase ranged from 4 to 10 cents an hour, BLS estimated "Big Three" average—7.0 cents).[12]	Deferred increase. Company increased contribution to SUB reserve fund by 2.28 cents an hour (total 5.70 cents), thereby reducing the annual improvement factor by 2 cents an hour.
Dec. 2, 1963	No change	Quarterly review of cost-of-living allowance.
Mar. 2, 1964	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
June 1, 1964	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
June 29, 1964	5 cents an hour increase.	Contributions to SUB reserve fund discontinued; full amount of annual improvement factor restored to base rates.
Sept. 22, 1964 (agreement and letters of agreement of same date).		The union agreed to allocate the 2 cents an hour cost-of-living adjustment that would have been due and the 1964 annual improvement factor increase which the company offered, for other economic benefit improvements.[16] Agreement provided for wage inequity adjustments for approximately 40 job classifications. Agreement also: (1) provided two annual improvement factor increases, effective (a) Sept. 6, 1965—2.5 percent, minimum 6 cents an hour and (b) Sept. 5, 1966—2.8 percent, minimum 7 cents, plus 2 cents an hour general increase; (2) incorporated 9 cents of 14-cent cost-of-living allowance in effect Sept. 22, 1964, into base hourly rates; (3) revised the cost-of-living escalator clause to provide quarterly adjustments of 1 cent an hour for each 0.4-point change in the Bureau of Labor Statistics Consumer Price Index (New Series) above 106.1 (1957-59=100). If the CPI fell below 106.5, the cost-of-living allowance would be 0.[17]
Dec. 7, 1964	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 1, 1965	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
June 7, 1965	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 6, 1965	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 6, 1965 (agreement dated Sept. 22, 1964).	6 cents an hour increase or $2^1/_2$ percent of base rates,	Deferred improvement factor adjustment.

See footnotes at end of table.

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A—General Wage Changes[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Sept. 6, 1965 (agreement dated Sept. 22, 1964)—Continued	whichever was greater[18] (increase ranged from 6 to 12 cents an hour, BLS estimated "Big 3" average increase, 7.4 cents).	
Dec. 6, 1965	No change	Quarterly review of cost-of-living allowance.
Mar. 7, 1966	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
June 6, 1966	4 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 5, 1966	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 5, 1966 (agreement dated Sept. 22, 1964).	7 cents an hour increase or 2.8 percent of base rates, whichever was greater[18] (increase ranged from 7 to 14 cents an hour) plus 2 cents across the board, BLS estimated "Big 3" average increase, 10.5 cents.	Deferred improvement factor adjustment.
Dec. 5, 1966	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 6, 1967	No change	Quarterly review of cost-of-living allowance.
June 5, 1967	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.

[1] General wage changes are construed as upward or downward changes that affect an entire establishment, bargaining unit, or substantial group of workers at one time. Not included within the term, and therefore omitted from this tabulation, are adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure (such as changes in specific classification rates) that do not have an immediate and noticeable effect on the general wage level of the establishment. (Examples of such omitted adjustments are increases in classification rates ranging from 2 to 10 cents an hour in 1947 and adjustments of from 5 to 10 cents in 1948.) The general wage changes listed above were the major adjustments made during the period covered. Because of the omission of the nongeneral changes, and because of other factors, the total of the general wage changes listed will not necessarily coincide with the amount of change in average hourly earnings over the same period.

[2] For details of cost-of-living provision, see "Wage Chronology No. 9, General Motors Corp., 1939–49," Monthly Labor Review, September 1949 or Wage Chronology: General Motors Corp., 1939–63, BLS Report 185 (Revised 1964). In addition, the parties agreed to add a 1.3-point adjustment to the BLS Consumer Price Index in computing the cost-of-living allowance to compensate for the understatement of the index's rent component.

[3] On Mar. 3, 1951, the parties agreed to reinstate the 0.8 adjustment in computing the cost-of-living allowance.

[4] The new agreement provided that future cost-of-living adjustments be based on the revised series Consumer Price Index (1947–49=100) as follows:

Consumer Price Index	Hourly cost-of-living allowance
110.8 or less	None
110.9 to 111.5	1 cent
111.6 to 112.1	2 cents
112.2 to 112.8	3 cents
112.9 to 113.5	4 cents
113.6 to 114.1	5 cents
114.2 to 114.7	6 cents
114.8 to 115.3	7 cents

and so forth, with a 1-cent change for each 0.6-point change in the index.

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Footnotes—Continued

[5] The improvement factor increase of $2^1/_2$ percent of base rates, calculated in accordance with the following schedule, provided for a minimum increase of 6 cents an hour:

Straight-time hourly wage rate	Improvement factor increase
Less than $2.60	6 cents an hour
$2.60 but less than $3.00	7 cents an hour
$3.00 but less than $3.40	8 cents an hour
$3.40 but less than $3.80	9 cents an hour
$3.80 but less than $4.20	10 cents an hour

Improvement factor increase added to piecework setting rate of incentive employees.

[6] These amounted to an estimated increase of 1.0 cent averaged over all employees of the company represented by the union.

[7] The agreement of Sept. 1, 1955, provided that future cost-of-living adjustments be determined as follows:

Consumer Price Index (1947–49=100)	Hourly cost-of-living allowance
110.8 or less	None
110.9 to 111.5	1 cent
111.6 to 112.1	2 cents
112.2 to 112.8	3 cents
112.9 to 113.5	4 cents
113.6 to 114.1	5 cents
114.2 to 114.6	6 cents
114.7 to 115.1	7 cents
115.2 to 115.6	8 cents
115.7 to 116.1	9 cents
116.2 to 116.6	10 cents
116.7 to 117.1	11 cents
117.2 to 117.6	12 cents
117.7 to 118.1	13 cents
118.2 to 118.6	14 cents
118.7 to 119.1	15 cents

and so forth, with a 1-cent adjustment for each 0.5-point change in the index.

As in previous agreements, the cost-of-living adjustments were to be based on the BLS Consumer Price Index for the months of January, April, July, and October.

[8] Except base rates used in incentive pay calculations.

[9] The agreement of Oct. 1, 1958, provided that future cost-of-living adjustments be determined as follows:

Consumer Price Index (1947–49=100)	Hourly cost-of-living allowance
119.1 or less	None
119.2 to 119.6	1 cent
119.7 to 120.1	2 cents
120.2 to 120.6	3 cents
120.7 to 121.1	4 cents
121.2 to 121.6	5 cents
121.7 to 122.1	6 cents
122.2 to 122.6	7 cents
122.7 to 123.1	8 cents
123.2 to 123.6	9 cents
123.7 to 124.1	10 cents
124.2 to 124.6	11 cents
124.7 to 125.1	12 cents
125.2 to 125.6	13 cents
125.7 to 126.1	14 cents
126.2 to 126.6	15 cents
126.7 to 127.1	16 cents
127.2 to 127.6	17 cents
127.7 to 128.1	18 cents
128.2 to 128.6	19 cents
128.7 to 129.1	20 cents
129.2 to 129.6	21 cents
129.7 to 130.1	22 cents
130.2 to 130.6	23 cents
130.7 to 131.1	24 cents
131.2 to 131.6	25 cents

and so forth, with a 1-cent adjustment for each 0.5-point change in the index.

[10] These amounted to an estimated increase of 1.4 cents averaged over all employees of the company represented by the union.

[11] The $2^1/_2$-percent increase (minus 3 cents in 1961 and 2 cents in both 1962 and 1963) applied to straight-time hourly rates, excluding the cost-of-living allowance in effect and shift premiums, as follows:

Straight-time hourly wage rate	Hourly annual improvement factor increase in— 1961	1962 and 1963
Less than $2.60	3 cents	4 cents
$2.60 but less than $3.00	4 cents	5 cents
$3.00 but less than $3.40	5 cents	6 cents
$3.40 but less than $3.80	6 cents	7 cents
$3.80 but less than $4.20	7 cents	8 cents
$4.20 but less than $4.60	8 cents	9 cents
$4.60 but less than $5.00	9 cents	10 cents

The additional 1-cent-an-hour reduction in 1961 was due to the company's initial 1.14-cent contribution to the SUB reserve fund.

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Footnotes—Continued

[12] The average increase for the "Big Three" is the Bureau of Labor Statistics estimate of the cent-per-hour increase for production workers employed by General Motors, Ford, and Chrysler.

[13] The agreement also provided that the annual improvement factor increases due Sept. 3, 1962, and Sept. 2, 1963, were to be reduced by 25 percent of the increase in average monthly insurance base premiums above the average base premium in January 1962, after adjustment of this January base for the increase in premiums between January 1 and July 31, 1962, resulting from improvements in plans outside Michigan. However, a letter dated Nov. 2, 1961, from the company to the union waived the employee's share of the increased cost for the duration of the agreement.

[14] Assumption of this cost item by the company is estimated to have increased employees' take-home pay by approximately 6.5 cents an hour.

[15] The new agreement provided that future cost-of-living adjustments be determined in accordance with the following table:

Consumer Price Index (1947–49=100)	Hourly cost-of-living allowance
125.6 or less	None
125.7 to 126.1	1 cent
126.2 to 126.6	2 cents
126.7 to 127.1	3 cents
127.2 to 127.6	4 cents
127.7 to 128.1	5 cents
128.2 to 128.6	6 cents
128.7 to 129.1	7 cents
129.2 to 129.6	8 cents
129.7 to 130.1	9 cents
130.2 to 130.6	10 cents
130.7 to 131.1	11 cents
131.2 to 131.6	12 cents
131.7 to 132.1	13 cents
132.2 to 132.6	14 cents
132.7 to 133.1	15 cents

and so forth, with a 1-cent adjustment for each 0.5-point increase in the index.

As in previous agreements, the cost-of-living review in December, March, June, and September was to be based on the BLS Consumer Price Index for the months of October, January, April, and July.

[16] However, as a result of the company's assumption of the workers' share of the premium for life, sickness, and accident insurance, employees' take-home pay was increased.

[17] The agreement provided that cost-of-living adjustments be determined in accordance with the following table:

Consumer Prices Index (1957-59=100)	Hourly cost-of-living allowance
106.4 or less	None
106.5 to 106.8	1 cent
106.9 to 107.2	2 cents
107.3 to 107.6	3 cents
107.7 to 108.0	4 cents
108.1 to 108.4	5 cents
108.5 to 108.8	6 cents
108.9 to 109.2	7 cents
109.3 to 109.6	8 cents
109.7 to 110.0	9 cents
110.1 to 110.4	10 cents
110.5 to 110.8	11 cents
110.9 to 111.2	12 cents
111.3 to 111.6	13 cents
111.7 to 112.0	14 cents
112.1 to 112.4	15 cents
112.5 to 112.8	16 cents
112.9 to 113.2	17 cents
113.3 to 113.6	18 cents
113.7 to 114.0	19 cents
114.1 to 114.4	20 cents

and so forth with a 1-cent adjustment for each 0.4-point change in the index.

As in previous agreements, the cost-of-living review in December, March, June, and September was to be based on the Bureau of Labor Statistics Consumer Price Index for the months of October, January, April, and July.

The parties converted the index range to a 1957-59 base by the use of the standard conversion factor (0.8149959).

The cost-of-living allowance currently in effect continued to be included in computing overtime, and night-shift premium, vacation, holiday and call-in payments. The 1964 agreement provided that the cost-of-living allowance would also be included in computing bereavement pay and paid absence allowances.

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Footnotes—Continued

[18] The $2^1/_2$ percent (2.8 in 1966) applied to a straight-time hourly rate excluding cost-of-living allowance in effect, shift and 7-day operations premiums or any other premium, as follows:

Straight-time hourly wage rate	Hourly annual improvement factor increase
1965	
Less than $2.60	6 cents
$2.60 and under $3.00	7 cents
$3.00 and under $3.40	8 cents
$3.40 and under $3.80	9 cents
$3.80 and under $4.20	10 cents
$4.20 and under $4.60	11 cents
$4.60 and under $5.00	12 cents
1966	
Less than $2.68	7 cents
$2.68 and under $3.04	8 cents
$3.04 and under $3.40	9 cents
$3.40 and under $3.75	10 cents
$3.75 and under $4.11	11 cents
$4.11 and under $4.47	12 cents
$4.47 and under $4.83	13 cents
$4.83 and under $5.18	14 cents

The additional wage increase of 2 cents was added to the applicable wage rate or base rate after those rates had been adjusted to include the Sept. 5, 1966, annual improvement factor increase.

