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1932

Wage Chronology

**GENERAL MOTORS CORP.,
1939-66**

Bulletin No. 1532



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 employer 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, obtained from collective bargaining agreements and related documents, is 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 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 of piece-rate adjustment, and similar matters are omitted.

This chronology summarizes the changes in wage rates and related wage practices in the automotive plants of the General Motors Corporation that have been negotiated with the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America since August 1939. It includes the terms of 15 basic and supplemental agreements and three National War Labor Board Directives. The provisions of 14 of the agreements—published as BLS Report 185—have been supplemented in this bulletin by information on negotiated contract changes in 1964, 1965, and 1966.

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Contents

| | Page |
|---|--------|
| Introduction----- | 1 |
| 1939-49----- | 1 |
| 1950-51----- | 1 |
| 1952-53----- | 1 |
| 1954-55----- | 3 |
| 1956-60----- | 3 |
| 1961-63----- | 5 |
| 1964-66----- | 6 |
| Tables: | |
| A—General wage changes----- | 9 |
| B—Typical hourly job rates, selected occupations (automobile plants in Detroit area), 1939-66----- | 14 |
| C—Related wage practices----- | 15 |
| Shift premium pay----- | 15 |
| Overtime pay----- | 15 |
| Premium pay for Saturday and Sunday work----- | 15 |
| Holiday pay----- | 16 |
| Pay in lieu of vacation----- | 17 |
| Reporting time----- | 18 |
| Equal pay for women----- | 18 |
| Paid absence allowance----- | 18 |
| Jury duty pay----- | 18 |
| Mealtime pay----- | 19 |
| Paid relief time----- | 19 |
| Paid funeral leave----- | 19 |
| Educational pay----- | 19 |
| Group insurance plan----- | 20 |
| Pension plan----- | 26 |
| Wage advance plan----- | 30 |
| Supplemental unemployment benefit plan----- | 30 |
| Special account----- | 34 |
| Separation pay----- | 35 |
| Relocation allowance----- | 35 |
| Wage adjustment provisions in May 29, 1948, agreement----- | 41 |

General Motors Corp., 1939—66

Introduction

1939—49¹

Major changes in wages and related wage practices put into effect since August 1939 in the automotive plants of the General Motors Corp. are described in this chronology. The changes applied to hourly rated production and maintenance employees who were represented by the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).

The first collective-bargaining agreement between General Motors and the UAW-CIO was entered into on February 11, 1937. This agreement did not cover wages or related wage practices, which were handled at the plant level. Provisions relating to certain wages and wage practices were later added as supplements to the 1937 agreement. The first multiplant wage adjustment provided by agreement between the parties was included in the agreement of August 1939. Since this chronology starts with the 1939 agreement, the provisions reported under that date do not necessarily indicate changes in prior conditions of employment.

The agreement effective May 29, 1948, covered approximately 225,000 production, maintenance, and engineering shop employees in those bargaining units for which the UAW-CIO has been certified as bargaining agent by the National Labor Relations Board. The agreement continued to May 29, 1950, when it could be terminated or modified, and made no provision for negotiation of any general change during the 2-year term. The provisions dealing with the automatic quarterly adjustment of cost-of-living allowances and the "annual improvement factor" are reproduced at the end of this chronology.

1950—51

Wage-adjustment arrangements contained in the May 1948 agreement between the General Motors Corp. and the UAW-CIO were extended for another 5 years by the May 1950 contract, negotiated a few days prior to the expiration of the 1948 agreement. The annual increase in wage rates, identified as a stand-

ard-of-living improvement factor, was raised by 1 cent an hour to 4 cents, effective on May 29, 1950, and on May 29 of each year thereafter. Provisions relating to quarterly adjustments of the cost-of-living allowance were carried forward without change. A new pension plan financed by the company was established and the benefits under the contributory insurance plan already in effect were increased. The 5-year agreement contained no provision for reopening on wages or other matters.

1952—53

The 5-year collective-bargaining agreement between the General Motors Corp. and the United Automobile, Aircraft and Agricultural Implement Workers of America (CIO) was amended on May 22, 1953. A step toward amending the basic agreement was taken early in September 1952. At that time, the union's National General Motors Council adopted a resolution calling for a 5-cent limit on the cost-of-living allowance, with amounts over this allowance to be incorporated in basic rates; an increase in the annual-improvement-factor adjustment from 4 to 5 cents an hour; increases in pension payments; elimination of compulsory retirement; and substantial wage increases for employees in skilled occupations.² The union argued that long-term agreements could not remain static in a rapidly changing economy and that the situation had changed sufficiently since the adoption of the contract to require its revision.

The 1950 agreement provided that "the continuance of the cost-of-living allowance is dependent upon the availability of the official monthly BLS Consumers' Price Index in its present form and calculated on the same basis as the Index for April 1950, unless otherwise agreed upon by the parties."

¹ For purpose and scope of wage chronology series, see *Monthly Labor Review*, December 1948.

² Similar action was taken by the presidents of the Chrysler local unions and by the National Ford Council.

The "Old Series" Consumer Price Index, on which the cost-of-living allowance was based, was scheduled to be discontinued by the Bureau of Labor Statistics after December 1952. In order to provide additional time for parties using the Old Series index in their contracts to negotiate on the matter, the President of the United States, in January 1953, ordered continuation of that index through June.

In February, the company made an offer which the union considered inadequate. The offer provided for inclusion of 14 cents of the 25-cent cost-of-living allowance in basic wage rates, an increase of 5 cents an hour for skilled workers, and a method of conversion to the Revised Consumer Price Index. Later in the month, at its international convention, the UAW-CIO adopted 5 basic demands, 4 of which were substantially similar to the original council resolutions. The fifth related to the revised index and called for protection of the workers' "full equity" in the transition from the "Old Series" CPI.

On May 22, the new agreement was reached. It provided for (1) incorporation of all but 5 cents of the cost-of-living allowance into the basic rates, (2) an increase in the annual improvement adjustment to 5 cents, (3) conversion to the Revised Consumer Price Index in determining cost-of-living adjustments, and (4) additional increases to workers in specified skilled occupations. Under the new escalator provisions, adjustments above the present 5-cent allowance take place at the rate of 1 cent for each 0.6-point change; adjustments below an index of 113.6 (the lower limit of the 5-cent allowance) will take place at the rate of 1 cent for each 0.68-point change in the index. The different rate of adjustment below the 113.6 index level was adopted to allow any changes below the present cost-of-living allowance of 5 cents to occur at the rate at which the allowance was originally determined under the Old Series index.³ (The new

³ The following memorandum, released by the company, outlines the method used to convert from the "Old Series" index to the "Revised" index:

STEP ONE—MEMORANDUM OF UNDERSTANDING FORMULA:
A. Compute the difference between the "Old Series" index, plus 0.8 rent bias, for Dec. 15, 1952, and the "Interim Adjusted" index for the same date:

$$\text{"Old Series" Index plus } 0.8 = 191.8$$

$$\text{"Interim Adjusted" Index} = \underline{190.7}$$

$$\text{Difference} = 1.1$$

B. 191.8 falls in the 24¢ bracket in the present cost-of-living allowance table. Therefore, adjust the lower limit of the 24¢ bracket by the amount of disparity between the two Dec. 15, 1952, indexes:

$$\text{Lower limit 24¢ bracket (present table)} = 191.0$$

$$\text{Minus disparity in Dec. 15, 1952, indexes} = \underline{1.1}$$

$$\text{Adjusted 24¢ bracket} = 189.9$$

STEP TWO—CONVERSION TO 1947-49 BASE PERIOD:

A. Convert the lower limit of the adjusted 24¢ bracket from the 1935-39 to the 1947-49 base, using the BLS "conversion factor" of 167.2:

$$189.9 \div 167.2 \times 100 = 113.6$$

B. Convert the 1.14 "interval" from the 1935-39 to the 1947-49 base, using the BLS "conversion factor" of 167.2:

$$1.14 \div 167.2 \times 100 = 0.68$$

C. Convert an "interval" of 1.00 from the 1935-39 to the 1947-49 base, using the BLS "conversion factor" of 167.2:

$$1.00 \div 167.2 \times 100 = 0.6$$

STEP THREE—CONSTRUCTION OF COST-OF-LIVING ALLOWANCE TABLE ON 1947-49 BASE:

A. Build the table in a 1947-49 base below the 24¢ bracket by subtracting .68 from 113.6 thus:

| | Lower limit | Cost-of-living allowance |
|-------------|-------------|--------------------------|
| 113.6 = | 113.6 | = 24¢ |
| <u>-.68</u> | 112.92 = | 112.9 = 23¢ |
| <u>-.68</u> | 112.24 = | 112.2 = 22¢ |

B. Build the table on a 1947-49 base above the 24¢ bracket by adding .6 to 113.6 thus:

| | Lower limit | Cost-of-living allowance |
|------------|-------------|--------------------------|
| 113.6 = | 113.6 | = 24¢ |
| <u>+.6</u> | 114.2 = | 114.2 = 25¢ |
| <u>+.6</u> | 114.8 = | 114.8 = 26¢ |

STEP FOUR—ADJUST TABLE TO COMPENSATE FOR 19¢ OF COST-OF-LIVING ALLOWANCE ADDED TO BASE RATES:

| Cost-of-living allowance (Old) (New) | New table (1947-49=100) | Cost-of-living allowance (Old) (New) | New table (1947-49=100) |
|--------------------------------------|-------------------------|--------------------------------------|-------------------------|
| 17¢ - | - | 24¢ 5¢ | 113.6—114.1 |
| 18¢ - | - | 25¢ 6¢ | 114.2—114.7 |
| 19¢ None | 110.8 or less | 26¢ 7¢ | 114.8—115.3 |
| 20¢ 1¢ | 110.9—111.5 | 27¢ 8¢ | 115.4—115.9 |
| 21¢ 2¢ | 111.6—112.1 | 28¢ 9¢ | 116.0—116.5 |
| 22¢ 3¢ | 112.2—112.8 | 29¢ 10¢ | 116.6—117.1 |
| 23¢ 4¢ | 112.9—113.5 | | |

Summary of conversion of General Motors' cost-of-living allowance table based on Dec. 15, 1952, indexes

| Old cost-of-living allowance | Lower limits of brackets (1935-39 base) | | New "table" after shifting to 1947-49 base and adding 19¢ to base rates | New cost-of-living allowance |
|------------------------------|---|---|---|------------------------------|
| | Old "table" | After deducting 1.1 (Memo of Understanding formula) | | |
| 17¢ | 183.0 | 181.9 | - | - |
| 18¢ | 184.1 | 183.0 | - | - |
| 19¢ | 185.3 | 184.2 | 110.8 or less | None |
| 20¢ | 186.4 | 185.3 | 110.9—111.5 | 1¢ |
| 21¢ | 187.5 | 186.4 | 111.6—112.1 | 2¢ |
| 22¢ | 188.7 | 187.6 | 112.2—112.8 | 3¢ |
| 23¢ | 189.8 | 188.7 | 112.9—113.5 | 4¢ |
| 24¢ | 191.0 | 189.9 | 113.6—114.1 | 5¢ |
| 25¢ | 192.1 | 191.0 | 114.2—114.7 | 6¢ |
| 26¢ | 193.2 | 192.1 | 114.8—115.3 | 7¢ |
| 27¢ | 194.4 | 193.3 | 115.4—115.9 | 8¢ |
| 28¢ | 195.5 | 194.4 | 116.0—116.5 | 9¢ |
| 29¢ | 196.7 | 195.6 | 116.6—117.1 | 10¢ |

(and so forth, with 1¢ adjustment for each 0.6 change in the Revised Consumer Price Index)

ratio—1 cent for each 0.6-point change—provides roughly a 1 percent change in hourly pay for each 1 percent change in the price index.) The first adjustment based on the new index was made effective with the payroll period beginning June 1, and was related to the decline in the official index between December and April instead of the greater decline in the "Old Series" index between January and April.⁴ By this provision, the agreement prevented General Motors workers from taking a 2-cent wage cut that would have been due under the old index on June 1. Movements of the index do not affect basic wage rates.

Shortly after the culmination of negotiations with General Motors, the UAW signed similar agreements with Ford and Chrysler. In addition, these agreements liberalized pensions and provided further increases in basic rates of pay for patternmakers and die sinkers. Subsequently, General Motors and the UAW signed other supplementary contracts increasing benefits under the existing pension plan and giving the additional increase to these skilled workers. All the supplementary agreements, like the Ford and Chrysler settlements, also liberalized vacation eligibility provisions for workers automatically retired or retired by disability.

1954—55

A new 3-year agreement between the General Motors Corp. and the United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO), reached in June 1955, provided for a supplemental unemployment benefit plan similar to the one contained in the contract negotiated by the UAW and the Ford Motor Co. on June 6, 1955.

The former 5-year contract at General Motors was originally due to expire on May 29, 1955. However, on Mar. 29, 1955, the union notified the company of its desire to modify the contract. This gave the union the opportunity to terminate the contract any time after May 29, 1955, so long as it gave at least 30 days' advance notice. On April 29, 1955, the union notified the company it was terminating the contract effective as of midnight June 7—6 days after its agreement with Ford was due to end. On June 7, General Motors and the union agreed to extend the contract to June 12 to allow more time for study of the supplemental unemployment benefit plan the union had negotiated with the Ford Motor Co. the day before.

The General Motors agreement was dated June 12; it incorporated essentially the same major changes that had been written into the

Ford settlement.⁵ Both agreements provided the same type of supplementary benefit plan, cost-of-living escalator formula, annual improvement factor increases, and liberalized pension and vacation clauses. Two additional half holidays annually (Christmas Eve and New Year's Eve), additional wage increases for skilled workers, and liberalized insurance are also provided in both agreements. The General Motors contract further provided time and a half for all Saturday work except on 7-day operations, an increase in the premium for the third or night shift, and jury duty pay. It established a fund to correct interplant and intraplant wage inequities.

The new agreement was to be in force for 3 years until May 29, 1958. It could be reopened only in regard to the supplemental unemployment plan, and then only in the event of failure to obtain favorable government rulings on the plan as stipulated in the agreement.

1956—60

The General Motors Corp. and the United Automobile, Aircraft and Agricultural Implement Workers of America (UAW) began negotiations for contract changes on March 25, 1958, during a period of reduced employment in the industry. Their 3-year agreement was to expire on May 29, 1958.

The UAW's bargaining program for the automotive industry was adopted in January 1958, at a special convention,⁶ although preliminary goals had been stated at its regular convention in April 1957. On August 22, 1957, General Motors had offered to extend the existing contract for 2 years without change. The union presented a two-part bargaining program consisting of minimum basic and supplementary economic demands. Basic demands included a percentage wage increase related to productivity in the total private economy; elimination of wage-rate inequities; liberalization of the escalator clause and incorporation of existing cost-of-living allowances into basic rates; provision for higher supplemental unemployment benefits and wider coverage; severance pay, transfer rights, relocation allowances, and areawide seniority rights; and improvements in retirement and insurance benefits. Among the supplementary proposals made by the union was a profit-sharing plan. The union proposed that the

⁴ In other words, the conversion from the Old to the Official Index was effectuated in December rather than at a later month.

⁵ See *Monthly Labor Review*, August 1955 (p. 875), for a further discussion of these negotiations.

⁶ See "The 1958 Bargaining Programs for the Automobile Workers" (in *Monthly Labor Review*, March 1958, pp. 270-274).

major automobile companies, after meeting "the minimum costs of doing business" (which the union defined as paying basic wage and salary costs and retaining for dividends profits amounting, before taxes, to 10 percent of net capital), divide the remaining profits as follows: one-half to stockholders and executives and one-fourth each to other employees and consumers, the latter in the form of year-end rebates. The union also proposed that joint labor-management committees be established to study the impact of technological advances on workers in the industry.

In April 1958, the union offered to extend its contract with General Motors until September and to forego the improvement-factor wage increase included in the company's offer (which would have been payable May 29) provided the company agree to immediate temporary improvements in the SUB plan and take action which the union believed would reduce the industry's excessive new car inventories. These actions consisted of price cuts in the 1958 models and a joint petition with the union to the Federal Government for (a) a retroactive moratorium on the 10-percent excise tax for the remainder of the 1958 model run and (b) an extension of the duration of unemployment compensation. On April 29, the corporation notified the union of its intention to terminate the contract. On May 29, the union offered to arbitrate the economic issues in the negotiations and pledged to waive any demand that the arbitrators found would compel a price increase. The union also offered to extend the contract on a temporary basis while negotiations continued. The company rejected these proposals and reiterated its offer to extend the existing contract, without change, for 2 years.⁷

Union members continued to work following the termination of the contract by the company on May 29, 1958; by mid-July, strike votes had been completed at 98 of 126 plants, but no strike deadline was set at that time. With negotiations continuing on almost a day-by-day basis and after 92 percent of the workers (according to the union) had authorized strike action, a strike deadline was set for October 2. About 12 hours after a corporationwide strike began on October 2, tentative agreement on terms of a national 3-year contract was reached. However, the international authorized the local unions to continue on strike pending settlement of unresolved local issues; by the end of October, however, all these stoppages had ended.

Like the Ford and Chrysler agreements, the General Motors pact, which covered about 296,000 workers, continued the improvement-factor and cost-of-living escalator clauses of the previous contract; incorporated 15 cents

of the cost-of-living allowance into basic rates; provided an additional increase for an estimated 49,000 skilled workers; liberalized supplemental unemployment benefits and provided for separation payments under the supplementary unemployment benefit plan for employees permanently laid off; and improved pension and insurance benefits. Policy letters concerning preferential employment for laid-off GM skilled workers and the use of outside contractors were issued by the corporation on October 9, with copies given to the union.

Unlike the other 1958 auto contracts, the General Motors UAW agreement provided an additional 5 cents an hour for time worked, to employees on continuous 7-day operations, and improved some vacation pay practices.⁸ Also, the corporation agreed to set aside a fund equivalent to 0.5 cents a man-hour (based on the number of employees, exclusive of skilled trades, covered by the national agreements as of February 15, 1958) for making local wage classification adjustments at various General Motors plants.

The first improvement-factor increase and a 2-cent increase in the cost-of-living allowance were made effective July 1, 1958, and an additional 1-cent increase in the allowance was made effective September 1. Subsequent improvement-factor increases were scheduled to go into effect August 1, 1959, and September 1, 1960.

Supplemental unemployment benefits were increased, and the maximum period for such benefits was also extended. Benefits were extended to employees on short workweeks, even though they were ineligible for State unemployment compensation benefits. Provisions for financing the SUB plan were continued without change; lump-sum separation payments were to be financed from the existing SUB fund for workers permanently laid off on or after age 60 or for disability without sufficient service for a GM pension on or after September 1, 1958.

