

Wage Chronology

LOCKHEED—CALIFORNIA COMPANY

(A Division of Lockheed Aircraft Corp.),

1937-67

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Bulletin No. 1522



UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Arthur M. Ross, Commissioner

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Preface

This report is one of a series prepared by the Bureau of Labor Statistics to trace changes in wage scales and related benefits negotiated by individual employers or combinations of employers with a union or group of unions in selected collective bargaining situations. Benefits unilaterally introduced by an employer are generally included. The information is obtained from collective bargaining agreements and related documents, voluntarily filed with the Bureau as new settlements are reached. Any description of the course of collective bargaining is derived from news media and confirmed and/or supplemented by the parties to the agreement. 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, methodology or piece-rate adjustment, and similar matters are omitted.

This chronology summarizes the changes in wage rates and related wage practices negotiated by Lockheed-California Company (a division of Lockheed Aircraft Corp.) with the International Association of Machinists and Aerospace Workers since April 1937. It includes the terms of 21 basic agreements and one National War Labor Board Directive Order. The provisions of 20 of the agreements and the order—published as BLS Report 231 (Revised 1964)—have been supplemented in this bulletin by information on negotiated contract changes in 1965, 1966, and 1967.

Lily Mary David, Chief of the Division of Wage Economics, under the direction of L. R. Linsenmayer, Assistant Commissioner for Wages and Industrial Relations, is responsible for the overall direction of the wage chronology program. This bulletin was prepared under the supervision of Albert A. Belman. The analysis for the period 1965-67 was prepared by Willmon Fridie.

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Wage Chronology:

Lockheed—California Company (A Division of Lockheed Aircraft Corp.), 1937—67

Introduction

1937—51

The Lockheed Aircraft Corp., one of the largest in the field, was the first company in the Southern California airframe industry to recognize and negotiate with a labor union. Its first agreement with the International Association of Machinists (AFL), which represented over 20,000 of the 26,000 workers employed by the company, was signed in 1937. Other employees are represented by the Engineers and Architects Association (Ind.) and the International Brotherhood of Electrical Workers (AFL). Southern California airframe plants, which produce a large volume of the country's airplanes, account for about 40 percent of the industry's employment.

This chronology¹ records the changes in wage rates and related wage practices provided in the agreements negotiated by the International Association of Machinists and the corporation's Southern California plant since 1937.

Classification System

The wage structure in the Southern California airframe industry was affected by a National War Labor Board decision in 1943. Pending cases involving all Southern California aircraft companies were settled by this decision which created a uniform labor classification system for the industry in the area. Under the board's directive, 10 labor grades were established into which all occupations were to be classified. Actual slotting of positions into the labor grades, however, was left to collective bargaining. After the end of World War II wage controls, the company and the union agreed to a new classification system which, among other things, added 3 grades to the original 10. In 1949 the system was again revised and three grades were added.

The 1951 agreement between the company and IAM was to remain in effect until August 22, 1952.

1952

A 1-year agreement between the Lockheed Aircraft Corp., California Division, and the International Association of Machinists (IAM—AFL) replaced the contract that expired on August 22, 1952. The new agreement, ratified on November 9, 1952, was reached after negotiation which extended beyond the August expiration date, a 26-day strike, and assistance by the Federal Mediation and Conciliation Service.

¹ For purposes and scope of wage chronology series, see Monthly Labor Review, December 1948, p. 581.

Under the terms of the new contract, a wage increase was made retroactive to August 25, 1952. In addition, increases in the maximum and minimum of all rate ranges were agreed to, and some occupations in intermediate labor grades were upgraded. An escalator clause provided for quarterly cost-of-living adjustments, under which the first adjustment, to be based on the Consumer Price Index (adjusted series) of September 15, 1952, went into effect November 15, 1952. Several improvements in related employment conditions, including shift premium, holiday, vacation, and insurance benefits, were to become effective at various times, depending on the date of approval by the Wage Stabilization Board. Certain other benefits which had previously been company practice were incorporated into the contract for the first time.

1953—54

Negotiations between representatives of the Lockheed Aircraft Corp., California Division, and the International Association of Machinists (IAM-AFL) began September 8, 1953. Although settlement had not been reached by November 9, 1953, the expiration date of the old contract, the union voted, on November 8, not to call a work stoppage and to continue bargaining negotiations. Company and union representatives announced, on December 7, that terms of settlement had been agreed upon, and on December 13, the union ratified the new contract, effective until December 14, 1954. It provided for a general wage increase retroactive to November 9, 1953, for increases in the maximum and minimum of all rate ranges, and for upgrading some occupations in intermediate labor grades.

Under the previous contract, the base rate of pay of each employee had increased by 3 cents through a cost-of-living formula based on the Consumer Price Index (adjusted series). The new contract provided that 2 cents of this amount should be included in the new base rates. In place of the previous formula, a cost-of-living bonus was established. This bonus, to be adjusted quarterly in accordance with the movements of the CPI (revised series), was not to be included in base rates; however, it was to be included in computing overtime payments, vacations, sick leave, and holiday payments. The initial cost-of-living bonus, which became effective on the same day as the general wage increase, totaled 2 cents (the 1-cent allowance received under the former plan but not incorporated in base rates and 1 cent resulting from conversion to the revised CPI).

A 3-week vacation for employees with 15 years or more of service became effective December 1, 1953. Improvements in the group insurance plan were to be in force from January 1, 1954.

1954—57

Representatives of Lockheed Aircraft Corp., California Division, and the International Association of Machinists began negotiations for a new contract October 26, 1954, and reached agreement on December 17, 1954—3 days after the anniversary date of the previous contract. The union's membership ratified the contract on December 19.

The settlement provided for a general wage increase retroactive to December 13, 1954, upgrading of 13 job classifications, incorporation of the current 1-cent cost-of-living bonus into base rates, and discontinuance of the wage escalator clause. Improvements in the group insurance plan, including the addition of major medical expense benefits, became effective January 1, 1955.

The agreement which was scheduled to expire on February 15, 1956, was continued on a day-to-day basis thereafter until the conclusion of negotiations on March 4, 1956. Under the terms of the new 2-year contract, a 4- to 6-percent general wage increase and upgrading of certain occupations were made retroactive to February 20, 1956. An additional increase of 7 cents an hour across the board was to go into effect a year later (February 18, 1957). An increase in second-shift premiums became effective March 12, 1956, while improvements in the group insurance plan and in vacation provisions were to be in force beginning April 1, 1956. The parties also agreed to set up a joint negotiating committee for the purpose of establishing a separate retirement plan for employees represented by the union, to replace the existing companywide plan; December 25, 1956, was set as the target date for its implementation.

1958—59

In accordance with a provision of the 1956 contract between the Lockheed Aircraft Corp. and the International Association of Machinists (IAM), a joint negotiating committee was established to develop a new company-paid pension plan. The plan was agreed to in February 1957 and went into effect in December of that year.

Negotiations to replace the existing 2-year collective bargaining agreement began in early January 1958, and continued past the March 5 expiration date of the contract as the parties failed to reach agreement. The initial proposal of the union included a 1-year contract, an hourly wage increase of 6 percent plus a 13-cent cost-of-living increase, reinstatement of the cost-of-living escalator clause dropped late in 1954, 2 additional paid holidays, and other benefits. The company's first proposal included a 2-year contract providing a 13-cent-an-hour pay increase plus a 2-cent-an-hour cost-of-living increase, some job classifications increases, and a cost-of-living escalator clause.

With the assistance of the Federal Mediation and Conciliation Service, bargaining was concluded on May 7, 1958, and a 2-year contract was approved by the union membership on May 10. The contract provided for a general wage increase varying from 18 to 22 cents for factory employees in the first contract year, with 16 cents retroactive to March 10. (This 16 cents was intended to match cost-of-living allowances that had accumulated at some aircraft plants in the Los Angeles area.) The cost-of-living escalator clause was reinstated, and additional wage increases were put into effect for some occupations. A further 3-percent general wage increase (a minimum of 7 cents an hour) was to be effective in May 1959, and a seventh paid holiday was added.

The 2-year agreement, which was to be in force through May 12, 1960, without any reopening, covered approximately 16,000 workers at the time it was negotiated.

1960—61²

During the past decade, the Lockheed Aircraft Corp., like most airplane companies, expanded its activities beyond the field of commercial and military aircraft. The corporation is now a major producer and designer of missiles and

² Effective with the 1960 negotiations, this chronology has been expanded to include office and technical employees as well as production workers.

satellite systems. In addition to aircraft production, Lockheed provides aircraft maintenance, modernization, and other services, produces electronic equipment, nuclear reactors, and related equipment, and is active in the fields of rocket propulsion and U.S. Navy and commercial shipbuilding and repair. The corporation performs advanced research in a variety of areas, including those related to both space and undersea-detection devices. These, as well as other activities, are carried on at plants, laboratories, and test facilities located throughout the United States and overseas.

This chronology summarizes only the changes in wage rates and related working practices negotiated by the California Company with the International Association of Machinists (IAM), which represents the 13,800 production, technical, and office workers employed in the company's Burbank and Palmdale, Calif., facilities. The parties' agreement also covered wages and working conditions at Sunnyvale, Palo Alto, Santa Cruz, and Van Nuys, Calif.

Extended negotiations for a new contract between the company and the union began on March 21, 1960, and continued beyond the May 12 expiration date of the previous contract without a work stoppage. A tentative agreement was reached on July 29, 1960. It was ratified by the union membership a week later and made effective August 8.

The August 8 settlement provided a 4-cent-an-hour pay raise retroactive to June 13, and an additional 3-cent increase in July 1961. It also incorporated the existing 6-cent cost-of-living allowance into basic rates of pay but suspended future escalator adjustments until July 1961, with quarterly reviews on a revised base to be resumed at that time. Other contract changes included substitution of an automatic progression schedule for a merit rating plan, increases in shift premium pay for employees paid on a nonstandard workweek and in subsistence pay for field duty, extension of pro rata vacation benefits to future retirees and dependents of deceased employees, and improvements in health and welfare benefits. In addition, a company-paid extended layoff benefit plan (similar to that at North American Aviation)³ was agreed to.

The 1960 agreement was to remain in effect through July 14, 1962, with the extended layoff benefits provisions to run to August 8, 1964.

1963—64

Negotiations to continue the 25-year long collective bargaining relationship between the Lockheed Aircraft Corp. and the International Association of Machinists (IAM) began on May 9, 1962. The general bargaining objectives presented by the union were those developed jointly with the United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) earlier that year.⁴ The company's initial proposals included offers to assume a major portion of the cost of retraining displaced workers and to provide an "appropriate" wage increase or an equivalent increase in other economic benefits. The company also proposed elimination of the cost-of-living escalator clause and changes in existing layoff procedures. Some days later, the union presented more specific demands generally similar to those presented to other West Coast aerospace companies.⁵

³ See "Wage Chronology No. 24: North American Aviation—Supplement No. 3—1957-61," Monthly Labor Review, June 1961, p. 634 or Wage Chronology: North American Aviation, 1941-64 (BLS Report 203).

⁴ For a discussion of the bargaining objectives, see "Wage Chronology: North American Aviation, Inc.," Monthly Labor Review, May 1964, pp. 556-560 or BLS Report 203, *ibid.*

⁵ *Ibid.*

Exploratory meetings were held on May 22 and 23. Bargaining on the parties' proposals started on May 31, and continued without material progress into July. On July 1, the union set a strike date for July 23, 9 days after the contract than in effect was to terminate.

Terms of a 2-year contract, proposed by the company on July 10, would have provided wage increases and improvements in fringe benefits estimated to cost 7 to 8 cents an hour. There was no change in the company's earlier position on the cost-of-living escalator clause. The union rejected the offer, as well as a company proposal that the contract be extended for 30 days.

Nine days later, Lockheed stated its willingness to provide approximately the same economic package negotiated by Douglas Aircraft Co. with the IAM and UAW.⁶ The offer, which did not provide for any change in union security provisions, was rejected by the union.

Two days before the strike scheduled for July 23, the President of the United States requested a 60-day extension of contracts involving a number of aerospace companies⁷ and asked the parties to give their full cooperation to a three-member factfinding board. Compliance by both parties averted a walkout.

Lockheed, like the other West Coast aerospace companies involved, was unable to reach agreement with the union during the contract extension period. On September 1, the board issued a report containing recommendations regarding the economic and noneconomic issues that remained in dispute.⁸ The union agreed to accept the recommendations as a "total package," but the company refused to put the union security issue to a vote of its employees.

Negotiations continued until September 21, the day the no-strike pledge was to expire; the parties then agreed to an indefinite extension, subject to a 5-day notice of intention to terminate. By this time, the other Southern California aerospace companies had reached, or were about to reach, agreements along the lines proposed by the Presidential board. At Lockheed, noneconomic issues were the major areas of disagreement in the negotiations, which continued into November.

On November 19, the union announced a new strike deadline for November 28. One day before the scheduled strike, Lockheed revised its last offer to provide three general wage increases (with the first retroactive to July 23), liberalized vacation and group insurance benefits, and higher surgical and layoff benefits. There was no change in the company's position on union security. The strike started on schedule.

The President, on November 28, invoked the emergency provisions of the Labor Management Relations Act and named a three-man board to study the issues in dispute and report its findings by December 3. The strikers resumed work the next day.

⁶ For details of the Douglas Aircraft Co.'s agreements, see Monthly Labor Review, September 1962, p. 1034.

⁷ The aerospace companies were Lockheed, North American Aviation, Inc., Ryan Aeronautical Co., General Dynamics Corp., and Aerojet-General Corp.

⁸ See Monthly Labor Review, November 1962, p. 1281.

The board reported that the strike was a result of the continuing controversy on the union shop issue and that no significant progress had been made toward a solution. The board also concluded that the remaining economic issues could be settled without difficulty if the union security issue were resolved.

On December 3 a temporary injunction was issued, at the request of the Federal Government, by the U. S. District Court in Los Angeles. One week later the injunction was extended for the statutory 80 days.

A provisional 3-year agreement was reached by the negotiators on January 27, and ratified by the union membership the following day. The employees' economic gains under the agreement were valued by the parties at 28.3 cents an hour and included wage increases of 5 to 8 cents an hour retroactive to July 23, 1962, and 6 to 8 and 6 to 9 cents an hour in July of 1963 and 1964, respectively. In addition, almost 1,500 workers received retroactive inequity pay increases of 3 to 15 cents an hour, and the entire cost-of-living allowance accumulated under the previous contract was incorporated in basic rates of pay. A wide variety of related working practices were improved. Longer vacations were provided workers with 10 years or more of service, 1 paid holiday was added, and medical insurance and extended layoff benefits were improved.

The maintenance-of-membership clause, which required workers to retain their union membership as a condition of employment, was continued. New employees were to be introduced to stewards who would be allowed to discuss, on company time, the advantages of joining the union. In addition, the company was to suggest to all new employees that they carefully consider joining the union. A training program for IAM stewards was established, with the company obligating itself to pay up to 75 percent of the tuition in company-approved schools. Finally, a committee was established to meet quarterly to discuss current problems outside the grievance area.

The 1963 contract, which covers about 16,000 workers, was to remain in effect through July 23, 1965.