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B—Hourly Job Rates,[1] Selected Occupations, 1939—66[2]

Effective date	Occupations			
	Janitors	Assemblers—major	Electricians	Diemakers
Nov. 30, 1939	$0.78	$0.98	$1.15	$1.30
Dec. 19, 1940	0.80	1.00	1.17	1.32
June 1, 1941	0.85	1.08	1.25	1.40
June 1, 1942	0.89	1.12	[3]1.35	1.60
Jan. 28, 1946	1.075	1.305	1.585	1.785
Apr. 28, 1947	1.19	1.42	1.75	1.90
May 31, 1948	1.35	1.55	1.88	2.03
Aug. 28, 1950	1.45	1.65	2.03	2.18
Dec. 18, 1950[4]	1.35	1.55	1.93	2.08
June 1, 1951	1.39	1.59	1.97	2.12
June 1, 1952	1.43	1.63	2.01	2.16
June 1, 1953[5]	1.67	1.87	2.35	2.50
June 1, 1954	1.72	1.92	2.40	2.55
Sept. 1, 1955	1.78	1.98	2.54	2.70
Apr. 1, 1956	1.84	2.04	2.60	2.77
June 1, 1957	1.90	2.10	2.67	2.84
July 1, 1958	1.96	2.16	2.74	2.91
Sept. 1, 1958[6]	2.11	2.31	3.00	3.14
Aug. 1, 1959	2.17	2.37	3.08	3.22
Sept. 1, 1960	2.23	2.43	3.16	3.30
Dec. 4, 1961[7]	2.38	2.58	3.33	3.47
Sept. 3, 1962	2.42	2.62	3.39	3.54
Sept. 2, 1963	2.46	2.67	3.45	3.61
June 29, 1964	2.51	2.72	[8]3.51	3.66
Oct. 1, 1964[9]	2.60	2.81	[10]3.62	3.75
Sept. 6, 1965	2.67	2.88	3.71	3.84
Sept. 5, 1966	2.76	2.98	3.83	3.97

[1] The rates shown include only that portion of the cost-of-living allowance incorporated into basic rates on the stipulated dates. The hiring rates for janitors and assemblers—major were 10 cents an hour lower than the job rates and for electricians and diemakers, 20 cents an hour lower. Janitors and assemblers—major moved from the hiring to the job rate in 90 days. Journeymen, electricians, and diemakers were automatically placed at the midpoint of the range after completing the apprentice program or, if hired off the street, after 90 days. These employees moved from the midpoint to the maximum of the range by merit.

[2] These basic hourly rates were in effect at all of the company's automobile assembly and parts plants.

[3] Rate increased to $1.40 on Aug. 7, 1945.

[4] The 10-cent-an-hour general wage increase, effective Aug. 28, 1950, was designated as a cost-of-living allowance that could be adjusted quarterly in accordance with the movement in the CPI.

[5] The rates shown reflect incorporation of 19 cents of the existing 24-cent cost-of-living allowance into basic rates.

[6] The rates shown reflect incorporation of 15 cents of the existing 25-cent cost-of-living allowance into basic rates.

[7] The rates shown reflect incorporation of 12 cents of the existing 17-cent cost-of-living allowance into basic rates.

[8] Includes 1 cent, effective January 1964, to compensate for the inequity created by diversion of annual improvement factor.

[9] The rates shown reflect incorporation of 9 of the existing 14-cent cost-of-living allowance into basic rates.

[10] Rate includes 2-cent-an-hour wage inequity adjustment effective Oct. 5, 1964.

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C—Related Wage Practices[1]

Effective date	Provision	Applications, exceptions, and other related matters
	Shift Premium Pay	
Nov. 29, 1939	5 percent on second and third shifts.	
Jan. 26, 1946	5 percent on second shift; 7.5 percent on third shift.	
Sept. 1, 1955 (agreement of same date).	Increased to: 10 percent on third shift.	
	Overtime Pay—Daily and Weekly	
Nov. 29, 1939	Time and one-half for work in excess of 8 hours a day or 40 hours a week.	
	Overtime Pay—Weekend[2]	
Nov. 29, 1939	Time and one-half for Saturday work in excess of 40 hours a week.	No employee was to be laid off during week to avoid overtime rates on Saturday.
	Double time for work on Sunday	Employees on 7-day operations were to receive double time only for work on seventh consecutive day.
Sept. 10, 1943	Added: Time and one-half for the sixth consecutive day worked in the regularly scheduled workweek.	
Jan. 26, 1946		A full day's absence due to material shortages (not caused by labor disputes) was to be counted as a day worked for purposes of determining sixth day.
Sept. 1, 1955 (agreement and company letter of same date).	Time and one-half for sixth day changed to time and one-half for Saturday work on noncontinuous operations, except for shift starting on Friday and continuing into Saturday.	Previous practice of paying employees on 7-day operations time and one-half for work on sixth day of scheduled workweek continued.
	Increased to: 10 cents an hour bonus for all hours worked, including overtime, during regular workweek paid employees on continuous 7-day operations whose workweek included Saturday and/or Sunday.	The bonus had been 5 cents an hour.
Nov. 7, 1964 (agreement of Sept. 22, 1964).		Added: For employees on 7-day operations—time and one-quarter for work on Sunday, unless payable at higher overtime premiums.

See footnotes at end of table.

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C—Related Wage Practices[1] —Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Holiday Pay	
Nov. 29, 1939	Double time for work on 6 specified holidays.	New Year's Day, Memorial Day, July 4, Labor Day, Thanksgiving Day, and Christmas Day.
Apr. 26, 1947	6 paid holidays established for which workers with seniority were to receive 8 hours' straight-time pay. Double time (total) for holidays worked.	Holidays listed above. Those falling on Saturday were to be paid for.
Sept. 1, 1955 (agreement of same date).	Added: 2 paid half holidays Changed to: Double time plus holiday pay for designated holidays worked.	Half holidays were Christmas Eve and New Year's Eve. Not applicable to employees on 7-day continuous operations who continued to receive double time for designated holidays worked.
Nov. 2, 1961 (agreement of same date).		Changed: Employee excused from work on day before or after holiday, but not both, to receive holiday pay (previously employee had to work last scheduled day before and next scheduled day after holiday within scheduled workweek). In effect and continued: Employee on layoff or sick leave to receive holiday pay if he worked during week of or prior to holiday. Employee on layoff or approved leave of absence who returned to work following holiday and during holiday week to receive holiday pay. Employee on 7-day operation to receive holiday pay if holiday fell on one of regular scheduled days off.
Sept. 1, 1964 (agreement of same date and company letter of Sept. 22, 1964).	Added: 2 paid holidays (total 9).	Holidays were Good Friday and the employee's birthday. If employee's birthday fell on a Sunday or a paid holiday, company to determine the day to be observed instead. Employees whose birthday occurred between September 1 and October 5, to be given a day off before Jan. 1, 1965. Increased to: For employees on 7-day operations—double time and one-quarter for work on holidays (if holiday fell on a day employee was regularly scheduled to work). Double time plus holiday pay was paid if holiday fell on employee's regularly scheduled day off. Continued: Holidays recognized by Federal or State Government falling on Sunday to be observed on Monday.
Sept. 7, 1965 (agreement dated June 29, 1965).	Added: 2 paid half holidays.	Dec. 24 and 31 changed from half to full paid holidays. Eliminated: Employee's birthday as a paid holiday.
	Pay in Lieu of Vacation	
Nov. 29, 1939	No provision for vacation payments.	
Dec. 10, 1940	$40 to hourly rated workers with 1 year's seniority on Dec. 1, 1940.	In lieu of vacation with pay for year 1941, payable in December 1940.
June 2, 1941	Vacation pay increased to $45	In lieu of vacation with pay for year 1942, payable in December 1941.
Oct. 2, 1942	Added: Vacation pay of $90 to workers with 5 years or more of seniority on Dec. 1, 1942.	In lieu of vacation with pay for 1943, payable in December 1942. In accordance with directive order of National War Labor Board. (Arrangement continued for vacation years 1944 and 1945.)
Jan. 26, 1946	Vacation pay increased to $52.40 for workers with 1 to 5 years' seniority and to $104.80 for those with 5 years or more.	In lieu of vacation with pay for 1946, payable in May 1946.
Apr. 26, 1947	Vacation pay increased to $57 and $114, respectively.	In lieu of vacation with pay for 1947, payable in May 1947. (Arrangement continued for vacation year 1948.)
May 28, 1948	Vacation pay increased to $62.20 and $124.40, respectively.	In lieu of vacation with pay for 1949, payable in May 1949.
May 4, 1950	Vacation pay to workers with 3 but less than 5 years' seniority status on May 1, 1950, increased to $93.30.	
May 1, 1951 (agreement dated Dec. 11, 1950).	Changed to: 40 hours' pay to employees with 1 but less than 3 years' seniority status, 60 hours' pay for 3 but less than	Vacation pay not to be less than pay received in 1950 unless employee lost his seniority since receiving 1950 payment.

See footnote at end of table.

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C—Related Wage Practices[1] —Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Pay in Lieu of Vacation—Continued	
May 1, 1951 (agreement dated Dec. 11, 1950)—Continued	5 years', 80 hours' pay for 5 but less than 15 years', and 120 hours' pay for 15 years or more.	
Sept. 1, 1955 (agreement of same date).	Increase to: 100 hours' pay for employees with 10 but less than 15 years' seniority.	Pay in lieu of vacation applicable to otherwise eligible workers beginning mandatory retirement at age 68 during payment year.
Nov. 2, 1961 (agreement of same date).	----------	In effect and continued: Vacation pay to include cost-of-living allowance in effect on May 1 of payment year. Added: In determining whether employee had worked 8 of 12 months preceding May 1, as required by eligibility provisions, months during which employee would have worked except for a disability compensated under group sickness and accident plan or workmen's compensation to be considered months worked. Benefits paid employees not on active payroll on May 1 of payment year who worked 8 of 12 months preceding that date and retired at or after age 60 under pension plan or at age 68 without pension benefits. Vacation pay provided estate of deceased employee who qualified for benefits or of deceased retired employee eligible for vacation pay.
May 1, 1965 (agreement dated Sept. 22, 1964).	Changed to: Vacation pay based on seniority and number of pay periods worked in eligibility year. Employees with seniority of 1 year or more and employed (1) 26 pay periods or more in eligibility year to receive full allowance provided under previous agreements, or (2) fewer than 26 but more than 12 pay periods to receive proportion of allowance, based on number of pay periods worked.[3]	Added: Employee retiring with (1) more than 12 periods of work to receive same vacation allowance as other employees, (2) fewer than 13 pay periods of work to receive $^1/_{26}$ of allowance to which he would have been entitled for each pay period worked. Provisions (2) also applicable to employees on military leave during year leave of absence began or ended. Employee to receive credit for pay periods he was scheduled to work but was unable to work because of compensable disability. Employee hired after May 1, but before Oct. 31, to receive an additional 20 hours pay during the second May following date of hire, if otherwise eligible for 40 hours pay in lieu of vacation. Employee could elect to schedule his paid absence allowance as additional vacation time.
	Paid Absence Allowance	
Sept. 22, 1964 (agreement of same date).	Established: Up to 40 hours paid absence allowance provided employee with 1 year or more of seniority. Benefits based on number of pay periods worked in eligibility year as in the case of vacation pay.	Allowance could be used in units of 4 hours or more for (1) illness when not receiving sickness and accident benefits, (2) personal business, or (3) at time of a vacation leave of absence. Unused portion of allowance paid employee at the end of the vacation year, upon permanent separation, retirement, or to estate upon his death.
	Reporting Time	
Nov. 29, 1939	2 hours' pay at regular rate when employee called in to work and no work available at regular job or other employment.	Not applicable when lack of work was due to labor dispute, fire, flood, or other cause beyond control of management.
Sept. 10, 1943	Reporting time increased from 2 to 3 hours.	
Apr. 26, 1947	Reporting time increased to 4 hours.	