Pension benefits, including benefits for those already retired, were increased. The union agreed that in future negotiations it would not ask for further changes in retirement benefits for those on pensions at the time of negotiations.

The contract was to be in force until August 31, 1961, with no reopening provisions.

⁷ For further discussion of bargaining, see Wage Chronology No. 14: Ford Motor Co., Supplement No. 3-1955-59 (in *Monthly Labor Review*, August 1959, pp. 899-900).

⁸ In addition, the hiring preference period for laid-off General Motors workers when the corporation opened new plants was increased from 6 to 18 months.

1961-63

Negotiations in the automobile industry to replace agreements scheduled to expire in August and September 1961, began in late June and early July of that year. General Motors Corp. and the United Automobile, Aerospace and Agricultural Implement Workers of America (UAW)⁹ began their discussion on June 28 with the presentation of general bargaining objectives.¹⁰ The union's proposal (made separately to General Motors, Ford Motor Co., Chrysler Corp., and American Motors during July) was incorporated in a comprehensive document outlining their demands. Among other points, it noted that the 2.5-percent annual improvement factor was below "either the actualities or potentialities of productivity advance in our economy today."

The union ultimately asked for continuation of the 2.5-percent annual improvement factor and the cost-of-living escalator clause, with incorporation into base rates of 12 of the existing 17-cent-an-hour allowance. Proposed changes in related wage practices included liberalization of supplemental unemployment benefits, higher separation payments, and a guaranteed workweek for hourly workers through payment on a salary basis. Broadened job opportunities were to be provided through a shorter workweek, sabbatical leaves, longer vacations, restrictions on overtime, and earlier retirement. Many of the demands were designed to raise the benefits provided by the welfare programs. The union called for a broadened and company-paid health insurance plan, higher life and sickness and accident insurance benefits, higher pensions periodically adjusted to the change in the Consumer Price Index, and assumption by the company of part of the cost of retirees' insurance. The union also demanded more protection in the form of moving allowances, transfer rights, etc., for workers affected by the corporation's decisions to transfer operations or to open and close plants.

On July 31, after more than a month of bargaining that failed to produce satisfactory progress, the UAW and General Motors each served notice of intention to terminate the contract upon its expiration. Union members had voted previously to strike, if necessary, in support of their demands.

General Motors, on August 22, proposed a 22-point program to be embodied in a 3-year contract,¹¹ and stipulated that the offer would expire along with the contract at midnight on August 31, if agreement was not reached by then. Economic proposals of the company included continuation of the existing annual improvement factor increases, and incorporation of 12 cents of the existing 17-cent-an-hour cost-of-living allowance into base rates.

The company proposed continuation of the cost-of-living escalator clause, subject to review in September of 1962 and 1963, with the adjustment limited to 3 cents in the second year of the agreement and a total of 6 cents over the life of the agreement.

Other points in the company's economic program included a new short workweek benefit to supplement pay when less than 36 hours were worked in a week; an improved supplemental unemployment benefit plan, including increased separation pay; a moving allowance provision for employees transferring to other company plants; an improved vacation pay plan; increased life insurance and pension benefits; and improved hospital and medical expense benefits. The union rejected the offer as "totally inadequate."

On August 31, at the request of the Federal Mediation and Conciliation Service, the parties agreed to extend the contract to September 6. Two days later, the union made a proposal that included essentially its earlier demands, but added a progress- or profit-sharing plan similar to the one incorporated in the agreement reached a week earlier with American Motors Corp.¹² (A profit-sharing plan had been one of the union's contract demands in 1958.) The profit-sharing plan proposal was withdrawn the following day. However, the union stipulated that General Motors match all other benefits incorporated in the American Motors contract. A few hours before the extended deadline, union and company representatives announced that in light of "significant progress," the contract would be further extended to September 11.

Accord on basic economic terms of a new contract was reached on September 6, contingent upon settlement of noneconomic issues at both national and local levels. Local issues were resolved at more than 30 plants, but when the parties at almost 100 other plants were unable to resolve their differences on these issues by September 11, local strikes began.

⁹ The UAW changed its name to the United Automobile, Aerospace and Agricultural Implement Workers of America on May 8, 1962.

¹⁰ The UAW's bargaining program was adopted in April 1961, at a special collective bargaining convention. See "Special Bargaining Convention of the United Auto Workers," Monthly Labor Review, June 1961, pp. 611-613.

¹¹ The UAW received almost identical offers from both Ford and Chrysler on the same day.

¹² The American Motors profit-sharing plan required the company to pay 10 percent of profits before taxes (computed on the balance remaining after an amount equal to 10 percent of stockholders' equity had been set aside) to be used for increased benefits for hourly rated workers, and an additional 5 percent to be used to purchase American Motors' stock for these workers. For details of the American Motors-UAW 1961 agreement, see Monthly Labor Review, October 1961, pp. 1117-1118.

The last of the local strikes ended September 27, after the parties agreed to final contract provisions. The national contract covered 310,000 workers in 131 bargaining units in 18 States. There were many similarities between the General Motors contract and the pact with American Motors, the principal difference being the profit-sharing plan at American Motors and the methods of financing the increased benefits. The GM contract continued the annual improvement factor increases of 2.5 percent (with a minimum of 6 cents an hour) and the cost-of-living escalator clause (with 12 cents of the 17-cent allowance incorporated into base rates). The settlement provided that 2 cents of the first year's annual improvement factor increase be used to defray part of the company's cost of assuming the employees' share of hospital-medical insurance for active employees and their dependents, and that the 1-cent cost-of-living allowance that would have been due in September be used to pay part of increased company costs resulting from improved pensions and payment of one-half the premiums for hospital-medical insurance for retired employees and their dependents. Life insurance was increased; hospital, medical, and surgical benefits were improved. Provision was made for the company to pay 75 percent and the employees 25 percent of any increase in these insurance costs, but the agreement dated September 20, 1961, stipulated that the employees would not pay any cost increase for the duration of the agreement.¹³ Other contract changes included a moving allowance provision and improved vacation benefits, jury duty, and separation pay. Paid relief time (previously a company policy but an issue in strikes at some plants) was incorporated into the agreement.

Supplemental unemployment benefits were increased and the maximum period for such benefits was doubled—to 52 weeks. A short workweek provision was established, with 50 percent of the regular hourly rate being paid for each hour under 40 lost during unscheduled short workweeks and 65 percent during scheduled short workweeks. In addition, the company was to finance hospital, medical, and surgical insurance for laid-off workers and their dependents for as long as they were eligible for SUB payments and for up to 6 months for disabled employees. Any payment made by the company for such coverage for laid-off employees was to be credited against contributions to the SUB fund.

The company was to contribute 5 cents to the SUB fund for each hour employees received pay from the company through November 1962, regardless of the amount of money in the fund; thereafter, company contributions to be based on a new method of computing maximum funding.

The contract was to be in force until August 31, 1964, with no reopening provisions.
1964—66

In mid-April 1963, over a year in advance of formal 1964 contract negotiations, representatives of General Motors Corp. and the United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) began a series of prebargaining talks on the more complex issues to be faced in the upcoming negotiations.¹⁴ These discussions were intended to lead to "more rational and responsible" collective bargaining and to speed up final settlement by "clearing away the underbrush of misunderstanding and placing a firm foundation of fact under the feet of the bargaining committees on both sides," according to a union official. A 12-man joint committee was established to study the problems of unemployment and displaced workers; the impact on productivity of improved technology; excessive overtime, insurance, pensions and supplemental unemployment benefits. However, the committee was not authorized to conduct negotiations and the discussions were to be off the record.

A broad outline of the union's bargaining objectives in the 1964 negotiations in the automobile industry was drafted at the UAW's 19th Constitutional Convention in March 1964.¹⁵ Major goals adopted by the convention were centered on improving working conditions, creating new jobs, and improving the security of retirees.

Besides higher wages and improvements in existing fringe benefits, major economic proposals included a new early retirement provision aimed at creating additional job opportunities for those in need of work or for those threatened with unemployment resulting from automation and plant relocation. Other key points in the program—also aimed at opening up new jobs—were reduction of overtime, longer vacations, additional holidays, and increased premiums when overtime work was necessary. A shorter workweek was also proposed.

Formal negotiations between GM and the UAW on new contract terms began June 30, 1964, about 2 months before the existing agreement was scheduled to expire. By mid-July, the UAW had presented its initial demands to General Motors in the form of 41 "position papers" outlining its proposals for new 3-year contracts. Ford, Chrysler, and American Motors received similar demands during the same period.

¹³ See footnote 17, table A.

¹⁴ Prebargaining talks were suggested by UAW President Walter Reuther in letters to the major automobile firms in March 1963.

¹⁵ See "The UAW's 19th Constitutional Convention," *Monthly Labor Review*, June 1964, pp. 654-656.

One position paper dealt with wage matters. The union requested a substantial increase in the annual improvement factor and a revised formula for cost-of-living escalation. It requested that the entire cost-of-living allowance already in effect be incorporated into basic wage rates. The union also proposed income security for hourly paid employees through institution of a salary plan. Proposed changes in fringe benefits included an improved SUB plan, increased separation pay and guaranteed relief periods. A new plan, to become operative when the SUB plan was fully funded, would have diverted the 5 cents per hour SUB contribution to the purchase of company stock for employees.

Highest priority was given by the union to its proposal for creating new jobs and for preserving existing ones through early retirement. To encourage early retirements and improve conditions for those already retired, the union asked for increased pensions and liberalization of the eligibility requirements governing early retirement. Under the union proposal, retirees would have been protected against inflation by the establishment of a cost-of-living clause in the pension plan. In addition, the company was asked to assume the full cost of hospital-medical-surgical benefits for retirees and their dependents.

To broaden job opportunities further, the union sought restriction on overtime as well as higher pay for such work, longer vacations with pay, additional paid holidays, and a shorter workweek. To cushion the impact of automation and plant relocations, the UAW proposed a company-paid training and retraining program and provision for higher relocation allowances.

Other parts of the bargaining package included bereavement pay, a guarantee of no loss of earnings while serving on jury duty and higher shift premiums. Company paid life and sickness and accident insurance, with higher benefits and comprehensive improvements in the hospital-medical-surgical benefits for employees and their dependents were also requested.

Bargaining continued through July 30 without success and on July 31, the UAW and General Motors each served notice of intention to terminate the contract on August 31. Earlier in the month, union members had voted to strike, if necessary, in support of their demands.

On August 17, the UAW received nearly identical economic offers from the "Big Three" automobile manufacturers. General Motors economic proposal included continuation of existing annual improvement factor increases

and the cost-of-living escalator clause, with incorporation into base rates of 9 of the existing 14-cent-an-hour allowance. However, General Motors stipulated that the allowance be reviewed annually instead of quarterly and that any adjustment be based on the change in the average of the May, June, and July Consumer Price Index from 1 year to the next instead of comparing 1 month in each quarter to another month in the succeeding quarter. Creation of a \$6 million fund was proposed by the company, to adjust wage differentials.

The company offered 1 additional paid holiday and an improved vacation pay plan. It also offered new monthly benefits to the widows of employees who died after age 60 but before retirement. Other parts of the offer would have improved noncontributory life and sickness and accident benefits as well as the protection provided by the medical expense plan. It proposed improvements in the SUB plan and separation pay. Higher pension benefits and a company-paid tuition refund program were also included in the offer. A new plan designed to encourage early retirement would have provided larger benefits for workers retiring before age 65. The union rejected the offer.

On August 28, when it appeared that accord would not be reached by August 31, the expiration date of the existing agreement, the parties extended the agreement to September 9. On the latter date, the agreement was extended further to September 16, and indefinitely thereafter subject to a 48-hour notice of termination.

On September 21, the union set a strike deadline for 10 a. m., September 25, and so informed the company. This was confirmed by formal written notice on September 23. Four days before the deadline, the company revised its economic offer to match the provisions negotiated earlier in the month between the UAW and Chrysler Corp. and the Ford Motor Co.¹⁶ The economic package was accepted by the union in principle, but the parties were unable to agree on a number of noneconomic issues. When accord on these issues was not reached by 10 a. m., September 25, "a selective strike" occurred.¹⁷

A new 3-year national contract was tentatively agreed to on October 5 and ratified after a 31-day strike (the longest at the company since a 119-day strike in 1945-46) on October 25. After the union had ratified the agreement reached on national provisions, the

¹⁶ Settlements were reached at Chrysler Corp. on September 9; at Ford Motor Co. on September 18.

¹⁷ Under the union's "selective strike" strategy, about 80,000 employees in 41 plants or units making parts and accessories for other manufacturers remained on the job.

strike ended at most plants, but continued at 28 plants pending settlement of local issues. The last local settlement was reached on November 8. The national agreement was signed the following day and was made effective as of November 10.

Economic terms of the new contract were similar to those agreed to by Chrysler and Ford. Like those settlements, the GM pact did not include an across-the-board wage increase during the first contract year; however, 2.5 cents an hour was allocated for wage differential adjustments in that year. In addition, the workers' take-home pay was increased as a result of the company's assumption of the employees' share of the premium for life and sickness and accident insurance. The agreement called for deferred annual improvement factor increases of (a) 2.5 percent, with a minimum of 6 cents an hour in 1965 and (b) 2.8 percent with a minimum of 7 cents an hour, plus an additional 2 cents an hour general increase in 1966. The cost-of-living escalator clause was revised to provide for quarterly adjustments of 1 cent an hour for each 0.4-point change in the Bureau of Labor Statistics new series Consumer Price Index (1957-59=100).¹⁸ Nine cents of the existing 14-cent allowance was incorporated into basic wage rates.

Major changes involved substantial increases in normal pension benefits—the largest ever negotiated by the company and the union—as well as liberalized early retirement provisions applicable not only to employees retiring at the option of the company or under mutually satisfactory conditions, but to those retiring at their own option and elimination of the minimum age requirement for deferred benefits. Effective January 1, 1965, normal monthly benefits of new retirees were to be increased to \$4.25 for each year of credited service. On the same date, monthly pensions of employees already retired were to be increased by \$1.45 for each year of service.

The new provisions reduced the earliest retirement age by 5 years—to age 55. Effective September 1, 1964, employees between 50 and 55 years old could retire on their own volition—with a reduced early retirement benefit—if their age plus their years of service equal at least 85. In the same age bracket employees retired by the company or under mutually satisfactory conditions needed only a minimum of 10 years' service. This second group of employees received, in addition to their basic benefit, \$5.20 a month for each year of credited service up to 25 until they were eligible for full social security benefits.

Employees who met specified requirements and who retired after September 1, 1965, under the early or disability provisions of the pension plan were to have their benefits supplemented. These employees were to

receive their regular benefit and an additional allowance until they reached age 65. The allowance would bring total monthly benefits for those retiring between age 60 and 65 with 30 years' service to the smaller of \$400 or 70 percent of the employee's final base pay per month,¹⁹ including the cost-of-living allowance. The \$400 was to be reduced for those with less than 30 years' service and for retirement before age 60. The supplemental allowance would be terminated in any calendar year that the retiree earned more than the amount permitted by the Federal Social Security Act without reduction of statutory benefits.

Other economic provisions in the new contract included an additional 40 hours' paid absence allowance for all employees with at least 1 year's seniority (vacation time off was also provided for); 2 paid holidays were added; daily relief time was increased for those on assembly line and other machine paced operations—approximately one-third of the work force; premium pay for work during the regular workweek and for work on Sundays and holidays was increased for employees on continuous 7-day operations; and jury-duty pay provisions were improved. Paid funeral leave was made available for the first time and the company agreed to establish a tuition refund program. Hospital-medical insurance benefits were improved substantially and the company assumed the full cost of the strengthened life and sickness and accident insurance for employees and hospital-medical benefits for retirees and their dependents.

Supplemental unemployment benefits improvements included an increase in the maximum regular benefit payable, in the amount of certain short workweek benefits, and in separation pay. The 1964 agreement added a new benefit in the form of a Christmas or yearend bonus. This payment was to be financed by the continuation in a special account, of the company's regular 5-cent-an-hour SUB contributions, at times when the fund was at its maximum. Under the previous contract company contributions to the SUB fund stopped when the fund equaled or exceeded its maximum. Special account payments to eligible workers were to range from \$25 to \$100, depending upon the amount accrued in the special account.

The 3-year contract, covering about 360,000 employees in 130 plants or units in 18 States, was to be in force from November 10, 1964, through September 6, 1967, with no provisions for reopening. The following tables bring the General Motors Corporation Wage Chronology up to date through September 1966.

¹⁸ The U.S. city average for urban wage earners and clerical workers (including single workers) was to be used.

¹⁹ Final monthly base pay was determined as the highest hourly rate paid during the 26 weeks preceding retirement plus any cost-of-living allowance in effect by the last day worked, multiplied by 173-1/3.