1965—67

Negotiations between Lockheed Aircraft Corp. and the International Association of Machinists and Aerospace workers (IAM)⁹ for a new contract were preceded by the third joint aerospace conference of the IAM and the United Automobile, Aerospace and Agricultural Implement Workers of America. Delegates to the conference met on October 3-4, 1963, to prepare for 1965 negotiations. The delegates urged the Government to establish a committee of labor, industry, and Government representatives, with authority to study and make recommendations for updating the system of determining wages. The committee was not established.

In 1965, joint participation in drafting national aerospace bargaining goals was abandoned and the two major unions in the industry met separately to draw up their contract demands. However, they adopted generally similar bargaining objectives.

⁹ The IAM changed its name to the International Association of Machinists and Aerospace Workers on Jan. 1, 1965.

At its 12th Aerospace Industry Conference, held January 20-22, 1965, the IAM adopted a comprehensive bargaining program. Proposed wage adjustments included a substantial wage increase "sufficient to erase the disparity that now exists" between the aerospace industry and other major industries. The size of the increases were to be determined by each local. A revised escalator clause would have provided for quarterly adjustments based upon the new consumer price index for urban wage earners including single workers and incorporation into basic rates of the existing cost-of-living allowance.

As in previous negotiations, job security was selected as the union's top bargaining goal. To achieve this, the union proposed substantial improvements in the areas of seniority and job protection. In addition, the union demanded the institution of a program designed to update the existing skills of employees and to develop new skills.

Uniform national economic demands included a 35-hour workweek without a loss in weekly earnings; double time for all overtime hours worked; and double time plus holiday pay for holidays worked.

Other IAM demands designed to boost employment levels nationally included increasing the number of paid holidays from 8 to 10, extending vacation time to 2 weeks after 1 year of service, 3 weeks after 5 years, and 4 weeks after 15 years of service. The conference instructed its negotiators to ask for the establishment of noncontributory severance pay plans to supplement extended lay-off benefits plans, as an aid in minimizing the burden of unemployment. Severance benefits—with minimum payments of \$100 for each year of service—would have been available to all employees, regardless of the reason for termination of employment.

Major changes in the health insurance plans were also proposed. Among the more important improvements proposed were: Assumption of the full cost of the plans by the employers; extension of hospital benefits to 365 days; expansion of surgical benefits to cover fully surgeons' fees and the fees of doctors other than operating doctors; continued coverage for disabled, laid-off, and retired employees; equal benefits for employees and their dependents; increased sickness and accident benefits; and establishment of noncontributory dental plans for employees and dependents.

Another industrywide primary objective was the updating and modernization of the pension plans to provide for greatly increased payments upon normal, early, and disability retirement. In addition, normal retirement would have been permitted at age 62 or whenever age plus years of service totaled 85 or more.

The 1965 round of contract negotiations between Lockheed Aircraft Corp. and the IAM began on January 25, with the first of a series of prebargaining "exploratory" talks.¹⁰ Formal discussions were not scheduled until mid-May. These prebargaining sessions were expected to clear the way for an earlier than usual settlement and avoid "crisis" bargaining.

¹⁰ These talks were held in accordance with an agreement reached in the 1962-63 contract negotiations.

At these early sessions, the parties were to explore, discuss, and exchange views on broad contract problems of mutual interest without attempting to arrive at decisions. Heading the list of items to be considered were possible changes in rate structure, including the period required for automatic progression from minimum to maximum rates. Also on the agenda were union security, pensions,¹¹ seniority, field duty pay, extended layoff benefits, group insurance, and the company's economic condition.

Formal negotiations began on May 18, with the simultaneous exchange of contract proposals. The union's demands were generally similar to those adopted at its Aerospace conference. No specific general wage increase was proposed; instead, the union asked for a "substantial and equitable" general wage raise, which would be applied to rate ranges and to individual rates of pay. Under the automatic progression clause, the union sought a reduction from 16 to 12 months in the time required to move from the entry rate of a grade to the maximum; and it also sought increments of 8 cents an hour, an increase from 5 cents. The leadmen's bonus would have been increased from 20 to 25 cents an hour.

In addition to the wage practice changes outlined in its list of national objectives, the union proposed the establishment of a voluntary employee savings plan to supplement the extended layoff benefits plan. Under the plan, the company would have matched the employee's savings up to an established maximum. In event of layoff, each employee was to receive the entire amount in his account, including interest.

Highlights of the company's initial economic proposals involved changes in provisions governing reporting and callback time, field duty pay, and flight pay bonus. The proposal did not contain a wage offer or changes in other major economic items. However, in a letter attached to the proposal, the company states it "proposes to discuss appropriate improvements in economic benefits."

On July 17, the company expanded its original offer to include improvements in pension benefits, higher extended layoff benefits, and the establishment of a voluntary employee savings plan. A day later, the union rejected the offer as incomplete because it did not provide for a general wage increase; it voted to strike, if necessary, in support of its demands.

A new company proposal was made on July 22, 1 day before the termination date of the existing agreement. The offer included a general wage increase of 21 cents an hour spread over a 39-month period. It would have provided annual instead of quarterly cost-of-living escalator adjustments.

Other features of the proposal, to become effective in 1967, were an additional paid holiday, a fourth week of vacation after 20 years of service, and full company payment of medical-surgical coverage. Hospitalization benefits would have become fully company paid in two steps by 1967. The offer was rejected by the union because of the deferred effective dates of the new benefits. Although agreement on terms of a new contract was not reached by July 23, the termination date of the existing contract, work continued. The agreement was extended on a day-to-day basis, subject to a 5-day termination notice by either party.

¹¹ The existing pension plan was to be in force until February 1967, and could only be opened for negotiation by consent of both parties.

Accord on terms was reached on August 1, 1965. Included were 8-cent-an-hour wage increases in each year of the contract. In addition, the existing 9-cent-an-hour cost-of-living allowance was made a permanent part of the wage structure, and 24 job classifications were upgraded.

A unique feature of the settlement was a two-part income security program that included a new basic benefit plan, which would supplement and eventually replace the extended layoff benefits plan, and a voluntary employee saving plan. Under the basic benefit plan, the company was to contribute \$20 per quarter to a separate trust for each eligible employee who could elect to have his contributions invested in either a bond or security trust fund. In the event of layoff, entrance into the Armed Forces, permanent or total disability of 6 months or more, or retirement, the accumulated amounts would become available to the workers. An employee whose service was terminated for other reasons was to receive a percentage of his account graduated according to years of service at time of separation.

The second part of the income security program was a voluntary plan under which the company would match half of the weekly savings assigned by each employee. Employees were given the option of investing \$2 or \$4 a week during the first 2 contract years and \$2, \$4, or \$6 a week during the third contract year.¹² The total amount accumulated in an employee's account was to be paid on separation, under the same conditions as stipulated under the basic benefit plan.

Other economic gains included a ninth paid holiday, 4 weeks of vacation after 20 years of service, and a procedure for rate retention for specified periods for employees who were downgraded. Improvements were also made in overtime, odd workweek, and jury-duty pay provisions. A revised field duty pay provision changed the method of compensating employees on this type of assignment; however, subsistence and mileage allowances were increased.

Changes in the group insurance plan included company-paid death benefits and an optional medical benefit plan for early retirees. The company also agreed to pay half the remaining cost of dependent insurance effective in 1966, and the remainder in 1967, and to increase daily hospital benefits as well as the maximum for major medical coverage.

Extensive revisions were also made in the retirement plan, involving substantially increased normal and disability benefits as well as greatly liberalized provisions for workers retiring before age 65.

A company-union committee was established to develop a new optional plan to provide medical benefits through a community clinic rather than an insurance plan. Following adoption of such a plan, active employees and early retirees would be permitted to choose between it and the existing insurance coverage.

The contract, covering about 16,000 workers was to be in effect through July 23, 1968. The following tables bring the general wage changes up to date through January 1967, and the related wage practices up to the termination date of the current contract.

¹² An IAM official estimated that after 30 years of participation in the plan, an employee could accumulate as much as \$40,000.

A—General Wage Changes¹

Effective date	Provision	Applications, exceptions, and other related matters
Apr. 16, 1937 (agreement of Mar. 30, 1937).	6 cents an hour increase.	Some new minimum rates of pay established and rates in higher classifications adjusted accordingly.
Aug. 31, 1940 (agreement of Aug. 19, 1940).	-----	
July 1, 1941 (agreement of Sept. 15, 1941).	10 cents an hour increase.	Order established 10 labor grades with minimum and maximum rates into which all occupations were classified. Specialists' rates, 10 and 15 cents higher than the maximum of the 4 highest grades, were also established.
Mar. 3, 1943 (Directive Order of National War Labor Board, Mar. 3, 1943).	Increases averaging 7 cents an hour.	
Nov. 5, 1945 (agreement of Nov. 7, 1945, approved by National Wage Stabilization Board, Jan. 16, 1946).	15-percent increase, averaging 18 cents an hour.	Applicable to minimum and maximum of rate ranges.
Nov. 18, 1946 (agreement of Feb. 10, 1947).	-----	New classification and rate structure established.
June 16 and Sept. 15, 1947 (agreement of June 16, 1947).	5 cents an hour increase.	3 cents effective on June 16, 1947, and 2 cents effective Sept. 15, 1947. Increase applicable only to employees on payroll on effective dates; no change in established base rates.
May 10, 1948 (agreement of May 11, 1948).	5 cents an hour increase.	Minimum of rate ranges increased 5 cents; maximum, 10 cents. Agreements also provided for retroactive payment of June 16 and Sept. 15, 1947, increases to employees who did not qualify at the time.
Aug. 22 and Dec. 12, 1949 (agreement of Aug. 22, 1949).	10 cents an hour increase.	5 cents effective Aug. 22, and 5 cents on merit basis 16 weeks later. Minimum and maximum of rate ranges increased 10 cents an hour. Additional 2 cents an hour allotted to correct intraplant inequities effective Nov. 28, 1949. Number of labor grades increased.
Oct. 9, 1950 (agreement of Oct. 2, 1950).	6-percent increase, averaging approximately 10 cents an hour.	Minimum rates above \$1.30 an hour increased 5 to 10 cents. Maximum rates in rate range increased 6 percent but not less than 8 cents an hour.
Aug. 13, 1951 (agreement of Aug. 10, 1951).	8-percent increase, averaging approximately 13 cents an hour.	Minimum of rate ranges increased approximately 10 percent; maximum increased approximately 8 percent. 51 jobs reclassified to a higher grade. Approved by the Wage Stabilization Board, Oct. 2, 1951.
Aug. 25, 1952 (by agreement of Nov. 9, 1952).	9 cents an hour increase.	Additional increases ranging from 5 to 7 cents resulted from upgrading some occupations in several intermediate labor grades. An escalator clause provided quarterly adjustments of 1 cent an hour for every 1.14-point change in the BLS CPI (adjusted series) from the Sept. 15, 1952, index. Wage rates were not to be reduced below the level of rates established at 188.9 of the index. ² Approved by Regional Wage Stabilization Board, Dec. 5, 1952.
Nov. 10, 1952-----	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance. An additional 5 cents an hour increase in the maximum rate for labor grade 1 was approved by the National Wage Stabilization Board on Jan. 23, 1953.
Feb. 2, 1953-----	No change-----	Quarterly review of cost-of-living allowance.
May 4, 1953-----	1 cent an hour decrease.	Quarterly adjustment of cost-of-living allowance.
Aug. 3, 1953-----	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Nov. 2, 1953-----	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance (based on the adjusted series CPI).
Nov. 9, 1953 (by agreement of Dec. 14, 1953).	5 cents an hour general wage increase.	The new agreement also retained in the basic wage structure 2 cents of the previous 3-cent cost-of-living allowance and provided for quarterly adjustments of a cost-of-living bonus in accordance with the movement of the revised CPI. When the CPI falls below 114.2, the cost-of-living bonus will be zero. ³ Additional increases ranging from 5 to 12 cents in 14 job classifications resulted from upgrading to the next highest labor grade. Differential for leadmen increased by 5 cents.
Nov. 9, 1953 (by agreement of Dec. 14, 1953).	1 cent an hour increase.	Adjustment of cost-of-living bonus (based on the revised CPI) bringing total bonus to 2 cents.
Feb. 8, 1954-----	No change-----	Quarterly review of cost-of-living bonus.
May 10, 1954-----	No change-----	Quarterly review of cost-of-living bonus.
Aug. 9, 1954-----	No change-----	Quarterly review of cost-of-living bonus.
Nov. 8, 1954-----	1 cent an hour decrease.	Quarterly adjustment of cost-of-living bonus.

See footnotes at end of table.

A—General Wage Changes ¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Dec. 13, 1954 (by agreement dated Dec. 20, 1954).	5 to 7 cents an hour increase, ⁴ averaging 6 cents.	In addition, 13 factory job classifications upgraded ⁵ and the current 1-cent cost-of-living bonus incorporated into base rates. Dropped: Escalator clause.
Feb. 20, 1956 (by agreement dated Mar. 5, 1956).	4- to 6-percent increase, ⁶ averaging 10.6 cents an hour.	Additional 5- to 18-cent inequity adjustments for certain occupations. ⁷
Feb. 18, 1957 (by agreement dated Mar. 5, 1956).	7 cents an hour increase.	
May 12, 1958 (agreement dated May 16, 1958).	18 to 22 cents an hour general increase ⁸ (increases, including additional adjustments for maintenance and skilled workers shown in column 3, averaged approximately 19 cents).	Includes 16 cents across-the-board retroactive to Mar. 10, 1958. In addition: 6 maintenance jobs removed from labor grade structure and given 5-cent additional increase. 8 skilled jobs removed from labor grade structure and given 8-cent additional increase. Some job classifications upgraded. Deferred increase of 3 percent, or 7 cents an hour, whichever was greater, effective May 11, 1959. Cost-of-living escalator clause established, providing quarterly adjustment of 1 cent for each 0.5-point change in the Bureau of Labor Statistics Consumer Price Index above a level of 123.0 (1947-49=100); first adjustment effective Sept. 15, 1958. ⁹
Sept. 15, 1958	1 cent an hour increase.	Quarterly adjustment of cost-of-living bonus.
Dec. 15, 1958	No change	Quarterly review of cost-of-living bonus.
Mar. 16, 1959	No change	Quarterly review of cost-of-living bonus.
May 11, 1959 (agreement dated May 16, 1958).	3-percent increase, or 7 cents an hour, whichever was greater, ranging up to 9 cents and averaging approximately 7.4 cents an hour.	Deferred increase.
June 15, 1959	No change	Quarterly review of cost-of-living bonus.
Sept. 14, 1959	2 cents an hour increase.	Quarterly adjustment of cost-of-living bonus.
Dec. 14, 1959	2 cents an hour increase.	Quarterly adjustment of cost-of-living bonus.
Mar. 14, 1960 (agreement dated May 16, 1958).	1 cent an hour decrease.	Quarterly adjustment of cost-of-living allowance.
June 13, 1960	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
June 13, 1960 (agreement dated Aug. 8, 1960).	4 cents an hour increase.	Deferred increase of 3 cents an hour effective July 10, 1961. In addition, previous 6-cent cost-of-living allowance incorporated into basic wage rates, and future adjustments deferred until July 10, 1961. Escalator provision continued, with quarterly adjustments in cost-of-living allowance of 1 cent for each 0.5-point change in the Bureau of Labor Statistics Consumer Price Index above 126.4 (1947-49=100). If the CPI fell below 126.9, the cost-of-living allowance would be zero. ¹⁰
July 10, 1961 (agreement dated Aug. 8, 1960).	3 cents an hour increase.	Deferred increase.
July 10, 1961	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 9, 1961	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 8, 1962	No change	Quarterly review of cost-of-living allowance.
Apr. 9, 1962	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 9, 1962 (agreement dated Aug. 8, 1960).	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 23, 1962 (agreement dated Jan. 28, 1963).	5 to 8 cents an hour increase, averaging 6.3 cents. ¹¹	Deferred increases of 6 to 8 cents an hour effective July 22, 1963, and 6 to 9 cents effective July 20, 1964. In addition, existing 7-cent cost-of-living allowance (including 1 cent effective Oct. 8, 1962, and Jan. 7, 1963) incorporated into basic wage rates.