See footnotes at end of table.

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C—Related Wage Practices[1] —Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Paid Lunch Periods	
Dec. 10, 1940	On full-time third-shift operations, where shift did not exceed 8 hours, a one-quarter hour paid lunch period was to be provided for each shift.	Not applicable to shifts of 8 hours for which an additional period for lunch was maintained, or to shortened shifts allowing time for a lunch period.
	Jury Duty Pay	
Oct. 1, 1958 (agreement of same date).	Employee with 1 year or more of seniority received $5 for each day of jury duty on which he otherwise would have been scheduled to work.	Payment limited to 14 days in any calendar year. Employee to give prior notice and present satisfactory evidence of jury service.
Nov. 2, 1961 (agreement of same date).	Changed: Greater of $10 or daily fee paid by court, but total including court fee not to exceed employee's straight-time daily earnings excluding all premiums.	Fee paid for each day employee reported for or served on jury, up to 60 days in a calendar year.
Oct. 5, 1964 (agreement of Sept. 22, 1964).	Changed to: Employee on jury duty paid difference between 8 hours' straight-time pay, excluding shift, 7-day operation, overtime, and any other premiums, and daily fee paid by court.	
	Paid Relief Time	
Nov. 2, 1961 (agreement of same date).	Established: Employees on 8-hour shifts provided 24 minutes paid relief time per shift.	12 minutes before and 12 minutes after lunch. Amount of relief time prorated for other than regular 8-hour shifts. No change in existing environmental relief allowance included in the work standard of certain employees.
Jan. 4, 1965 (company letter dated Sept. 22, 1964).	Increased to: 36 minutes paid relief time in automobile manufacturing plants on continuous manual operations which could not be left unattended and for which the company provided "tag" relief, and on certain other operations where employee did not control work pace.	Company to determine other operations to which additional relief time applied, subject to union review. Cost of additional relief time not to exceed $3^1/_4$ cents an hour for all hourly employees of the company based on existing hours. 36 minutes paid relief time could be allocated to two 9-minute periods before lunch and two 9-minute periods after lunch.
	Bereavement Pay	
Oct. 5, 1964 (agreement of Sept. 22, 1964).	Established: Up to 3 days paid leave provided employee attending funeral of member of immediate family.	Immediate family included spouse, parent, parent of current spouse, child, brother, and sister.
	Educational Pay	
Sept. 22, 1964 (company letter of same date).	Established: Up to $250 tuition per calendar year paid active employee upon completion of company approved job-related course at an approved educational or training institution.	Courses must be taken during nonworking hours.

See footnote at end of table.

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C—Related Wage Practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Group Insurance Plan	
Aug. 1, 1950 (agreement dated May 4, 1950).	Jointly financed plan established providing following benefits: Life insurance: $3,600 insurance before retirement. Paid-up insurance after retirement—$1,000 for workers with 25 years' service, $750 for workers with 20 but less than 25 years' service, $500 for workers with 15 but less than 20 years' service. Employee contributed 45 cents a month for each $1,000 coverage; company paid balance of costs. Sickness and accident benefits: $28 a week for 26 weeks beginning on first day of accident and fourth day of illness. Six weeks' maternity benefits. Employee contributed $1.26 a month (45 cents per $10 of weekly benefits); company paid balance of costs. Hospitalization and medical-surgical benefits: Standard schedule of Blue Cross and Blue Shield plans. Company contributed $1.05 a month for hospitalization and 45 cents for surgical and in-hospital medical benefits; employee contributed balance of costs.	Permanently disabled insured workers not eligible for disability retirement receive face value of insurance policy in installments of not less than $50 a month.
Mar. 1, 1951 (agreement dated Dec. 11, 1950).	Changed to: Life insurance after retirement—length of service requirement for $500 policy reduced to 10 years. Sickness and accident benefits—$32 a week for 26 weeks. Employee contribution changed to $1.28 a month (40 cents per $10 of weekly benefits). Hospitalization and medical-surgical benefits: Company to contribute half the cost under Blue Cross and Blue Shield plans, up to level of Michigan plans, for employees and dependents.	
June 1, 1953 (agreement dated May 27, 1953).	----------	Each employee in California plants allowed option of subscribing to Permanente Comprehensive Hospital and Medical Care plan instead of the Blue Cross-Blue Shield plans. Option to be exercised at next regular enrollment period but not later than June 1, 1954. Added: Hospital, medical-surgical coverage available to retired employee at group rates at retiree's expense.
Nov. 1, 1955 (agreement dated Sept. 1, 1955).	Group insurance—Plan revised: Life insurance before retirement and accident and sickness benefits changed to a graduated scale depending on basic hourly rate.[4] Employee contribution for each $1,000 of life insurance changed to 40 cents a month.	Life insurance continued 6 months after layoff or leave of absence began, if employee continued contributions. Accident and sickness insurance continued 1 month following the month of layoff or leave of absence. Evidence of insurability not required. Coverage to start 6 months after application for insurance, provided employee was at work.
	Added: Employee permanently and totally disabled prior to age 60, but not eligible for disability retirement, to receive face value of life insurance policy in monthly installments	Added: Employee to receive difference between workmen's compensation and weekly accident and sickness benefits. (Previously, benefits not paid during period of disability compensable under any workmen's compensation act.) Insurance of employee who had received permanent and

See footnotes at end of table.

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C—Related Wage Practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Group Insurance Plan—Continued	
Nov. 1, 1955 (agreement dated Sept. 1, 1955)—Continued	of $20 for each $1,000 of insurance until such insurance was exhausted. Upon death of disabled employee during this period, beneficiary to receive commuted value of unpaid installments.	total disability benefits to be reinstated on return to work, but such benefits to be deducted from benefits due for subsequent disabilities. Eliminated: Provisions limiting duration of weekly accident and sickness benefits to 26 weeks in any 12 consecutive months for employees age 60 and over for disabilities due to disease.
Dec. 1, 1955 (agreement dated Sept. 1, 1955).	Hospitalization and medical-surgical benefits—Changed: Full payment of surgical fees to participating physicians under the Michigan Blue Shield plan made available where annual family income did not exceed $5,000 (was $2,500), or in the case of a single person, $3,750 (was $2,000); company to endeavor to arrange similar coverage in other States.	In areas where level of benefits was lower than provided by Michigan standard, corporation to try to increase benefits to standard. Corporation to pay up to maximum of one-half benefit costs not to exceed one-half of costs under Michigan plan.
	Added: In-hospital electrocardiographic services and expanded use of X-ray.	Available as part of Blue Shield service since 1950.
Sept. 1, 1958 (agreement dated Oct. 1, 1958).	Group insurance—Plan revised: Life insurance and weekly sickness and accident benefits increased.[5]	Changed: Life insurance continued for 6 months after end of month in which layoff or leave of absence began.
Jan. 1, 1959 (agreement dated Oct. 1, 1958).	Hospitalization and medical-surgical benefits—Changed: Full payment of surgical fees to participating physicians under the Michigan Blue Shield plan for all employees with annual incomes of less than $7,500.	Corporation to pay one-half of benefit costs of program in each State. Limitation on corporation's contribution to 50 percent of Michigan Blue Cross and Blue Shield plans removed.
	Added: Diagnostic laboratory services, diagnostic X-rays, and X-ray radium treatment in doctor's office or outpatient department of a hospital.	
Oct. 2, 1961 (agreement dated Nov. 2, 1961).	Plan in effect: For employees:	Monthly employee contributions, $4 to $8, depending on earnings. Employee not to contribute for life insurance after retirement.
	Life insurance: (1) Before retirement, $5,500 to $10,500, depending on basic hourly rate[6] (was $4,500 to $9,000) and (2) after retirement, $1,000 for 25 years or more of service, $750 for 20 but less than 25 years, and $500 for 10 but less than 20 years.	
	Total and permanent disability benefits: Face value of insurance in 50 monthly payments ($110 to $210—was $90 to $180)[6] provided employee was disabled prior to age 60, and had less than 10 (was 15) years' credited service in pension plan and disability continued for 6 months.	Employee with 10 years or more of service to receive disability pension benefits. Employee not required to contribute for life insurance while receiving monthly benefits. Remaining installments provided beneficiary of employee who died before receiving face value of life insurance. Appropriate level of life insurance reinstated if employee recovered and returned to work. Benefits for another disability plus previous benefits limited to face value of life insurance in effect at time of subsequent disability. Insurance canceled after 31 days for employee who recovered but did not return to work for company; employee could continue insurance equal to unpaid benefit at own expense.
	Sickness and accident benefits: $55 to $105 a week[6] (was $45 to $90) for maximum of 26 weeks; payable from first day	Benefits to be reduced by payments under workmen's compensation or occupational disease law. New maximum period available for recurring or different disability that commenced after employee had re-

See footnotes at end of table.

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C—Related Wage Practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Group Insurance Plan—Continued	
Oct. 2, 1961 (agreement dated Nov. 2, 1961)—Continued	of accident or fourth day of sickness. Maternity benefits up to 6 weeks.	turned and worked 2 weeks or more. Maternity benefits available only to workers covered by plan when pregnancy began. All group life insurance continued during receipt of sickness and accident benefits; life insurance continued during remainder of disability until retirement, provided employee continued contributions.
Jan. 1, 1962 (agreement dated Nov. 2, 1961).	Changed: Extended group insurance: Life, total and permanent disability, and sickness and accident insurance continued at regular contribution rate for 1 month following month of layoff or leave of absence. Life insurance continued for additional 11 months (was 5 months) with employee contributing 40 cents a month per $1,000 of life insurance.	
	Changed: Hospital-surgical-medical benefits: Benefits for employees and their dependents to be company paid.[7] Benefits included (already in effect except as noted):	Formerly company and employees each paid one-half the cost of the plan.
		Added: Company to contribute one-half premiums for hospital-medical coverage for retirees and their dependents. Effective Feb. 1, 1962, pensioners not covered by plan permitted to enroll at same cost as those already covered.
	I. Michigan (Blue Cross and Blue Shield).	In the Detroit area, employee could elect the Community Health Association plan.
	Hospitalization (room and board): In member hospital, full coverage for semiprivate room or ward, up to 365 days (was 120 days) per admission.[8]	Employee using private room in member hospital to pay difference between that charge and semiprivate accommodations.
	In nonmember hospital, actual charges up to $15 a day for maximum of 365 days.[8]	Benefits not available for care in institutions for convalescent, nursing, or rest care for conditions which did not require substantially continuous bed care by licensed doctors and registered nurses; for teeth extractions or other dental treatment, hospitalization for observation or diagnostic study, physical therapy, X-ray and laboratory examinations, or electrocardiography or basal metabolism tests; for care under the laws of the United States or any State or political subdivision; for care for occupational disabilities provided in accordance with law; for care provided by another Blue Cross plan. Benefits limited to 30 days for each confinement for tuberculosis, nervous and mental conditions, alcoholism, or drug addiction. Changed: Company to pay full cost of hospital, surgical, and medical coverage for (1) laid off employee (with unbroken seniority) and dependents—for 1 month for each 4 weeks' supplemental unemployment benefits to which entitled at time of layoff, up to 12 months[9] (formerly 6 months, with worker paying full cost) and (2) disabled employee and dependents for up to 6 months (formerly employee paid half cost). Employee could continue insurance by paying full cost for any month up to 12 for which employer was not required to pay. Company to offset payments for laid-off employee against contributions to SUB fund.