A—General Wage Changes¹

| Effective date | Provision | Application, exceptions, and other related matters |
|---|--|--|
| Aug. 5, 1939 ² ----- | No general wage change----- | Upward adjustment and formalization of pay scales for tool and die makers and some maintenance classifications. |
| Aug. 1, 1940 (by agreement of June 24, 1940). | 1.55 cents an hour average increase----- | Agreement provided for fund of 1.5 cents an hour for employees covered by agreement, for purpose of general reevaluation of job classifications and rates in individual plants. Final cost averaged 1.55 cents an hour for eligible workers. |
| Apr. 28, 1941 (by agreement of June 3, 1941). | 10 cents an hour increase----- | |
| Apr. 28, 1942 (by directive order of National War Labor Board, Sept. 26, 1942). | 4 cents an hour increase----- | NWLB directives of Oct. 16 and 24, 1942, provided for additional increases of 6 cents an hour to skilled tool and die makers and to 4 skilled maintenance classifications, and fund of 1.5 cents an hour to be distributed among other skilled and semiskilled maintenance classifications. This fund was distributed by agreement of Jan. 5, 1943, in the form of 6-cent increases to specified maintenance and powerhouse classifications. |
| Oct. 6, 1944 (by directive order of NWLB, Apr. 12, 1945). | ----- | Increase of 5 cents an hour to skilled maintenance workers (not limited to groups included in 1942 and 1943 adjustments). |
| Mar. 19, 1946 (by agreement of same date). | 18.5 cents an hour increase----- | 13.5 cents retroactive to Nov. 7, 1945, for hours worked (plants were struck between Nov. 21, 1945, and various dates in March 1946). |
| Apr. 24, 1947 (by agreement of same date). | 11.5 cents an hour increase----- | |
| Oct. 20, 1947 (by agreement of Oct. 27, 1947). | ----- | Increase of 5 cents an hour to skilled maintenance workers. |
| May 29, 1948 (by agreement of same date). | 11 cents an hour increase----- | 6 cents of increase added to base rate of each wage classification and 5 cents designated as cost-of-living allowance to be adjusted up or down each 3 months, in accordance with changes in the Bureau of Labor Statistics Consumers' Price Index. Agreement also provided for increase of 3 cents an hour on May 29, 1949, as "annual improvement factor." (See p. 29 for text of contract provisions.) |
| Sept. 6, 1948----- | 3 cents an hour increase----- | Quarterly adjustment of cost-of-living allowance. |
| Dec. 1, 1948----- | No change----- | |
| Mar. 7, 1949----- | 2 cents an hour decrease----- | Quarterly adjustment of cost-of-living allowance. |
| May 29, 1949 (agreement dated May 29, 1948) | 3 cents an hour increase----- | Annual improvement factor applied to base rate of each wage classification. |
| June 6, 1949----- | 1 cent an hour decrease----- | Quarterly adjustment of cost-of-living allowance. |
| Sept. 5, 1949----- | No change----- | |
| Dec. 1949----- | No change----- | Quarterly cost-of-living review. |
| Mar. 6, 1950----- | 2 cents an hour decrease----- | Quarterly adjustment of cost-of-living allowance, reducing allowance to 3 cents an hour. |
| May 29, 1950----- | 4 cents an hour increase----- | Annual improvement factor applied to base rate of each wage classification. |
| June 1950----- | No change----- | Additional 5 cents an hour to skilled employees in maintenance, tool and die, pattern, and engineering departments. |
| Sept. 5, 1950----- | 5 cents an hour increase----- | Quarterly cost-of-living review. |
| Dec. 4, 1950 ³ ----- | 3 cents an hour increase----- | Quarterly adjustment of cost-of-living allowance, increasing allowance to 8 cents an hour. |
| Mar. 5, 1951 ⁴ ----- | 5 cents an hour increase----- | Quarterly adjustment of cost-of-living allowance. |
| May 29, 1951----- | 4 cents an hour increase----- | Quarterly adjustment of cost-of-living allowance. |
| June 4, 1951----- | 3 cents an hour increase----- | Annual improvement factor adjustment. |
| Sept. 3, 1951----- | 1 cent an hour increase----- | Quarterly adjustment of cost-of-living allowance. |
| Dec. 3, 1951----- | 1 cent an hour increase----- | Quarterly adjustment of cost-of-living allowance. |
| Mar. 3, 1952----- | 3 cents an hour increase----- | Quarterly adjustment of cost-of-living allowance. |
| May 29, 1952----- | 4 cents an hour increase----- | Quarterly adjustment of cost-of-living allowance. |
| June 2, 1952----- | 1 cent an hour decrease----- | Annual improvement factor adjustment. |
| Sept. 1, 1952----- | 3 cents an hour increase----- | Quarterly adjustment of cost-of-living allowance. |
| Dec. 1, 1952----- | 1 cent an hour decrease----- | Quarterly adjustment of cost-of-living allowance. |
| Apr. 13, 1953----- | 1 cent an hour decrease----- | Quarterly adjustment of cost-of-living allowance. |
| May 29, 1953 (by supplemental agreement of May 22, 1953). | 5 cents an hour increase----- | Adjustment made at this date because of late release of Old Series CPI. |
| June 1, 1953 (by agreement of above date). | No change in cost-of-living allowance----- | The new agreement increased the annual improvement factor adjustment by 1 cent an hour. |
| | | The new agreement incorporated 19 cents of the previous 24 cents into the basic wage structure, provided for quarterly adjustments of the cost-of-living allowance in accordance with the movement of the Revised CPI. When the CPI falls below 110.9 the cost-of-living allowance will be 0. ⁵ |
| | | Skilled occupations (including patternmakers and die sinkers) in the maintenance, tool and die, pattern, and engineering departments received an additional 10 cents an hour. |

See footnotes at end of table.

A—General Wage Changes¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|---|---|--|
| June 1, 1953 (by supplemental agreement of May 28). | ----- | Patternmakers and die sinkers received an additional 10 cents an hour (total additional increases, 20 cents). |
| Sept. 1, 1953 | 1 cent an hour increase----- | Quarterly adjustment of cost-of-living allowance. |
| Dec. 7, 1953 | 2 cents an hour increase----- | Quarterly adjustment of cost-of-living allowance. |
| Mar. 1, 1954 | 1 cent an hour decrease----- | Quarterly adjustment of cost-of-living allowance. |
| May 29, 1954 | 5 cents an hour increase----- | Annual improvement factor adjustment. |
| June 7, 1954 | 1 cent an hour decrease----- | Quarterly adjustment of cost-of-living allowance. |
| Sept. 6, 1954 | 1 cent an hour increase----- | Quarterly adjustment of cost-of-living allowance. |
| Dec. 6, 1954 | 1 cent an hour decrease----- | Quarterly adjustment of cost-of-living allowance. |
| Mar. 7, 1955 | No change----- | Quarterly review of cost-of-living allowance. |
| May 29, 1955 (by agreement dated June 12, 1955). | 6 cents an hour increase or 2½ percent ⁶ of base rate, whichever was greater (estimated average of 6.1 cents). | New annual improvement factor. Similar adjustments to be effective May 29 of 1956 and 1957. |
| | | Additional increases: ⁷ |
| | | 8 cents an hour for all skilled occupations and additional increases for skilled workers in pattern and engineering departments. |
| | | Establishment of a fund for adjustment of interplant or intraplant inequities in nonskilled trade classification rates. ⁸ |
| June 6, 1955 (by agreement dated June 12, 1955). | No change----- | Quarterly review of cost-of-living allowance. |
| | | The new agreement provided for quarterly adjustments of the cost-of-living allowance for each 0.5-point change in the Bureau of Labor Statistics Consumer Price Index above an index of 114.2 (the lower limit of the existing 6-cent allowance); changes below this level would take place at the rate the allowance accumulated under previous escalation provisions. If the CPI fell below 110.9, the cost-of-living allowance would be 0. ⁹ |
| Sept. 5, 1955 | 1 cent an hour increase----- | Quarterly adjustment of cost-of-living allowance. |
| Dec. 5, 1955 | No change----- | Quarterly review of cost-of-living allowance. |
| Mar. 5, 1956 | 1 cent an hour decrease----- | Quarterly adjustment of cost-of-living allowance. |
| May 29, 1956 (agreement dated June 12, 1955). | 6 cents an hour increase or 2½ percent of base rate, whichever was greater ¹⁰ (BLS estimated average—6.1 cents). | Deferred annual improvement factor adjustment. |
| June 4, 1956 | 1 cent an hour increase----- | Quarterly adjustment of cost-of-living allowance. |
| Sept. 3, 1956 | 4 cents an hour increase----- | Quarterly adjustment of cost-of-living allowance. |
| Dec. 3, 1956 | 2 cents an hour increase----- | Quarterly adjustment of cost-of-living allowance. |
| Mar. 4, 1957 | 1 cent an hour increase----- | Quarterly adjustment of cost-of-living allowance. |
| May 29, 1957 (agreement dated June 12, 1955). | 6 cents an hour increase or 2½ percent of base rate, whichever was greater ¹⁰ (BLS estimated average—6.1 cents). | Deferred annual improvement factor adjustment. |
| June 3, 1957 | 2 cents an hour increase----- | Quarterly adjustment of cost-of-living allowance. |
| Sept. 2, 1957 | 3 cents an hour increase----- | Quarterly adjustment of cost-of-living allowance. |
| Oct. 7, 1957 (supplemental agreement dated Sept. 26, 1957). | ----- | Increases to skilled trades apprentices varying with time in program. ¹¹ |
| Dec. 2, 1957 | No change----- | Quarterly review of cost-of-living allowance. |
| Mar. 3, 1958 | 3 cents an hour increase----- | Quarterly adjustment of cost-of-living allowance. |
| July 1, 1958 (agreement dated Oct. 2, 1958). | 6 cents an hour increase or 2½ percent of base rate, whichever was greater ¹⁰ (BLS estimated average—6.2 cents). | Agreement maintained the improvement factor of the previous agreement and provided similar adjustments to be effective Aug. 1, 1959, and Sept. 1, 1960. |
| July 1, 1958 (agreement dated Oct. 2, 1958). | 2 cents an hour increase----- | Adjustment of cost-of-living allowance. |
| Sept. 1, 1958 (contract settlement agreement dated Oct. 2, 1958). | ----- | Additional increases ¹² of 8 cents an hour to employees in skilled classifications in tool and die, pattern, maintenance, and engineering departments. |
| Sept. 1, 1958 (agreement dated Oct. 2, 1958). | 1 cent an hour increase----- | Quarterly adjustment of cost-of-living allowance. |
| | | The new agreement incorporated 15 of the 24-cent cost-of-living allowance in effect on Aug. 31, 1958, into base hourly rates ¹³ and continued the cost-of-living escalator formula of the previous agreement. ¹⁴ |
| Oct. 2, 1958 (memorandum of understanding of same date). | ----- | Establishment of a fund for adjustment of interplant or intraplant wage differentials. ¹⁵ |
| Dec. 1, 1958 | No change----- | Quarterly review of cost-of-living allowance. |
| Mar. 2, 1959 | No change----- | Quarterly review of cost-of-living allowance. |
| June 1, 1959 | No change----- | Quarterly review of cost-of-living allowance. |
| Aug. 1, 1959 (agreement dated Oct. 2, 1958). | 6 cents an hour increase or 2½ percent of base rate, whichever was greater ¹⁰ (BLS estimated average—6.2 cents). | Deferred improvement factor adjustment. |
| Sept. 7, 1959 | 2 cents an hour increase----- | Quarterly adjustment of cost-of-living allowance. |
| Dec. 7, 1959 | 1 cent an hour increase----- | Quarterly adjustment of cost-of-living allowance. |

See footnotes at end of table.

A—General Wage Changes¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|---|---|--|
| Mar. 7, 1960 | No change | Quarterly review of cost-of-living allowance. |
| June 6, 1960 | 2 cents an hour increase | Quarterly adjustment of cost-of-living allowance. |
| Sept. 1, 1960 (agreement dated Oct. 2, 1958). | 6 cents an hour increase or 2½ percent of base rate, whichever was greater. ¹⁰ (BLS estimated average—6.3 cents). | Deferred improvement factor adjustment. |
| Sept. 5, 1960 | No change | Quarterly review of cost-of-living allowance. |
| Dec. 5, 1960 | 2 cents an hour increase | Quarterly adjustment of cost-of-living allowance. |
| Mar. 6, 1961 | No change | Quarterly review of cost-of-living allowance. |
| June 5, 1961 | No change | Quarterly review of cost-of-living allowance. |
| Sept. 4, 1961 | No change | The 1-cent-an-hour cost-of-living adjustment that would have been due was waived by the union; see following information. |
| Sept. 4, 1961 (agreement dated Sept. 20, 1961). | 6 cents an hour increase or 2½ percent of base rates, minus 2 cents, whichever was greater ¹⁶ (increase ranged from 4 to 10 cents an hour, BLS estimated average—4.4 cents). | Agreement maintained the improvement factor of the previous agreement, minus 2 cents in 1961, and provided adjustments to be effective on Sept. 3, 1962, and on Sept. 2, 1963. ¹⁷ |
| Oct. 2, 1961 (agreement dated Sept. 20, 1961). | | Waiver of 2 cents of annual improvement factor increase and 1 cent due under Sept. 4, 1961, cost-of-living review was in consideration of, but did not fully offset, improved pension benefits and company's assumption of full cost of hospital-medical care for employees and dependents, and one-half cost of hospital-medical care for retired employees and dependents. |
| Dec. 4, 1961 | 1 cent an hour increase | The agreement incorporated 12 cents of the 17-cent cost-of-living allowance in effect on Oct. 1, 1961, into base hourly rates, ¹⁸ and continued the cost-of-living escalator formula of the previous agreement. ¹⁹ |
| Mar. 5, 1962 | No change | Quarterly adjustment of cost-of-living allowance. |
| June 4, 1962 | 1 cent an hour increase | Quarterly review of cost-of-living allowance. |
| Sept. 3, 1962 | 1 cent an hour increase | Quarterly adjustment of cost-of-living allowance. |
| Sept. 3, 1962 (agreement dated Sept. 20, 1961). | 6 cents an hour increase or 2½ percent of base rates, whichever was greater ¹⁶ (increase ranged from 6 to 12 cents an hour, BLS estimated average—6.8 cents). | Deferred improvement factor adjustment. |
| Dec. 3, 1962 | 1 cent an hour increase | Quarterly adjustment of cost-of-living allowance. |
| Mar. 4, 1963 | No change | Quarterly review of cost-of-living allowance. |
| June 3, 1963 | 1 cent an hour increase | Quarterly adjustment of cost-of-living allowance. |
| Sept. 1, 1963 | 2 cents an hour increase | Quarterly adjustment of cost-of-living allowance. |
| Sept. 2, 1963 (agreement dated Sept. 20, 1961). | 6 cents an hour increase or 2½ percent of base rates, whichever was greater ¹⁶ (increase ranged from 6 to 12 cents an hour, BLS estimated average—7 cents). | Deferred improvement factor adjustment. |
| Dec. 2, 1963 | No change | Quarterly review of cost-of-living allowance. |
| Mar. 2, 1964 (agreement dated Sept. 20, 1961). | 1 cent an hour increase | Quarterly adjustment of cost-of-living allowance. |
| June 1, 1964 | 1 cent an hour increase | Quarterly adjustment of cost-of-living allowance. |
| Sept. 7, 1964 (agreement dated Oct. 5, 1964). | No change | The union agreed to allocate the 2 cents an hour cost-of-living adjustment that would have been due and the 1964 annual improvement factor increase which the company offered, for other economic benefit improvements. ²⁰ |
| Oct. 1, 1964 (agreement dated Oct. 5, 1964). | | Company and union to negotiate wage adjustments for certain job classifications to be effective retroactive for 6 months from the date of agreement, but no earlier than Sept. 7, 1964. ²¹ Total amount of adjustments not to exceed 2.5 cents times the number of employees covered by the previous agreement who were working during the workweek ending Mar. 15, 1964, plus the number of employees who were covered by the Parts Division agreement dated Nov. 10, 1961, who were working during the workweek ending June 22, 1964. |
| Dec. 7, 1964 | 1 cent an hour increase | Agreement also: (1) provided two deferred annual improvement factor increases, effective (a) Sept. 6, 1965—2.5 percent, minimum 6 cents an hour and (b) Sept. 5, 1966—2.8 percent, minimum 7 cents, plus 2 cents an hour general wage increase; (2) incorporated 9 cents of 14-cent cost-of-living allowance in effect Oct. 1, 1964, into base hourly rates; (3) revised the cost-of-living escalator clause to provide quarterly adjustments of 1 cent an hour for each 0.4-point change in the Bureau of Labor Statistics Consumer Price Index (New Series) above 106.1 (1957-59=100). If the CPI fell below 106.5, the cost-of-living allowance would be 0. ²² |
| Mar. 1, 1965 | 1 cent an hour increase | Quarterly adjustment of cost-of-living allowance. |
| | | Quarterly adjustment of cost-of-living allowance. |

See footnotes at end of table.

A—General Wage Changes —Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|---|---|---|
| June 7, 1965 ----- Sept. 6, 1965 ----- Sept. 6, 1965 (agreement dated Oct. 5, 1964). | 1 cent an hour increase ----- 2 cents an hour increase ----- 6 cents an hour increase or 2½ per- cent of base rates, whichever was greater ⁴ (increase ranged from 6 to 13 cents an hour, BLS esti- mated "Big Three" average, 7.4 cents). | Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Deferred improvement factor adjustment. |
| Dec. 6, 1965 ----- Mar. 7, 1966 ----- June 6, 1966 ----- Sept. 5, 1966 ----- Sept. 5, 1966 (agreement dated Oct. 5, 1964). | No change ----- 2 cents an hour increase ----- 4 cents an hour increase ----- 2 cents an hour increase ----- 7 cents an hour increase or 2.8 percent, whichever was greater ²³ (increase ranged from 7 to 15 cents an hour) plus 2 cents an hour, BLS estimated "Big Three" average 10.5 cents. | Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Deferred improvement factor adjustment. |

¹ General wage changes are construed as upward or downward adjustment affecting a substantial number of workers at one time. Not included within the term are adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure (such as changes in individual job rates or incentive rates) that do not have an immediate and noticeable effect on the average wage level.

The general wage changes listed above were the major changes affecting wage rates during the period covered by this chronology. Additional adjustments, including adjustments in women's rates under the equal pay provisions of the contracts, were made in individual plants, but details concerning these are not available. Because of these omissions, the omission of individual rate adjustments, and other factors, the total of the general wage changes listed will not necessarily coincide with the movement of straight-time average hourly earnings.

² This was the first multiplant wage adjustment provided by agreement between the parties. A general wage increase of 5 cents an hour granted by the corporation in February 1938, and an earlier general increase of 5 cents an hour effective Nov. 9, 1936, were not determined through collective bargaining.

³ Parties agreed to add 1.3 points to the BLS Consumers' Price Index in computing the cost-of-living allowance to compensate for the understatement of the index's rent component. The increase in the previous 0.8-point adjustment was made on the basis of a new estimate made by BLS.

⁴ On Mar. 3, 1951, the parties agreed to reinstate the 0.8 adjustment in computing the cost-of-living allowance.

⁵ The new agreement provided that future cost-of-living adjustments be based on the Revised Series Consumer Price Index (1947-49 100).

⁶ The annual improvement factor increase was made in accordance with the following schedule:

| Straight-time hourly wage rate | Annual improvement factor increase (in cents per hour) | Straight-time hourly wage rate | Annual improvement factor increase (in cents per hour) |
|-----------------------------------|---|-----------------------------------|---|
| Less than \$2.60 ----- | 6 | \$3.40 and under \$3.80 ----- | 9 |
| \$2.60 and under \$3.00 ----- | 7 | \$3.80 and under \$4.20 ----- | 10 |
| \$3.00 and under \$3.40 ----- | 8 | | |

⁷ These amounted to an increase of about 3.1 cents average over all employees of the company represented by the union.

⁸ The fund was the equivalent of 2 cents per hour times the 325,000 nonskilled trades employees covered by the agreement.