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
July 23, 1962 (agreement dated Jan. 28, 1963)—Continued		Escalator provision continued, with quarterly adjustments in cost-of-living allowance of 1 cent for each 0.4-point change in the Bureau of Labor Statistics Consumer Price Index above 105.9 (1957-59=100). If the CPI fell below 106.3, the cost-of-living allowance would be zero. ¹² In addition, inequity adjustments of 3 to 15 cents an hour for 1,450 employees in 43 occupations amounted to 0.6 cent when averaged over all employees in the bargaining unit.
Oct. 8, 1962-----	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance. (Incorporated into base rates—see the preceding entry.)
Jan. 7, 1963-----	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance. (Incorporated into base rates—see the preceding entry.)
Apr. 8, 1963-----	No change-----	Quarterly review of cost-of-living allowance.
July 8, 1963-----	No change-----	Quarterly review of cost-of-living allowance.
July 22, 1963 (agreement dated Jan. 28, 1963).	6 to 8 cents an hour increase, averaging 6.6 cents. ¹³	Deferred increase.
Oct. 14, 1963-----	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 13, 1964-----	No change-----	Quarterly review of cost-of-living allowance.
Apr. 13, 1964-----	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 13, 1964-----	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 12, 1964-----	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 11, 1965-----	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Apr. 12, 1965-----	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 12, 1965-----	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 26, 1965 (agreement dated July 24, 1965).	8 cents an hour increase.	Agreement also: (1) Provided two deferred general wage increases of 8 cents an hour effective July 25, 1966, and July 24, 1967; ¹⁴ (2) incorporated the existing 9-cent-an-hour cost-of-living allowance into base rates; (3) continued the cost-of-living escalator clause, with quarterly adjustments in the allowance of 1 cent for each 0.4-point change in the Bureau of Labor Statistics Consumer Price Index above 109.3 (1957-59=100). If the CPI fell below 109.7 the cost-of-living allowance would be zero; ¹⁵ (4) upgraded 24 job classifications, which resulted in additional increases of 0.3 cents an hour when averaged over all employees in the bargaining unit.
Oct. 11, 1965-----	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 10, 1966-----	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Apr. 11, 1966-----	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 11, 1966-----	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 10, 1966-----	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 9, 1967-----	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.

See footnotes on following page.

Footnotes:

¹ General wage changes are construed as upward or downward adjustments that affect an entire establishment, bargaining unit, or substantial group of employees at one time. Not included within the term are adjustments in individual rates (promotions, classification and merit increases, etc.) and minor adjustments in wage structure that do not have an immediate effect on the general wage level.

The changes listed above are the major adjustments in wage rates made during the period covered. Because of fluctuations in earnings occasioned by changes in classification systems and other factors the total of the general changes listed will not necessarily coincide with the changes in straight-time average hourly earnings over the period.

² The escalator clause provided the following adjustments:

Consumer Price Index (Adjusted series, 1935-39=100)	Cost-of-living adjustment (in cents per hour)
188.9 and under 190.1-----	None
190.1 and under 191.2-----	1
191.2 and under 192.3-----	2
192.3 and under 193.5-----	3
193.5 and under 194.6-----	4
and so forth, with a 1-cent change for each 1.14-point change in the index.	

³ The new agreement provided that cost-of-living bonuses be based on the revised series Consumer Price Index (1947-49=100), as follows:

Consumer Price Index	Cost-of-living bonus (in cents per hour)
113.6 to 114.1-----	None
114.2 to 114.7-----	1
114.8 to 115.3-----	2
115.4 to 115.9-----	3
116.0 to 116.5-----	4
116.6 to 117.1-----	5
117.2 to 117.7-----	6
117.8 to 118.3-----	7
and so forth, with a 1-cent change for each 0.6-point change in the index.	

⁴ Employees in labor grades 1-5 received increases of 7 cents an hour; grades 6-10, 6 cents; and grades 11-16, 5 cents.

⁵ These amounted to an average increase of 0.1 cent an hour when averaged over all factory employees of the company represented by the union.

⁶ Employees in labor grades 1-3 received increases of 6 percent; grades 4-10, 5 percent; and grades 11-16, 4 percent.

⁷ These amounted to an average increase of 0.2 cent an hour when averaged over all factory employees of the company represented by the union.

⁸ Factory labor grade 1, 22 cents an hour; grade 2, 21 cents; grades 3 and 4, 20 cents; grades 5-9, 19 cents; and grades 10-16, 18 cents. Increases for clerical workers ranged from 18 to 27 cents.

⁹ The agreement provided that quarterly cost-of-living adjustments effective in September, December, March, and June be based on the BLS Consumer Price Index for the months of July, October, January, and April as follows:

Consumer Price Index (1947-49=100)	Cost-of-living allowance (in cents per hour)
123.4 or less-----	None
123.5 to 123.9-----	1
124.0 to 124.4-----	2
124.5 to 124.9-----	3
125.0 to 125.4-----	4
125.5 to 125.9-----	5
126.0 to 126.4-----	6
and so forth, with a 1-cent adjustment for each 0.5-point change in the index.	

The cost-of-living bonus currently in effect to be included in computing only overtime, vacation, sick leave, and holiday payments.

¹⁰ The agreement provided that quarterly cost-of-living adjustments effective in 1961 and thereafter in July, October, January, and April be based on the BLS Consumer Price Index for the months of May, August, November, and February as follows:

Consumer Price Index (1947-49=100)	Cost-of-living allowance (in cents per hour)
126.8 or less-----	None
126.9 to 127.3-----	1
127.4 to 127.8-----	2
127.9 to 128.3-----	3
128.4 to 128.8-----	4
128.9 to 129.3-----	5
129.4 to 129.8-----	6
and so forth, with a 1-cent adjustment for each 0.5-point change in the index.	

Footnotes—Continued

The cost-of-living allowance currently in effect was to be included in computing only overtime, vacation, sick leave, and holiday payments.

¹¹ Employees in office and technical labor grades 1-3 received 8 cents an hour; grades 4-6, 7 cents; grades 7-10, 6 cents; and grades 11-18, 5 cents. Employees in factory labor grade 1 received 8 cents an hour; grades 2-4, 7 cents; grades 5-8, 6 cents; and grades 9-16, 5 cents.

¹² The agreement provided that quarterly cost-of-living adjustments, effective in January, April, July, and October, be based on the BLS Consumer Price Index for the months of November, February, May, and August, respectively.

Consumer Price Index (1957-59=100)	Cost-of-living allowance (in cents per hour)
106.2 or less-----	None
106.3 to 106.6-----	1
106.7 to 107.0-----	2
107.1 to 107.4-----	3
107.5 to 107.8-----	4
107.9 to 108.2-----	5
108.3 to 108.6-----	6
108.7 to 109.0-----	7
109.1 to 109.4-----	8
109.5 to 109.8-----	9
109.9 to 110.2-----	10

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

The parties converted the index ranges to a 1957-59 base by the use of the standard conversion factor (.8149959).

The cost-of-living allowance currently in effect continued to be included in computing overtime, vacation, and sick leave payments, and pay for unused sick and injury leave. The 1963 agreement provided for the cost-of-living allowance to be included in computing jury duty pay.

¹³ Employees in office and technical labor grades 1-3 received 8 cents an hour; grades 4-6, 7 cents; and grades 7-18, 6 cents. Employees in factory labor grade 1 received 8 cents an hour; grades 2-4, 7 cents; grades 5-16, 6 cents.

¹⁴ In addition, employees' take-home pay was to be increased by 2.2 cents an hour on July 25, 1966, and by 2.2 cents an hour on July 24, 1967, as a result of the company's assumption of the remaining costs of dependents insurance in 2 steps.

¹⁵ The agreement provided that quarterly cost-of-living adjustments, effective in January, April, July, and October, be based on the BLS Consumer Price Index for the months of November, February, May, and August, respectively.

Consumer Price Index (1957-59=100)	Cost-of-living allowance (in cents per hour)
109.6 or less-----	None
109.7 to 110.0-----	1
110.1 to 110.4-----	2
110.5 to 110.8-----	3
110.9 to 111.2-----	4
111.3 to 111.6-----	5
111.7 to 112.0-----	6
112.1 to 112.4-----	7
112.5 to 112.8-----	8
112.9 to 113.2-----	9
113.3 to 113.6-----	10

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

B-1—Hourly Rate Ranges by Factory Labor Grade, 1949—64¹

Labor grade and typical occupation	Nov. 28, 1949		Oct. 9, 1950		Aug. 31, 1951		Aug. 25, 1952		Nov. 9, 1953 ²	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 1 Machinists, general; mechanics, electrical and electronic, fabrication and structures development, flight test; jig and fixture (wood) builders, A; patternmakers, wood; tool and die makers.	\$1.70	\$1.95	\$1.80	\$2.07	\$2.00	\$2.24	\$2.13	\$2.33	\$2.20	\$2.45
Grade 2 Machinists, duplicating and profiling, horizontal boring mill, jig borer; setup men, machine tool; template makers, A.	1.65	1.90	1.75	2.01	1.93	2.17	2.06	2.26	2.13	2.33
Grade 3 Heat treaters, steel-tooling; machinists, lathe, milling-machine planer, shaper; set-up men, welding-tooling.	1.60	1.85	1.70	1.96	1.87	2.12	1.99	2.21	2.06	2.28
Grade 4 Carpenters, maintenance, A; die makers, cast multiple acting; molders, aluminum pattern; operators, drop hammer.	1.55	1.80	1.65	1.91	1.82	2.06	1.94	2.15	2.01	2.22
Grade 5 Mechanics, electrical check-out, flight armament, hydraulic and plumbing check out; fitters, metal, A; operators, power hammer, A; welders, aircraft aluminum, arc, gas, inert gas-arc.	1.50	1.75	1.60	1.86	1.76	2.01	1.88	2.10	1.95	2.17
Grade 6 Operators, horizontal boring-mill; welders, flash.	1.45	1.70	1.55	1.80	1.71	1.94	1.83	2.03	1.90	2.10
Grade 7 Assemblers, final, general structures, hydraulic, precision and sheet metal; mechanics, electrical bench; molders, aircraft; operators—grinder, A; milling machine, A, power brake, A, punch press, A, turret lathe, A; template makers, B.	1.40	1.65	1.50	1.75	1.65	1.89	1.77	1.98	1.84	2.05
Grade 8 Platers, chrome; repairmen, portable tool and equipment; truckdrivers, general.	1.35	1.60	1.45	1.70	1.60	1.84	1.72	1.93	1.79	2.00
Grade 9 Operators, circular saw, forming roll, profile cutting torch; painters, aircraft, A; riveters, machine; tube benders, power; welders, spot, A.	1.35	1.55	1.40	1.64	1.54	1.77	1.67	1.86	1.74	1.93
Grade 10 Assembler installers; buffers and grinders; fitters, metal, B; operators—drill press, A, power hammer, B, straightening press, B; truckers, power, A.	1.30	1.50	1.35	1.59	1.49	1.72	1.62	1.81	1.69	1.88
Grade 11 Assemblers, electrical bench; operators, router radial arm, sawtooling, square-shear.	1.30	1.45	1.30	1.54	1.43	1.66	1.57	1.75	1.64	1.82
Grade 12 Assemblers, cable, detail-bench; oilers, maintenance; operators—grinder, B, milling machine, B; power brake, B, punch press, B; turret lathe, B.	1.25	1.40	1.25	1.48	1.38	1.60	1.52	1.69	1.59	1.76
Grade 13 Helpers, maintenance; operators—drill press, B, forming roll, B, sewing machine; painters, aircraft, B; repairmen, portable tool and equipment, B; welders, spot, B.	1.20	1.35	1.20	1.43	1.32	1.54	1.47	1.63	1.54	1.70
Grade 14 Burrers, power (machine parts); janitors, heavy; truckers, power, B.	1.15	1.30	1.15	1.38	1.28	1.49	1.43	1.58	1.50	1.65
Grade 15 Helpers, processing (fabrication).	1.10	1.25	1.10	1.33	1.25	1.44	1.41	1.53	1.48	1.60
Grade 16 Helpers, assembly.	1.05	1.20	1.05	1.28	1.25	1.38	1.37	1.47	1.44	1.54

See footnotes at end of table.

B-1—Hourly Rate Ranges by Factory Labor Grade, 1949—64¹—Continued

Labor grade and typical occupation	Dec. 13, 1954		Feb. 20, 1956		Feb. 18, 1957		May 12, 1958 ⁴		May 11, 1959 ⁵	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 1 Machinists, general; mechanics, electrical and electronic, fabrication and structures development, flight test; jig and fixture (wood) builders, A; patternmakers, wood; tool and die makers.	\$2.28	\$2.53	\$2.42	\$2.68	\$2.49	\$2.75	\$2.71	\$2.97	\$2.79	\$3.06
Grade 2 Machinists, duplicating and profiling, horizontal boring mill, jig borer; setup men, machine tool; template makers, A.	2.21	2.41	2.34	2.55	2.41	2.62	2.62	2.83	2.70	2.91
Grade 3 Heat treaters, steel-tooling; machinists, lathe, milling-machine planer, shaper; set-up men, welding-tooling.	2.14	2.36	2.27	2.50	2.34	2.57	2.54	2.77	2.62	2.85
Grade 4 Carpenters, maintenance, A; die makers, cast multiple acting; molders, aluminum pattern; operators, drop hammer.	2.09	2.30	2.19	2.42	2.26	2.49	2.46	2.69	2.53	2.77
Grade 5 Mechanics, electrical check-out, flight armament, hydraulic and plumbing check out; fitters, metal, A; operators, power hammer, A; welders, aircraft aluminum, arc, gas, inert gas-arc.	2.03	2.25	2.13	2.36	2.20	2.43	2.39	2.62	2.46	2.70
Grade 6 Operators, horizontal boring-mill; welders, flash.	1.97	2.17	2.07	2.28	2.14	2.35	2.33	2.54	2.40	2.62
Grade 7 Assemblers, final, general structures, hydraulic, precision and sheet metal; mechanics, electrical bench; molders, aircraft; operators—grinder, A, milling machine, A, power brake, A, punch press, A, turret lathe, A; template makers, B.	1.91	2.12	2.01	2.23	2.08	2.30	2.27	2.49	2.34	2.56
Grade 8 Platers, chrome; repairmen, portable tool and equipment; truckdrivers, general.	1.86	2.07	1.95	2.17	2.02	2.24	2.21	2.43	2.28	2.50
Grade 9 Operators, circular saw, forming roll, profile cutting torch; painters, aircraft, A; riveters, machine; tube benders, power; welders, spot, A.	1.81	2.00	1.90	2.10	1.97	2.17	2.16	2.36	2.23	2.43
Grade 10 Assembler installers; buffers and grinders; fitters, metal, B; operators—drill press, A, power hammer, B, straightening press, B; truckers, power, A.	1.76	1.95	1.85	2.05	1.92	2.12	2.10	2.30	2.17	2.37
Grade 11 Assemblers, electrical bench; operators, router radial arm, sawtooling, square-shear.	1.70	1.88	1.77	1.96	1.84	2.03	2.02	2.21	2.09	2.28
Grade 12 Assemblers, cable, detail-bench; oilers, maintenance; operators—grinder, B, milling machine, B; power brake, B, punch press, B; turret lathe, B.	1.65	1.82	1.72	1.89	1.79	1.96	1.97	2.14	2.04	2.21
Grade 13 Helpers, maintenance; operators—drill press, B, forming roll, B, sewing machine; painters, aircraft, B; repairmen, portable tool and equipment, B; welders, spot, B.	1.60	1.76	1.66	1.83	1.73	1.90	1.91	2.08	1.98	2.15
Grade 14 Burrers, power (machine parts); janitors, heavy; truckers, power, B.	1.56	1.71	1.62	1.78	1.69	1.85	1.87	2.03	1.94	2.10
Grade 15 Helpers, processing (fabrication).	1.54	1.66	1.60	1.73	1.67	1.80	1.85	1.98	1.92	2.05
Grade 16 Helpers, assembly.	1.50	1.60	1.56	1.66	1.63	1.73	1.81	1.91	1.88	1.98

See footnotes at end of table.