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C—Related Wage Practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Group Insurance Plan—Continued	
Jan. 1, 1962 (agreement dated Nov. 2, 1961)—Continued	Special hospital expenses (other than for room and board): In member hospitals, full coverage up to 365 days (was 120 days) for meals and special diets; general nursing care; use of operating and other surgical treatment rooms; anesthesia when administered by a hospital employee; all laboratory examinations; physical therapy treatments; oxygen and other gas therapy; drugs, biologicals, and solutions; materials used in dressings and casts; and radium when owned or rented by hospital. In nonmember hospitals, up to $15 per day.	Supplies and services available only to bed patients when furnished by hospital and prescribed by attending doctor. Benefits limited to drugs and medicines in official formularies; exclude services of doctor, surgeon, or special nurse, X-ray or electrocardiographic services (covered under surgical-medical benefits), blood, prosthetic or other appliances, and ambulance service.
	Outpatient benefits: In member hospitals, services and supplies regularly provided for bed patients. In nonmember hospitals, up to $25 for each condition.	Services and supplies limited to drugs, pharmaceuticals, etc., to extent used in hospital and when administered in connection with use of operating or surgical treatment rooms, anesthesia, physical therapy, laboratory examinations, and other outpatient services; laboratory examinations, when related to surgery or treatment of emergencies or accidental injuries; and physical therapy for up to 60 days. Benefits not available for regular treatment of chronic conditions, extraction of teeth or other dental treatment, or routine physical, premarital, or preemployment examinations.
	Maternity benefits: All services provided for regular hospitalization plus use of delivery room, infant feeding, and other routine care of the newborn child.	Available after 270 consecutive days in plan.
	Surgical-medical benefits: 1. Plan to pay full amount of scheduled fee for employee earning less than $7,500 annually for:	Services available anywhere. Participating doctor could make additional charge for employee earning above $7,500 or for employee who requested and occupied a private room. Payment to nonparticipating doctor limited to lesser of charge for service or scheduled fee. Benefits not available for (1) industrial disabilities, (2) service by Government agency without cost to employee, (3) hospital, dental, or nursing services, (4) medicines, drugs, etc., (5) operations for cosmetic purposes unless for correction of (a) congenital anomalies for patient under 12 years old who participated in plan from birth or (b) conditions resulting from accidental injuries or surgical scars, (6) sterilization, or (7) routine or periodic physical, premarital, or other examinations or tests not directly related to diagnosis of illness or injury.
	Surgical services—All accepted operative and cutting procedures for diagnosis and treatment of diseases, injuries, fractures, and dislocations, including postoperative care for greater of hospital stay or 14 days.	
	Obstetrical benefits—As required for delivery.	Available after 270 consecutive days in plan. Prenatal and postnatal care not provided.
	Medical care—Up to 365 days' (was 120 days) care in hospital when surgery was not required; up to 30 days for tuberculosis or nervous and mental conditions.	Full benefits reinstated 3 months after release from hospital; after 6 months for tuberculosis or nervous and mental conditions.

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C—Related Wage Practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Group Insurance Plan—Continued	
Jan. 1, 1962 (agreement dated Nov. 2, 1961)—Continued	Anesthesia—Payment for administration of anesthesia in surgical, medical, or obstetrical case by doctor not in charge of case.	
	Emergency first aid—Up to $15 for care within 24 hours of nonoccupational injuries.	Applicable in doctor's office or hospital outpatient department.
	2. Plan to pay balance of scheduled fee after employee paid the greater of $5 or 10 percent of fee for:	Plan to reimburse employee for payments during 1 year in excess of $25 for employee with income under $2,500, $50 for $2,500 but less than $5,000, and $75 for $5,000 and over.
	Diagnostic X-ray and radiological services in doctor's office, hospital, or hospital outpatient department.	
	Laboratory services in doctor's office or hospital outpatient department.	
	Consultation services—Necessary technical assistance for diagnosis or treatment when not routinely provided by hospital.	Limited to one medical, obstetrical, or surgical consultation per continuous period of hospitalization.
	Technical surgical assistance when required and not routinely provided by hospital.	Available only in Michigan hospitals.
	II. Other States.	
	Coverage to be as equal as practicable to the Michigan Blue Cross and Blue Shield plans.	Employees in California allowed to elect the Comprehensive Kaiser Health Foundation plan or the Blue Cross-Blue Shield plans. In other areas, corporation to choose carrier in agreement with union.
	Added: In areas where local Blue Cross or medical plans failed to provide such benefits, supplemental benefits to be provided.	
Oct. 1, 1964 (agreement dated Sept. 22, 1964).	For employees: Changed: life and total and permanent disability, and sickness and accident benefits—to company paid.	Formerly, employees contributed $4 to $8 a month before age 65.
	Increased to: Life insurance—depending on hourly rate (1) before age 65, $6,000 to $11,500; and (2) at and after age 65 with (a) minimum of 10 years of credited service in pension plan, $1,500 to $1,725, to (b) maximum 20 years or more of credited service in pension plan, $1,800 to $3,450.[10]	Added: Employee totally and permanently disabled on or after Sept. 1, 1964, and age 60 but under 65, with 10 years or more of credited service to have life insurance continued without charge up to age 65, thereafter provision for reduction applied. At and after age 65, life insurance reduced 2 percent per month until (1) for employee with 10 years or more in plan—face value decreased to 1½ percent of insurance in effect on 65th birthday times years of service in plan, up to 20, but not less than $1,500, and (2) for employee with less than 10 years in plan—face value decreased to $500 or until employee was separated from active service, whichever occurred first. Reduced insurance continued until death for long-term employees, until separation for employee with less than 10 years' service. Employee covered by group life insurance and age 65 or over on Oct. 1, 1964, or employee who joined plan at or after 65, to have insurance reduced in accordance with (1) or (2) above as though he became 65 on that date. Life insurance could be continued (by employee paying premium of 50 cents per month per $1,000 of life insurance) up to age 65, for employee (1) with at least 5 years of credited service under pension plan at the end of the month in which 60th birthday occurred and separated from active service at or after age 60 for reasons other retirement and who was insured from 60th birthday to date of separation, or who was under age 60 but was insured on 60th birthday, or (2) who retired after Sept. 1, 1964, under the early or disability provisions of the pension plan and was ineligible to have his life insurance continue without charge, or (3) on leave of absence to work for local union.

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C—Related Wage Practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Group Insurance Plan—Continued	
Oct. 1, 1964 (agreement dated Sept. 22, 1964)—Continued		Worker who lost seniority through discharge or absence and who was appealing through the grievance procedure could continue life insurance by paying 50 cents per $1,000 coverage. If reinstated, the company would reimburse him for all such contributions.
	Added: Survivor income benefit insurance, providing: Transition benefits—$100 a month, for up to 24 months to eligible survivors of employees and of permanently and totally disabled pensioners prior to age 60 who died while insurance was in force.	Benefits paid in addition to regular insurance. Eligible survivors included, in order of priority and succession, class (a) widow, if married to employee for at least 1 year immediately prior to death, (b) widower, as long as there was an unmarried child of the deceased employee under age 21 dependent upon him for principal support, or if widower was dependent on employee during the calendar year preceding her death and provided the employee's income during such year was 50 percent or more of their combined income, (c) any unmarried child under 21 of deceased employee, (d) parent who received at least 50 percent of support from employee in calendar year preceding employee's death. Employee, with at least one eligible survivor, whose employment was terminated, and whose life insurance was canceled, could convert to individual policy within 31 days. Maximum insurance to equal the amount payable if employee had died on last day of employment.
	Bridge benefits—an additional $100 a month paid to eligible spouse of deceased employee, if spouse was 50 or more years of age on date of employee's death, after termination of transition benefits, until the earlier of (1) remarriage; (2) age 62 or a lower age at which full widow's or widower's insurance benefits or old age and survivors insurance became payable under the Social Security Act; (3) death; or (4) for widowers who qualified because of a dependent child, the date he ceased to have dependent on him for principal support an unmarried child (under age 21) of employee.	Not applicable to widows during months eligible for benefits under the Social Security Act for care of a child.
	Increased: Total and permanent disability benefits: To reflect increase in face value of life insurance in 50 monthly payments ranging from $120 to $230.[10]	
	Sickness and accident benefits: To amount ranging from $60 to $115 a week for a maximum of 52 weeks.[10]	Changed: Employee on leave of absence to work for local union could continue sickness and accident insurance if he paid premium of 40 cents a month per $10 of group sickness and accident insurance.
	I. Michigan (Blue Cross and Blue Shield). Changed: Hospital-medical-surgical benefits.	Added: Employee on approved leave of absence because of total disability received while actively at work or who had physical limitations that required him to be temporarily separated as a "PQX Disability" to have benefits continued, without charge, for the duration of such leave of absence or a period equal to his seniority, whichever was less. Changed to: Company paid hospital, medical and surgical benefits for pensioners and their dependents, excluding those entitled to or receiving a deferred pension. Added: Company to pay cost of hospital-medical benefits (including dependent's benefits) for employees whose employment was terminated, except discharge for cause, at age 65 or older, but who were ineligible for benefits under pension plan.

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C—Related Wage Practices[1] —Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Group Insurance Plan—Continued	
Oct. 1, 1964 (agreement dated Sept. 22, 1964)—Continued		Surviving spouse of pensioners or former employees whose employment was terminated after age 65, except for cause, but who were ineligible for pension benefits could continue hospital-medical-surgical insurance by paying full cost. Employees' surviving spouses could continue coverage by paying full cost during period in which surviving benefits were payable. Retired employees who were eligible for but not covered by hospital-medical and surgical insurance or were not covered for maximum benefits permitted to enroll for such coverage during a period of at least 7 days prior to Nov. 1, 1964.
Sept. 1, 1966 (agreement dated Sept. 22, 1964).	I. Michigan (Blue Cross and Blue Shield). Changed: Hospital and medical benefits.	Increased to: Up to 45 days for each confinement for nervous and mental conditions. New maximum hospital benefits available after 90 days from discharge. Changed: Eligible children to include those, until the end of the calendar year in which they reach age 25, or if totally and permanently disabled, at any age, who met specified requirements.
	Hospitalization (room and board). Added: Convalescent and long-term illness care: Full coverage for up to 730 days (90 days for certain nervous disorders) for each continuous period of confinement, including days hospitalized, for confinement in an "approved facility" for convalescent and long-term illness.	1 day of hospital confinement counted as 2 days of confinement in an "approved facility." Full benefits reinstated 90 days after last confinement.
	Added: Outpatient benefits—up to $400 per person per year (including maximum of $38.25 for psychological testing) for psychotherapeutic services, in an approved hospital, day care center or community mental health care center and psychiatric care benefits, including individual or group psychotherapeutic services in a physician's office or "approved facility" with fee based on deductible arrangement.	$400 maximum not applicable to night care services, which was limited to 90 days of hospitalization.
	Surgical and medical benefits. 2. Eliminated: $5 (or 10 percent) deductible for specified services on an inpatient basis.	
	Maternity benefits. Added: Prenatal and postnatal care. Eliminated: 270-day waiting period for maternity benefits, including routine nursery care of new born and obstetrical services.	
	II. Other States. Benefits to be as nearly equal as practicable to those under the revised Michigan Blue Cross and Blue Shield Plans.	

See footnote at end of table.