⁹ The new agreement provided that future cost-of-living adjustments be determined in accordance with the following table:

| Consumer Price Index | Cost-of-living allowance (in cents per hour) | Consumer Price Index | Cost-of-living allowance (in cents per hour) |
|----------------------|---|--|---|
| 110.8 or less ----- | None | 114.2 to 114.6 ----- | 6 |
| 110.9 to 111.5 ----- | 1 | 114.7 to 115.1 ----- | 7 |
| 111.6 to 112.1 ----- | 2 | 115.2 to 115.6 ----- | 8 |
| 112.2 to 112.8 ----- | 3 | and so forth, with a 1-cent change for each 0.5 point change in the index. | |
| 112.9 to 113.5 ----- | 4 | | |
| 113.6 to 114.1 ----- | 5 | | |

¹⁰ Improvement factor and cost-of-living increases were payable to incentive workers but not included in the base rates used in incentive pay calculations. The schedule of improvement factor increases which was established in the June 12, 1955, contract was continued.

¹¹ Effective Oct. 7, 1957, apprentices to be paid an hourly rate or an hourly rate plus a percentage of the journeymen's rate, whichever was greater, depending on total number of hours under the program.

¹² These amounted to an estimated increase of 1.1 cents (union estimate) averaged over all employees of the company represented by the union.

¹³ Except base rates used in incentive pay calculations.

Footnotes—Continued

¹⁴ The new agreement provided that future cost-of-living adjustments be determined in accordance with the following table:

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

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

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

¹⁵ The fund was equivalent to 0.5 cent per hour times the number of employees (exclusive of skilled trades) covered by the national agreement as of Feb. 15, 1958. In the actual allocation of the fund, 0.25 cent was given to all plants generally and the other 0.25 cent was given to certain plants to improve their overall rate relationship.

¹⁶ The 2½-percent increase (minus 2 cents in 1961) applied to straight-time hourly rates, excluding the cost-of-living allowance in effect and shift premiums as follows:

| Straight-time hourly wage rate | Hourly annual improvement factor increase (in cents)— | | Straight-time hourly wage rate | Hourly annual improvement factor increase (in cents)— | |
|-----------------------------------|--|---------------|-----------------------------------|--|---------------|
| | 1961 | 1962 and 1963 | | 1961 | 1962 and 1963 |
| Less than \$2.60 | 4 | 6 | \$3.80 and under \$4.20 | 8 | 10 |
| \$2.60 and under \$3.00 | 5 | 7 | \$4.20 and under \$4.60 | 9 | 11 |
| \$3.00 and under \$3.40 | 6 | 8 | \$4.60 and under \$5.00 | 10 | 12 |
| \$3.40 and under \$3.80 | 7 | 9 | | | |

¹⁷ By supplemental agreement dated Sept. 20, 1961, amending the insurance program, the parties agreed that the annual improvement factor increases due Sept. 3, 1962, and Sept. 2, 1963, were to be reduced by 25 percent of the increase in average monthly insurance base premiums above the average base premium in January 1962, after adjustment of this January base for the increase in premiums between Jan. 1, 1962, and July 31, 1962, resulting from improvements in plans outside Michigan. However, since the 2 cents of the first year's annual improvement factor was used to cover a portion of the cost of this insurance which could not be made effective immediately, the contract settlement agreement, dated Sept. 20, 1961, waived the employees' share of the increased cost for the duration of the agreement.

¹⁸ Except base rates used in incentive pay calculations.

¹⁹ The new agreement provided that future cost-of-living adjustments be determined in accordance with the following table:

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

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

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

²⁰ However, as a result of the company's assumption of the workers' share of the premium for life, sickness and accident insurance, employees' take-home pay was increased.

²¹ Final agreement was reached on Mar. 5, 1965, retroactive to Sept. 7, 1964.

²² The agreement provided that cost-of-living adjustments be determined in accordance with the following table:

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

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

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

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

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

²³ The 2½ percent (2.8 in 1966) applied to straight-time hourly rates, excluding cost-of-living allowance in effect and shift premium, as follows:

| Straight-time hourly wage rate, 1965 | Hourly annual improvement factor increase (in cents)— | Straight-time hourly wage rate, 1966 | Hourly annual improvement factor increase (in cents)— |
|---|--|---|--|
| Less than \$2.60 | 6 | Less than \$2.68 | 7 |
| \$2.60 and under \$3.00 | 7 | \$2.68 and under \$3.04 | 8 |
| \$3.00 and under \$3.40 | 8 | \$3.04 and under \$3.40 | 9 |
| \$3.40 and under \$3.80 | 9 | \$3.40 and under \$3.75 | 10 |
| \$3.80 and under \$4.20 | 10 | \$3.75 and under \$4.11 | 11 |
| \$4.20 and under \$4.60 | 11 | \$4.11 and under \$4.47 | 12 |
| \$4.60 and under \$5.00 | 12 | \$4.47 and under \$4.83 | 13 |
| \$5.00 and under \$5.40 | 13 | \$4.83 and under \$5.18 | 14 |
| | | \$5.18 and under \$5.54 | 15 |

In addition, effective Sept. 5, 1966, each employee was to receive a wage increase of 2 cents an hour. This increase was to be added to the applicable wage rate or base rate after those rates have been adjusted to include the Sept. 5, 1966 annual improvement factor increase.

B—Typical Hourly Job Rates,¹ Selected Occupations (Automobile Plants in Detroit Area), 1939—66

| Occupation | Aug. 5, 1939 | Apr. 28, 1941 | Apr. 28, 1942 | Mar. 19, 1946 | Apr. 24, 1947 | May 29, 1948 | May 29, 1949 | May 29, 1950 | May 29, 1951 | May 29, 1952 | May 29, 1953 | June 1, 1953 ² | May 29, 1954 | May 29, 1955 |
|--|--------------------|---------------------|---------------------|---------------------|----------------------------------|--------------------|---------------------|---------------------|---------------------------------|---------------------|---------------------|---------------------------------|---------------------|---------------------|
| Janitors ----- | \$0.75 | \$0.85 | \$0.89 | \$1.075 | \$1.19 | \$1.25 | \$1.28 | \$1.32 | \$1.36 | \$1.40 | \$1.45 | \$1.64 | \$1.69 | \$1.75 |
| Assemblers, major ----- | 1.00 | 1.10 | 1.14 | 1.325 | 1.44 | 1.50 | 1.53 | 1.57 | 1.61 | 1.65 | 1.70 | 1.89 | 1.94 | 2.00 |
| Pipefitters ³ ----- | 1.10 | 1.20 | 1.24 | 1.535 | 1.65 | 1.76 | 1.79 | 1.88 | 1.92 | 1.96 | 2.01 | 2.30 | 2.35 | 2.49 |
| Tool and dye makers ³ ----- | 1.30 | 1.40 | 1.50 | 1.785 | 1.90 | 1.96 | 1.99 | 2.08 | 2.12 | 2.16 | 2.21 | 2.50 | 2.55 | 2.70 |
| | | May 29, 1956 | May 29, 1957 | July 1, 1958 | Sept. 1, 1958 ⁴ | Aug. 1, 1959 | Sept. 1, 1960 | Sept. 4, 1961 | Oct. 2, 1961 ⁵ | Sept. 3, 1962 | Sept. 2, 1963 | Oct. 1, 1964 ⁶ | Sept. 6, 1965 | Sept. 5, 1966 |
| Janitors ----- | | \$1.81 | \$1.87 | \$1.93 | \$2.08 | \$2.14 | \$2.20 | \$2.24 | \$2.36 | \$2.42 | \$2.48 | \$2.60 | \$2.67 | \$2.76 |
| Assemblers, major ----- | | 2.06 | 2.12 | 2.18 | 2.33 | 2.39 | 2.45 | 2.49 | 2.61 | 2.68 | 2.75 | 2.84 | 2.91 | 3.01 |
| Pipefitters ³ ----- | | 2.55 | 2.61 | 2.68 | 2.91 | 2.98 | 3.05 | 3.11 | 3.23 | 3.31 | 3.39 | 3.48 | 3.57 | 3.69 |
| Tool and dye makers ³ ----- | | 2.77 | 2.84 | 2.91 | 3.14 | 3.22 | 3.30 | 3.36 | 3.48 | 3.57 | 3.66 | 3.75 | 3.84 | 3.97 |

¹ The rates shown include only that portion of the cost-of-living allowance incorporated into basic rates on the stipulated dates.

² The rates shown reflect incorporation of 19 cents of the existing 24-cent cost-of-living allowance into basic rates.

³ The rates shown are the maximum of a range.

⁴ The rates shown reflect incorporation of 15 cents of the existing 24-cent cost-of-living allowance into basic rates.

⁵ The rates shown reflect incorporation of 12 cents of the existing 17-cent cost-of-living allowance into basic rates.

⁶ The rates shown reflect incorporation of 9 cents of the existing 14-cent cost-of-living allowance into basic rates.

C—Related Wage Practices¹

| Effective date | Provision | Applications, exceptions, and other related matters |
|--|---|---|
| Shift Premium Pay | | |
| Aug. 5, 1939----- June 24, 1940----- | No provision for shift premium pay. 5 percent premium pay on shifts with half or more of working hours between 6 p. m. and 6 a. m. | Special shifts for which half or more of scheduled hours were between 12 midnight and 6 a. m. also received 7.5 percent premium. On two-shift operations, where second shift was regularly scheduled to work more than 9 hours and until or beyond 3 a. m., 7.5 percent premium paid for all hours after midnight. Third-shift premium pay applicable to regular shift scheduled to start between 10:00 p. m. and 4:45 a. m. and to special shifts for which half or more of scheduled hours are between 12 midnight and 8:45 a. m. Added: Third-shift premium paid for hours worked between 4:45 a. m. and 7 a. m. on shifts regularly scheduled to start after 4:45 a. m. and before 6 a. m. |
| Oct. 5, 1943 (by directive order of NWLB, Mar. 3, 1945). | Added: 7.5 percent premium pay on third shifts regularly scheduled to start between 10 p. m. and 2 a. m. | |
| May 29, 1950----- | | |
| June 12, 1955----- | Increased to: 10 percent premium on third shifts regularly scheduled to start between 10 p. m. and 4:45 a. m. | |
| Overtime Pay | | |
| Aug. 5, 1939 ² ----- | Time and one-half for work in excess of 40 hours per week. | |
| June 24, 1940----- | Time and one-half for work in excess of 8 hours per day or 40 hours per week. | |
| Premium Pay for Saturday and Sunday Work | | |
| Aug. 5, 1939----- | Time and one-half for Saturday work in excess of 40 hours. Double time for work on Sunday. ³ | Not applicable to employees in occupations requiring 7-day operation, for whom Saturday and/or Sunday work constituted part of normal workweek. Time lost for personal or other specified reasons during first 5 days of week made up on 6th or 7th day at straight time. Applicable to all employees, including those on continuous operations. Employees on continuous 7-day operations paid double time for 7th consecutive day worked in calendar week. Eliminated for all employees: Time lost for personal or other specified reasons during first 5 days of week made up on the 6th or 7th day at straight time. To be included in computing vacation and holiday pay, overtime and night-shift premium. |
| Oct. 19, 1942 ⁴ ----- | Changed to time and one-half for 6th day, and double time for 7th day, worked in calendar week. | |
| Sept. 3, 1945----- | Double time for 7th day changed back to double time for Sunday work. | |
| June 12, 1955----- | Time and one-half for 6th day changed to time and one-half for Saturday work on noncontinuous operations. | |
| Oct. 21, 1958 (agreement dated Oct. 2, 1958). | Added: 5 cents an hour for all hours worked during regular workweek to employees working in necessary continuous 7-day operations whose occupations involve work on Saturday and Sunday. | |
| Nov. 10, 1964 (agreement dated Oct. 5, 1964). | Changed to: For employees on continuous 7-day operations whose occupations involve work on Saturday and Sunday, 10 cents an hour for all hours during regular workweek and time and one-fourth for the first 8 hours worked on Sunday unless payable at overtime premium. | |

See footnotes at end of table.

C—Related Wage Practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|--|---|---|
| Holiday Pay | | |
| Aug. 5, 1939 ⁵ | Double time for work on 6 specified holidays. No payment for holidays not worked. | Holidays were: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day. Not applicable to employees in occupations requiring 7-day operation. |
| Oct. 19, 1942 ⁴ | Changed to time and one-half for holiday work. | Applicable to all employees, including those on continuous 7-day operations. |
| Sept. 3, 1945 | Changed back to double time for holidays worked. | Applicable to all employees, including those on continuous 7-day operations. |
| Apr. 24, 1947 | 6 paid holidays established for which workers with seniority ⁶ received 8 hours' straight-time pay. Double time (total) for holidays worked. | Holidays same as above. Holidays falling on Saturdays paid for. Continuous-operations employees received pay for holidays falling on day off and double time for holidays worked. |
| June 12, 1955 | Added: 2 paid half holidays | Half holidays were: Christmas Eve and New Year's Eve. |
| Oct. 3, 1961 (agreement dated Sept. 20, 1961). | Changed to: Double time plus holiday pay for work on holidays. | Not applicable to employees on continuous operations, who continued to receive double time for holidays worked. Changed to: To be eligible for holiday pay, employee must have had seniority and: A. (1) Otherwise have been scheduled to work on that day and (2) worked scheduled days before and after holiday, or B. (1) Have been laid off because of model change, plant rearrangement, or inventory, and (2) returned to work in week in which holiday fell, or subsequent week, and (3) worked on his first scheduled day following holiday, or C. During holiday or prior week must have (1) been laid off by reduction in force, (2) gone on sick leave, or (3) gone on military leave. Holiday pay provided for holidays falling on Saturday if employee worked last scheduled day in week. Holidays recognized by Federal or State Government falling on Sunday to be observed Monday. Employee provided extra day's pay for holiday during vacation period. Holiday pay provided eligible employee on approved leave of absence who returned to work in holiday week. |
| Nov. 10, 1964 (agreement dated Oct. 5, 1964). | Added: 1 paid holiday and 2 paid half holidays (total 9). | The full holiday was Good Friday and existing paid half holidays on December 24 and 31 were increased to full paid holidays. Increased to: For employees on continuous 7-day operations—double-time and one-quarter for work starting on holidays and for hours worked on holidays in excess of 8 on a shift that began the day before and ran into holiday. Not applicable if holiday fell on employee's regularly scheduled day off and employee received holiday pay, or when double-time was paid for work on such holiday. |

See footnotes at end of table.

C—Related Wage Practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|---|---|--|
| Pay in Lieu of Vacation | | |
| Aug. 5, 1939 ----- June 24, 1940 ----- Oct. 19, 1942 (by directive order of NWLB, Sept. 26, 1942). Mar. 19, 1946 ----- | No provision for vacation pay ----- 40 hours' pay at straight-time rates for employees with 1 year's seniority. Added: 80 hours' pay for employees with 5 years' seniority. | In lieu of vacation with pay for year 1940. Arrangement continued for 1941. In lieu of vacation with pay for year 1942. Arrangement continued for years 1943-45. In lieu of vacation with pay for year 1946. |
| Apr. 24, 1947 ----- | Changed to: 2 percent of gross annual earnings for employees with 1 but less than 3 years' seniority; 3 percent for employees with 3 to 5 years'; 4.5 percent for employees with 5 or more years. | In lieu of vacation pay for year 1947. (Arrangement continued for 1948 and 1949.) |
| May 29, 1950 ----- | Changed to: 40 hours' straight-time pay for employees with 1 year's seniority; 60 hours for employees with 3 but less than 5 years'; 80 hours for employees with 5 or more years. | Two eligibility dates, June 30 and December 31, established on which employees may qualify for vacation pay. Previously, there was one eligibility date. |
| June 1, 1953 (by supplemental agreement of May 28, 1953). | Added: 120 hours' straight-time pay for employees with 15 or more years' seniority. | Added: Employee automatically retired received vacation pay proportionate to service during vacation year. |
| June 12, 1955 ----- | Added: 100 hours' straight-time pay for employees with 10 but less than 15 years' seniority. | Added: Employee retired within 2 months of his next vacation eligibility date received full vacation allowance for the vacation year. |
| Oct. 21, 1958 (agreement dated Oct. 2, 1958). | Added: Vacation pay to family or estate of eligible worker who died before vacation pay eligibility week. | Added: Vacation pay to family or estate of eligible worker who died before vacation pay eligibility week. |
| July 1, 1960 (agreement dated Sept. 20, 1961). | Qualifying credit toward vacation provided employee for time lost by on-the-job injury. Employee who did not respond to recall notice because he chose to remain in another company plant to receive vacation allowance based on seniority in both plants (formerly seniority was broken at old plant if employee did not return to work within 3 days of recall; vacation allowance then based on seniority at new plant). | Qualifying credit toward vacation provided employee for time lost by on-the-job injury. Employee who did not respond to recall notice because he chose to remain in another company plant to receive vacation allowance based on seniority in both plants (formerly seniority was broken at old plant if employee did not return to work within 3 days of recall; vacation allowance then based on seniority at new plant). |
| Oct. 3, 1961 (agreement dated Sept. 20, 1961). | Changed to: Vacation pay based on seniority and number of pay periods worked in eligibility year. ⁷ Employees with seniority of 1 year or more and employed (1) 26 pay periods or more in eligibility year to receive full allowance provided in previous agreements, or (2) fewer than 26 but more than 12 pay periods to receive proportion of full allowance, based on number of pay periods worked. ⁸ | Employee retiring with (1) more than 12 pay periods of work to receive same vacation allowance as other employees, (2) fewer than 13 pay periods of work to receive $\frac{1}{26}$ of allowance to which he would have been entitled for each pay period worked. ⁷ Provision (2) also applicable to employee on military leave during year leave of absence began or ended. |
| Nov. 10, 1964 (agreement dated Oct. 5, 1964). | | Employee working 13 pay periods or more to receive credit for pay periods he was unable to work because of compensable disability. |
| | | Eliminated: Provision that work only during weeks including June 30 or December 31 entitled employee to vacation allowance. ⁹ |
| | | Added: Jury service to be included as time worked in computing vacation pay. |
| | | Procedure for providing employees with vacation time off, up to vacation pay allowance to which entitled, subject to company approval. |
| | | Employee returning from military service to receive $\frac{1}{26}$ of vacation allowance for each pay period worked during eligibility year. |
| | | Changed: Employee who did not respond to recall notice because he chose to remain at another company plant or employee laid off for a continuous period equal to his seniority at time of layoff, to have vacation pay and paid absence allowance credit computed as though seniority at prior plant had not been broken, provided he (a) continued to hold seniority at a company plant or (b) was hired at a company plant before his seniority at prior plant was broken and he acquired seniority at new plant within the next 6 continuous months and continued to hold seniority at a company plant. |
| | | Additional time off with pay provided under Paid Absence Allowance. |

See footnotes at end of table.