B-1—Hourly Rate Ranges by Factory Labor Grade, 1949—64¹—Continued

Labor grade and typical occupation	June 13, 1960 ⁶		July 10, 1961 ^{5 7}		July 23, 1962 ^{7 8}		July 22, 1963		July 20, 1964	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 1 ----- Machinists, general; mechanics, electrical and electronic, fabrication and structures development, flight test; jig and fixture (wood) builders, A; patternmakers, wood; tool and die makers.	\$2.89	\$3.16	\$2.92	\$3.19	\$3.07	\$3.34	\$3.15	\$3.42	\$3.24	\$3.51
Grade 2 ----- Machinists, duplicating and profiling, horizontal boring mill, jig borer; setup men, machine tool; template makers, A.	2.80	3.01	2.83	3.04	3.02	3.23	3.09	3.30	3.17	3.38
Grade 3 ----- Heat treaters, steel-tooling; machinists, lathe, milling-machine planer, shaper; set-up men, welding-tooling.	2.72	2.95	2.75	2.98	2.89	3.12	2.96	3.19	3.04	3.27
Grade 4 ----- Carpenters, maintenance, A; die makers, cast multiple acting; molders, aluminum pattern; operators, drop hammer.	2.63	2.87	2.66	2.90	2.80	3.04	2.87	3.11	2.95	3.19
Grade 5 ----- Mechanics, electrical check-out, flight armament, hydraulic and plumbing check out; fitters, metal, A; operators, power hammer, A; welders, aircraft aluminum, arc, gas, inert gas-arc.	2.56	2.80	2.59	2.83	2.72	2.96	2.78	3.02	2.85	3.09
Grade 6 ----- Operators, horizontal boring-mill; welders, flash.	2.50	2.72	2.53	2.75	2.66	2.88	2.72	2.94	2.79	3.01
Grade 7 ----- Assemblers, final, general structures, hydraulic, precision and sheet metal; mechanics, electrical bench; molders, aircraft; operators—grinder, A, milling machine, A, power brake, A, punch press, A, turret lathe, A; template makers, B.	2.44	2.66	2.47	2.69	2.60	2.82	2.66	2.88	2.73	2.95
Grade 8 ----- Platers, chrome; repairmen, portable tool and equipment; truckdrivers, general.	2.38	2.60	2.41	2.63	2.54	2.76	2.60	2.82	2.67	2.89
Grade 9 ----- Operators, circular saw, forming roll, profile cutting torch; painters, aircraft, A; riveters, machine; tube benders, power; welders, spot, A.	2.33	2.53	2.36	2.56	2.48	2.68	2.54	2.74	2.60	2.80
Grade 10 ----- Assembler installers; buffers and grinders; fitters, metal, B; operators—drill press, A, power hammer, B, straightening press, B; truckers, power A.	2.27	2.47	2.30	2.50	2.42	2.62	2.48	2.68	2.54	2.74
Grade 11 ----- Assemblers, electrical bench; operators, router radial arm, sawtooling, square-shear.	2.19	2.38	2.22	2.41	2.34	2.53	2.40	2.59	2.46	2.65
Grade 12 ----- Assemblers, cable, detail-bench; oilers, maintenance; operators—grinder, B, milling machine, B; power brake, B, punch press, B; turret lathe, B.	2.14	2.31	2.17	2.34	2.29	2.46	2.35	2.52	2.41	2.58
Grade 13 ----- Helpers, maintenance; operators—drill press, B, forming roll, B, sewing machine; painters, aircraft, B; repairmen, portable tool and equipment, B; welders, spot, B.	2.08	2.25	2.11	2.28	2.23	2.40	2.29	2.46	2.35	2.52
Grade 14 ----- Burrers, power (machine parts); janitors, heavy; truckers, power, B.	2.04	2.20	2.07	2.23	2.19	2.35	2.25	2.41	2.31	2.47
Grade 15 ----- Helpers, processing (fabrication).	2.02	2.15	2.05	2.18	2.17	2.30	2.23	2.36	2.29	2.42
Grade 16 ----- Helpers, assembly.	1.98	2.08	2.01	2.11	2.13	2.23	2.19	2.29	2.25	2.35

See footnotes at end of table.

Footnotes:

¹ In 1959 and earlier years, progression from the minimum to the maximum pay rate in a grade was based on a review of the employee's record each 16 weeks, with adjustment in accordance with the employee's ability and production record. Prior to 1956 the record of each employee at or above the maximum rate in a grade was reviewed each 32 weeks; in the 1956 agreement, this was changed to 48 weeks. Starting in 1960, progression for nonprobationary employees on the active payroll was automatic. The agreement provided for a 5-cent-an-hour increase on the first Monday of November and March and a 6-cent increase on the first Monday of July, until the maximum rate was reached. Where scheduled increases would result in a rate above or no more than 2 cents below the maximum, increases were to be adjusted to provide exactly the maximum rate.

² Rates shown reflect incorporation of 2 cents of the previous 3-cent cost-of-living allowance into basic rates.

³ This was the maximum rate for factory labor grade 1 from Aug. 25 until Nov. 10, 1952. On Jan. 23, 1953, the National Wage Stabilization Board reversed the decision of the Regional Board and allowed an additional 5 cents, retroactive to Nov. 10, 1952. See table A.

⁴ The 1958 contract removed some maintenance and skilled (e.g., tool and die makers, jig and fixture builders, and grade A maintenance carpenters) from the labor grade structure.

⁵ Does not include cost of living. For cost-of-living allowances, see table A.

⁶ Rates shown reflect incorporation of the 6-cent cost-of-living allowance into basic rates.

⁷ In 1961 and 1962, employees received automatic increases of 5 cents an hour on the first Monday of November and March and a 6-cent increase on the first Monday of July, until the maximum rate was reached. The agreement dated Jan. 28, 1963, provided for a 5-cent-an-hour increase on the second Monday of the fourth month of employment and of each fourth month thereafter, except when the fourth month was May, June, July, or August, when the increase was to be 6 cents, until the maximum rate was reached. Where a scheduled increase would result in an amount above or no more than 2 cents below the maximum, increases were to be adjusted to provide the maximum rate. The rates shown include only that portion of the cost-of-living allowance incorporated into basic rates by the stipulated dates; the specific amounts are given in footnote 8. Otherwise, cost-of-living allowances were added only to rates of workers on the payroll at their effective dates; they were not added to labor grade minimums and maximums and are not included in the rates shown on this table.

⁸ Rates shown reflect incorporation of 7-cent cost-of-living allowances into basic rates as well as the general wage rate changes which varied from 5 to 8 cents, depending upon labor grade, and inequity adjustments. (See footnote 11, table A.)

B-2—Hourly Rate Ranges by Factory Labor Grade, 1965–67¹

Labor grade and typical occupation ²	July 24, 1965 ³		July 25, 1966 ³		July 24, 1967 ⁴	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade 1 ----- Machinists, jig borer; mechanics, electrical and electronics, fabrication and structures development, flight test; jig and fixture (wood) builders; pattern-makers, wood.	\$ 3.41	\$ 3.68	\$ 3.49	\$ 3.76	\$ 3.57	\$ 3.84
Grade 2 ----- Machinists, duplicating and profiling, horizontal boring mill, lathe, milling machine; setup men, machine tools; template makers, senior.	3.34	3.55	3.42	3.63	3.50	3.71
Grade 3 ----- Carpenters, maintenance senior; die-makers, cast; heat treaters, steel-tooling; machinists, planer, shaper.	3.21	3.44	3.29	3.52	3.37	3.60
Grade 4 ----- <u>Mechanics, electrical checkout, hydraulic and plumbing checkout; molders, closed sand; operators, drop hammer; truck-drivers, general.</u>	3.12	3.36	3.20	3.44	3.28	3.52
Grade 5 ----- Diemakers—steel rule; ⁵ fitters, metal, senior; operators, power hammer, senior, truck crane; ⁵ tube benders, general. ⁵	3.02	3.26	3.10	3.34	3.18	3.42
Grade 6 ----- Die finishers—cast; ⁵ operators, horizontal boring-mill, milling machine, senior, turret lathe, senior; welders, flash.	2.96	3.18	3.04	3.26	3.12	3.34
Grade 7 ----- Assemblers, final, general structures, hydraulic, precision and sheet metal; mechanics, electrical bench; molders, open sand; operators, power brake, senior, punch press, senior; <u>repairmen, portable tool and equipment, senior; template makers.</u>	2.90	3.12	2.98	3.20	3.06	3.28
Grade 8 ----- Platers, chrome; operators, profile cutting torch, straightening press; tube benders, senior.	2.84	3.06	2.92	3.14	3.00	3.22
Grade 9 ----- Operators, circular saw, drill press, senior; ⁶ forming roll, senior; ⁶ painters, senior; welders, spot, senior.	2.77	2.97	2.85	3.05	2.93	3.13
Grade 10 ----- Assembler installers; buffers and grinders, senior, metal fitters; oilers, maintenance; ⁶ operators, power brake, power hammer, punch press, truckers, power, senior.	2.71	2.91	2.79	2.99	2.87	3.07
Grade 11 ----- Assemblers, cable; operators, grinder, ⁶ milling machine, saw (tooling), sewing machine; turret lathe.	2.63	2.82	2.71	2.90	2.79	2.98
Grade 12 ----- Assemblers, detail bench; burrs—tumbling barrel; ⁵ operators, drill press; painters, ⁶ sharpeners—drill. ⁵	2.58	2.75	2.66	2.83	2.74	2.91
Grade 13 ----- Helpers, maintenance; operators, drill, sheet metal, forming roll; repairmen, portable tool and equipment.	2.52	2.69	2.60	2.77	2.68	2.85
Grade 14 ----- Burrers, power; helpers—processing, ⁶ tooling, ⁵ janitors, heavy; sorters—material, ⁵ truckers, power.	2.48	2.64	2.56	2.72	2.64	2.80

See footnotes at end of table.

B-2—Hourly Rate Ranges by Factory Labor Grade, 1965—67¹—Continued

Labor grade and typical occupation ²	July 24, 1965 ³		July 25, 1966 ⁴		July 24, 1967 ⁵	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade 15 ----- Fabricators—wiring; ³ janitors, light.	\$ 2.46	\$ 2.59	\$ 2.54	\$ 2.67	\$ 2.62	\$ 2.75
Grade 16 ----- Helpers, assembly; wrappers.	2.42	2.52	2.50	2.60	2.58	2.68

¹ Employees received automatic increases of 5 cents an hour on the second Monday of the 4th month of employment and of each 4th month thereafter, except when the 4th month was May, June, July, or August; then the increase was to be 6 cents, until the maximum rate was reached. Where a scheduled increase would result in an amount above or no more than 2 cents below the maximum, increases were to be adjusted to provide the maximum rate. The rates shown include only that portion of the cost-of-living allowance incorporated into basic rates by stipulated dates; the specific amounts are given in footnote 2. Otherwise, cost-of-living allowances were added only to rates of workers on the payroll at their effective dates; they were not added to labor grade minimums and maximums and are not included in the rates shown on this table.

² Underscored job titles were the typical occupations that were upgraded in 1965. Some of the occupations not listed here were also upgraded.

³ Rates shown reflect incorporation of the 9-cent cost-of-living allowance into basic rates as well as the 8-cent-an-hour general wage increase.

⁴ For cost-of-living allowances see table A.

⁵ Occupation shown for the first time in 1965, although included in grade previously.

⁶ Upgraded prior to 1965.

C-1—Hourly Rate Ranges,¹ by Office and Technical Labor Grade, 1959—64²

Labor grade and typical occupation	Effective date					
	May 11, 1959		June 13, 1960 ³		July 10, 1961	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 1 Liaison man—tool fabrication or tool inspection; tool planner.	\$2.93	\$3.37	\$3.03	\$3.47	\$3.06	\$3.50
Grade 2 Illustrator—technical senior; instructor—aircraft electronics; photographer—motion picture.	2.76	3.19	2.86	3.29	2.89	3.32
Grade 3 Analyst—spare parts or tool procurement; clerk— traffic rate; illustrator—technical; liaison man—experimental; typography man.	2.70	3.01	2.80	3.11	2.83	3.14
Grade 4 Photographer—technical; specialist—photographic.	2.63	2.91	2.73	3.01	2.76	3.04
Grade 5 Analyst—commercial, spares procurement, or standard tool reconditioning; photographer; scheduler— manufacturing.	2.56	2.85	2.66	2.95	2.69	2.98
Grade 6 Operator—senior tabulating; planner—material; technician—medical laboratory.	2.47	2.77	2.57	2.87	2.60	2.90
Grade 7 Assistant—engineering operations; checker—advance materials; estimator—price; nurse—industrial and X-ray technician.	2.41	2.70	2.51	2.80	2.54	2.83
Grade 8 Accountant—cost, general, payroll, or property; expeditor; nurse—industrial; statistician.	2.34	2.62	2.44	2.72	2.47	2.75
Grade 9 Checker—price; delivery man—aircraft; estimator— material; operator—multilith or tabulating.	2.28	2.56	2.38	2.66	2.41	2.69
Grade 10 Dispatcher—aircraft flight, motortruck, passenger vehicles, procured parts, or tool; illustrator; scheduler—production or tool.	2.22	2.50	2.32	2.60	2.35	2.63
Grade 11 Cashier; clerk—order writing, parts sales order, or wire card control; dispatcher—area or assembly; secretary; timekeeper.	2.17	2.43	2.27	2.53	2.30	2.56
Grade 12 Clerk—accounts, identification, material records, price estimating, records center, shipping and re- ceiving, spares requirements, or tool planning; crib man—perishable tool.	2.09	2.37	2.19	2.47	2.22	2.50
Grade 13 Clerk—billing, invoice processing, material control, payroll, personnel, spare parts records, statistical, stock reconciler, or stock tabulating; typist—layout.	2.02	2.28	2.12	2.38	2.15	2.41
Grade 14 Clerk—blueprint control, central files, production control, tool control, typist department, or U.S. mail; operator—calculating machine or switchboard.	1.93	2.21	2.03	2.31	2.06	2.34
Grade 15 Clerk—duplicator, ledger, or mail; messenger— package; operator—addressing machine; stenographer.	1.88	2.15	1.98	2.25	2.01	2.28
Grade 16 Operator—keypunch or teleplate printer helper.	1.83	2.10	1.93	2.20	1.96	2.23
Grade 17 Attendant—tabulating; clerk—general; typist—general clerk.	1.80	2.05	1.90	2.15	1.93	2.18
Grade 18 Clerk—file; messenger—mail; operator—duplicator; trimmer and folder—blueprint.	1.78	1.98	1.88	2.08	1.91	2.11

See footnotes at end of table.