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C—Related Wage Practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Pension Benefits	
Aug. 1, 1950 (agreement dated May 4, 1950).	Noncontributory pensions: $100 a month, including old-age benefits under Federal Social Security Act, to employees retiring at age 65 or older with 25 years' service. Employees aged 65 with 10 but less than 25 years' service to receive pensions equal to same proportion of $100 as years of service bear to 25. Employees aged 60 but under 65 with 25 years' service to receive reduced pensions. Disability retirement: $50 a month, including public disability benefits, to employees suffering total and permanent disability at age 55 or over after 25 years' service. Entire cost borne by company.	Joint board of administration composed of 3 company and 3 union representatives and an impartial chairman to administer benefit structure of the plan. Effective Jan. 1, 1922, retirement to be automatic at age 68 except at company's option. Employees retiring before reaching 65 must obtain consent of company.
Mar. 1, 1951 (agreement dated Dec. 11, 1950).	Changed to: Pension of employees retiring at or after age 65 with 10 years or more of service to be greater of: (1) $1.50 a month for each year of credited service up to 30 years, not including Federal social security benefits, or (2) $4 a month for each year of credited service up to 25 years, including primary benefit under Federal Social Security Act. Employees aged 60 but under 65 with 15 years' service to receive reduced benefits. Disability retirement: $3 a month for each year of credited service up to 30 years, or $50 a month, including in either case statutory disability benefits, to employees totally disabled after age 55 and before 65 with 15 years' service.	
June 1, 1953 (agreement dated May 27, 1953).	Changed to: $1.75 a month for each year of service up to 30 years, to be supplemented by primary Federal social security benefits. (Maximum pension, $137.50 a month including primary Federal benefits.) Minimum monthly pension, including primary Federal benefits, remained at $4 for each year to a maximum of 25.	New pension benefits applicable to workers already retired as well as to present employees who retire in the future. Blue Cross and Blue Shield insurance available to retired employees at group rates. Pay in lieu of vacation for 1953, 1954, and 1955 to hourly rated workers retiring at 68 if they worked 8 of the 12 months preceding May 1 of year of retirement.
Sept. 1, 1955 (agreement of same date).	Revised to: Normal retirement benefits for employees aged 65 or older with 10 years or more of credited service increased to $2.25 a month for each year of credited service.	No limit on credited service up to age 68. New pension benefits applicable to workers already retired as well as to employees retiring in the future.
	Early retirement—Changed to: Employees aged 60 but less than 65, with 10 (formerly 15) years or more of credited service, could elect (1) deferred normal retirement benefits upon reaching age 65 or (2) an immediate annuity reduced by five-eighths of 1 percent	New benefits under option (2) applicable to employees retired on early retirement prior to Sept. 1, 1955. Eliminated: Requirement of company consent to early retirement.

See footnote at end of table.

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C—Related Wage Practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Pension Benefits—Continued	
Sept. 1, 1955 (agreement of same date)—Continued	(formerly three-fourths of 1 percent) for each month under age 65 at time of retirement.	
	Disability retirement: Continued at twice normal retirement benefits for employees of any age prior to 65 with 15 years' credited service.	Reduced to normal retirement benefit in month in which employee became eligible for primary Federal social security benefits.
	Added: Vested rights—Employees separated from active employment at or after age 40 with at least 10 years' credited service after age 30 to receive deferred monthly benefits at age 65 of $2.25 a month for each year of credited service between January 1 of the year in which they reach age 30 and date of termination.	New benefits applicable to employees retired prior to Sept. 1, 1955, under disability plan.
Sept. 1, 1958 (agreement dated Oct. 1, 1958).	Increased: Normal retirement—Employees aged 65 or older with 10 years or more of credited service to—(1) $2.40 for each year of credited service prior to Sept. 1, 1958, (2) plus $2.50 for each subsequent year of credited service.	Pension benefits for employees retired prior to Sept. 1, 1958, increased to $2.35 a month for each year of credited service—in addition to primary Federal social security benefits.[11]
	Early retirement: Employees aged 60 but under 65 with 10 years or more of credited service retired at option of corporation or under mutually satisfactory conditions to receive twice normal retirement benefits.	At age 65, or when employee became eligible for primary Federal social security benefits (whichever was earlier), benefits to be reduced to normal retirement amounts. Benefits to be reduced by amount of any benefits to which employee was entitled under the corporation's salaried employees' retirement income plan. Benefits for employees retired at own election under early retirement provisions prior to Sept. 1, 1958, to be increased to $2.35 a month for each year of credited service, less five-eighths of 1 percent for each month employee was under age 65 as of the date of early retirement.
	Disability retirement: Continued at twice normal retirement benefits.	Reduced to normal retirement benefits in any month in which employee is eligible for old-age or disability social security benefits. Benefits for employees retired for disability prior to Sept. 1, 1958, increased to $4.70 a month for each year of credited service; reduced to $2.35 for any month in which employee was eligible for old-age or disability social security benefits.
	Changed: Vested rights: Deferred benefits same per year of service as new normal benefits, except service prior to age 30 was not credited.	Increase in deferred monthly benefits not applicable to employees leaving company prior to Sept. 1, 1958.
Jan. 1, 1962 (agreement dated Nov. 2, 1961).	Increased: Normal retirement benefits to $2.80 (was $2.40 or $2.50 depending on period of service) a month for each year of credited service. Benefits in addition to Federal social security benefits.	Applicable to employee retiring after Aug. 31, 1961. In effect: Year of credited service to equal 1,700 compensated hours or more. Proportionate credit given employee with less than 1,700 hours. Added: Employee, age 65 or over with 10 years or more of credited service, who lost seniority on or after Sept. 1, 1961, could retire and receive benefits computed under normal retirement. Eliminated: Deduction from pension of any workmen's compensation or disability payments.
	Early retirement benefits for retirement under mutually satisfactory conditions or at company option continued to be twice normal retirement benefits, up to the earlier of age	Added: Employee, age 60 to 65, with 10 years or more of credited service, who lost seniority on or after Sept. 1, 1961, could retire and receive a deferred normal pension at age 65 or a reduced immediate benefit.

See footnotes at end of table.

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C—Related Wage Practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Pension Benefits—Continued	
Jan. 1, 1962 (agreement dated Nov. 2, 1961)—Continued	65 or until unreduced social security benefits became available. For retirement at own option, employee could, in lieu of a reduced immediate benefit, elect level income option as follows: (1) from retirement to age 62—amount of reduced immediate monthly benefit (or further reduced amount if employee elected survivor's option) plus $96 reduced by 5/9 of 1 percent for each month employee was under 62 at date of early retirement and (2) from age 62 to 65—amount of (1) above less $96. Option not available if benefit was less than $15 per month.	
	Total and permanent disability benefits continued to be twice normal retirement benefits, until employee became eligible for Federal social security disability benefits or reached age 65. Service requirement reduced to 10 years (was 15 years) for employee disabled on or after Aug. 31, 1961.	
	Vested rights: Deferred benefits per year of service continued to be same as normal retirement benefits.	Added: Actuarially reduced benefits payable at age 60.
	Added:	
	Survivors' option providing actuarially reduced benefits to employee and spouse. Employee benefit to equal (1) if employee and spouse were the same age—90 percent of benefit employee would have received, (2) if spouse was older than employee—90 percent plus 0.5 percent for each 12 months by which spouse's age exceeded that of employee (maximum 99.5 percent), and (3) if employee was older than spouse—90 percent minus 0.5 percent for each 12 months by which spouse's age was less than that of employee. Spouse's benefit to begin after employee's death and to equal 50 percent of employee's reduced benefit.	Election available to employee eligible for normal, early, automatic, disability, or deferred pension. Employee required to make election at time of application for pension or at age 65, if receiving disability pension. Employee could designate (1) wife or (2) husband, if employee's income was over half total income of both. Election revoked if employee or spouse died before effective date of election.
Sept. 1, 1964 (agreement dated Sept. 22, 1964).	Added: Early retirement eligibility—employee between ages 55 and 60, (1) at own option if age plus service totaled 85 or more, (2) at company option, or (3) under mutually satisfactory conditions.	Added: Past credited service restored for employees who lost seniority but were rehired and acquired seniority date that was within 36 consecutive months of date seniority was lost. Credited service to be accrued up to the end of the month in which 68th birthday occurred. Credited service broadened to include military leave between 1950 and 1961 for those retiring on or after Sept. 1, 1964.
Jan. 1, 1965 (agreement dated Sept. 22, 1964).	Increased: Normal monthly retirement benefits—for employees retired (a) before Sept. 1, 1964, by $1.45 a month per year of service, providing benefits as follows: Employee retired with benefits payable beginning (1) before Sept. 1, 1958, $3.80 for	

See footnote at end of table.

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C—Related Wage Practices [1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Pension Benefits—Continued	
Jan. 1, 1965 (agreement dated Sept. 22, 1964).—Continued	each year of credited service, (2) on or after Sept. 1, 1958, but before Sept. 1, 1961, $3.85 for each year of service before Sept. 1, 1958; $3.95 for each year of credited service on or after Sept. 1, 1958; (3) on or after Sept. 1, 1961, $4.25 for each year of credited service; (b) on or after Sept. 1, 1964, to $4.25 for each year of credited service.	
	Early retirement at company option or under mutually satisfactory conditions or for total and permanent disability—for employees retired with benefits payable beginning (a) before Sept. 1, 1964, by $2.90 a month per year of credited service; (b) on or after Sept. 1, 1964, to $4.25 a month per year of credited service plus a temporary pension of $5.20 a month for each year of credited service up to 25 years (maximum $130).	Benefits payable until age 65 or prior date at which employee becomes or could have become eligible for unreduced social security benefit, thereafter appropriate normal benefit was payable. Eliminated: Minimum age requirement for employees totally and permanently disabled on or after Sept. 1, 1964.[12]
	Early retirement at own option with benefits payable beginning (a) before Sept. 1, 1964, increased by $1.45 a month per year of service, with benefits varying according to period of service as computed under normal retirement benefits; reduced 5/8 of 1 percent for employees retired before Jan. 1, 1962, or 5/9 percent for employees retired on or after Jan. 1, 1962, but before Sept. 1, 1964, for each month under age 65 for which employee received benefits; (b) on or after Sept. 1, 1964; (1) benefits for months before Jan. 1, 1965, $2.80 a month per year of credited service, reduced by 5/8 percent for employee retired before Jan. 1, 1962; or 5/9 percent for employee retired on or after Jan. 1, 1962, but before Sept. 1, 1964, for each month employee was under age 65 when pension began, (2) benefits for months on or after Jan. 1, 1965, to $4.25 a month per year of credited service reduced by schedule for each year under age 62.[13]	Benefit not reduced at age 62 or later. Employee with at least 10 years of credited service discharged for cause on or after Sept. 1, 1950, between ages 60 and 65 to receive benefits provided employee retired at own option. Added: Employee discharged for cause on or after Sept. 1, 1964, between ages 55 and 60 whose age plus service totaled 85 or more at time he lost seniority to receive benefits provided employee retired at own option.
	Vested rights—deferred benefits per year of service continued to be same as normal retirement benefits.	Eliminated: Minimum age requirement for employee who lost seniority on or after Sept. 1, 1964.
	Survivor's option: Increased to: Spouse's benefit, 55 percent of employee's reduced benefit.	Applicable to elections effective on or after Sept. 1, 1964. Benefit for spouse of retired employee who died before Jan. 1, 1965, and who made election effective before Sept. 1, 1964, continued to receive 50 percent of the reduced benefits, but 50 percent of the amount that would have been payable if new benefits were in effect at time of retirement. Changed: Employees receiving disability pensions eligible to make election of survivor option during month prior to reaching age 60. Such employees, at age 60 but under 65, on Sept. 1, 1964, eligible to elect survivor option before the earlier of Jan. 1, 1965, or age 65.

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C—Related Wage Practices[1] —Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Pension Benefits—Continued	
Jan. 1, 1965 (agreement dated Sept. 22, 1964)—Continued	Added: Benefits payable to surviving spouse, if employee (1) died on or after Sept. 1, 1964, but before retirement and beginning of retirement benefits and (2) was at least 60 years of age (55 if combined age and service totaled 85 or more) with 10 years or more of credited service and (3) would have been eligible to elect survivor option if he had retired on day of his death. Payments made for any month in which transition and bridge benefits under insurance program were not payable.	
Sept. 1, 1965[14] (agreement dated Sept. 22, 1964).	Added: Supplemental allowance for employees with seniority on or after Sept. 1, 1965, earning $3.30 or more an hour and retiring early or because of total and permanent disability with benefits beginning on or after Sept. 1, 1965, and meeting early or total and permanent disability eligibility requirements, to bring total benefits, including early retirement or disability pension, to $400 (1) reduced for retirement between age 60 and 65 by $13.33 for each year of credited service under 30 and (2) further reduced for retirement before age 60 by multiplying the amount payable for specified years of service in (1) above by a factor of 60 over the number of months the employee was under age 65 at retirement.	Benefits payable until age 65. Employee required to apply for pension benefits within 2 years of last day worked. Total monthly benefit not to exceed 70 percent of employee's final base pay, including cost-of-living allowance. Employees earning less than $3.30 an hour received a total benefit of 70 percent of monthly earnings. Benefit of employee who retired at own option and who became or could have become eligible for unreduced social security payments before age 65, reduced by $5.20 for each year of service, up to 25, maximum $130.
	----------	Future supplemental payments to be forfeited by retiree earning more than the amount permitted without reduction of benefits under social security ($1,200 prior to Jan. 1, 1966; $1,500 thereafter) in any calendar year. In computing amount of supplemental allowance, for employee's retiring at special early company option or under mutually satisfactory conditions or total and permanent disability provisions pension to include the $5.20 per year payable for early retirement at company's option or under mutually satisfactory conditions and for total and permanent disability whether or not employee's pension actually included such amount and additional temporary income paid under the salaried employee retirement income plan, if any. In computing supplemental allowance for employees electing survivor's option, workers were assumed to have received full benefits. Not applicable to employee discharged for cause unless company or impartial umpire determined his discharge should not result in his being ineligible for benefits.