C—Related Wage Practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|--|---|--|
| Reporting Time | | |
| Aug. 5, 1939 ¹⁰ ----- Sept. 26, 1942 (by directive order of NWLB). Apr. 24, 1947 ----- | Minimum of 2 hours' pay guaranteed to employees called to work or not properly notified of lack of work. Reporting time increased to 3 hours' pay. Reporting time increased to 4 hours' pay. | Not applicable when lack of work caused by labor disputes or other conditions beyond control of local management. |
| Equal Pay for Women | | |
| Aug. 5, 1939 ----- Oct. 19, 1942 (by directive order of NWLB, Sept. 26, 1942). | No provision. Wage rates for women were to be set in accordance with principle of equal pay for comparable quantity and quality of work on comparable operations. ¹¹ | |
| Paid Absence Allowance | | |
| Nov. 10, 1964 (agreement dated Oct. 5, 1964). | Established: Up to 40 hours' paid absence allowance provided employee with 1 year or more seniority. Benefit based on number of pay periods worked in eligibility year as in the case of vacation pay. | Allowance could be used in units of 4 hours or more for (1) illness when not receiving sickness and insurance benefits, (2) personal business, or (3) additional vacation. Unused portion of allowance paid employee who lost seniority at any company plant before next eligibility date or who at such date had not used all of leave. Estate of employee who died to receive unpaid portion of all leave. |
| Jury Duty Pay | | |
| June 12, 1955 ----- Oct. 3, 1961 (agreement dated Sept. 20, 1961). Nov. 10, 1964 (agreement dated Oct. 5, 1964). | Employee with 1 or more years' seniority received \$5 a day for each day of jury duty performed on which he otherwise would have been scheduled to work. Changed to: Greater of \$10 or daily fee paid by court but, when added to court fee, not more than employee's straight-time daily earnings, excluding night shift and continuous operation premiums. Changed to: Employee on jury duty paid difference between 8 hours' straight-time pay, excluding night shift and continuous operation premiums, and daily fee paid by court. | Payment limited to 14 days in any calendar year. Payment limited to 60 days in any calendar year. Fee paid for each day employee reported for or served on jury. |

See footnotes at end of table.

C—Related Wage Practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|--|---|--|
| Mealtime Pay | | |
| Oct. 21, 1958 (agreement dated Oct. 2, 1958). | Work shifts to include paid lunch periods of not more than 20 minutes where it was impossible to schedule operation on 8-hour, 3-shift schedule with special provisions for lunch. | Not applicable in States where more than 20-minute lunch periods are required by statute or administrative ruling. |
| Paid Relief Time | | |
| Oct. 3, 1961 (agreement dated Sept. 20, 1961). Nov. 10, 1964 (company letter dated Oct. 5, 1964). | Established: Production employees provided 24 minutes paid relief time per shift. Increased to: 36 minutes' paid relief time for production workers on conveyor lines and certain other operations where employee did not control work pace. | Existing policy included in agreement for first time. Applicable to production workers on conveyor lines. Company to determine other operations for which relief will be provided, subject to union review. |
| Paid Funeral Leave | | |
| Nov. 10, 1964 (agreement dated Oct. 5, 1964). | Established: Up to 3 days' paid leave provided employee attending funeral of member of immediate family. | Paid leave limited to first 3 regularly scheduled workdays, excluding Saturday and Sunday, following death. Immediate family included spouse, parent, parent of current spouse, child, brothers, and sisters. |
| Educational Pay | | |
| Nov. 10, 1964 (company letter dated Sept. 24, 1964). | Established: Up to \$250 tuition per calendar year paid active employee upon completion of company approved job-related course at an approved educational or training institution. | Courses must be taken during nonworking hours. |

See footnotes at end of table.

C—Related Wage Practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|--|--|--|
| Group Insurance Plan | | |
| 1939 (originated in 1926) ----- | Employees could participate in purchase of life, sickness, accident, hospitalization, and surgery insurance. Major part of costs borne by employees. | |
| July 1, 1948 ----- | Revised and expanded life, sickness, and accident insurance plan made available. ¹² | |
| Sept. 1, 1950 ----- | Contributory insurance plan amended to provide, at no extra cost to employees, additional \$ 500 in life insurance, \$ 250 in accidental death insurance, \$ 14 a week in sickness and accident benefits, \$ 10 a month in total disability benefits, and establishment of in-hospital doctor attendance benefits up to \$ 5 a day for maximum of 70 days. ¹³ | |
| Oct. 1, 1955 (by agreement dated June 12, 1955). | <p>Added: Hospitalization and surgical benefits—company to contribute half the cost of Blue Cross and Blue Shield hospitalization and surgical insurance, up to level of Michigan plans, for employees and dependents.</p> <p>Contributory insurance plan amended to provide, at no additional cost, to employees with hourly rates of less than \$ 2.38 additional \$ 500 in life insurance, \$ 10 a month in permanent total disability benefits, and increased weekly sickness and accident benefits; greater increases in benefits for employees with hourly rates of \$ 2.38 or more at increased cost to employees. ¹⁴</p> <p>Surgical benefits available through Michigan Blue Shield contract liberalized, with higher income limit of \$ 5,000 (was \$ 3,750) for family, which will provide service benefits for more individuals and larger allowances for others whose annual income exceeds limits.</p> <p>In-hospital medical fees for employees and dependents added to Michigan Blue Shield plan to provide \$ 12.50 for the first day; \$ 5 a day for the next 3 days; and \$ 4 a day for the fifth through a maximum of 120 days in a certificate year. In-hospital electrocardiographic service and expanded use of X-ray added to Michigan Blue Shield Plan. Corporation to provide coverage in other States as nearly equal as practicable with the "Michigan Standard."</p> | <p>To be effective as soon as possible but not later than Oct. 1, 1955.</p> <p>In-hospital benefits dropped from group life, sickness and accident insurance plan and new schedule of benefits made available under new Blue Shield plan (see below).</p> <p>Eliminated: Provision limiting duration of weekly sickness benefits to 26 weeks in any 12 consecutive months for employees 60 or over.</p> <p>To be effective Oct. 1, 1955, or as soon thereafter as practicable. Company to pay one-half the increased costs of benefits up to a maximum of one-half the Michigan Blue Shield and Blue Cross rates.</p> <p>When a \$ 6,000 family income limit contract becomes available under the Blue Shield plan, the corporation is to determine, with agreement by union, whether such contract should be substituted for the \$ 5,000 family income limit contract.</p> |
| Dec. 1, 1958 (agreement dated Oct. 2, 1958). | Group insurance plan revised: Schedule of life insurance, accidental death and dismemberment, weekly sickness and accident, and total and permanent disability benefits revised to eliminate lowest two brackets and increase benefits for employees with base hourly rates of \$ 3.53 and over. ¹⁵ | |
| Jan. 1, 1959 (agreement dated Oct. 2, 1958). | Hospital and Medical Expense Benefit "Michigan Standard" plan changed to provide full payment of medical expense benefits under the Michigan Blue Shield plan for all employees with annual incomes of \$ 7,500 or less. | By mutual agreement, the corporation may substitute local hospital and surgical insurance plan or another plan providing coverages equal with the "Michigan Standard" under Blue Cross and Blue Shield plans in other areas. California employees given option of subscribing to comprehensive Kaiser Foundation Health Plan. |
| | | <p>Limitation on corporation's contribution to 50 percent of cost of Michigan Blue Cross and Blue Shield plans removed.</p> <p>Provisions of hospital and medical expense benefits plan not applicable to employees covered by any Federal hospital medical expense benefit program, but the corporation may supplement the benefits up to the "Michigan Standard" or substitute the "Michigan Standard" for the Federal program, if permitted by law.</p> |

See footnotes at end of table.

C—Related Wage Practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|--|--|---|
| Group Insurance Plan—Continued | | |
| Oct. 2, 1961 (agreement dated Sept. 20, 1961). | <p>Plan in effect: For employees -----</p> <p>Life insurance: Depending on hourly rate (1) before age 65, \$5,500 to \$10,500; and (2) at and after age 65 with (a) minimum 10 years in plan, \$825 to \$1,575 (was \$675 to \$1,350) to (b) maximum 20 years or more in plan, \$1,650 to \$3,150 (was \$1,350 to \$2,700).¹⁶</p> <p>Accidental death and dismemberment benefits: One-half face value of life insurance in case of accidental death.¹⁶ Schedule of benefits for dismemberment.</p> <p>Total and permanent disability benefits: Face value of life insurance, in 50 monthly payments (\$110 to \$210, was \$90 to \$180), provided employee disabled prior to age 60 with 10 years (was 15 years) or more in plan.¹⁶</p> <p>Sickness and accident benefits:¹⁸ \$55 to \$110 a week (was \$45 to \$100) for maximum of 26 weeks; payable from first day of accident or of hospitalization for illness; otherwise from 8th day of sickness. Maternity benefits up to 6 weeks.</p> | <p>Employee weekly contributions before age 65—80 cents to \$1.80; after age 65—40 to 90 cents. Company to pay remaining cost and administrative expenses. Employee not to contribute to life insurance after age 65.</p> <p>At and after age 65, life insurance reduced 2 percent per month until (1) for employee with 10 years or more in plan—face value decreased to 1 1/2 percent of insurance in effect on 65th birthday times years in plan, up to 20, but not less than \$825, and (2) for employee with less than 10 years in plan—face value decreased to \$500 or until employee was separated from active service, whichever occurred first. Reduced insurance continued until death for long-term employee, until separation for employee with less than 10 years' service.¹⁷</p> <p>Employee in plan 5 years or more at age 60 who (1) stopped work at or after age 60 and continued contributions until work was stopped or (2) stopped work before age 60 but was insured to that age, could continue life and accidental death and dismemberment protection to age 65, for contribution of 50 cents per month per \$1,000 of life insurance; thereafter, provision for reduction applied. Employee who did not continue insurance permitted to convert to individual policy.</p> <p>Employee separated at or after age 60, except for total disability, with less than 5 years in plan at age 60 to have all insurance discontinued but to be permitted to convert to individual policy; if separated because of total disability, life insurance could be continued during disability up to years employee participated in plan, but not after age 65, if employee paid premium of 50 cents per month per \$1,000.</p> <p>Face value of insurance for employee at or over age 65 not to be increased to new levels; if employee joined plan after Sept. 1, 1950, and after age 65, face value limited to \$500 and insurance cancelled on separation from service.</p> <p>Employee could elect to waive monthly benefits and continue full face value of life insurance without contributions.</p> <p>Total benefits for subsequent disability reduced by amounts received for first disability.</p> <p>\$500 life insurance provided without cost to employee who received all monthly benefits. Greater of \$500 or remaining installments paid beneficiary of employee who died before receiving all payments.</p> <p>Full amount of life insurance for earnings bracket reinstated if employee recovered and returned to work.</p> <p>26-week maximum applicable for disability recurring within 3 months of employee's return to work. New maximum duration available if disability recurred more than 3 months after employee returned to work or resulted from different cause.</p> <p>Benefits to be reduced by payments for time lost from work under a workmen's compensation or occupational disease law.¹⁹</p> <p>Benefits limited to \$35 a week for employee who joined plan after Aug. 31, 1950, and after age 65. (Contribution for life and sickness and accident insurance 25 cents per week.)</p> |

See footnotes at end of table.

C—Related Wage Practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|---|---|--|
| Group Insurance Plan—Continued | | |
| Oct. 2, 1961 (agreement dated Sept. 20, 1961)—Continued | | <p>Maternity benefits available only to workers covered by plan when pregnancy began.</p> <p>All group insurance continued during receipt of sickness and accident benefits if contribution continued.</p> <p>When disability continued beyond exhaustion of weekly benefits (1) employee with less than 10 years in plan permitted to continue life and accidental death and dismemberment insurance up to number of years of participation in plan, but not after age 65, and (2) employee with service of 10 years or more permitted to continue life and accidental death and dismemberment insurance during disability to age 65, at which time reduction provisions applied. Both groups of employees to continue contributions at rate of 50 cents per month per \$1,000 life insurance.</p> <p>All coverage terminated at end of month following termination of employment.</p> |
| Nov. 1, 1961 (agreement dated Sept. 20, 1961). | Added: Hospital and medical benefits— | <p>Added: Company to contribute one-half of premiums for hospital and medical coverage for retirees and their dependents. Pensioners retired before Nov. 1 and not covered by plan, permitted to enroll at same cost as those already covered.</p> |
| Jan. 1, 1962 (agreement dated Sept. 20, 1961). | <p>Changed: Extended group insurance—all insurance (life, accidental death and dismemberment, total and permanent disability, and sickness and accident) continued at regular contribution rate for 1 month following month of layoff or leave of absence.</p> <p>Life and accidental death and dismemberment insurance continued for additional 11 months (was 4 months) with employee contributing 50 cents a month per \$1,000 of life insurance.</p> <p>Hospital, surgical, and medical benefits—benefits for employees and their dependents—to be company paid.²⁰ (Benefits included were already in effect except as noted.)</p> <p>I. Michigan (Blue Cross and Blue Shield).</p> <p>Hospitalization (room and board)—in member hospital, full coverage for semiprivate room or ward up to 365 days (was 120 days) per admission.</p> <p>In nonmember hospital, actual charges up to \$15 a day for maximum of 365 days.</p> | <p>Formerly company and employees each paid one-half the cost of the plan.</p> <p>In the Detroit area, employee could elect the Community Health Association Plan.</p> <p>Employee using private room in member hospital to pay difference between that charge and semiprivate accommodations.</p> <p>Benefits not available for institutions for convalescence, nursing or rest care, for conditions not requiring substantially continuous bed care by licensed doctors and registered nurses; for teeth extractions or other dental treatment, for observation or diagnostic study, physical therapy, X-ray and laboratory examinations, electrocardiography or basal metabolism tests; for care under the laws of the United States or any State or political subdivision; for care for occupation disabilities provided in accordance with law; for care provided by another Blue Cross plan.</p> <p>Benefits limited to 30 days for each confinement for tuberculosis, nervous and mental conditions, alcoholism, or drug addiction.</p> <p>Changed: Company to pay full cost of hospital, surgical, and medical expense insurance for—</p> <p>Laid off employee (with unbroken seniority) and dependents for 1 month for each 4 weeks' supplemental unemployment benefits to which entitled at time of layoff, up to 12 months (formerly 6 months with worker paying full cost).</p> <p>Disabled employee and dependents for up to 6 months (formerly employee paid half cost).</p> |

See footnotes at end of table.

C—Related Wage Practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|--|---|--|
| Group Insurance Plan—Continued | | |
| <p>Jan. 1, 1962 (agreement dated Sept. 20, 1961)—Continued</p> | <p>Special hospital expenses (other than for room and board): In member hospitals, full coverage up to 365 days (was 120 days) for meals and special diets; general nursing care; use of operating and other surgical treatment rooms; anesthesia when administered by a hospital employee; all laboratory examinations; physical therapy treatments; oxygen and other gas therapy; drugs, biologicals, and solutions; materials used in dressings and casts; and radium when owned or rented by hospital. In nonmember hospitals (1) affiliated with another Blue Cross Plan or located in area not served by a plan, regular charges for services listed above or (2) any other accredited hospital, up to \$15 per day. Outpatient benefits: In member hospital, services and supplies regularly provided for bed patients. In nonmember hospitals, up to \$25 for each condition.</p> <p>Maternity benefits: All services provided for regular hospitalization plus use of delivery room, infant feeding and other routine care of the newborn child, and obstetrician's services.</p> <p>Surgical-medical benefits: 1. Plan to pay full amount of scheduled fee for employees earning less than \$7,500 annually for:</p> <p>Surgical services—all accepted operative and cutting procedures for diagnosis and treatment of diseases, injuries, fractures, and dislocations, and postoperative care for greater of hospital stay or 14 days. Medical care—up to 365 days (was 120 days) care in hospital when surgery was not required; up to 30 days for tuberculosis or nervous and mental conditions. Anesthesia—payment for administration of anesthesia in surgical, medical, or obstetrical care by doctor not in charge of case. Emergency first aid—up to \$15 for care within 24 hours of nonoccupational injuries.</p> | <p>Employees could continue insurance by paying full cost for any month up to 12 for which employer was not required to pay. Company can offset payments for laid-off employees against contributions to SUB fund. Supplies and services available only to bed patients when furnished by hospital and prescribed by attending doctor. Benefits limited to drugs and medicines in official formularies; exclude services of doctor, surgeon, or special nurse, X-ray or electrocardiographic services (covered under surgical-medical benefits), blood, prosthetic or other appliances, and ambulance service.</p> <p>Hospital and medical service coverage extended up to 6 months without cost to disabled employees.</p> <p>Services and supplies limited to drugs, and pharmaceuticals, etc., to extent used in hospital and when administered in connection with use of operating or surgical treatment rooms, anesthesia, laboratory examinations (when related to surgery or treatment of emergencies), accidental injuries, and physical therapy for up to 60 days. Benefits not available for regular treatment of chronic conditions; extraction of teeth or other dental treatment; or routine physical, premarital, or preemployment examinations. Available after 270 consecutive days in plan. Prenatal and postnatal care not provided.</p> <p>Services available anywhere. Participating doctors could make additional charges for employees earning above \$7,500 or for those who requested and occupied a private room. Payment to nonparticipating doctors limited to lesser of charge for service or scheduled fee. Benefits not available for (1) industrial disabilities, (2) service by government agency without cost to employee, (3) hospital, dental, or nursing services, (4) medicines, drugs, etc., (5) operations for cosmetic purposes unless for correction of (a) congenital anomalies for patient under 12 years who participated in plan from birth or (b) conditions resulting from accidental injuries or surgical scars, (6) sterilization, or (7) routine or periodic physical, premarital, or other examinations or tests not directly related to diagnosis of illness or injury.</p> <p>Full benefits reinstated 3 months after release from hospital; after 6 months for tuberculosis or nervous and mental conditions.</p> <p>Applicable in doctor's office or hospital outpatient department.</p> |

See footnote at end of table.