C-1—Hourly Rate Ranges,¹ by Office and Technical Labor Grade, 1959—64²—Continued

Labor grade and typical occupation	Effective date					
	July 23, 1962 ⁴		July 22, 1963 ⁵		July 20, 1964	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 1 Liaison man—tool fabrication or tool inspection; tool planner.	\$3.26	\$3.70	\$3.34	\$3.78	\$3.43	\$3.87
Grade 2 Illustrator—technical senior; instructor—aircraft electronics; photographer—motion picture.	3.04	3.47	3.12	3.55	3.21	3.64
Grade 3 Analyst—spare parts or tool procurement; clerk— traffic rate; illustrator—technical; liaison man—experimental; typography man.	2.98	3.29	3.06	3.37	3.15	3.46
Grade 4 Photographer—technical; specialist—photographic.	2.90	3.18	2.97	3.25	3.05	3.33
Grade 5 Analyst—commercial, spares procurement, or standard tool reconditioning; photographer; scheduler— manufacturing.	2.83	3.12	2.90	3.19	2.98	3.27
Grade 6 Operator—senior tabulating; planner—material; technician—medical laboratory.	2.74	3.04	2.81	3.11	2.89	3.19
Grade 7 Assistant—engineering operations; checker—advance materials; estimator—price; nurse—industrial and X-ray technician.	2.67	2.96	2.73	3.02	2.80	3.09
Grade 8 Accountant—cost, general, payroll, or property; expeditor; nurse—industrial; statistician.	2.60	2.88	2.66	2.94	2.73	3.01
Grade 9 Checker—price; delivery man—aircraft; estimator— material; operator—multilith or tabulating.	2.54	2.82	2.60	2.88	2.67	2.95
Grade 10 Dispatcher—aircraft flight, motortruck, passenger vehicles, procured parts, or tool; illustrator; scheduler—production or tool.	2.48	2.76	2.54	2.82	2.61	2.89
Grade 11 Cashier; clerk—order writing, parts sales order, or wire card control; dispatcher—area or assembly; secretary; timekeeper.	2.42	2.68	2.48	2.74	2.54	2.80
Grade 12 Clerk—accounts, identification, material records, price estimating, records center, shipping and receiv- ing, spares requirements, or tool planning; crib man—perishable tool.	2.34	2.62	2.40	2.68	2.46	2.74
Grade 13 Clerk—billing, invoice processing, material control, payroll, personnel, spare parts records, statistical, stock reconciler, or stock tabulating; typist—layout.	2.27	2.53	2.33	2.59	2.39	2.65
Grade 14 Clerk—blueprint control, central files, production control, tool control, typist department, or U.S. mail; operator—calculating machine or switchboard.	2.18	2.46	2.24	2.52	2.30	2.58
Grade 15 Clerk—duplicator, ledger, or mail; messenger— package; operator—addressing machine; stenographer.	2.13	2.40	2.19	2.46	2.25	2.52
Grade 16 Operator—keypunch or teleplate printer helper.	2.08	2.35	2.14	2.41	2.20	2.47
Grade 17 Attendant—tabulating; clerk—general; typist—general clerk.	2.05	2.30	2.11	2.36	2.17	2.42
Grade 18 Clerk—file; messenger—mail; operator—duplicator; trimmer and folder—blueprint.	2.03	2.23	2.09	2.29		2.35

¹ Does not include cost-of-living allowances.

² Progress from the minimum to the maximum rate in a grade was the same as that for factory labor grades.
(See footnote 1, table B-1.)

³ Rates shown reflect incorporation of the 6-cent cost-of-living allowance into basic rates.

⁴ See footnote 8, table B-1.

⁵ See footnote 7, table B-1.

C-2—Hourly Rate Ranges,¹ by Office and Technical Labor Grade, 1965—67²

Labor grade and typical occupation	July 24, 1965 ³		July 25, 1966		July 24, 1967	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade 1 Liaison men—tool inspection; tool planners, processors—tool and manufacturing—ADP. ⁴	\$ 3.60	\$ 4.04	\$ 3.68	\$ 4.12	\$ 3.76	\$ 4.20
Grade 2 Illustrators—technical senior; photographers—motion picture.	3.38	3.81	3.46	3.89	3.54	3.97
Grade 3 Analysts—spare parts, tool procurement; clerks—traffic rate; illustrators—technical; liaison men—experimental; photographers—technical. ⁵	3.32	3.63	3.40	3.71	3.48	3.79
Grade 4 Specialists—photographic.	3.22	3.50	3.30	3.58	3.38	3.66
Grade 5 Analysts—spares procurement, standard tool reconditioning; photographers; schedulers—manufacturing.	3.15	3.44	3.23	3.52	3.31	3.60
Grade 6 Operators—senior tabulating; planners—material; technicians—medical laboratory; checkers—advance material. ⁶	3.06	3.36	3.14	3.44	3.22	3.52
Grade 7 Assistants—engineering operations; estimators—price; nurses—industrial and X-ray technician.	2.97	3.26	3.05	3.34	3.13	3.42
Grade 8 Accountants—general; dispatchers—outside production; expeditors; ⁴ nurses—industrial; statisticians.	2.90	3.18	2.98	3.26	3.06	3.34
Grade 9 Checkers—price, delivery—aircraft; estimators—material; operators, multilith, tabulating.	2.84	3.12	2.92	3.20	3.00	3.28
Grade 10 Dispatchers—aircraft flight, motor-truck, passenger vehicles, procured parts, tool; illustrators; schedulers—production.	2.78	3.06	2.86	3.14	2.94	3.22
Grade 11 Cashiers; clerks—order writing, parts sales order, wire card control; dispatchers—area, assembly; secretaries; timekeepers.	2.71	2.97	2.79	3.05	3.87	3.13
Grade 12 Clerks—accounts, identification, material record, ⁴ price estimating, shipping and receiving, tool planning, crib men—perishable tool.	2.63	2.91	2.71	2.99	2.79	3.07
Grade 13 Clerks—billing, invoice processing, payroll, personnel, production load and control, ⁷ spare parts record, statistical, stock, tabulating; storekeepers. ⁴	2.56	2.82	2.64	2.90	2.72	2.98
Grade 14 Clerks—blueprint control, central files, tool control, typists, department, U. S. mail; operators—calculating machine, switchboard.	2.47	2.75	2.55	2.83	2.63	2.91
Grade 15 Clerks—duplicator, ledger, mail; messengers—package; operators—addressing machine; stenographers.	2.42	2.69	2.50	2.77	2.58	2.85
Grade 16 Operators—keypunch.	2.37	2.64	2.45	2.72	2.53	2.80

See footnotes at end of table.

C-2—Hourly Rate Ranges,¹ by Office and Technical Labor Grade, 1965—67²—Continued

Labor grade and typical occupation	July 24, 1965 ³		July 25, 1966		July 24, 1967	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade 17 ----- Clerks—general; typists—general clerk; trainees—data processing. ⁸	\$ 2. 34	\$ 2. 59	\$ 2. 42	\$ 2. 67	\$ 2. 50	\$ 2. 75
Grade 18 ----- Clerks—file; operators—duplicator; trimmers and folders—blueprint; typists.	2. 32	2. 52	2. 40	2. 60	2. 48	2. 68

¹ Does not include cost-of-living allowances.

² Progress from the minimum to the maximum rate in a grade was the same as that for factory labor grades. (See footnote 1, table B-1.)

³ Rates reflect incorporation of the 9-cent cost-of-living allowance into basic rates as well as the 8-cent-an-hour general wage increase.

⁴ Occupation shown for the first time in 1965, although included in grade previously.

⁵ Underscored job title was a typical occupation that was upgraded in 1965. Some occupations, not listed here, were also upgraded.

⁶ Upgraded prior to 1965.

⁷ Formerly 2 occupations, production control clerk and production load clerk.

⁸ Formerly tabulating attendant.

D—Related Wage Practices¹

Effective date	Provision	Applications, exceptions, and other related matters
Shift Premium Pay		
Mar. 30, 1937 -----	No provision for shift premium pay.	
Aug. 19, 1940 -----	6 cents an hour premium pay for work on second shift; 6 cents an hour and 8 hours' pay for 6½ hours' work on third shift.	3 cents an hour bonus paid employees required to work a nonstandard workweek. Standard workweek defined as consisting of 5 days, Monday through Friday inclusive.
Aug. 22, 1949 -----	Increased to: 8 cents for second shift.	5 cents an hour bonus paid employees on nonstandard workweek.
Dec. 8, 1952 -----	Increased to: 8 cents an hour and 8 hours' pay for 6½ hours' work on third shift.	8-cent premium for second shift unchanged.
Mar. 12, 1956 (by agreement dated Mar. 5, 1956).	Increased to: 12 cents an hour for work on second shift.	
Aug. 8, 1960 (agreement of same date).	-----	Increased to: 10 cents an hour bonus paid employees required to work nonstandard workweek.
July 24, 1965 (agreement of same date).	-----	Increased to: 12 cents an hour bonus paid employees required to work nonstandard workweek.
Overtime Pay		
Mar. 30, 1937 -----	Time and one-half for work in excess of 8 hours a day or 5 days a week.	
Aug. 19, 1940 -----	Changed to: Time and one-half for work in excess of 8 hours a day and 40 hours a week.	
July 24, 1965 (agreement of same date).	Added: Double time for work in excess of 12 hours a day, Monday through Saturday.	
Premium Pay for Saturday and Sunday		
Mar. 30, 1937 -----	Time and one-half for work on Saturday or Sunday as such.	
Aug. 1, 1937 ² -----	-----	Normal workweek defined as Monday to Friday inclusive but company reserved right to alter work schedule for maintenance and personnel-service employees. These employees received premium pay for work on sixth and seventh consecutive days.
Nov. 5, 1945 -----	Changed to: Time and one-half for work on Saturday, double time for Sunday as such.	
June 16, 1947 -----	Changed to: Time and one-half for work on sixth consecutive day and double time for seventh consecutive day.	

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday Pay		
Mar. 30, 1937-----	Time and one-half for work on 6 holidays. No pay for holidays not worked.	Holidays were: New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving, and Christmas.
July 26, 1937-----	Added: 1 premium holiday (total, 7).	Washington's Birthday.
July 14, 1938-----	Washington's Birthday revoked as a premium day (total, 6).	
Aug. 19, 1940 ² -----	Changed to: 6 paid holidays for which all workers received their regular rate of pay. Double time (total) for holidays worked.	Double time and one-half (total) paid after 8 hours' work on a holiday.
Dec. 5, 1952-----	-----	Holidays paid for regardless of the day of the week on which they fell.
Dec. 20, 1954-----	-----	Holiday pay to include any shift and odd ³ workweek bonuses, except when holiday fell within employee's vacation.
May 12, 1958 (agreement dated May 16, 1958).	Added: 7th paid holiday-----	Holiday was Dec. 24. When day observed as Christmas holiday fell on Monday, Christmas Eve holiday to be observed on preceding Friday; and when Christmas holiday observed on Friday, Dec. 24 holiday to be observed on Thursday. Provision similarly applicable to employees on odd ³ workweek, to provide 4 continuous days off.
Nov. 29, 1962 (agreement dated Jan. 28, 1963).	Added: 1 paid holiday (total 8). Changed: Double time, plus holiday pay, for work on holidays.	Holiday was day after Thanksgiving. Changed: Holiday pay to include cost-of-living allowance, and shift and odd workweek bonuses for holidays occurring during employee's vacation.
July 24, 1965 (agreement of same date).	Added: 1 paid holiday (total 9).	Good Friday.
Paid Vacations		
Mar. 30, 1937----- May 1, 1938-----	No provision for paid vacations. 1 week's paid vacation after 2 years of continuous service.	Vacation pay to equal 40 hours at regular rate of pay. Employees absent for 60 consecutive days or more in a 2-year period or 10 days during 12 months preceding vacations disqualified from benefits unless excused. Employees allowed to elect second week of vacation without pay.
May 1, 1940-----	Changed to: 1 week's paid vacation after 1 year of continuous service.	60-day disqualification period eliminated.
Aug. 19, 1940-----	-----	Basis of vacations changed to 1 day of paid vacation and 1 day of unpaid vacation for each 2-month period of employment. 2 days of unauthorized leave during 2-month period disqualified employee from receiving vacation credit.
Sept. 15, 1941-----	Changed to: 1 week's paid vacation for employees with 1 year but less than 5 years' service; 2 weeks, after 5 years.	Vacation pay to equal 40 hours at straight-time basic rates for 1-year employees and 80 hours for 5-year employees.
Aug. 22, 1949-----	Pro rata vacation pay for employees being laid off.	Employees laid off with 1 or more years' seniority to receive 10 hours' vacation pay for 3 but less than 6 months' vacation credits; 20 hours for 6 but less than 9 months' vacation credits; 30 hours for 9 but less than 12 months' vacation credits. Employees with 5 years or more of service to be paid double pro rata schedule.
Dec. 1, 1952-----	Changed to: 2 weeks' vacation with pay for employees with 1 year or more of service.	Vacation pay to equal 80 hours' pay at straight-time basic rates. Employees with 1 year's seniority laid off or entering the Armed Forces paid 1/12 of vacation pay for each month of service credited toward vacation period. Part-time employees paid on a pro rata basis.