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C—Related Wage Practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Supplemental Unemployment Benefit Plan	
Sept. 1, 1955 (agreement of same date).	Plan established to supplement benefits paid under State unemployment systems. Contributions: Company to contribute 5 cents per man-hour compensated. Size of benefits: "Special" benefits—to be paid for the first 4 weeks of benefits[15]—when added to State unemployment and other compensation to equal $25 or 65 percent of the employee's weekly straight-time wages after taxes, whichever was smaller. "Regular" benefits—paid for each subsequent week of benefits up to a maximum of 22 additional weeks—would, when added to unemployment and other compensation, equal $25 or 60 percent of the employee's weekly straight-time wages after taxes, whichever was smaller. Benefits to be reduced by 20 percent if the trust fund position fell below 13 percent, but in no event to an amount less than $5 by reason of such reduction. If such position was less than 4 percent, no benefits to be payable. Benefits to be first available June 1, 1956, or when favorable rulings from State and Federal Governments were obtained, whichever was later. Eligibility: Laid-off employees with at least 1 year's seniority,[19] meeting eligibility requirements, and with credit units, to be eligible for benefits after a waiting period of 1 week within the benefit or calendar year. To obtain a week of benefits, employees to surrender credits varying from 1 to 10 units depending on length of service and trust fund position.[20] Accrual of credit units: During the first years of the plan, employees with less than 10 years' seniority were to accumulate 1/4 credit unit for each week in which they received pay for 32 hours or more, and employees with longer service were to accumulate 1/2 credit unit for each such week. On or after June 1, 1957, all employees to receive 1/2 credit unit for each such week. A maximum of 26 credit units could be accumulated by a worker at any one time.	Company contributions to be paid into three funds—a General Fund, a Defense Fund, and a Salary Fund. The three funds were eventually to be built up to a "maximum trust fund position" of about $400 per covered employee (including workers laid off and eligible for benefits) or a total of $52 million for the three funds combined, assuming no change in employment from September 1955 levels.[16] Company contributions to the funds to cease when the trust fund reached 100 percent, and to be resumed only as necessary to restore this level. Plan contingent on obtaining ruling that (1) company contributions were deductible expenses for Federal income tax purposes; (2) such contributions would be excluded in computation of overtime pay under the Fair Labor Standards Act; and (3) in States in which the company had two-thirds of its employees, simultaneous payment of benefits would not reduce or eliminate State unemployment benefits.[17] If rulings were not obtained by Sept. 1, 1957,[18] the plan would terminate, except to pay benefits in States where supplementation was permitted (or substitute benefits where supplemental benefits were not permitted) until funds had been exhausted. If the plan was terminated in this manner, the company and the union were to negotiate with respect to the use of the money which the corporation otherwise would contribute to the fund; if no agreement was reached within 60 days, there would be a general 5-cent-an-hour wage increase.
Sept. 1, 1958 (agreement dated Oct. 1, 1958).	Company contributions of 5 cents per man-hour compensated continued, depending on maximum funding. Assets of General and Defense Funds merged into an Hourly Fund.[21]	

See footnotes at end of table.

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C—Related Wage Practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Supplemental Unemployment Benefit Plan—Continued	
Sept. 1, 1958 (agreement dated Oct. 1, 1958)—Continued	Size of benefits—Changed to: An amount which, when added to State unemployment and other compensation, would equal $30 or 65 percent of the employee's weekly straight-time wages after taxes, whichever was smaller.	In any State in which supplementation was not permitted, parties were to negotiate an agreement establishing a plan for Alternate Benefits.[22]
	Added: Difference between earnings and $30 or 65 percent to be paid to employees receiving less than 65 percent of weekly straight-time wages after taxes where earnings were too high to qualify for State benefits or "waiting week" credit.	
	Eligibility—Changed: From requirement of at least 1/4 credit unit to a fraction of a unit.	Employee with fewer than the number of credit units required for full weekly benefit to be paid at least $2. (Formerly, employee was ineligible for benefit if less than $2.)
	Accrual of credit units—Changed: Employees to accumulate 1/2 credit unit for each workweek in which they received any pay from company.	
	Changed: Maximum number of credit units increased to match increase in number of weeks of State unemployment compensation benefits beyond 26, up to and including 39.	Not applicable in States that extended benefit period temporarily through June 30, 1959, by acceptance of Federal loan act (Temporary Unemployment Compensation Act of 1958) or otherwise. Eligible employees in these States covered by temporary emergency benefit provisions.
	Added: Temporary emergency benefits extending credits for SUB to employees laid off on or after Sept. 1, 1958, but prior to Apr. 1, 1959. Maximum of 13 additional units made available for each eligible employee.	Applicable to otherwise eligible employees who had exhausted credit units or who had insufficient credits to qualify for full benefits and who worked in States temporarily extending State benefits beyond 26 weeks under the Federal loan act or other action.
Apr. 1, 1959 (supplemental agreement dated Apr. 6, 1959).	Extended: Credits for SUB under temporary emergency benefits continued for employees laid off prior to July 1, 1959, but subsequent to Aug. 31, 1958. No change in total number of additional credit units allowed.	Applicable to eligible employees who had received temporary emergency benefits prior to Apr. 1, 1959, and who were eligible for benefits under State programs temporarily extending through June 30, 1959.
Sept. 4, 1961 (agreement dated Nov. 2, 1961).	Added: Company to contribute (1) an additional 5.13 cents per man-hour worked (total 10.13 cents) until Dec. 3, 1961 (in lieu of making annual improvement factor retroactive to September 1961) and (2) an amount equal to company contributions if new hospital-surgical-medical insurance coverage had become effective in November or December 1961, instead of January, February, or April 1962.	If the cost of company-paid hospital-surgical-medical insurance for laid-off employees was not fully offset against contributions to the SUB fund, future SUB contributions and the market value of the SUB fund used in determining the credit unit cancellation base were to be reduced by the excess.
	Reserve fund for payment of SUB and separation benefits if hourly fund was exhausted or unable to pay full benefits. Company to contribute 1.14 cents per man-hour worked for each 1 cent diverted from the annual improvement factor (1.14 cents, effective Dec. 4, 1961, increasing to 3.42 cents Sept. 3, 1962, and to 5.70 cents Sept. 2, 1963), unless company and union agreed to smaller amounts.	Fund to be discontinued and assets assigned to Successor Reserve Trustee upon mutual agreement of company and union or if after June 29, 1964, the credit unit cancellation base amounted to $334.05 or more for 3 consecutive months, whichever occurred first. Company to assume a liability totaling $2 million for SUB and separation payments in case hourly and reserve funds were insufficient, with payments of $500,000 to become effective at beginning of each calendar quarter in 1962. Any amounts paid to be offset against contributions to reserve fund after Sept. 2, 1963, and to hourly fund after June 29, 1964. Beginning Sept. 2, 1963, contingent liability to be

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C—Related Wage Practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Supplemental Unemployment Benefit Plan—Continued	
Sept. 4, 1961 (agreement dated Nov. 2, 1961)—Continued	Contributions to cease on June 29, 1964, when 5 cents was to be added to base hourly rates.	reduced each pay period by 2.28 cents times total man-hours worked; balance, if any, to be eliminated on earlier of June 29, 1964, or discontinuation of reserve fund. When hourly and reserve funds were too low to pay full SUB or separation benefits, company to allot sufficient monies to fund to meet these obligations up to the maximum of the contingent liability. See also contributions for short workweeks and special benefits, effective Jan. 1, 1962; new maximum financing formula, effective Dec. 1, 1962; and offset for provision of hospital-surgical-medical insurance to laid-off employees, effective Jan. 1, 1962, under Group Insurance.
Sept. 3, 1961 (agreement dated Nov. 2, 1961).	Accrual of credit units: Increased: Maximum number of credit units to 52.	
Jan. 1, 1962 (agreement dated Nov. 2, 1961).	Size of benefits: Changed: Regular benefits—An amount which, when added to State unemployment compensation, weekly earnings from the company (including potential earnings for available time not worked) plus earnings over $10 from other employers, would equal 62 percent of straight-time weekly earnings for a 40-hour week (including cost-of-living allowance but excluding premiums and bonuses) plus $1.50 per dependent up to four. Maximum weekly benefit—$40.	Benefits, except for scheduled short workweek, to be (1) discontinued when credit unit cancellation base[23] fell below $15.72, (2) reduced 20 percent, but not below $5, when base was $15.72 but less than $51.09. Full benefits to be paid employee otherwise eligible but with insufficient credits required for full amount of regular, special or short workweek benefits.
	Eligibility: Added: Employee to be eligible for benefits if disqualified for unemployment compensation (1) when laid off because of inability to perform work offered although capable of doing other work to which entitled if seniority had been sufficient, (2) for refusal to accept an offer of work by the company which he was not required to take under the agreement, (3) because of eligibility for or receipt of statutory retirement or disability benefits which could be received while working, (4) when automatically retired without company pension, (5) when serving an unemployment compensation waiting week while temporarily laid off out of line of seniority unless layoff resulted from model change, plant rearrangement, or inventory, while waiting to replace employee with less seniority, from failure to exercise seniority to displace junior employee, or from temporary adjustments in the work force, (6) when receiving military termination pay, (7) when earnings for week were at least equal to or above State unemployment compensation earnings limit less $2, but employee failed to claim compensation, or (8) when employee participated in a Federal retraining program providing benefits or subsistence.[24]	Employee could be eligible for part of week if specified disqualifying conditions were not responsible for entire week's unemployment. One-fifth of weekly benefit paid for each day eligible.