C—Related Wage Practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|---|---|---|
| Group Insurance Plan—Continued | | |
| Jan. 1, 1962 (agreement dated Sept. 20, 1961)—Continued | <p>2. Plan to pay balance of scheduled fee after employee paid the greater of \$5 or 10 percent of fee for:</p> <p>Diagnostic X-ray and laboratory services and radiological services—in doctor's office, hospital, or hospital outpatient department and laboratory services in doctor's office or hospital outpatient department.</p> <p>Consultation services—necessary technical assistance for diagnosis or treatment when not routinely provided by hospital.</p> <p>Technical surgical assistance—when required, not routinely provided, and related to service being received by employee.</p> <p>II. Other States.</p> <p>Coverage to be provided as nearly equal as practicable to the Michigan Blue Cross and Blue Shield plans.</p> | <p>Plan to reimburse employee for payments during 1 year in excess of \$25 for employee with income under \$2,500, \$50 for \$2,500 but less than \$5,000 and \$75 for \$5,000 and over.</p> <p>Limited to one medical, obstetrical, or surgical consultation per continuous period of hospitalization.</p> <p>In areas where local Blue Cross or medical plans fail to provide such benefits, supplemental benefits to be provided.</p> <p>Employees in California allowed to elect the Comprehensive Kaiser Health Foundation Plan or the Blue Cross and Blue Shield plans. In other areas, corporation to choose carrier in agreement with union so as to provide employees with a choice between Blue Cross and Blue Shield or similar plan or a plan similar to the Kaiser plan.</p> |
| Oct. 1, 1964 (agreement dated Oct. 5, 1964). | <p>For employees:</p> <p>Changed: Life, accidental death and dismemberment, total and permanent disability, and sickness and accident benefits—to company paid.</p> <p>Increased to: Life insurance—depending on hourly rate (1) before age 65, \$6,000 to \$11,500; and (2) at and after age 65 with (a) minimum 10 years in plan, \$1,500 to \$1,725, to (b) maximum 20 years or more in plan, \$1,800 to \$3,450.</p> <p>Added: Survivor income benefit insurance, providing:</p> <p>Transition benefits—\$100 a month, for up to 24 months to eligible survivors of employees and of permanently and totally disabled pensioners (prior to date pensioner attained age 60) who died while extra accident insurance was in force.</p> | <p>Formerly, employees contributed 80 cents to \$1.80 a week before age 65; and after age 65, 40 to 90 cents a week for sickness and accident benefits.</p> <p>Added: Employee totally and permanently disabled on or after Sept. 1, 1964, and aged 60 but under 65, with 10 years or more in plan, to have life and accidental death and dismemberment insurance continued without charge up to age 65.</p> <p>Employees retiring, on or after Sept. 1, 1964, at or after age 55 but under 60, under the early retirement provisions of company pension plan could continue life and accidental death and dismemberment protection to age 65 for contribution of 50 cents per month per \$1,000 of life insurance, provided they were insured from age 55 to date of retirement.</p> <p>Changed: At and after age 65, face value of life insurance for employees with 10 years or more in plan not to be reduced below \$1,500.</p> <p>Employee separated at any age and ineligible to continue life insurance under plan permitted to convert to individual policy.</p> <p>Benefits paid in addition to regular insurance. Eligible survivors included, in order of priority and succession, class (A) widow, if married to deceased employee for at least 1 year immediately prior to employee's death, (B) widower, as long as there was an unmarried child of the deceased employee under age 21 dependent upon him for principal support, or if widower was dependent on employee during the calendar year preceding employee's death and provided the employee's income during such year was 50 percent or more of their combined income, (C) any unmarried child under 21 of deceased employee, (D) parent who received at least 50 percent of support from employee in calendar year preceding employee's death.</p> <p>Employee, with at least one eligible dependent, whose employment was terminated, and whose life insurance was canceled, could convert to individual policy within 31 days. Maximum insurance to equal the amount payable if employee had died on last day of employment.</p> |

See footnote at end of table.

C—Related Wage Practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|---|--|--|
| Group Insurance Plan—Continued | | |
| Oct. 1, 1964 (agreement dated Oct. 5, 1964)—Continued | <p>Bridge benefits—an additional \$100 a month paid to eligible spouse of deceased employee, if spouse was 50 or more years of age on date of employee's death, after termination of transition benefits, until the earlier of (1) remarriage; (2) age 62 or a lower age at which full widow's or widower's insurance benefits or old age and survivors insurance became payable under the Social Security Act; (3) death; or (4) for widowers who qualified because of a dependent child, the date he ceased to have dependent on him for principal support an unmarried child (under age 21) of employee.</p> <p>Increased: Accidental death and dismemberment benefits—continued to be one-half face value of life insurance in case of accidental death.²¹ Schedule of benefits for dismemberment.</p> <p>Total and permanent disability benefits: To reflect increase in face value of life insurance in 50 monthly payments ranging from \$120 to \$230.²¹</p> <p>Sickness and accident benefits:²² Ranging from \$60 to \$120 a week for a maximum of 52 weeks.²¹</p> | <p>Not applicable to widows during months eligible for benefits under the Social Security Act for care of a child.</p> <p>Changed: Accidental death benefits payable for injury that resulted in death within 1 year of accident.</p> <p>Redefined: New benefit period available if disability recurred more than 3 consecutive months after employee recovered and returned to work for at least 1 day during such 3 months.</p> <p>Added: Sickness and accident benefits payable from day following day employee underwent outpatient surgical procedure for which \$25 or more was scheduled under applicable medical expense benefit plan.</p> <p>Increased to: For employee who joined plan at or after age 65, \$60 a week maximum benefit.</p> <p>Changed to: Maternity benefits available whether or not worker was covered by plan when pregnancy began.</p> <p>Changed to: Company paid hospital-medical benefits for pensioners and their dependents. (Formerly, retiree and company each paid one-half the cost.)</p> <p>Added: Company to pay cost of hospital-medical benefits for employee ineligible for benefits under pension plan, and their dependents, whose employment was terminated, except for discharge for cause, at age 65 or older.</p> <p>Surviving spouse of active employee could continue insurance for the period transition and bridge benefits were received or as long as bridge benefits were not payable because survivor was eligible for mother's insurance benefits under the Social Security Act or while receiving widow's benefits under company pension plan.</p> <p>Surviving spouse of pensioners or former employees whose employment was terminated at age 65 or older, except for discharge for cause, but who were ineligible for pension benefits could continue insurance for life by paying full cost each month.</p> <p>Pensioners retired before Oct. 1, 1964, and former employees whose employment was terminated at age 65 or older, except for discharge for cause, who were not covered or were not covered for maximum benefits permitted to enroll for such coverage during period established by company.</p> |
| Oct. 1, 1964 ----- | I. Michigan (Blue Cross and Blue Shield) Changed: Hospital and medical benefits. | <p>Changed to: Company paid hospital-medical benefits for pensioners and their dependents. (Formerly, retiree and company each paid one-half the cost.)</p> <p>Added: Company to pay cost of hospital-medical benefits for employee ineligible for benefits under pension plan, and their dependents, whose employment was terminated, except for discharge for cause, at age 65 or older.</p> <p>Surviving spouse of active employee could continue insurance for the period transition and bridge benefits were received or as long as bridge benefits were not payable because survivor was eligible for mother's insurance benefits under the Social Security Act or while receiving widow's benefits under company pension plan.</p> <p>Surviving spouse of pensioners or former employees whose employment was terminated at age 65 or older, except for discharge for cause, but who were ineligible for pension benefits could continue insurance for life by paying full cost each month.</p> <p>Pensioners retired before Oct. 1, 1964, and former employees whose employment was terminated at age 65 or older, except for discharge for cause, who were not covered or were not covered for maximum benefits permitted to enroll for such coverage during period established by company.</p> |
| Sept. 1, 1965 (agreement dated Oct. 5, 1964). | Surgical and medical benefits: 2. Eliminated: \$5 (or 10 percent) deductible for specified services when rendered on an inpatient basis. | |
| Sept. 1, 1966 (agreement dated Oct. 5, 1964). | I. Michigan (Blue Cross and Blue Shield) Changed: Hospital and medical benefits. | <p>Increased to: Up to 45 days for each confinement for nervous or mental conditions. New maximum duration available after 90 days from discharge.</p> <p>Changed: Eligible children to include those under age 25, or at any age if totally and permanently disabled, who meet specified requirements.</p> |

See footnotes at end of table.

C—Related Wage Practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|---|---|---|
| Group Insurance Plan—Continued | | |
| Sept. 1, 1966 (agreement dated Oct. 5, 1964)—Continued | <p>Hospitalization (room and board). Added: Convalescent and long-term illness care: Full coverage for up to 730 days for each continuous period of confinement, including days hospitalized, for confinement in an "approved facility" for convalescent and long-term illness.</p> <p>Added: Outpatient benefits—up to \$400 per person per year (including maximum of \$38.25 for psychological testing) for psychotherapeutic services, in an approved hospital, day or night care center or community mental health care center; and psychiatric care benefits, including individual or group psychotherapeutic services in a physician's office or "approved facility," with fee based on deductible arrangement.</p> <p>Maternity benefits.</p> <p>II. Other States: Benefits to be as nearly equal as practicable to those under revised Michigan Blue Cross and Blue Shield plans.</p> | <p>1 day of hospital confinement counted as 2 days of confinement in an "approved facility." Full benefits reinstated 90 days after last day of confinement.</p> <p>Charges for services in a night care center not included in maximum. Electroshock therapy and anesthesia for electroshock therapy provided when not given in physician's office.</p> <p>Added: Prenatal and postnatal care. Eliminated: 270 day waiting period for maternity benefits, including routine nursery care of new born and obstetrical services.</p> |
| Pension Plan | | |
| <p>Oct. 1, 1950 -----</p> <p>June 1, 1953 (by agreement of May 28, 1953).</p> <p>June 1, 1955 (by agreement dated June 12, 1955).</p> | <p>Noncontributory retirement plan established to provide pensions to employees retiring at 65 or older with at least 10 years' service. Company pension—\$1.50 a month for each year of service up to 30 years, to be supplemented by Federal social security benefits. Minimum pension including social security benefits: \$4 a month for each year of service up to 25 years. Reduced annuities for retirement between 60 and 65.</p> <p>Disability retirement: For employees totally disabled at age 50 or older with 15 or more years' service—\$3 a month for each year of service up to 30, with \$50 minimum, including statutory disability benefits. Regular pension upon reaching 65.</p> <p>Changed to: Company pension—\$1.75 a month for each year of service up to 30 years—to be supplemented by Federal social security benefits. Maximum pension \$137.50 a month including primary Federal benefits. Minimum monthly pension, including primary Federal benefits, remains at \$4 for each year to a maximum of 25. Changes apply to workers already retired.</p> <p>Revised to: Normal retirement benefits for employees age 65 or older with 10 or more years' credited service increased to \$2.25 a month for each year of credited service—to be supplemented by Federal social security benefits. Minimum monthly pension, including primary Federal benefits, remained at \$4 for each year to a maximum of 25.</p> <p>Early retirement benefits, to employees between ages 60 and 65 with 10 or more years' credited service retired at the option of the company, increased to \$4.50 (previously \$3) for each year of credited service payable to age 65 when normal retirement benefits begin.</p> | <p>Joint board of administration composed of 3 company and 3 union representatives and an impartial chairman to administer the benefit structure of plan. Effective Jan. 1, 1952, retirement automatic at age 68 except at company's option.</p> <p>Blue Cross and Blue Shield insurance available to retired employees at group rates.</p> <p>No limit on credited service up to age 68. New benefits applicable to workers already retired as well as future retirees.</p> <p>Employees retired at own option could continue to elect (a) deferred normal retirement benefits upon reaching age 65 or (b) an immediate annuity reduced by 0.6 percent for each month under age 65 at time of retirement.</p> |

See footnote at end of table.

C—Related Wage Practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|---|--|---|
| Pension Plan—Continued | | |
| June 1, 1955 (by agreement dated June 12, 1955)—Continued | <p>Total and permanent disability benefits increased to \$4.50 a month for each year of credited service, less any statutory benefits (up to \$2.25 for each year of service), for employees of any age prior to 65 with at least 15 years' service.</p> <p>Added: Vested rights. Employees terminated from active employment on or after June 1, 1955, at or after age 40 with at least 10 years' credited service received deferred monthly benefits at age 65 based on \$2.25 a month for each year of credited service between January 1 of year in which they reach age 30 and date of termination.</p> | <p>New benefits applicable to employees retired prior to June 1, 1955, who met previous age requirement (50 but under 65 years). Minimum age requirement eliminated for employees retiring on or after June 1, 1955.</p> |
| Sept. 1, 1958 (agreement dated Oct. 2, 1958). | <p>Increased: Normal monthly retirement benefits for employees aged 65 or older with 10 or more years' credited service to—(1) \$2.40 for each year of credited service prior to Jan. 1, 1958; (2) plus \$2.43 for 1958; (3) plus \$2.50 for each subsequent year of credited service.</p> <p>Benefits to be in addition to Federal social security benefits.</p> <p>Minimum monthly pension, including Federal primary social security benefits, remained at \$4 for each year to the maximum of 25 years.</p> <p>Early retirement benefits for employees between the ages of 60 and 65 with 10 or more years' credited service retired under mutually satisfactory conditions to be twice normal retirement benefits.</p> <p>Total and permanent disability benefits continued to be twice normal retirement benefits.</p> | <p>Pension benefits for employees retired prior to Sept. 1, 1958, increased to \$2.35 a month for each year of credited service—in addition to Federal social security benefits.²³</p> |
| Jan. 1, 1962 (agreement dated Sept. 20, 1961). | <p>Automatic retirement benefits for certain eligible employees at age 68 with more than 5 but less than 10 years' credited service increased to \$24 a month (was \$22.50).</p> <p>Changed: Vested rights—Deferred benefits same per year of service as new normal benefits, except service prior to age 30 was not credited.</p> <p>Increased: Normal monthly retirement benefits to \$2.80 a month for each year of credited service. Benefits in addition to Federal social security benefits.</p> <p>Early retirement benefits—for retirement under mutually satisfactory conditions, continued to be twice normal retirement benefits up to age 65. For retirement at own option employee could, in lieu of a reduced immediate benefit, elect (1) from retirement to age 62—amount of reduced immediate monthly benefit (or further reduced amount if employee elected survivor's option) plus \$96 reduced by 0.6 percent for each month employee was under 62 at date of early retirement, and (2) from age 62—amount of (1) above less \$96. Option not available if benefit was less than \$15 per month.</p> | <p>At age 65, or when employee became eligible for Federal social security benefits (whichever is earlier), to be reduced to normal retirement benefit.</p> <p>Reduced to normal retirement benefits for any month in which employee is eligible for any Federal social security benefits.</p> <p>Benefits for employees retired for disability prior to Sept. 1, 1958, increased to \$4.70 for each year of credited service; reduced to \$2.35 for any month in which employee is eligible for Federal social security benefits.</p> <p>Benefits for employees retired under automatic retirement provision prior to Sept. 1, 1958, increased to \$23.50 a month.</p> <p>Increase not applicable to employees leaving company before Sept. 1, 1958.</p> <p>Applicable to employee retiring after Aug. 31, 1961. In effect: year of credited service to equal 1,700 compensated hours or more. Proportionate credit, to nearest $\frac{1}{10}$ of a year, given employee with less than 1,700 hours. Eliminated: Deduction from pension of any workmen's compensation or disability payments.</p> |

See footnotes at end of table.

C—Related Wage Practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|---|--|--|
| Pension Plan—Continued | | |
| Jan. 1, 1962 (agreement dated Sept. 20, 1961)—Continued | <p>Total and permanent disability benefits—continued to be twice normal retirement benefits, until employee became eligible for Federal social security benefits. Service requirement reduced to 10 years (was 15 years) for employees disabled after Aug. 31, 1961.</p> <p>Automatic retirement benefits for certain eligible employees at age 68 with more than 5 but less than 10 years of credited service, retiring after Aug. 31, 1961, increased to \$28 a month (was \$24).</p> <p>Vested rights—deferred benefits per year of service continued to be same as normal retirement benefits.</p> <p>Added: Survivors' option—providing reduced benefits to employee and spouse. Employee benefit to equal (1) if employee and spouse were the same age—90 percent of benefit employee would have received, (2) if spouse was older than employee—90 percent plus 0.5 percent for each 12 months spouse's age exceeded that of employee, and (3) if employee was older than spouse—90 percent minus 0.5 percent for each 12 months spouse's age was less than that of employee. Spouse's benefit to begin after employee's death and to equal 50 percent of employee's reduced benefit.</p> | <p>Added: Service prior to age 30 to be credited in computing benefit. Actuarially reduced benefits payable at age 60.</p> <p>Election available to employee eligible for normal, early, automatic, disability, or deferred pension. Employee required to make election at time of application for pension, or, at age 65, if receiving disability pension. Employee could designate (1) wife or (2) husband, if employee's income was over half total income of both.</p> <p>Election revoked if employee or spouse died before effective date of election.</p> |
| Sept. 1, 1964 (agreement dated Oct. 5, 1964). | <p>Added: Early retirement eligibility—employee between ages 55 and 60 (1) at own option if age plus service totaled 85 or more, (2) at company option, or (3) under mutually satisfactory conditions.</p> | <p>Changed: For employee with seniority after Aug. 31, 1964—credited service before Oct. 1, 1950, broadened to include (1) active service and absences before Oct. 1, 1950, for employee who did not have plant seniority on Oct. 1, 1950, but acquired, and had credited service from a seniority date after Oct. 1, 1950, which was within 24 consecutive months following last day worked prior to Oct. 1, 1950; (2) active service and absences preceding employee's seniority date on Oct. 1, 1950, separated by an absence of less than 2 years excluding approved military or war service leave and for any period or periods of active service (no absences) totaling 5 years or more if not preceded by an absence of more than 5 years; and (3) military service prior to 1950 if immediately preceded by a period of credited active service.</p> <p>Added: Past credited service restored for employees with seniority after Aug. 31, 1964, who lost seniority after Oct. 1, 1950, but were rehired and acquired a seniority date which was within 36 months of date seniority was lost.</p> <p>Credited service for employees with seniority after Aug. 31, 1964, accrued up to the end of the month in which 68th birthday occurred.</p> |
| Jan. 1, 1965 (agreement dated Oct. 5, 1964). | <p>Increased: Normal monthly retirement benefits—for employees retired (a) on Aug. 31, 1964, or earlier, by \$1.45 a month per year of service, providing benefits as follows: Employee retired with benefits payable beginning (1) before Sept. 1, 1958, \$3.80 for each year of credited service, (2) after Aug. 31, 1958, but before Sept. 1, 1961, \$3.85 for each year of service before Jan. 1, 1958; \$3.88 for 1958; \$3.95 for each year of credited service after Dec. 31, 1958, (3) after Aug. 31, 1961, \$4.25 for each year of credited service (b) after Aug. 31, 1964, to \$4.25 for each year of credited service.</p> | |

See footnote at end of table.