See footnotes at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid Vacations—Continued		
Dec. 1, 1953-----	Added: 3 weeks' paid vacation for 15 years or more of service. Changed to: 3 weeks' paid vacation for 12 years or more of service.	Vacation pay to equal 120 hours' pay at straight-time basic rates.
Apr. 1, 1956 (by agreement dated Mar. 5, 1956).		
Aug. 8, 1960 (agreement of same date).		Added: For retirees and dependents of deceased employees, same pro rata vacation pay as provided laid-off employees.
Feb. 1, 1963 (agreement dated Jan. 28, 1963).	Changed: 3 weeks' paid vacation for 10 years or more of service.	In effect and continued: Vacation pay continued to include cost-of-living allowance.
	Added: 4 weeks' paid vacation for 25 years or more of service.	Vacation pay to equal 160 hours' pay at straight-time rates plus the cost-of-living allowance in effect.
July 24, 1965 (agreement of same date).		Added: Vacation pay to include second-shift bonus.
Jan. 1, 1966 (agreement dated July 24, 1965).	Changed: 4 weeks' paid vacation for 20 years of service or more.	
Sick and Injury Leave Pay		
Mar. 30, 1937-----	No provision for sick and injury leave pay.	
Sept. 15, 1941-----	Up to 5 days' paid sick leave at straight-time rates allowed in 1 year.	Maximum of 3 days allowed at one time.
Nov. 5, 1945-----	Changed to: 6 days' paid leave...	Employees with 1 and less than 5 years' seniority who did not use leave during year of service preceding vacation entitled to elect: (1) 1 additional week of vacation with pay for unused leave or (2) pay for unused leave without additional vacation time. Paid leave extended to cover death in immediate family.
June 16, 1947-----		Payment for unused leave eliminated, but employees were entitled to use any portion of unused leave granted during previous year.
Aug. 22, 1949-----		Unused leave allowed to accumulate without limit. Maximum of 12 days allowed to be used in any 1 year.
Feb. 1, 1953-----		Sick leave not used by end of year to be paid for.
Dec. 20, 1954-----		Except for pay for unused sick leave, base rate of pay for sick and injury leave to include any shift and odd ³ workweek bonuses.
Jan. 28, 1963 (agreement of same date).		In effect and continued: Pay for unused sick and injury leave continued to include cost-of-living allowance and shift and odd workweek bonuses. Changed: Employee disabled up to 12 months (was 6) must be reinstated.
Reporting Time Pay		
Mar. 30, 1937-----	No provision for reporting time pay.	
Aug. 19, 1940-----	Minimum of 4 hours' pay guaranteed to employees called to work.	
Aug. 22, 1949-----		If lack of work was beyond control of management, 4-hour guarantee did not apply.
Nov. 9, 1952-----		Employees called to work outside of regular shift hours and finishing work before start of regular shift to be paid for 4 hours at regular rate or time and one-half for hours actually worked, whichever was greater.
May 12, 1958 (agreement of same date).		Reporting time guarantee continued to include odd workweek premium, assigned shift bonus, and appropriate premium pay for 6th and 7th day.

See footnotes at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Reporting Time Pay—Continued		
Jan. 28, 1963 (agreement of same date).	-----	Added: Holiday premium to be included in minimum guarantee for employee called to work on holidays.
Rest Period Pay		
Nov. 9, 1952-----	Two 10-minute paid rest periods a shift provided first and second shift employees.	Previous company practice incorporated in contract.
Jury-Duty Pay		
Nov. 9, 1952----- Jan. 28, 1963 (agreement of same date). July 24, 1965 (agreement of same date).	Up to 20 workdays a year with pay allowed employees called for jury service. ----- -----	Pay to equal regular basic rate minus fee or other compensation paid for jury service. Previous company practice incorporated in contract. Added: Jury-duty pay to include cost-of-living allowance. Added: Jury-duty pay to include premium for work on second shift.
Educational Pay		
Jan. 28, 1963 (agreement of same date).	Established: 75 percent of tuition paid employee satisfactorily completing training in company-approved school.	
Field Duty Pay		
Nov. 9, 1952-----	Up to 15 percent of basic rate in addition to regular rate, plus subsistence and mileage paid employees assigned to field duty for a period exceeding 7 consecutive calendar days. Subsistence not to exceed \$10 a day; mileage of 8 cents provided if employee's automobile was used.	Pay to start on 1st day of travel and to end on day before employee returned to work. Additional amount to be determined by company on basis of increased responsibility, and nature and conditions of work. Time and one-half or double time paid for travel on 6th or 7th day of workweek. Previous company practice incorporated in contract.

See footnote at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Field Duty Pay—Continued		
Mar. 5, 1956-----	Changed to: Flat 15 percent of base rate in addition to regular rate, plus subsistence and mileage paid employees assigned to field duty for a period exceeding 7 consecutive calendar days.	Extra pay to start on 7th day after departure and end on day before return to regular work. On days of departure and arrival, pay at straight-time (or overtime rate, when applicable) for 8 hours when no work performed on those days or minimum of 8 hours for combined travel and work time. (Formerly, no pay provided for travel on day of departure on which 8 hours or more of work performed; maximum of 8 hours paid for combined work and travel.) Eliminated: Additional amount determined by company on basis of increased responsibility, and nature and conditions of work.
May 12, 1958 (agreement dated May 16, 1958).	-----	Changed: Pay for day of departure or arrival occurring on 6th or 7th day of workweek, to actual hours of travel, with minimum of 4 and maximum of 8 hours, if no work performed on that date. Pay continued to be at applicable premium overtime rate.
Aug. 8, 1960 (agreement of same date).	Increased to: Subsistence to maximum of \$12 a day, plus hotel charges in excess of \$6 a day.	Pay for days of travel other than day of departure or arrival to flat 8 hours (formerly maximum of 8 hours). Employees using own auto for field-duty assignment or occasional company business provided with personal liability insurance for such assignments up to \$50,000 per person to \$300,000 per accident. Company coverage to apply to judgments in excess of employee's own personal liability insurance.
Aug. 2, 1965 (agreement dated July 24, 1965).	Changed: Subsistence, to flat \$15 a day for first 90 days, \$13 a day thereafter. Increased: Automobile allowance, to 10 cents a mile. Changed: Regular hourly rate to be increased by 45 cents, starting on 8th day and ending on return from field duty assignment.	Added: Subsistence could be increased or decreased under specified conditions. Minimum subsistence \$2.50 a day.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Downgrade Pay		
July 24, 1965 (agreement of same date).	Established: Rate of pay of downgraded employee to be reduced up to a maximum of 10 cents an hour and further reduced, up to 10 cents an hour, every 3 weeks to appropriate maximum rate for new job.	Applicable to employees downgraded under "surplus and layoff" procedures.
Flight Pay Bonus		
Nov. 9, 1952.....	\$ 3 an hour, in addition to regular rate, paid employees assigned to duties on propeller aircraft, with minimum of 1 hour's pay for first flight on each day. Weekly bonus of 33 ¹ / ₃ percent of base rate paid employees assigned to duties on jet aircraft.	Basic rate defined as hourly basic rate of pay (exclusive of shift, odd workweek, or overtime premiums) times 40. Employees not flying 1 week during a 4-week period to receive (a) 33 ¹ / ₃ percent bonus for each of 4 weeks if 8 flights or more were made during the period or (b) 33 ¹ / ₃ percent bonus for 3 weeks of 4-week period if 6 but less than 8 flights were made. Previous company practice incorporated in contract.
Flight-Time Insurance		
Dec. 14, 1953.....	Life insurance: \$25,000 in effect during flight-time.	Applicable to employees assigned to duties on propeller or jet aircraft. Previously, the company had provided flight-time insurance, but the stipulation of the \$25,000 amount was incorporated in the contract for the first time.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance Benefits		
April 1935----- Jan. 1, 1949-----	Company-initiated plan----- Employees could participate in purchase of insurance benefits providing: Life insurance—\$500 to \$25,000. Accidental death and dismemberment—\$500 to \$10,000. Unemployment disability benefits—\$10 to \$30 a week for maximum of 26 weeks. Hospitalization—\$9 a day for maximum of 70 days. Special hospital expenses—Up to \$180. Surgical expenses—Up to \$250. Nonsurgical medical expenses—Up to \$75. Laboratory expenses—Up to \$25. Employees could also purchase dependents' benefits providing: Hospitalization—\$7 a day for maximum of 31 days. Special hospital charges—Up to \$140. Surgical expenses—Up to \$225.	Not covered by union agreement. Weekly cost to employee ranged from 64 cents to \$4.25 depending on earnings. If dependents' benefits included, weekly cost to employee ranged from \$1.46 to \$5.07.
Aug. 22, 1949-----		Plan made part of agreement and benefits made available to employees covered by agreement. Changes to be discussed with union but not subject to grievance or arbitration procedure.
Jan. 1, 1950-----	Changed to: Unemployment disability benefits—\$10 to \$30 a week for maximum of 26 weeks plus \$9 a day for each day of hospital confinement. Surgical expenses—Up to \$300. Nonsurgical medical expenses—Up to \$225. Dependents' benefits: Surgical expenses—Up to \$300. Added: Supplemental accident expenses—Up to \$300.	Weekly cost to employees in some wage classes increased.
Jan. 1, 1952-----	Changed to: Life insurance—\$4,000 for all affected employees. Hospital expenses—Full cost of ward room or \$10 a day. Polio—\$2,500 maximum for treatment over 3-year period.	Cost of benefits: Company paid one-half the premium cost (after deduction of 1 percent upon the first \$3,000 of wages levied on the employee by State law) and cost of administration of the plan. Employee paid entire cost of dependents' insurance.
Jan. 1, 1953-----	Changed to: Life insurance—\$4,000 for employees earning less than \$95 a week; \$5,000 for those earning \$95 but less than \$120 a week. Unemployment disability benefits—\$10 to \$35 a week for maximum of 26 weeks. Polio—\$5,000 maximum. Dependents' benefits: Hospital expenses—Up to \$10 a day for maximum of 31 days. Polio—\$5,000 maximum.	Company to pay all administrative costs of the plan, and premiums for employee benefits after deduction of 1 percent of first \$3,000 of wages as required of employee under State law. Employee to pay entire cost of dependents' benefits.
Jan. 1, 1954-----	Changed to: Surgical expenses—Amounts payable in the schedule of surgical benefits increased by $\frac{1}{6}$; maximum increased to \$350. Hospital expenses—Up to \$16 a day. Laboratory expenses—Maximum allowable for laboratory or X-ray examination increased to \$50.	

See footnote at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance Benefits—Continued		
Jan. 1, 1955 (by agreement dated Dec. 20, 1954).	<p>Life insurance and accidental death and dismemberment insurance—Each type increased to \$5,000 for employees earning under \$95 weekly.</p> <p>Surgical expenses—Schedule of benefits increased by $\frac{1}{7}$; maximum increased to \$400.</p> <p>Increased to: Unemployment disability benefits—Maximum of \$40 weekly.</p> <p>Added: Major medical expense benefits—Payment, for employees only, of 80 percent of designated expenses (incurred during any one period of non-occupational sickness or injury) in excess of \$100 and any other benefits payable under the Basic Group Insurance Plan. Maximum benefits \$5,000.</p>	<p>Dependent coverage extended to husbands of women employees.</p> <p>Entire cost of plan paid by company. After payment of \$2,500 or more total benefits, full maximum of \$5,000 could be restored 6 months after recovery if insurance company accepted evidence of insurability.</p>
Apr. 1, 1956 (by agreement dated Mar. 5, 1956).	Dependents' benefits: Surgical expenses—Schedule of surgical benefits increased by $\frac{1}{3}$.	
Jan. 1, 1958-----	Increased: Unemployment disability benefits—To \$12 to \$50 a week for maximum of 26 weeks.	Company continued to pay entire cost of plan after deduction of 1 percent of first \$3,600 (formerly \$3,000) of wages, as required under State Unemployment Compensation Disability Benefits Law.
May 12, 1958 (agreement dated May 16, 1958).	Increased: Life insurance—By \$1,000 to \$7,000, depending upon basic weekly wage. ⁴	Applicable to employees with at least 5 years' seniority, but not to employees after age 65.
Jan. 1, 1960 (agreement dated Aug. 8, 1960).	Increased: Unemployment disability benefits (accident and sickness)—Maximum \$65 a week.	In accordance with amendment to California Unemployment Compensation Disability Benefits Act.
Sept. 1, 1960 (agreement dated Aug. 8, 1960).	Plan in effect for employees: ⁵ ---	Entire cost of employee benefits borne by company. Dependents' benefits also available (but not listed here), with costs borne by employee.
	Life insurance—\$5,000 to \$7,500 plus additional \$1,000 to \$7,000, depending on weekly earnings, for employees with 5 years or more of seniority. ⁶	Insurance continued for employees under age 60, during entire period of disability, if totally disabled for 9 months or more.
	Accidental death and dismemberment—One-half to full face value of primary life insurance.	Payable for injuries resulting from occupational and non-occupational accidents.
	Accident and sickness benefits—\$10 to \$65 a week for maximum of 26 weeks plus hospitalization benefits of \$12 a day for maximum of 20 days, for any one disability benefit period. Payable from 1st day of disability caused by accident or illness requiring hospitalization, 4th day if caused by other illness.	Employees contributed 1 percent of first \$3,600 of annual earnings as required by California Unemployment Compensation Disability Benefits Act.
	Hospital benefits—Maximum per disability for room and board and special and ambulance services, \$1,500.	Benefits continued for 3 months from date insurance was terminated, provided disability was total and continuous from date of insurance termination.
	Room and board—Up to *\$23 a day, reduced by hospital benefits paid under California Unemployment Compensation Disability Benefits Act.	
	Special services—Regular medical care and treatment charges.	
	Ambulance services—Up to \$25 for one disability.	

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance Benefits—Continued		
Sept. 1, 1960 (agreement dated Aug. 8, 1960)—Continued.	<p>Maternity—Up to *\$23 a day for maximum of 14 days plus up to \$220 for hospital special services.</p> <p>Emergency care—Up to \$110 including \$25 for ambulance service, for emergency care and treatment in hospital within 24 hours of (1) non-occupational accident or *(2) surgical operation.</p> <p>Surgical benefits:</p> <p>Surgical schedule—Up to *\$500 during one period of disability.</p> <p>Anesthesia—Up to \$125 per procedure or where amount was not specified, \$20 for 1st half hour, \$7.50 for 3d and 4th quarter hours, and \$5 for each succeeding quarter hour.</p> <p>Surgical assistants—For minor operations, \$10; for major operations, 15 percent of surgical fee or \$25, whichever was greater.</p> <p>Oral surgery—Up to \$75.</p> <p>Obstetrical benefits—Up to \$100 for normal delivery, \$50 to \$200 for other procedures.</p> <p>Medical benefits:</p> <p>Doctor's services—Up to \$4.50 for each home or hospital visit by doctor, \$3 for office visit, maximum \$225 for one disability.</p> <p>Diagnostic X-ray and laboratory examinations—Up to \$50 for one disability.</p> <p>Supplemental nonoccupational accident expenses—Up to \$300 for charges in excess of other plan benefits incurred within 90 days of accident.</p> <p>Polio insurance—Up to \$5,000 for charges incurred within 3 years of inception of disease.</p> <p>Radiotherapy*—Up to \$350 for one disability.</p> <p>Major medical expense benefits—80 percent of designated expenses (incurred during one period of nonoccupational disability) in excess of \$100 and benefits paid under the Basic Group Insurance Plan, up to \$5,000.</p>	<p>Benefits available for 9 months from date insurance was terminated.</p> <p>Available to employees not eligible for regular hospital services.</p> <p>Benefits continued for 3 months from date insurance was terminated provided disability was total and continuous from date of insurance termination.</p> <p>Available for dental care as well as surgery required as result of accident.</p> <p>Limited to 1 treatment per day, starting with 3d visit for nonoccupational accident or sickness. Not available for surgical, postoperative, or maternity care; dental work; eye examinations; fitting glasses; diagnostic X-rays; or drugs or medicines.</p> <p>Not available for X-ray examinations without film or examinations required for dental or maternity cases or disabilities for which hospital benefits were provided. Available for doctors' and nurses' fees, hospital charges, and diagnostic X-ray and laboratory expenses.</p> <p>Available for hospital room and board and special services, doctors' and nurses' fees, and transportation to hospital or sanitarium. Included X-ray, radium, and radioactive isotope treatments administered by doctor in own office or hospital outpatient department. Benefit reduced by charges for doctor's visits.</p>
Oct. 1, 1960 (agreement dated Aug. 2, 1960).	<p>Accident and sickness benefits—Coverage required by California Unemployment Disability Benefits Act transferred from private insurer to State Disability Insurance Fund.</p> <p>Added: Supplemental disability benefits—Employees ineligible for State plan accident and sickness benefits to receive supplemental benefits ranging from \$44 to \$65 a week during first 26 weeks of disability.⁸</p>	<p>Statutory employee contribution of 1 percent of the first \$3,600 of annual earnings continued.⁷</p> <p>Employee eligible, by reason of earnings, for lower State benefits to receive difference between supplemental plan and State plan benefits.</p> <p>Benefits provided only for disabilities resulting from nonoccupational accidents or sickness.</p> <p>Benefits not provided for disability resulting from pregnancy.</p>