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C—Related Wage Practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Supplemental Unemployment Benefit Plan—Continued	
Jan. 1, 1962 (agreement dated Nov. 2, 1961)—Continued	Added: Short workweek and special benefits for scheduled and unscheduled short workweek.	Company not required to contribute to SUB fund for short workweek and special benefits for scheduled short workweeks, unless credit unit base fell below $360 per employee. If contribution was required, company to pay lesser of (1) amount of short workweek and special benefits for scheduled short workweeks for which company was not obligated to contribute during preceding month, or (2) amount required to bring credit unit base up to $360 for month for which company did contribute. In addition, when credit unit base fell below $360 per employee, company to contribute for each pay period a sum equal to benefits paid for (a) short workweek and (b) special benefits for scheduled short workweek. Payable: Short workweek benefits, without application, for any week in which employee worked a short workweek and received company earnings sufficient to be disqualified for State unemployment compensation. No minimum or maximum benefit. Special benefits, with a short workweek but did not receive sufficient company earnings to be disqualified for State unemployment compensation. No minimum or maximum benefit.
	Scheduled short workweek—65 percent of straight-time hourly pay and cost-of-living allowance in effect times difference between compensated or available hours and 40.	Defined as week in which hours were reduced to adjust production to customer demand.
	Unscheduled short workweek—50 percent of straight-time hourly pay and cost-of-living allowance in effect times difference between compensated or available hours and 40.	Defined as week in which (1) reduced hours not classified as scheduled, (2) employee returned from layoff to replace a separated or absent employee, or (3) employee returned to work after a week of layoff because of an increase in production.[25] Also included 1 week which would otherwise have been a scheduled short workweek during 2 weeks preceding end of model run in worker's department or 1 of 6 weeks after start of model run. Compensated or available hours to include hours (1) paid for, (2) scheduled but not worked, (3) while on layoff for any reason not covered by SUB plan,[26] (4) not worked in accordance with local agreement or because of absenteeism of other workers, and (5) below 40 normally not worked by part-time employees or employees on less than regular length shifts.
	Eligibility—Employee with or without credit units (1) with 1 year or more of seniority who worked for the company during week but compensated or available hours were less than 40, (2) who was laid off some part of week,[27] (3) who satisfied specified SUB eligibility requirements, and (4) who was without the equivalent of a week of unemployment as defined by the State unemployment compensation law with respect to any part of the workweek.	No credit units canceled for unscheduled short workweek benefits for 3 hours or less, for scheduled short workweek benefits, or for benefit paid for unemployment compensation waiting week during which employee was temporarily laid off out of line of seniority pending an adjustment in the work force. One-half regular cancellation rate applied for unscheduled short workweek if pay from company equaled or exceeded 62 percent of 40 hours' pay plus $1.50 for each dependent up to four.
	Added: Special benefits—The greater of regular benefits or a benefit calculated in the same manner as a short workweek benefit reduced by State unemployment compensation and weekly earnings over $10 from another employer. Eligibility—Employee who (1) met all conditions for regular benefit (except $2 minimum not	

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C—Related Wage Practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Supplemental Unemployment Benefit Plan—Continued	
Jan. 1, 1962 (agreement dated Nov. 2, 1961)—Continued	applicable), (2) worked for the company during the week but compensated or available hours were less than 40, and (3) did not receive sufficient company earnings to be disqualified for State unemployment compensation. Added: Leveling week benefit—Employee serving a "waiting week" for State benefits to receive full amount (62 percent) of regular benefit (or special if applicable) for such week if temporarily laid off out of line of seniority pending adjustment of the work force. Not subject to $40 maximum. No benefits payable during model change, plant rearrangement, or inventory, or other specified reasons outlined in the plan. No credit units canceled for week in which benefit was received.	
Dec. 1, 1962 (agreement dated Nov. 2, 1961).	Changed: Maximum funding—To 16 times the average full benefit (including average weekly amount paid to cover hospital-surgical-medical expense benefits for laid-off employees) times number of employees in active service and laid-off workers with credit units.	Only full benefits paid for full weeks of layoff and benefits paid for State "waiting week" used in computing average full benefit. Eliminated: Periodic revision in maximum funding when weekly benefits fell below $20.
Sept. 1, 1964 (agreement dated Sept. 22, 1964).	Increased to: Regular benefits[28]—Maximum $50 a week plus $1.50 for each dependent up to 4. Added: Eligibility—employee to be eligible for benefits if disqualified for unemployment compensation during (a) a State system "waiting week" immediately following a week for which he received a State benefit or (b) a waiting week that occurred less than 52 weeks after his last State "waiting week." Employee to be eligible for benefits if disqualified for unemployment compensation and denial of SUB would be contrary to intent of plan.	Added: SUB payable for the first 2 weeks of layoff resulting from an Act of God. Changed: Up to maximum SUB payable, including dependents' allowance, provided employee was eligible for State unemployment compensation as an "exhaustee" and for other specified reasons under plan. Formerly SUB calculations included a reduction for estimated State unemployment compensation.
	Increased to: Scheduled short workweek; 75 percent of straight-time hourly pay and cost-of-living allowance in effect, times the number of hours by which 40 exceeded compensated or available hours.	Changed: Automatic short week benefits (formerly shown as benefits payable without application). Added: Partial automatic short week benefits—payable for hours of layoff on days not included in established State system "week of employment" based on the number of hours by which the hours regularly compensated on such day exceeded the compensated or available hours.

See footnotes at end of table.

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C—Related Wage Practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Separation Pay	
Sept. 1, 1958 (agreement dated Oct. 1, 1958).	Separation payment plan established, financed from SUB fund and providing lump-sum payments ranging from 40 hours' pay (at base hourly rate plus cost-of-living allowance in effect on last day of work) for employees with 2 years' seniority to 1,200 hours' pay for those with 30 years or more of seniority.[29] Benefits to be proportionately reduced when SUB trust fund fell below 100 percent and by any SUB, temporary emergency, or other layoff or separation benefits financed in whole or in part by the company and received while on layoff.	Applicable to employees who after Sept. 1, 1958, (a) were permanently laid off for a continuous period of at least 12 months,[30] (b) were retired at or after age 60, or automatically retired but not eligible for a monthly pension or retirement benefit, other than deferred benefits, or (c) became disabled but did not have enough credited service to be eligible for total and permanent disability benefits. Laid-off employees must apply for benefits no earlier than 12 months before but no later than 18 months after separation. Employee reemployed after accepting separation payment not to repay benefits nor to receive seniority credit for period covered by such payment. Benefits payable only during months in which trust fund position was at least 13 percent.
Jan. 1, 1962 (agreement dated Nov. 2, 1961).	Increased: 50 hours' pay for employee with 2 years or more of service to 1,500 hours' pay for those with 30 years' seniority.[31] Benefit to be reduced by 1 percent for each full $1.96 credit unit cancellation base was below $196.50.	Time for applying for benefits extended to 24 months.
Sept. 22, 1964 (agreement dated Sept. 22, 1964).	Increased to: A range of 50 hours' pay for employees with 1 but less than 2 years' continuous service at all plants of the company to 2,080 hours' pay for those with 30 years or more of continuous service.[32]	Added: Continuity of layoff not broken if, while on layoff, an employee accepted a job offer by the company and was subsequently laid off within 5 workdays.

See footnotes at end of table.

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C—Related Wage Practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Relocation Allowance Plan	
Jan. 1, 1962 (agreement dated Nov. 2, 1961).	Established: Allowance of $55 to $215 for single employee and $180 to $580 for married employee, depending on distance between old and new plants,[33] provided worker: (1) transferred to plant 50 miles or more from former place of work, (2) changed permanent residence, and (3) made application for allowance within 6 months of transfer.	Applicable to employees engaged in operation that was transferred to a new plant. Allowance to be reduced by any Government payment for same purpose.

[1] The last entry under each classification represents the most recent change.

[2] During the period covered by Executive Order 9240 (Oct. 1, 1942–Aug. 21, 1945), these provisions were modified in practice to conform to that order.

[3] Vacation allowance provided employees with more than 12 but less than 26 pay periods was as follows:

Pay periods worked	Percentage of full allowance	Pay periods worked	Percentage of full allowance	Pay periods worked	Percentage of full allowance
25	96	20	76	16	61
24	92	19	73	15	57
23	88	18	69	14	53
22	84	17	65	13	50
21	80				

[4] Plan provided:

Base hourly rate	Group life insurance	Weekly sickness and accident benefit (up to 26 weeks)	Employee contribution (weekly)
Less than $1.90	$4,000	$40.00	$0.74
$1.90 but less than $2.10	4,500	45.00	.83
$2.10 but less than $2.30	5,000	50.00	.92
$2.30 but less than $2.50	5,500	55.00	1.02
$2.50 but less than $2.70	6,000	60.00	1.11
$2.70 but less than $2.90	6,500	65.00	1.20
$2.90 but less than $3.10	7,000	70.00	1.29
$3.10 and over	7,500	75.00	1.38

[5] Plan provided:

Base hourly rate	Group life insurance	Monthly permanent and total disability	Weekly sickness and accident benefit (up to 26 weeks)	Employee contribution (weekly)
Less than $2.25	$4,500	$90.00	$45.00	$0.83
$2.25 but less than $2.45	5,000	100.00	50.00	.92
$2.45 but less than $2.65	5,500	110.00	55.00	1.02
$2.65 but less than $2.85	6,000	120.00	60.00	1.11
$2.85 but less than $3.05	6,500	130.00	65.00	1.20
$3.05 but less than $3.25	7,000	140.00	70.00	1.29
$3.25 but less than $3.45	7,500	150.00	75.00	1.38
$3.45 but less than $3.65	8,000	160.00	80.00	1.48
$3.65 but less than $3.85	8,500	170.00	85.00	1.57
$3.85 and over	9,000	180.00	90.00	1.66

[6] Revised schedule of benefits effective Jan. 1, 1962:

Basic hourly rate	Group life insurance	Monthly permanent and total disability benefits	Weekly accident and sickness benefits	Employee monthly contribution
Less than $2.57	$5,500	$110	$55	$4.00
$2.57 but less than $2.77	6,000	120	60	4.40
$2.77 but less than $2.97	6,500	130	65	4.80
$2.97 but less than $3.17	7,000	140	70	5.20
$3.17 but less than $3.37	7,500	150	75	5.60
$3.37 but less than $3.57	8,000	160	80	6.00
$3.57 but less than $3.77	8,500	170	85	6.40
$3.77 but less than $3.97	9,000	180	90	6.80
$3.97 but less than $4.17	9,500	190	95	7.20
$4.17 but less than $4.37	10,000	200	100	7.60
$4.37 and over	10,500	210	105	8.00

[7] To present a more useful report, details of the Michigan Blue Cross and Blue Shield plans are being shown for the first time.

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Footnotes—Continued

[8] The term member hospitals includes those affiliated with a Blue Cross plan or hospitals located in an area not served by a plan. Nonmember hospitals are those not affiliated with a Blue Cross plan although located in an area served by a plan.

[9] Benefits provided in accordance with the following table:

Maximum number of full weekly SUB benefits for which employee is eligible on date layoff begins	Maximum number of months coverage continued without cost to employee
Less than 4	0
4–7	1
8–11	2
12–15	3
16–19	4
20–23	5
24–27	6
28–31	7
32–35	8
36–39	9
40–43	10
44–47	11
48–52	12

[10] Revised schedule of benefits, effective Oct. 1, 1964. The lowest bracket was eliminated, and 2 higher benefit brackets were added to the schedule for employees in the higher wage brackets.

		Life insurance at and after age 65			
Basic hourly rate	Life insurance before age 65	Minimum (10 years' credited service in pension plan at age 65)	Maximum (20 years' credited service in pension plan at age 65)	Monthly total and permanent disability benefits (before age 60) [1]	Weekly sickness and accident benefits [2]
Under $2.77	$6,000	$1,500	$1,800	$120	$60
$2.77 - $2.97	6,500	1,500	1,950	130	65
$2.97 - $3.17	7,000	1,500	2,100	140	70
$3.17 - $3.37	7,500	1,500	2,250	150	75
$3.37 - $3.57	8,000	1,500	2,400	160	80
$3.57 - $3.77	8,500	1,500	2,550	170	85
$3.77 - $3.97	9,000	1,500	2,700	180	90
$3.97 - $4.17	9,500	1,500	2,850	190	95
$4.17 - $4.37	10,000	1,500	3,000	200	100
$4.37 - $4.57	10,500	1,575	3,150	210	105
$4.57 - $4.77	11,000	1,650	3,300	220	110
$4.77 and over	11,500	1,725	3,450	230	115

[1] For 50 months for those employees with 10 years or more of credited service in pension plan.
[2] For a maximum of 52 weeks.

[11] In a letter to the company, dated Oct. 1, 1958, the union agreed that in future negotiations it would not ask for further changes in retirement benefits for those on pensions at the time of such future negotiations.

[12] The company indicated that the minimum age requirement for totally and permanently disabled employees had, in practice, been eliminated prior to Sept. 1, 1964.

[13] Percentages were:

Age when pension began	Percentage [1]
55	57.9
56	63.5
57	69.4
58	75.2
59	80.8
60	86.7
61	93.3
62 or over	100.0

[1] Prorated for intermediate ages computed on the basis of the number of complete calendar months by which the employee was under the age he would attain at his next birthday.

[14] The contract provided that supplemental allowances were not payable for any month prior to Sept. 1, 1965, and that benefits should "commence on the first day of the month following the date on which the employee retires." Benefits were not, therefore, payable before Oct. 1, 1965.