C—Related Wage Practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|---|--|--|
| Pension Plan—Continued | | |
| Jan. 1, 1965 (agreement dated Oct. 5, 1964)—Continued | <p>Early retirement at company option or under mutually satisfactory conditions or for total and permanent disability—for employees retired with benefits payable beginning (a) before Sept. 1, 1964, by \$2.90 a month per year of credited service; (b) after Aug. 31, 1964, to \$4.25 a month per year of credited service plus \$5.20 a month for each year of credited service up to 25 years (maximum \$130).</p> <p>Early retirement at own option with benefits payable beginning (a) before Sept. 1, 1964, increased by \$1.45 a month per year of service, with benefits varying according to period of service as computed under normal retirement benefits; reduced by 0.6 percent for each month under age 65 for which employee received benefits; (b) after Aug. 31, 1964: (1) benefits for months before Jan. 1, 1965, to \$2.80 a month per year of credited service, reduced by 0.6 percent for each month employee was under age 65 when pension began, (2) benefits for months after Dec. 31, 1964, to \$4.25 a month per year of credited service reduced by schedule for each year under age 62.²⁴</p> <p>Automatic retirement benefits (for certain eligible employees retiring at age 68 or older with 5 but less than 10 years' credited service) (a) prior to Aug. 1, 1964, increased by \$14.50 a month; (b) on Aug. 1, 1964, or later to \$42.50 a month.</p> <p>Vested rights—deferred benefits per year of service continued to be same as normal retirement benefits.</p> <p>Survivor's option: Spouse's benefit, to 55 percent of employee's reduced benefit.</p> | <p>Benefits payable until age 65 or prior date at which employee becomes or could have become eligible for unreduced social security benefit.</p> <p>Eliminated: Minimum age requirement for totally and permanently disabled employees who had unbroken seniority on Sept. 1, 1964.</p> |
| | <p>Added: Benefits payable to surviving spouse, if employee (1) died after Aug. 31, 1964, but before retirement and beginning of retirement benefits, and (2) was at least 60 years of age (55 if combined age and service totaled 85 or more) with 10 years or more of credited service and (3) would have been eligible to elect survivor option if he had retired on day of his death. Payments to begin after termination of bridge and transition benefits under insurance program.</p> | <p>Benefit not reduced at age 62 or later. Employee with at least 10 years of credited service discharged for cause after Aug. 31, 1950, between ages 60 and 65 to receive benefits provided employee retired at own option.</p> <p>Added: Employee discharged for cause after Aug. 31, 1964, between ages 55 and 60 whose age plus service totaled 85 or more at time he lost seniority to receive benefits provided employee retired at own option.</p> <p>Eliminated: Minimum age requirement for employee who lost seniority after Aug. 31, 1964.</p> <p>Applicable to elections effective after Aug. 31, 1964.</p> <p>Benefit for spouse of retired employee who died before Jan. 1, 1965, and who made election effective before Sept. 1, 1964, to be increased to 50 percent of the reduced benefits that would have been payable if new benefits were in effect at time of retirement.</p> <p>Changed: Employees receiving disability pensions eligible to make election of survivor option during month prior to reaching age 60. Such employee, at age 60 but under 65, on Sept. 1, 1964, eligible to elect survivor option before the earlier of Jan. 1, 1965, or age 65.</p> |
| Sept. 1, 1965 (agreement dated Oct. 5, 1964). | <p>Added: Supplemental allowance for employees with seniority on or after Aug. 1, 1965, retiring early or because of total and permanent disability with benefits beginning on or after Sept. 1, 1965, and meeting early or total and permanent disability eligibility requirements, to bring total benefits, including early retirement or disability pension, to \$400 (1) reduced for retirement between age 60</p> | <p>Benefits payable until age 65. Employee required to apply for pension benefits within 2 years of last day worked. Total monthly benefit not to exceed 70 percent of employee's final base pay, including cost-of-living allowance.</p> <p>Benefit of employee who retired at own option and who became or could have become eligible for unreduced social security payments before age 65, reduced by \$5.20 for each year of service, up to 25, maximum \$130.</p> |

See footnotes at end of table.

C—Related Wage Practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|--|---|--|
| Pension Plan—Continued | | |
| Sept. 1, 1965 (agreement dated Oct. 5, 1964)—Continued | and 65 by \$13.33 for each year of credited service under 30 and (2) further reduced for retirement before age 60 by multiplying the amount payable for specified years of service in (1) above by a factor of 60 over the number of months the employee was under age 65 at retirement. | <p>Future supplemental allowance payments to be forfeited by retiree earning more than the amount permitted without reduction of benefits under social security (\$1,200 prior to Jan. 1, 1966; \$1,500 thereafter) in any calendar year. In computing amount of supplemental allowance, for employees retiring at company option or under mutually satisfactory conditions or total and permanent disability provisions pension to include the \$5.20 per year payable for early retirement at company's option or under mutually satisfactory conditions and for total and permanent disability whether or not employee's pension actually included such amount.</p> <p>In computing supplemental allowance for employees electing survivor's option, workers were assumed to have received full benefits. Not applicable to employee discharged for cause unless company or impartial umpire determined his discharge should not result in his being ineligible for supplemental allowance.</p> |
| Wage Advance Plan | | |
| Jan. 1, 1939----- | <p>(a) Income Security Plan. Wages advanced to eligible hourly-rated employees earning less than 60 percent of standard weekly earnings, up to 60 percent of standard weekly earnings but not to exceed total advance of 360 hours' pay. Repayment by automatic deduction of one-half of weekly earnings in excess of 24 hours' pay.</p> <p>(b) Lay-off Benefit Plan. Wages advanced to eligible hourly-rated employees earning less than 40 percent of standard weekly earnings, up to 40 percent of standard weekly earnings but not to exceed total advance of 72 hours' pay. Repayment by automatic deduction of one-half of weekly earnings in excess of 24 hours pay.</p> | <p>Hourly-rated employees eligible if under 64 years, with 5 years' service. Employees' total earnings over period of time not affected by plan. Plan not covered by union agreements.</p> <p>Hourly-rated employees eligible if under 64 years, with 2 years' service, and not eligible under income security plan. Employees' total earnings over period of time not affected by plan. Plan not covered by union agreements.</p> |
| 1941----- | Plans discontinued. | |
| Supplemental Unemployment Benefit Plan | | |
| June 6, 1955----- | <p>Plan established to supplement benefits paid under State unemployment systems. Contributions: Company to contribute 5 cents per man-hour compensated. Size of benefits: "Special" benefits—to be paid for the first 4 weeks of benefits²⁵—will, when added to State unemployment and other compensation, equal 65 percent of the employee's weekly straight-time wages after taxes or \$25, whichever amount is smaller. "Regular" benefits—paid for each subsequent week of benefits up to a maximum of 22 additional weeks—will, when added to unemployment and other compensation, equal 60 percent of the employee's weekly straight-time wage after taxes or \$25, whichever is smaller. In any situation in which the trust fund position is more than 4 but less than 13</p> | <p>Company contributions will be paid into a fund eventually to be built up to a "maximum trust fund position" of \$400 per employee (including workers laid off but eligible for benefits)—or a total of \$150,000,000, assuming no change in employment from June 1955 levels.²⁶ Company contributions to the fund will cease when it reaches 100 percent (maximum trust fund position) and will be resumed only as necessary to restore this level. Plan contingent on obtaining rulings (1) that company contributions are deductible expenses for Federal income tax purposes; (2) that such contributions would be excluded in computation of overtime pay under the Fair Labor Standards Act; and (3) in States in which the company has two-thirds of its employees that simultaneous payment of benefits would not reduce or eliminate State unemployment benefits.²⁷ If these rulings are not obtained by</p> |

See footnotes at end of table.

C—Related Wage Practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|--|---|--|
| Supplemental Unemployment Benefit Plan—Continued | | |
| June 6, 1955—Continued | <p>percent, benefits will be reduced by 20 percent, but in no event to an amount less than \$5 by reason of such reduction. If such position is less than 4 percent, no benefits are payable.</p> <p>Benefits to be first payable on June 1, 1956, or when favorable rulings from State and Federal Governments obtained, whichever is later.</p> <p>Eligibility: Laid-off employees with at least 1 year's seniority and with benefit credits will be eligible for benefits after a waiting period of 1 week within the benefit or calendar year.</p> <p>To obtain a week of benefits, employees will surrender credits varying from 1 to 10 units, depending on length of service and the amount of funds on hand to pay benefits.²⁸</p> <p>Accrual of credit units: During the first 2 years of the plan employees with less than 10 years' seniority will accumulate 0.25 of a credit unit for each week in which they were employed 32 or more hours and employees with longer service will accumulate 0.50 of a credit unit for each such week of employment. Subsequently, all employees will receive 0.50 of one credit unit for each such week of employment. A maximum of 26 credit units can be accumulated by a worker at any one time.</p> | <p>June 1, 1957, the plan terminates, except to pay benefits in States where supplementation is permitted (or substitute benefits where supplemental benefits not allowed) until funds have been exhausted. If the plan is terminated in this manner, the company and the union are to negotiate with respect to the use of the money which the company otherwise would contribute to the fund; if no agreement is reached within 60 days, there will be a general 5-cent-an-hour wage increase.</p> |
| Sept. 1, 1958 (agreement dated Oct. 2, 1958). | <p>Company contributions of 5 cents per man-hour compensated continued, depending on maximum funding. Monthly maximum funding continued at \$400 per employee.²⁹</p> <p>Size of benefits: Changed to—\$30 or an amount which, when added to State unemployment compensation and earnings, including amount for available time not worked, will equal 65 percent of the employee's weekly straight-time wages after taxes, whichever was smaller.</p> <p>Added: Difference between earnings and \$30 or 65 percent to be paid employees receiving less than 65 percent of weekly straight-time wages after taxes where earnings were too high to qualify for State benefits or "waiting week" credit.</p> <p>Eligibility: Changed—from requirement of at least 1/4 credit unit to a fraction of a unit.</p> <p>Accrual of credit units: Changed—employees to accumulate 1/2 credit unit for each workweek in which they receive any pay from the company.</p> <p>Changed: Maximum number of credit units increased to match increase in number of weeks of State unemployment compensation benefits beyond 26, up to and including 39.</p> <p>Added: Temporary emergency benefits extended credits for SUB to employees laid off on or after Sept. 1, 1958, but prior to Apr. 1, 1959. Maximum of 13 additional units for each eligible employee.</p> | <p>In any States where supplementation was not permitted, parties were to try to negotiate an agreement establishing a plan for alternate benefits.³⁰</p> <p>An employee with fewer than the number of credit units required for full weekly benefit to be paid at least \$2. (Formerly, such employee was ineligible for benefit if less than \$2.)</p> <p>Not applicable to States that only extended benefit period temporarily through acceptance of Federal loan act (Temporary Unemployment Compensation Act of 1958) or otherwise; eligible employees in these States covered by temporary emergency benefit provisions.</p> <p>Applicable to otherwise eligible employees who had exhausted credit units or who had insufficient credits to qualify for full benefit and who worked in and received a State unemployment compensation benefit from, States temporarily extending State benefits beyond 26 weeks under the Federal loan act or other action.</p> |

See footnotes at end of table.

C—Related Wage Practice¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|--|---|--|
| Supplemental Unemployment Benefit Plan—Continued | | |
| Apr. 1, 1959 (supplemental agreement of Apr. 2, 1959). | Extended: Credits for SUB under temporary emergency benefits continued for employees laid off prior to July 1, 1959, but subsequent to Aug. 31, 1958. No change in total number of additional credit units originally allowed. | Applicable to eligible employees who had received temporary emergency benefits prior to Apr. 1, 1959, and who received a State unemployment compensation benefit under State programs temporarily extended beyond original date. |
| Sept. 4, 1961 (agreement dated Sept. 20, 1961). | Company to contribute 5 cents per man-hour compensated through November 1962, regardless of maximum funding position during period. | See also contributions for short workweeks and special benefits, effective Jan. 1, 1962; new maximum financing formula, effective Dec. 1, 1962; and offset for provision of hospital, surgical, and medical insurance to laid-off employees, effective Jan. 1, 1962, under Group Insurance. |
| Jan. 1, 1962 (agreement dated Sept. 20, 1961). | <p>Accrual of credit units: Increased—maximum number of credit units to 52.</p> <p>Size of benefits:³¹ Changed—regular benefits—an amount which, when added to State unemployment compensation, weekly earnings from the company (including potential earnings for available time not worked), plus earnings over \$10 from other employers, would equal 62 percent of straight-time weekly earnings for a 40-hour week (including cost-of-living allowance but excluding premiums and bonuses) plus \$1.50 per dependent up to 4. Maximum weekly benefit—\$40.</p> <p>Added: Eligibility—employee to be eligible for benefits if disqualified for unemployment compensation (1) when laid off because of inability to perform other work to which entitled if seniority had been sufficient, (2) for refusal to accept an offer by the company of work which he was not required to take under local agreement, (3) because of eligibility for or receipt of statutory retirement or disability benefits which could be received while working, (4) when automatically retired without company pension, (5) when serving an unemployment compensation waiting week while temporarily laid off out of line of seniority unless layoff resulted from model change, plant rearrangement, or inventory, (6) when receiving military termination pay, (7) when earnings for week were at least equal to or above State unemployment compensation earnings limit less \$2, but employee failed to claim compensation, or (8) when employee participated in a Federal retraining program providing benefits or subsistence.³³</p> <p>Added: Short workweek and special benefits for scheduled and unscheduled short workweek.</p> | <p>Benefits except for scheduled short workweek to be (1) discontinued when credit unit cancellation base³² fell below \$12.80, (2) reduced 20 percent but not below \$5, when base was \$12.80 but less than \$41.60.</p> <p>Full benefits to be paid employee otherwise eligible but with insufficient credits required for full amount of regular, special, or short workweek benefits.</p> <p>Employee could be eligible for part of week if specified disqualifying conditions were not responsible for entire week's unemployment. One-fifth of weekly benefit paid for each day eligible.</p> <p>Company not required to contribute to SUB fund for short workweek and special benefits for scheduled short workweeks, unless credit unit base fell below \$300 per employee. If contribution was required, company to pay lesser of (1) amount of short workweek and special benefits for scheduled short workweek for which company was not obligated to contribute during preceding month or (2) amount required to bring credit unit base up to \$300 for month for which company did contribute. In addition, when credit unit base fell below \$300 per employee, company to contribute for each pay period (a) sum equal to benefits paid for short workweek and (b) special benefits for scheduled short workweek.</p> |

See footnotes at end of table.

C—Related Wage Practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|--|---|--|
| Supplemental Unemployment Benefit Plan—Continued | | |
| <p>Jan. 1, 1962 (agreement dated Sept. 20, 1961)—Continued</p> | <p>Scheduled short workweek—65 percent of straight-time hourly pay and cost-of-living allowance in effect, times difference between compensated or available hours and 40.</p> <p>Unscheduled short workweek—50 percent of straight-time hourly pay and cost-of-living allowance in effect; times difference between compensated or available hours and 40.</p> <p>Eligibility: Employee (1) with 1 year of service or more who worked for the company during week but compensated or available hours were less than 40,³⁶ (2) who was laid off some part of the week,³⁷ (3) who was ineligible for State unemployment compensation because of company earnings,³⁸ (4) who satisfied specified SUB eligibility requirements, and (5) without the equivalent of a week of unemployment as defined by the State unemployment compensation law with respect to any part of the workweek.</p> <p>Added: Special benefits—the greater of regular benefits or a benefit calculated in the same manner as a short workweek benefit reduced by State unemployment compensation and weekly earnings over \$10 from another employer.</p> <p>Eligibility: Employee who (1) met all conditions for regular benefit (except \$2 minimum not applicable), (2) worked for the company during the week but compensated or available hours were less than 40, and (3) did not receive sufficient company earnings to be disqualified for State unemployment compensation.</p> <p>Added: Leveling week benefit—employees serving a waiting week for State benefits to receive full amount (65 percent) of regular benefit (or special if applicable) for such week if temporarily laid off out of line of seniority pending adjustment of work force. Not subject to \$40 maximum. No benefits payable during model change, plant rearrangement, or inventory. No credit units canceled for week in which benefit was received.</p> | <p>Payable: Without application, for any week in which employee worked a short workweek and received company earnings sufficient to disqualify for State unemployment compensation. No minimum or maximum benefit. With application, for any week in which employee worked a short workweek but did not receive sufficient company earnings to be disqualified for State unemployment compensation. No minimum or maximum benefit.</p> <p>Defined as week in which hours were reduced to adjust production to customer demand.</p> <p>Defined as week in which (1) reduced hours not classified as scheduled, (2) employee returned from layoff to replace a separated or absent employee, or (3) employee returned to work after a week of layoff because of an increase in production.³⁴ Also included one which would otherwise have been a scheduled short workweek during 2 weeks preceding end of model run in worker's department or during 1 of 6 weeks after start of new model run.</p> <p>Compensated or available hours to include hours (1) paid for, (2) scheduled but not worked, (3) while on layoff for any reason not covered by SUB plan,³⁵ (4) not worked in accordance with local agreement or because of absenteeism of other workers, and (5) below 40 hours normally not worked by part-time employee or employee on less than regular length shifts.</p> <p>No credit units canceled for unscheduled short workweek benefits for 3 hours or less, for scheduled short workweek benefits, or for benefit paid for unemployment compensation waiting week during which employee was temporarily laid off out of line of seniority. One-half regular cancellation rate applied for unscheduled short workweek if pay from company exceeded 62 percent of 40 hours' pay plus \$1.50 for each dependent up to 4.</p> |

See footnotes at end of table.