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance Benefits—Continued		
Jan. 1, 1962.....	Increased: Accident and sickness benefits—Maximum to \$70 a week.	By California Unemployment Compensation Disability Benefits Act. Changed to: Statutory employee contribution of 1 percent of the first \$4,100 of annual earnings.
Jan. 28, 1963 (agreement of same date).	Added: Life insurance—Employee could elect, not later than 31 days after attaining age 65, to continue additional life insurance in force immediately prior to reaching age 65, up to age 68, at employee's expense.	
Feb. 1, 1963 (agreement dated Jan. 28, 1963).	Increased: For employee and dependents: Hospital benefits: Room and board—Up to \$30 a day, reduced by hospital benefits paid (\$20 a day for 10 days) under California Unemployment Compensation Disability Benefits Act. Surgical benefits: Surgical schedule—Up to \$825 during one period of disability.	
Jan. 1, 1963	Added: For dependents—Hospital and surgical coverage identical with that provided employee, maternity benefits excluded.	Added: Company to contribute first \$2 of weekly premium for dependent. Changed: Dependent coverage to children 19 through 23 years of age living with employee.
Jan. 1, 1963	Changed: Accident and sickness benefits—Maximum to greater of \$70 or $\frac{2}{3}$ of the average weekly wage paid all covered employees during second calendar quarter of each year.	By California Unemployment Compensation Disability Benefits Act. Increased: Statutory taxable maximum earnings to \$4,600.
Jan. 1, 1964	Increased: Accident and sickness benefits—Maximum to \$77 a week.	By California Unemployment Compensation Disability Benefits Act. Increased: Statutory taxable maximum earnings to \$5,100.
Jan. 1, 1965	Changed: Accident and sickness benefits—Maximum to a flat \$80 a week.	By California Unemployment Compensation Disability Benefits Act. Increased: Statutory taxable maximum earnings to \$5,600.
Apr. 1, 1965	Suspended: Hospital benefits under California Unemployment Compensation Disability Benefits Act.	
June 25, 1965	Reinstated: Hospital benefits under California Unemployment Compensation Disability Benefits Act.	Benefits made retroactive to Apr. 1, 1965.
Aug. 1, 1965 (agreement dated July 24, 1965).	Increased: For employees and dependents: Hospital benefits: Room and board—Up to \$31 a day, reduced by hospital benefits paid (\$12 a day for 20 days) under California Unemployment Compensation Disability Benefits Act. Surgical benefits: Surgical schedule—Up to \$1,100 during one period of disability. Major medical expense benefits: Maximum to \$15,000 for each participant during one period of disability. Accident and sickness benefits.	No change in \$1,500 maximum per disability for room and board, special, and ambulance services. Added: In case of layoff, medical, surgical and hospital benefits extended for 7 calendar days after last day worked. Applicable to dependents on payment of premium.
		Increased: Statutory employee contribution and maximum taxable earnings to 1.1 percent and \$7,400, respectively.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance Benefits—Continued		
Jan. 1, 1966 (agreement for amendment of the retirement plan dated Aug. 17, 1965).	Added: For early retirees and their dependents: Major medical expense benefits—Plan to pay 80 percent of designated expenses in excess of \$50 per calendar year up to \$10,000 per participant. Benefits terminate at age 65.	Decreased: Statutory employee contribution to 1 percent. Applicable to employees who began receiving early retirement annuities after July 31, 1965. Employees to contribute \$10 a month for coverage of self; \$20 a month for self and dependents. Company to pay balance of cost. If, in any year, the retirees' contributions exceeded one-half the total cost of the plan, contributions for the following year were to be proportionately reduced.
July 25, 1966 (agreement dated July 24, 1965).	For dependents: Hospital and surgical benefits.	Increased to: Company to contribute \$2 plus one-half the remaining weekly premium for dependents.
Aug. 1, 1966 (agreement dated July 24, 1965).	Increased: For employees and dependents. Hospital benefits: Room and board—Up to \$32 a day, reduced by hospital benefits paid under California Unemployment Disability Benefits Act.	No change in \$1,500 maximum per disability for room and board, special, and ambulance services.
July 24, 1967 (agreement dated July 24, 1965).	For dependents: Hospital and surgical benefits.	Increased: Company to assume full cost of dependents' insurance.
Aug. 1, 1967 (agreement dated July 24, 1965).	Increased: For employees and dependents: Hospital benefits: Room and board—Up to \$33 a day, reduced by hospital benefits paid under California Unemployment Disability Benefits Act.	No change in \$1,500 maximum per disability for room and board, special, and ambulance services.
Retirement Benefits		
Dec. 31, 1942----- Dec. 31, 1947-----	Company-initiated plan ----- Company-financed pensions available to employees at 65 years of age earning at an annual rate in excess of \$3,000 and with 5 years' continuous employment. Life annuity for employees with 15 years or more of service to equal 25 percent of average annual earnings in excess of \$3,000 during 10 years preceding retirement, increased by $\frac{1}{4}$ of 1 percent for each year of employment since Dec. 31, 1941. Employees with less than 15 years' service to have benefits proportionately reduced. Optional annuities—Provision made for election by employee of benefits after retirement, with an actuarially reduced annuity. Employee could elect to have payments made for 120 months to himself or to survivor, if the employee died before the 120th payment or could arrange for a monthly income to continue after death for the lifetime of joint annuitant.	Retirement plan not covered by union agreement. Benefits to be paid on reaching retirement age even though employee continued to work.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement Benefits—Continued		
Dec. 31, 1947—Continued	<p>Death benefits—In event of death prior to retirement, beneficiary to receive \$1,000 for each \$480 of annual earnings in excess of \$3,000 (consisting of employee's vested interest in contributions paid to his annuity account), plus Supplemental Group Term Insurance.</p> <p>Separation benefits—Employee to receive paidup endowment contracts provided by company before Dec. 31, 1947, plus a percentage of accumulated contributions to employee's annuity account; beginning with 10 percent after 6 years in the plan, increasing 10 percent per year to 100 percent after 15th year.</p>	Not applicable in case of temporary layoff or transfer within the corporation.
Aug. 22, 1949-----		Plan made part of agreement. Changes to be discussed with union but not subject to grievance or arbitration procedure.
Dec. 16, 1957 (agreement dated Mar. 27, 1957).	<p>New noncontributory plan established, providing following benefits (in addition to Federal old-age, survivors, and disability insurance):</p> <p>Normal retirement benefits—Employees age 65 or older with at least 10 years' credited service⁹ to receive: (1) \$2 a month for each year of service from July 1, 1932, to Dec. 25, 1956; and (2) a minimum of \$2 a month for each year of service beginning on or after Dec. 25, 1956, with benefits varying with earnings.¹¹ Years of service credited for pension limited to 30.</p> <p>Early retirement—Employees age 55 but under 65 with at least 10 years of credited service⁹ could retire at own option, with pensions reduced 0.6 percent for each full month under 65.</p> <p>Vested rights—Employees whose continuous service is broken (except by early retirement) at age 40 or over with 10 years or more of credited service eligible to receive deferred monthly benefits at age 65 based on 50 percent of normal benefits for 10 but less than 11 years of service, plus 10 percent for each additional year of service to 100 percent for 15 years or more.</p> <p>Joint and survivorship option—Providing actuarially reduced benefits for life to employees and spouse.</p>	<p>Eliminated: Company initiated plan for employees in bargaining unit.</p> <p>Automatic retirement at age 68, except for employees who were age 66 on or before Dec. 16, 1957, who were not required to retire until at least 2 years after that date,¹⁰ but who were required to retire Dec. 31, 1959. Applicable to employees whose service was terminated between Mar. 5, 1956, and Dec. 15, 1957, at age 65 or older and who would have been eligible for benefits had the plan been in effect at time of termination. Any benefits being paid under previous plan to continue and if the benefit computed under the new plan was greater, payment of the additional benefit to begin Jan. 1, 1958. Employees retiring before Dec. 31, 1961, to receive benefits provided under former plan for period prior to Dec. 16, 1957, if such benefits would exceed those under new plan. Those still employed by company on Dec. 16, 1957, but receiving retirement benefits under former plan, to continue to receive such benefits but, upon actual retirement, to become eligible for any greater benefits due under new plan.</p> <p>Monthly retirement benefits could either remain unchanged so long as either pensioner or spouse was alive or be reduced by one-third or one-half upon death of either. Death of employee or spouse before retirement voided option. Retiree could request indefinite suspension of part or all of benefits but forfeited all rights to such suspended benefits.</p>

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement Benefits—Continued		
Jan. 2, 1962 (agreement dated Dec. 6, 1961). Feb. 19, 1962 (agreement of Feb. 6, 1962).	<p>Added: Death benefits—\$1,000 to designated beneficiary on death of retiree.</p> <p>Changed: Normal retirement benefits—To a minimum of \$2.25 a month for each year of service beginning on or after Dec. 25, 1961, with benefits varying according to earnings.¹² Years of credited service limited to 35.</p> <p>Early retirement—Monthly benefit to be actuarially equivalent to normal retirement amount to which employee would be entitled with years of credited service he had at time of early retirement.</p> <p>Eliminated: Vesting rights—40-year age requirement for full vesting after 15 years' service and for partial vesting for laid-off employee with 10 but less than 15 years' service.</p> <p>Added: Disability benefits—Employee totally and permanently disabled for 6 consecutive months or more between ages 45 and 65 with credited service of 10 years or more to receive, if eligible for social security, normal benefits based on length of credited service; if ineligible for social security benefits, greater of \$70 a month or \$5 times years of continuous service.</p> <p>Deferred disability benefits—Employee disabled prior to age 45 and meeting all qualifications for disability benefits except age to receive deferred benefits at age 45, providing he had been totally and permanently disabled for 6 consecutive months or more at that time.</p> <p>Social security adjustment option—Employee retiring under early retirement provision could elect to receive actuarially adjusted payments providing larger benefits before age 62 and reduced benefits on receipt of social security allowance.</p>	<p>Employee to receive service credit for up to 2 years while on layoff.</p> <p>Benefits reduced by amount of workmen's compensation or other disability benefits (except those provided by the Federal Social Security Act) received if company contributed to the cost of such benefits. Normal benefits payable at age 65.</p>
Aug. 1, 1965 (amendment to pension plan dated Aug. 17, 1965).	<p>Changed: Normal retirement benefits—To a minimum of \$4.25 for each year of service beginning after Dec. 25, 1965, with benefits varying according to earnings.¹³</p> <p>Early retirement: Full pension based on years of credited service provided employees between ages 55 and 64, retiring at own option and whose age plus service totaled 85 or more.</p>	<p>Applicable to employees who began receiving benefits after July 31, 1965.</p> <p>Benefits reduced 2.5 percent for (1) each unit age plus service was less than 85, or (2) each year employee was under 65 at time of retirement, whichever was less.</p>
Dec. 26, 1965 (amendment to pension plan dated Aug. 17, 1965).	-----	<p>Changed to: Service after age 65 not to be used in computing retirement benefits.</p>

See footnotes at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement Benefits—Continued		
<p>Jan. 1, 1966 (amendment to pension plan dated Aug. 17, 1965).</p>	<p>Added: Special early retirement: Full pension based on years of service, supplemented by \$5 a month for each year of credited service up to 25 (maximum \$125), provided employee between ages 55 and 65 retiring under mutually acceptable conditions because of permanent partial disability. Death benefits: For early retirees—\$2,000 to designated beneficiary if retiree died before age 60; \$1,500 if death occurred between ages 60 and 65. Changed to: Vested rights—Full vesting after 10 years of service or more, regardless of age. Eliminated: Disability benefits—Minimum age requirement.</p>	<p>Benefits payable until age 65. Retirement must be approved by a joint union management board.</p> <p>Applicable to employee who began receiving early retirement benefits after July 31, 1965.</p>
Extended Layoff Benefits		
<p>Sept. 5, 1960 (agreement dated Aug. 8, 1960).</p>	<p>Plan established to provide payments for workers laid off for indeterminate period, providing: Company liability—Company to accrue liability at rate of \$5.20 a month per employee on active payroll (excluding employees on layoff or formal leave of absence), but not to exceed \$100 per employee on active payroll, including employees on layoff who are eligible for benefits and have applied but not received them.</p>	<p>First monthly increment of liability to be computed as of first Monday in September.</p>

See footnote at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Extended Layoff Benefits—Continued		
Sept. 5, 1960 (agreement dated Aug. 8, 1960)—Continued	<p>Size of benefits—Lump sum of \$50 to be paid for each full year of qualifying service up to 10 (maximum benefit \$500). Benefits to be reduced if payments to all eligible employees would exceed company's accrued maximum liability, with each eligible employee to receive a proportionately reduced benefit from the available fund. In the event of subsequent layoff, employee who received reduced benefits could, if eligible after 4-week waiting period and if position of fund permitted, apply for benefits equal to difference between reduced benefit and amount under maximum formula. No benefits to be paid if total payments would be less than \$25 (per eligible employee).</p> <p>Benefits to be first payable when company's total liability exceeded \$20 per employee.</p> <p>Eligibility—Employees with a full year's qualifying service laid off as a result of reduction in force for indeterminate period to be eligible for benefits after a 4-week waiting period, on written application.</p>	<p>Benefits not to be paid more than once for any year of service.</p> <p>Benefits not payable to employees who during waiting period: (1) forfeited recall rights or lost seniority rights by refusal or failure to return to work; or (2) received, were eligible for, or claimed (a) workmen's compensation benefits or other accident, sickness, or disability benefits (except survivor's allowance or benefits employee would be eligible for if in full-time active employment), (b) unemployment benefits under an arrangement with any other employer, (c) retirement benefits (except vested rights payable in the future) from plan to which the company or subsidiary companies had contributed.</p> <p>Plan contingent on obtaining Government rulings that: (1) benefits provided under plan, (a) did not constitute income to employee until paid, (b) would be reimbursable cost on Government contracts, (c) could be deducted as ordinary business expenses at time of payment for income purposes; and (2) no part of liability or benefit would be included in any employee's regular rate of pay. If such rulings were subsequently revoked or modified so as to be unsatisfactory to company, obligation for liability under plan was to cease and employees in the bargaining unit at that time would receive a 3-cent-an-hour general wage increase, effective from the 1st Monday following the plan's termination. If simultaneous payment of benefits would result in disqualification for or reduction in California unemployment benefits, parties were to amend the plan to eliminate basis for disqualification or benefit reduction. If mutual agreement on such amendment was not reached by Dec. 31, 1960, a 3-cent-an-hour general wage increase would be placed in effect, retroactive to Sept. 5, 1960.</p>
Jan. 28, 1963 (amendment dated Mar. 14, 1963).	<p>Increased:</p> <p>Company liability—By 50 percent to \$150 per employee on payroll.</p> <p>Size of benefits—To \$75 for each full year of qualifying service up to 15 years (was \$50 a year for 10 years), maximum benefit \$1,125. Benefits reduced when accrued liability was less than \$75 for each active employee.¹⁴</p>	
Dec. 27, 1965 (agreement dated July 24, 1965).	<p>Plan discontinued: To be replaced by one to provide layoff benefits to supplement basic benefits under income security plans.</p>	See income security plans.