[15] Until the trust fund reached 49 percent for the first time, applicants to receive special benefits for a maximum of only 4 weeks in any calendar year, and after that, a maximum of 8 weeks but only 4 in any one layoff.

[16] Beginning in June 1958, maximum funding was to be revised downward according to the following scale in any year following one in which average weekly benefit payments from the fund fall below $20:

If the average benefit is—	The adjusted maximum funding shall be the following percentage of maximum funding
$20 to $25	100
$15 to $19.99	80
$10 to $14.99	60
$5 to $9.99	40
Less than $5	20

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Footnotes—Continued

[17] In States where concurrent supplementation was not permitted, there was provision for eligible employees to receive "substitute" supplementary benefits for weeks in which State unemployment compensation benefits were not paid.

[18] Necessary rulings were obtained so that plans went into effect as scheduled.

[19] Employees were to receive credit units retroactively upon attaining 1 year's seniority.

[20] The number of credits to be canceled for a week of benefits is summarized as follows:

If the trust fund position applicable to the week for which such benefit paid is—	And if seniority of the person to whom such benefit is paid is—					
	1–5 years	5–10 years	10–15 years	15–20 years	20–25 years	25 years and over
	The credit units canceled for such benefit shall be—					
85 percent or over------	1.00	1.00	1.00	1.00	1.00	1.00
76 to 84.99 percent-----	1.11	1.00	1.00	1.00	1.00	1.00
67 to 75.99 percent-----	1.25	1.11	1.00	1.00	1.00	1.00
58 to 66.99 percent-----	1.43	1.25	1.11	1.00	1.00	1.00
49 to 57.99 percent-----	1.67	1.43	1.25	1.11	1.00	1.00
40 to 48.99 percent-----	2.00	1.67	1.43	1.25	1.11	1.00
31 to 39.99 percent-----	2.50	2.00	1.67	1.43	1.25	1.11
22 to 30.99 percent-----	3.33	2.50	2.00	1.67	1.43	1.25
13 to 21.99 percent-----	5.00	3.33	2.50	2.00	2.67	1.43
4 to 12.99 percent------	10.00	5.00	3.33	2.50	2.00	1.67
Under 4 percent--------	No benefit payable.					

[21] Provision continued for reducing maximum funding in any year following a year in which average benefits were below $20 a week. Beginning in June 1958, the General Fund was adjusted to 60 percent and the Defense Fund was adjusted to 80 percent. On Dec. 29, the General and Defense Funds were combined into a single fund called the Hourly Fund, and the 60 percent adjustment of the old General Fund continued for the combined Hourly Fund. Maximum funding of the Hourly Fund was adjusted to 60 percent for the period Dec. 29, 1958, to Aug. 31, 1959. Beginning with September 1959, the adjustment for the Hourly Fund became 80 percent. Maximum funding of the Salary Fund was continued at 80 percent for the entire period.

[22] Alternate benefit plan established for Indiana employees laid off on or after Sept. 1, 1958 (by supplemental agreement of Oct. 1, 1958, and in accordance with previous agreement with respect to States in which concurrent supplementation was not permitted). Weekly benefits to apply to employees otherwise eligible for regular supplemental benefit and for those alternate weeks in which an employee was eligible for State unemployment compensation but did not apply for it. Benefits ranged from $41 to $63 depending on employee's base hourly rate (plus any cost-of-living allowance) and the number of withholding exemptions less any pay received by employee or pay that would have been due for work made available but not performed. Credit units surrendered at twice the rate for regular benefits.

Alternate plan became inoperative when supplementation was permitted in Indiana, effective Mar. 16, 1959.

Benefits under the SUB plan were not permitted for Chrysler employees for a short time in Georgia. A supplemental agreement covering the situation was negotiated on Sept. 10, 1959.

[23] Credit unit cancellation schedule was as follows:

If the credit unit cancellation base applicable to the week for which such benefit paid was—	And if the years of seniority of the person receiving such benefit were—					
	1–5 years	5–10 years	10–15 years	15–20 years	20–25 years	25 years and over
	The credit units canceled for such benefit should be—					
$334.05 or more -------	1.00	1.00	1.00	1.00	1.00	1.00
$298.68–$334.04-------	1.11	1.00	1.00	1.00	1.00	1.00
$263.31–$298.67-------	1.25	1.11	1.00	1.00	1.00	1.00
$227.94–$263.30-------	1.43	1.25	1.11	1.00	1.00	1.00
$192.57–$227.93-------	1.67	1.43	1.25	1.11	1.00	1.00
$157.20–$192.56-------	2.00	1.67	1.43	1.25	1.11	1.00
$121.83–$157.19-------	2.50	2.00	1.67	1.43	1.25	1.11
$86.46–$121.82--------	3.33	2.50	2.00	1.67	1.43	1.25
$51.09–$86.45---------	5.00	3.33	2.50	2.00	1.67	1.43
$15.72–$51.08---------	10.00	5.00	3.33	2.50	2.00	1.67
Under $15.72----------	No benefits payable.					

[24] For employees disqualified for unemployment compensation because of period worked or when company earnings were at least equal to or above State unemployment compensation earnings limit. (See short workweek benefits.)

[25] Only to extent short workweek was attributable to such cause.

[26] SUB benefits not payable for periods of layoff occurring for disciplinary reasons or as a consequence of (1) any strike, slowdown, work stoppage, picketing (whether or not by employees), or concerted action at a company plant or plants or any dispute of any kind involving employees represented by the union whether at a company plant or plants or elsewhere, (2) any fault attributable to the applicant, (3) any war or hostle act of a foreign power (but not Government regulations or controls connected therewith), (4) sabotage or insurrection, or (5) any act of God.

[27] Layoff must have been for reasons specified in regular SUB plan.

[28] Although the 1964 agreement did not provide SUB for employees automatically retired, or separation pay for employees automatically retired or terminated at or after age 60 and who were not eligible for retirement benefits, such benefits were provided these employees in accordance with a letter agreement between the parties dated Sept. 22, 1964.

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Footnotes—Continued

[29] **Payments were to be made in accordance with the following schedule:**

Years of seniority	Number of hours' pay [1]	Years of seniority	Number of hours' pay [1]
2 but less than 3	40	17 but less than 18	480
3 but less than 4	60	18 but less than 19	525
4 but less than 5	80	19 but less than 20	570
5 but less than 6	100	20 but less than 21	620
6 but less than 7	125	21 but less than 22	670
7 but less than 8	150	22 but less than 23	720
8 but less than 9	175	23 but less than 24	775
9 but less than 10	200	24 but less than 25	830
10 but less than 11	230	25 but less than 26	890
11 but less than 12	260	26 but less than 27	950
12 but less than 13	290	27 but less than 28	1,010
13 but less than 14	325	28 but less than 29	1,070
14 but less than 15	360	29 but less than 30	1,130
15 but less than 16	400	30 and over	1,200
16 but less than 17	440		

[1] Base hourly rate plus cost-of-living allowance in effect on last day worked.

[30] **Company could permit earlier application if it believed prospects of reemployment did not warrant waiting.**

[31] **Payments were to be made in accordance with the following schedule:**

Years of seniority on last day worked in a bargaining unit	Number of hours' pay	Years of seniority on last day worked in a bargaining unit	Number of hours' pay
2 but less than 3	50	17 but less than 18	600
3 but less than 4	75	18 but less than 19	656
4 but less than 5	100	19 but less than 20	713
5 but less than 6	125	20 but less than 21	775
6 but less than 7	156	21 but less than 22	838
7 but less than 8	188	22 but less than 23	900
8 but less than 9	219	23 but less than 24	969
9 but less than 10	250	24 but less than 25	1,038
10 but less than 11	288	25 but less than 26	1,113
11 but less than 12	325	26 but less than 27	1,188
12 but less than 13	363	27 but less than 28	1,263
13 but less than 14	406	28 but less than 29	1,338
14 but less than 15	450	29 but less than 30	1,413
15 but less than 16	500	30 and over	1,500
16 but less than 17	550		

[32] **Payments to be made in accordance with the following schedule:**

Years of continuous service on last day worked in a bargaining unit	Number of hours' pay	Years of continuous service on last day worked in a bargaining unit	Number of hours' pay
1 but under 2	50	16 but under 17	770
2 but under 3	70	17 but under 18	840
3 but under 4	100	18 but under 19	920
4 but under 5	135	19 but under 20	1,000
5 but under 6	170	20 but under 21	1,085
6 but under 7	210	21 but under 22	1,170
7 but under 8	255	22 but under 23	1,260
8 but under 9	300	23 but under 24	1,355
9 but under 10	350	24 but under 25	1,455
10 but under 11	400	25 but under 26	1,560
11 but under 12	455	26 but under 27	1,665
12 but under 13	510	27 but under 28	1,770
13 but under 14	570	28 but under 29	1,875
14 but under 15	630	29 but under 30	1,980
15 but under 16	700	30 and over	2,080

[33] **Relocation allowance was:**

Miles between plants	Single employee	Married employee
50 and less than 100	$55	$180
100 and less than 300	75	220
300 and less than 500	105	290
500 and less than 1,000	155	420
1,000 and over	215	580

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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., 1941–58. BLS Report 197.
Anthracite Mining Industry, 1930–66. BLS Bulletin 1494 (20 cents).
Armour and Co., 1941–67. BLS Bulletin 1481 (30 cents).
A. T. & T.—Long Lines Department, 1940–64. BLS Bulletin 1443 (40 cents).

Berkshire Hathaway Inc., 1943–66. BLS Bulletin 1475 (20 cents).
Bethlehem Atlantic Shipyards, 1941–65. BLS Bulletin 1454 (25 cents).
Bituminous Coal Mines, 1933–66. BLS Bulletin 1461 (20 cents).
The Boeing Co. (Washington Plants), 1936–64. BLS Report 204 (20 cents).

Carolina Coach Co., 1947–63. BLS Report 259.
Commonwealth Edison Co. of Chicago, 1945–63. BLS Report 205 (20 cents).
Dan River Mills, 1943–65. BLS Bulletin 1495 (15 cents).
Federal Classification Act Employees, 1924–64. BLS Bulletin 1442 (35 cents).
Firestone Tire and Rubber Co. and B. F. Goodrich Co. (Akron Plants), 1937–66. BLS Bulletin 1484 (30 cents).
Ford Motor Company, 1941–64. BLS Report 99 (30 cents).
General Motors Corp., 1939–66. BLS Bulletin 1532 (30 cents).

International Harvester Company, 1946–61. BLS Report 202.
International Paper Company, Southern Kraft Division, 1937–67. BLS Bulletin 1534 (25 cents).
International Shoe Co., 1945–66. BLS Bulletin 1479 (20 cents).
Lockheed-California Company (A Division of Lockheed Aircraft Corp.), 1937–67. BLS Bulletin 1522 (35 cents).
Martin–Marietta Corp., 1944–64. BLS Bulletin 1449 (25 cents).
Massachusetts Shoe Manufacturing, 1945–66. BLS Bulletin 1471 (15 cents).

New York City Laundries, 1945–64. BLS Bulletin 1453 (20 cents).
North American Aviation, 1941–64. BLS Report 203 (25 cents).
North Atlantic Longshoring, 1934–61. BLS Report 234.
Pacific Coast Shipbuilding, 1941–64. BLS Report 254 (25 cents).
Pacific Gas and Electric Co., 1943–66. BLS Bulletin 1499 (30 cents).
Pacific Longshore Industry, 1934–65. BLS Bulletin 1491 (25 cents).

Railroads—Nonoperating Employees, 1920–62. BLS Report 208 (25 cents).
Sinclair Oil Companies, 1941–66. BLS Bulletin 1447 (25 cents).
Swift & Co., 1942–63. BLS Report 260 (25 cents).
United States Steel Corporation, 1937–64. BLS Report 186 (30 cents).
Western Greyhound Lines, 1945–63. BLS Report 245 (30 cents).
Western Union Telegraph Co., 1943–63. BLS Report 160 (30 cents).

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