See footnotes at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Income Security Plans		
<p>Dec. 27, 1965 (agreement dated July 24, 1965).</p>	<p>Established: New two-part income security program providing:</p> <p>I. <u>Basic Benefits</u></p> <p>A. Plan to provide payments for eligible employees whose services were terminated for any reason.</p> <p>Contributions: Company to contribute \$20 a quarter for each employee on active status.</p> <p>Investment options: Company contributions to be invested in accordance with employee's election among the following options: (1) Solely in a bond fund, (2) solely in a securities fund, or (3) one-half in each fund.¹⁵</p> <p>Benefits: Total amount in individual account, including interest and dividends, paid employee whose service was terminated for specified reasons. Employee whose services were terminated after 10 years or more of service for reasons other than those listed under "Eligibility," to receive 50 percent of amount in account, plus 10 percent for each additional year, to 100 percent, for 15 years or more.</p> <p>Eligibility: Benefits provided employee with at least 1 year's service, (1) who was credited with units in 4 quarters or more, or who (2) retired under company pension plan, or (3) was laid off for a period of 4 weeks or more, (4) entered the Armed Forces, or (5) was totally and permanently disabled for 6 months or more.</p> <p>B. <u>Supplemental Layoff Benefits:</u></p> <p>Plan to supplement basic benefits for workers laid off for indeterminate period, providing—Company liability—"Total and only liability" was an amount computed by multiplying the number of active employees on the payroll on effective date of plan by \$150.</p> <p>Size of benefits and eligibility—Identical to former extended layoff benefits plan.</p> <p>II. <u>Employee Savings Plan</u></p> <p>Plan to supplement basic, layoff, and retirement benefits available to employee with 1 year's service or more.</p> <p>Contributions: Employee could elect to allot either \$2 or \$4 a week during first and second years of participation and either \$2, \$4, or \$6 a week thereafter. Company to contribute amount equal to one-half of employees' weekly savings.</p> <p>Investment options—Same as those for basic benefits.</p>	<p>Company contribution paid into individual accounts. Employees to be credited each quarter with the number of units equivalent to the unit value of \$20. Brokerage fees, commissions, taxes and other charges, and expenses incident to the purchase of bonds or securities to be charged to the respective fund. Other expenses, including trustee's fee, to be paid by company.</p> <p>Size of payments to vary according to the dollar value of units on the evaluation date immediately preceding termination.¹⁶ In the event of death, employee's beneficiary to receive benefits.</p> <p>Balance in employee's account after the applicable percentage has been paid to the employee, forfeited.</p> <p>Benefits forfeited if employee's service was terminated while ineligible for payments. Forfeited amounts to be used to reduce future company contributions.</p> <p>Plan replaced former extended layoff benefits plan.</p> <p>Company liability to cease when sum of all benefits paid equaled company's total liability or termination of plan, whichever occurred first. In no event would company liability continue beyond 15 years.</p> <p>Participation in plan voluntary.</p> <p>Participant who voluntarily withdrew from plan to wait at least 52 weeks and meet eligibility requirements before rejoining plan. Brokerage fees, commissions, taxes and other charges, and expenses incident to the purchase of bonds or securities to be charged to the respective fund. Other expenses, including trustee's fees, to be paid by company.</p>

See footnotes at end of table.

D—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Income Security Plans—Continued		
Dec. 27, 1965 (agreement dated July 24, 1965)—Continued	<p>Benefits: Total amount in individual account, including interest and dividends, paid employee whose service was terminated for specified reasons. Employee whose service was terminated for reasons other than those listed under eligibility or who voluntarily withdrew from plan, to receive own allotment and accumulated income plus following portions of the value of the company's contributions made during the quarters immediately preceding termination of employment or voluntary withdrawal of funds; 5th through 8th preceding quarter, 25 percent; 9th through 12th quarter, 50 percent; 13th through 16th quarter, 75 percent; earlier quarters, 100 percent.</p> <p>Partial withdrawals: Participants permitted to make partial withdrawals, minimum \$300, in case of certain emergencies. Larger amounts could be withdrawn in increments of \$50, up to the maximum amount payable if employment was terminated for reasons listed under regular benefits.</p> <p>Eligibility: Benefits provided employee who (1) retired under company pension plan, or (2) was laid off for a period of 4 weeks or more, or (3) entered the Armed Forces, or (4) was totally and permanently disabled for 6 months or more.</p>	<p>In the event of death of employee, beneficiary to receive balance in his account. Size of payment to vary according to the dollar value of units on the valuation date coincident with or immediately preceding date employment was terminated.¹⁷ Unused portions of company contributions to be forfeited.¹⁸</p> <p>Participants who made partial withdrawals to wait 13 weeks before resuming contributions. At least 26 weeks to elapse between withdrawals. Partial withdrawals to be deducted from payments made by participant, from company contributions if participant's account was insufficient. Partial withdrawal to be approved by a committee as necessary to relieve hardships caused by illness or disability of participant or a dependent member of his immediate family, or a serious financial loss beyond control of participant.</p>

Footnotes:

- ¹ The last item under each entry represents the most recent change.
² During the period covered by Executive Order 9240 (Oct. 1, 1942, to Aug. 21, 1945), the application of these provisions was modified where necessary to conform to the order.
³ Nonstandard.
⁴ Insurance benefits were as follows:

Basic weekly wage	Life insurance ¹	
	Added to basic minimum of \$5,000 payable to all employees	Total death benefit for employees with 5 years or more of service
\$57.69-\$66.92-----	\$1,000	\$6,000
\$66.93-\$76.15-----	*2,000	7,000
\$76.16-\$85.38-----	3,000	8,000
\$85.39-\$94.62-----	4,000	9,000
\$94.63-\$103.85-----	5,000	10,000
\$103.86-\$113.08-----	6,000	11,000
\$113.09 and up -----	7,000	12,000

¹ The amounts set forth in the above schedule reduced by the amount of any death benefit payable to an employee under a paidup policy and/or group annuity which was purchased on his account on or before Dec. 16, 1957, under the Lockheed Retirement Income Plan for Employees.

- ⁵ The benefits listed constitute the entire plan (including some benefits not previously reported) in effect on Sept. 1, 1960. An asterisk (*) indicates changes provided by the agreement dated Aug. 8, 1960.
⁶ Benefits were as follows:

Basic benefits		Additional benefits (provided employees with 5 years or more of seniority)	
Basic weekly wage	Life insurance	Basic weekly wage	Life insurance
Up to \$96 -----	\$5,000	\$57.69 and under \$66.93 -----	\$1,000
\$96 and under \$106 ----	15,500	\$66.93 and under \$76.16 -----	2,000
\$106 and under \$120 ----	6,500	\$76.16 and under \$85.39 -----	3,000
\$120 and under \$145 ----	7,500	\$85.39 and under \$94.63 -----	4,000
		\$94.63 and under \$103.86 -----	5,000
		\$103.86 and under \$113.09 -----	6,000
		\$113.09 and over -----	7,000

¹ Changes provided by agreement dated Aug. 8, 1960.

⁷ The California Unemployment Compensation Disability Benefits Act required that covered employees be provided with nonoccupational accident and sickness and hospitalization protection, up to specified maximums, through a private carrier, self-insurance, or the State fund. Employees were permitted to elect the insurer (private or State) by majority vote. An individual worker, however, could reject the private plan for coverage by the State fund. Under the law, private plans must provide benefits at least equal in all respects and superior in at least one respect to statutory benefits. The act became effective May 21, 1946.

⁸ Benefits were:

Weekly wage	Amount of weekly disability benefit when ineligible for State plan benefit	
	In 1st 7 days of disability caused by accident or 4th through 7th day caused by disease if not hospitalized	On 8th day of disability or 1st day if hospitalized
\$75.00 and under \$76.92 ----	\$44	\$44
\$76.92 and under \$78.85 ----	45	45
\$78.85 and under \$80.77 ----	46	46
\$80.77 and under \$82.69 ----	47	47
\$82.69 and under \$84.62 ----	48	48
\$84.62 and under \$86.54 ----	49	49
\$86.54 and under \$88.46 ----	50	50
And so forth for each \$1.92 or \$1.93 increase up to \$115.38 and over -----	50	And so forth with an additional \$1 increase for each earnings step up to \$65.

- ⁹ Employees with fewer than 10 years' credited service eligible to receive benefits providing they had at least 10 years' continuous service immediately preceding retirement.
¹⁰ Employees age 59 or over on Dec. 16, 1957, who are required to retire and have 5 or more but less than 10 years of credited service entitled to receive monthly benefit based on credited service plus \$2 a month for each year of credited service less than 10.

Footnotes—Continued

¹¹ Benefits for years beginning on or after Dec. 25, 1956, to be computed according to the following formula:

- (a) \$1.75 plus
- (b) $1\frac{1}{2}$ percent of $\frac{1}{12}$ of the amount determined by computing for each such plan year the product of—
 - (1) the excess, if any, of the member's base wage rate for the plan year over a rate determined by dividing 2,080 into the maximum amount of wages which may be subjected to tax under the Federal Insurance Contributions Act for the calendar year beginning during such plan year, and
 - (2) the number of hours worked in such plan year not to exceed 2,080, except that the amount under this subsection (b) shall in no event be less than 25 cents for such plan year.

In any year in which member had less than a full year of credited service, benefits to be computed in same manner using 1,800 as the number of hours worked and then reduced by $\frac{1}{12}$ for each 150 hours (or $\frac{1}{2}$ or greater fraction of 150 hours) less than 1,800 hours worked in year.

¹² Benefits for years beginning on or after Dec. 25, 1961, to be computed according to the following formula:

- (a) \$2 plus
- (b) $1\frac{1}{2}$ percent of $\frac{1}{12}$ of the amount determined by computing for each such plan year the product of—
 - (1) the excess, if any, of the member's base wage rate for the plan year over a rate determined by dividing 2,080 into the maximum amount of wages subject to tax under the Federal Insurance Contributions Act for the calendar year beginning during such plan year, and
 - (2) the number of hours worked in such plan year not to exceed 2,080 except that the amount under this subsection (b) shall not be less than 25 cents for such plan year.

In any year in which member had less than a full year of credited service, benefits to be computed in same manner using 1,800 as the number of hours worked, reduced by $\frac{1}{12}$ for each 150 hours (or $\frac{1}{2}$ or greater fraction of 150 hours) less than 1,800 hours worked in year.

¹³ Monthly benefits for years beginning on or after Dec. 25, 1965, to equal (1) $\frac{9}{10}$ of 1 percent of the first \$3.52 of employee's base wage rate for each hour worked in plan year, maximum \$2,080, plus (2) $\frac{5}{10}$ of 1 percent of any amount over \$3.52.

¹⁴ When fund was insufficient to pay full benefits, individual payments were reduced as follows:

Company's maximum liability per employee	Employee's seniority	Percent by which benefits were reduced
\$50 but less than \$75 -----	Less than 5 years -----	25
\$25 but less than \$50 -----	Less than 5 years -----	50
	5 but less than 10 years -----	25
Less than \$25 -----	Less than 5 years -----	75
	5 but less than 10 years -----	50
	10 but less than 15 years -----	25

¹⁵ Contributions for new employees to be allocated entirely to the bond fund for the first 4 quarters.

¹⁶ The value of a unit was determined for each fund by dividing the total amount in the bond or securities fund, less expenses, on the applicable valuation date by the total number of units allocated to such fund.

¹⁷ Employee to be credited with 1 unit for each dollar contributed to his account prior to the first valuation date. Thereafter, the value of a unit determined for each fund by dividing the total amount in the bond or securities fund, less expenses, on the applicable valuation date by the total number of units allocated to such fund.

¹⁸ In case of voluntary withdrawal, the tax law required that the amount forfeited must be at least equal to the value of the units credited to each account because of company contributions during the first 8 quarters immediately preceding voluntary withdrawal.

Wage Chronologies

The following list constitutes all wage chronologies published to date. Those for which a price is shown are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D. C., 20402, or from any of its regional sales offices. Those for which a price is not shown may be obtained free as long as a supply is available, from the Bureau of Labor Statistics, Washington, D. C., 20212, or from any of the regional offices shown on the inside back cover.

Aluminum Company of America, 1939-61. BLS Report 219.
American Viscose, 1945-63. BLS Report 277 (20 cents).
The Anaconda Co., 1941-48. BLS Report 197.
Anthracite Mining Industry, 1930-66. BLS Bulletin 1494 (20 cents).
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 Shipyard, 1941-65. BLS Bulletin 1454 (25 cents).
Bituminous Coal Mines, 1933-66. BLS Bulletin 1461 (20 cents).
The Boeing Co. (Washington Plants), 1936-64. BLS Report 204 (20 cents).
Carolina Coach Co., 1947-63. BLS Report 259.
Chrysler Corporation, 1939-64. BLS Report 198 (25 cents).
Commonwealth Edison Co. of Chicago, 1945-63. BLS Report 205. (20 cents).

Dan River Mills, 1943-65. BLS Bulletin 1495 (15 cents).
Federal Classification Act Employees, 1924-64. BLS Bulletin 1442 (35 cents).
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).
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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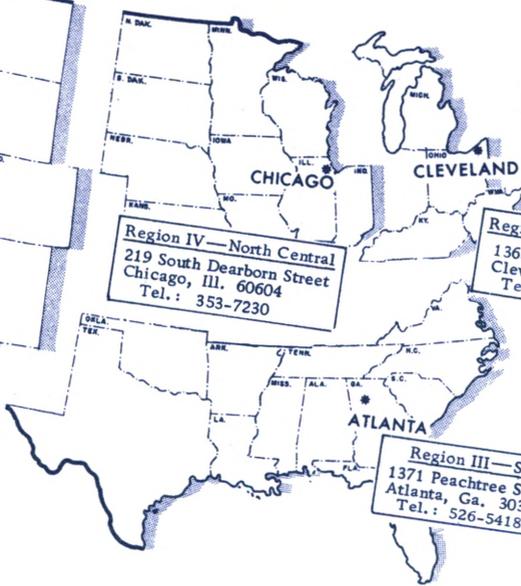


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New York, N. Y. 10001
Tel.: 971-5405

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1365 Ontario Street
Cleveland, Ohio 44114
Tel.: 241-7900



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Chicago, Ill. 60604
Tel.: 353-7230

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1371 Peachtree Street, NE.
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Tel.: 526-5418



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450 Golden Gate Avenue
Box 36017
San Francisco, Calif. 94102
Tel.: 556-4678