C—Related Wage Practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|--|--|---|
| Supplemental Unemployment Benefit Plan—Continued | | |
| <p>Dec. 1, 1962 (agreement dated Sept. 20, 1961).</p> <p>Sept. 1, 1964 (agreement dated Oct. 5, 1964).</p> | <p>Changed: Maximum funding—to 16 times the average full benefit (including average weekly amount paid to cover medical expense benefits for laid-off employees) times number of employees in active service and laid-off workers with credit units.</p> <p>Increased to: Regular benefits³⁹—Maximum \$50 a week plus \$1.50 for each dependent up to 4.</p> <p>Added: Eligibility—employee to be eligible for benefits if disqualified for unemployment compensation during (a) a State system "waiting week" immediately following a week for which he received a State benefit or (b) a waiting week that occurred less than 52 weeks after his last State "waiting week."</p> <p>Employee to be eligible for benefits if disqualified for unemployment compensation and denial of SUB would be contrary to intent of plan.</p> <p>Increased to: Scheduled short workweek: 75 percent of straight-time hourly pay and cost-of-living allowance in effect, times the number of hours by which 40 exceeded compensated or available hours.</p> | <p>Only full benefits paid for full weeks of layoff and benefits paid for State "waiting week" used in computing average full benefit.</p> <p>Added: SUB payable for the first 2 weeks of layoff resulting from an act of God.</p> <p>Changed: Up to maximum SUB payable, including dependents allowance, provided employee was ineligible for State unemployment compensation as an "exhaustee" and for other specified reasons under plan. Formerly SUB calculations included a reduction for estimated State unemployment compensation.</p> <p>Changed: Automatic short week benefits (formerly shown as benefits payable without application).</p> <p>Added: Partial automatic short week benefits—payable for hours of layoff on days not included in established State system "week of unemployment" based on the number of hours by which the hours regularly compensated on such days exceeded the actual compensated or available hours.</p> |
| Special Account | | |
| <p>Sept. 1, 1964 (agreement dated Oct. 5, 1964).</p> | <p>Established: Special account to be financed by accrual of company's regular 5 cents per compensated hour SUB contribution whenever SUB fund reached maximum financing.</p> <p>Benefits—from \$25 to \$100 depending on amount in special account.⁴⁰</p> <p>Eligibility—employees with at least 1 year of seniority and who during the first pay period ending in December were actively at work or on layoff or leave of absence of 90 days or less at a bargaining unit covered by SUB agreement.</p> | <p>Payments to be made on last payday before Dec. 25, 1965, and on each succeeding last payday before Dec. 25, each year.</p> <p>Payments determined by dividing the amount in the special account by the total number of eligible employees as of the first pay period ending in December.</p> <p>No payments to be made in year in which payments per eligible employee would be less than \$25, in which case amount accrued was to be included in future distributions.</p> <p>If amount accrued in special account exceeded \$100 per eligible employee, the excess was to be taken into account in determining any future benefits.</p> <p>Contingent on rulings that payments (1) need not be included in regular rate of pay, and (2) were deductible expenses for income tax purposes in year in which they were made. If these rulings were not obtained within 90 days of their effective date, the parties were to negotiate the disposition of the special account. The rulings were obtained.</p> |

See footnotes at end of table.

C—Related Wage Practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|--|---|---|
| Separation Pay | | |
| Sept. 1, 1958 (agreement dated Oct. 2, 1958). | Separation pay plan established to be financed from SUB fund and providing lump-sum payments ranging from 40 hours' pay to employees with 2 years' seniority to 1,200 hours' pay for those with 30 or more years' seniority. ⁴¹ Benefits to be proportionately reduced when SUB trust fund falls below 100 percent and by any SUB, temporary emergency, or other layoff or separation benefits financed in whole or in part by the company and received since last day worked. | Applicable to employees who after Sept. 1, 1958, ⁴² (a) were laid off for a continuous period of at least 12 months, ⁴³ (b) were retired at or after age 60 or automatically retired but not eligible for a monthly pension or retirement benefits other than deferred benefits, or (c) became totally and permanently disabled but did not have enough credited service to be eligible for total and permanent disability pension benefits. Laid-off employees must apply for benefits no earlier than 12 months, and all claimants must apply within 18 months after separation. Employees reemployed after accepting separation payment not to repay benefits or receive seniority credit for period covered by such payment. Benefits payable only when trust fund position was at least 13 percent. Time for applying for benefits extended to 24 months. |
| Jan. 1, 1962 (agreement dated Sept. 20, 1961). | Increased: 50 hours' pay for employees with less than 3 years' service to 1,500 hours' pay for those with 30 years' seniority. ⁴⁴ Benefit to be reduced by 1 percent for each full \$1.60 credit unit cancellation base was below \$160. | |
| Sept. 1, 1964 (agreement dated Oct. 5, 1964). | Increased to: A range of from 50 hours pay for employees with 1 but less than 2 years seniority to 2,080 hours pay for those with 30 years or more of seniority. ⁴⁵ | Added: Continuity of layoff not broken if, while on layoff, an employee accepted a job offer by the company and was subsequently laid off within 5 workdays. |
| Relocation Allowance | | |
| Jan. 1, 1962 (agreement dated Sept. 20, 1961). | Established: Allowance of \$55 to \$215 for single employees and \$180 to \$580 for married employees, depending on distance between old and new plants, ⁴⁶ provided workers who (1) were transferred to plant 50 miles or more from former place of work, (2) changed permanent residence, and (3) made application for allowance within 6 months of transfer. | Applicable to employees permanently released because of transfer of major operation and employed at the new plant with full seniority. Allowance to be reduced by any government payment for same purpose. |

See footnotes on the following page.

Footnotes:

- ¹ Last entry under each item represents most recent change.
- ² Practice instituted on Nov. 9, 1936.
- ³ Prior practice had been time and one-half for Sunday work.
- ⁴ 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 that order.
- ⁵ Prior practice had been time and one-half for holidays worked.
- ⁶ Under the contract of May 29, 1948, employees may acquire seniority by working 90 continuous days.
- ⁷ Under previous agreement, retiring employees received 1/2 of allowance to which he would have been entitled for each pay period worked.
- ⁸ Vacation allowance provided employees with more than 12 but less than 26 pay periods was as follows:

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

⁹ To be eligible for a vacation allowance under previous agreement, an employee was required to work either during the weeks including June 30 or Dec. 31 (unless he was laid off, on sick or military leave, died or retired in previous 2 months), or in 39 weekly pay periods during the year.

¹⁰ Prior practice was 1 hour's pay.

¹¹ The application of this provision resulted in numerous rate adjustments, especially during the period 1943-45. No record of total volume of adjustments is available.

¹² The plan makes available varying amounts of insurance based upon subscriber's basic hourly rate. An employee earning \$1.50 an hour, for example, can buy: (1) \$3,000 life insurance plus \$1,500 for death from accident; (2) sickness and accident benefits of \$21 a week up to 16 weeks; (3) total and permanent disability insurance after 15 years in plan amounting to \$60 a month for 50 months (before age 60); and (4) continuing free life insurance (from \$600 to \$900 depending upon number of years in plan) after age 65. For this insurance, the employee paid 60 cents a week or \$2.60 a month; balance of cost, including administrative expense, is borne by company.

¹³ Revised schedule of benefits:

| Base hourly rate | Before age 65 | | Before age 60 | Before retirement | | Continuing life insurance after 65 | | Employee's contribution (weekly) ² |
|------------------------------|----------------|----------------------------|-------------------------------------|--|--|------------------------------------|----------------------------------|---|
| | Life insurance | Accidental death insurance | Monthly disability (up to 50 weeks) | Weekly sickness and accident (up to 26 weeks) ¹ | In hospital attendance | From minimum with 10 years in plan | To maximum with 20 years in plan | |
| Under \$1.13 ----- | \$ 2,500 | \$ 1,250 | \$ 50 | \$ 28.00 | Up to \$5 a day for maximum of 70 days | \$ 500 | \$ 600 | \$ 0.40 |
| \$1.13 and under \$1.38 ---- | 3,000 | 1,500 | 60 | 31.50 | | 500 | 750 | .50 |
| \$1.38 and under \$1.63 ---- | 3,500 | 1,750 | 70 | 35.00 | | 500 | 900 | .60 |
| \$1.63 and under \$1.82 ---- | 4,000 | 2,000 | 80 | 38.50 | | 525 | 1,050 | .70 |
| \$1.82 and under \$2.13 ---- | 4,500 | 2,250 | 90 | 42.00 | | 600 | 1,200 | .80 |
| \$2.13 and over----- | 5,000 | 2,500 | 100 | 45.50 | | 675 | 1,350 | .90 |

¹ Company pays balance of costs.

² Sickness and accident benefits begin on 1st day of accident and 8th day of sickness except in hospital cases. 6 weeks' maternity benefits allowed.

¹⁴ Revised schedule of benefits:

| Base hourly rate | Before age 65 | | Before age 60 | Before retirement | Continuing life insurance after 65 | | Employee's contribution (weekly) ² |
|------------------------------|----------------|----------------------------|--------------------------------------|--|------------------------------------|----------------------------------|---|
| | Life insurance | Accidental death insurance | Monthly disability (up to 50 months) | Weekly sickness and accident (up to 26 weeks) ¹ | From minimum with 10 years in plan | To maximum with 20 years in plan | |
| Under \$1.38----- | \$ 3,500 | \$ 1,750 | \$ 70 | \$ 35 | \$ 525 | \$ 1,050 | \$ 0.50 |
| \$1.38 and under \$1.63 ---- | 4,000 | 2,000 | 80 | 40 | 600 | 1,200 | .60 |
| \$1.63 and under \$1.88 ---- | 4,500 | 2,250 | 90 | 45 | 675 | 1,350 | .70 |
| \$1.88 and under \$2.13 ---- | 5,000 | 2,500 | 100 | 55 | 750 | 1,500 | .80 |
| \$2.13 and under \$2.38 ---- | 5,500 | 2,750 | 110 | 60 | 825 | 1,650 | .90 |
| \$2.38 and under \$2.63 ---- | 6,000 | 3,000 | 120 | 65 | 900 | 1,800 | 1.00 |
| \$2.63 and under \$2.88 ---- | 6,500 | 3,250 | 130 | 70 | 975 | 1,950 | 1.10 |
| \$2.88 and under \$3.13 ---- | 7,000 | 3,500 | 140 | 80 | 1,050 | 2,100 | 1.20 |
| \$3.13 and over----- | 7,500 | 3,750 | 150 | 85 | 1,125 | 2,250 | 1.30 |

¹ Up to age 65. Company to pay balance of costs.

² Sickness and accident benefits begin on 1st day of accident and 8th day of sickness except in hospital cases. 6 weeks' maternity benefits allowed.

¹⁵ Revised schedule of benefits:

| Base hourly rate ¹ | Before age 65 | | Before age 60 | Before retirement | Continuing life insurance after 65 | | Employee's contribution (weekly) ³ |
|-------------------------------|----------------|----------------------------|--|--|------------------------------------|----------------------------------|---|
| | Life insurance | Accidental death insurance | Monthly disability with 15 years in plan (up to 50 months) | Weekly sickness and accident (up to 26 weeks) ² | From minimum with 10 years in plan | To maximum with 20 years in plan | |
| Under \$2.03----- | \$ 4,500 | \$ 2,250 | \$ 90 | \$ 45 | \$ 675 | \$ 1,350 | \$ 0.70 |
| \$2.03 and under \$2.28 ---- | 5,000 | 2,500 | 100 | 55 | 750 | 1,500 | .80 |
| \$2.28 and under \$2.53 ---- | 5,500 | 2,750 | 110 | 60 | 825 | 1,650 | .90 |
| \$2.53 and under \$2.78 ---- | 6,000 | 3,000 | 120 | 65 | 900 | 1,800 | 1.00 |
| \$2.78 and under \$3.03 ---- | 6,500 | 3,250 | 130 | 70 | 975 | 1,950 | 1.10 |
| \$3.03 and under \$3.28 ---- | 7,000 | 3,500 | 140 | 80 | 1,050 | 2,100 | 1.20 |
| \$3.28 and under \$3.53 ---- | 7,500 | 3,750 | 150 | 85 | 1,125 | 2,250 | 1.30 |
| \$3.53 and under \$3.78 ---- | 8,000 | 4,000 | 160 | 90 | 1,200 | 2,400 | 1.40 |
| \$3.78 and under \$4.03 ---- | 8,500 | 4,250 | 170 | 95 | 1,275 | 2,550 | 1.50 |
| \$4.03 and over----- | 9,000 | 4,500 | 180 | 100 | 1,350 | 2,700 | 1.60 |

¹ Excluding overtime, night-shift premiums, or that part of any cost-of-living allowance which was subject to change.

² Sickness and accident benefits to begin on 1st day of accident or hospitalization and, unless employee is hospitalized, on 8th day of sickness. 6 weeks' maternity benefits allowed.

³ Employees continuing to work after 65 years of age or over to contribute one-half the amounts shown.

Footnotes—Continued

¹⁶ Revised schedule of benefits, effective Oct. 2, 1961. \$500 was added to each insurance bracket, the lowest bracket was eliminated, and 2 higher brackets were added to the schedule to provide higher benefits for employees in the higher wage brackets. All wage brackets in the schedule were increased to reflect the 12-cent cost-of-living allowance incorporated into base rates.

| Basic hourly rate | Before age 65 | | | Life insurance at age 65 and over | | Monthly total and permanent disability benefits ¹ (before age 60) | Weekly sickness and accident benefit ² (before retirement) | Employee's weekly contribution (before age 65) ³ |
|-----------------------|----------------|----------------------------|---|-----------------------------------|------------------------------------|--|---|---|
| | Life insurance | Accidental death insurance | Total life and accidental death insurance | Minimum (10 years in plan) | Maximum (20 years or more in plan) | | | |
| Under \$2.40 ----- | \$ 5,500 | \$ 2,750 | \$ 8,250 | \$ 825 | \$ 1,650 | \$ 110 | \$ 55 | \$ 0.80 |
| \$2.40-\$2.64 ----- | 6,000 | 3,000 | 9,000 | 900 | 1,800 | 120 | 60 | .90 |
| \$2.65-\$2.89 ----- | 6,500 | 3,250 | 9,750 | 975 | 1,950 | 130 | 65 | 1.00 |
| \$2.90-\$3.14 ----- | 7,000 | 3,500 | 10,500 | 1,050 | 2,100 | 140 | 70 | 1.10 |
| \$3.15-\$3.39 ----- | 7,500 | 3,750 | 11,250 | 1,125 | 2,250 | 150 | 80 | 1.20 |
| \$3.40-\$3.64 ----- | 8,000 | 4,000 | 12,000 | 1,200 | 2,400 | 160 | 85 | 1.30 |
| \$3.65-\$3.89 ----- | 8,500 | 4,250 | 12,750 | 1,275 | 2,550 | 170 | 90 | 1.40 |
| \$3.90-\$4.14 ----- | 9,000 | 4,500 | 13,500 | 1,350 | 2,700 | 180 | 95 | 1.50 |
| \$4.15-\$4.39 ----- | 9,500 | 4,750 | 14,250 | 1,425 | 2,850 | 190 | 100 | 1.60 |
| \$4.40-\$4.64 ----- | 10,000 | 5,000 | 15,000 | 1,500 | 3,000 | 200 | 105 | 1.70 |
| \$4.65 and over ----- | 10,500 | 5,250 | 15,750 | 1,575 | 3,150 | 210 | 110 | 1.80 |

¹ For 50 months for those employees with 10 years or more in plan.

² For a maximum of 26 weeks.

³ See insurance plan description above for employee contributions after age 65.

¹⁷ 10 years' participation in plan credited to employees who were in service on May 31, 1950, and had 5 but fewer than 10 years of participation in plan on the last day of the calendar month in which 65th birthday occurred.

¹⁸ Benefits not applicable in States with statutory temporary disability insurance laws; company could supplement State plan if benefits were lower than those provided in regular insurance plan.

¹⁹ Benefits not reduced by statutory payments for hospitalization, medical expenses, or allowances specifically for loss of use of bodily members or for disfigurements.

²⁰ To present a more useful report, details of the Michigan Blue Cross and Blue Shield plans are being shown for the first time.

²¹ The revised schedule of benefits, effective Oct. 1, 1964. The lowest bracket was eliminated, and 2 higher benefit brackets were added to the schedule for employees in the higher wage brackets.

| Basic hourly rate | Before age 65 | | | Life insurance at age 65 and over ¹ | | Monthly total and permanent disability benefits (before age 60) ² | Weekly sickness and accident benefits (before retirement) ³ |
|-----------------------|----------------|----------------------------|---|--|------------------------------------|--|--|
| | Life insurance | Accidental death insurance | Total life and accidental death insurance | Minimum (10 years in plan) | Maximum (20 years or more in plan) | | |
| Under \$2.65 ----- | \$ 6,000 | \$ 3,000 | \$ 9,000 | \$ 1,500 | \$ 1,800 | \$ 120 | \$ 60 |
| \$2.65-\$2.89 ----- | 6,500 | 3,250 | 9,750 | 1,500 | 1,950 | 130 | 65 |
| \$2.90-\$3.14 ----- | 7,000 | 3,500 | 10,500 | 1,500 | 2,100 | 140 | 70 |
| \$3.15-\$3.39 ----- | 7,500 | 3,750 | 11,250 | 1,500 | 2,250 | 150 | 80 |
| \$3.40-\$3.64 ----- | 8,000 | 4,000 | 12,000 | 1,500 | 2,400 | 160 | 85 |
| \$3.65-\$3.89 ----- | 8,500 | 4,250 | 12,750 | 1,500 | 2,550 | 170 | 90 |
| \$3.90-\$4.14 ----- | 9,000 | 4,500 | 13,500 | 1,500 | 2,700 | 180 | 95 |
| \$4.15-\$4.39 ----- | 9,500 | 4,750 | 14,250 | 1,500 | 2,850 | 190 | 100 |
| \$4.40-\$4.64 ----- | 10,000 | 5,000 | 15,000 | 1,500 | 3,000 | 200 | 105 |
| \$4.65-\$4.89 ----- | 10,500 | 5,250 | 15,750 | 1,575 | 3,150 | 210 | 110 |
| \$4.90-\$5.14 ----- | 11,000 | 5,500 | 16,500 | 1,650 | 3,300 | 220 | 115 |
| \$5.15 and over ----- | 11,500 | 5,750 | 17,250 | 1,725 | 3,450 | 230 | 120 |

¹ Accidental death insurance equal to 50 percent of continuing life insurance to remain in force for those employees who continue to work at age 65 and over.

² For 50 months for those employees with 10 years or more in plan.

³ For a maximum of 52 weeks.

²² Benefits not applicable in States with statutory temporary disability insurance laws; company to supplement State plan if benefits were lower than those provided in regular plan.

²³ In a letter dated Oct. 2, 1958, the union agreed that in future negotiations it would not ask for further changes in benefits for those on pensions at the time of such future negotiations.

²⁴ Percentage was:

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

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

²⁵ Until the trust fund position reaches 49 percent for the first time, applicants will receive special benefits for a maximum of only 4 weeks in any calendar year, and after that, a maximum of 8 weeks.

²⁶ Beginning in June 1958, maximum funding will be revised downward according to the following scale in any year following one in which average weekly benefit payments from the fund fall below \$20:

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

²⁷ In States where concurrent supplementation is not permitted, there is provision for eligible employees to receive "substitute" supplementary benefits for weeks in which State unemployment compensation benefits are not paid. However, these "substitute" benefits will go into effect only if other States, in which the company has two-thirds of its employees, allow supplementation.

Footnotes—Continued

²⁸ The number of credits to be canceled for a week of benefits is summarized as follows:

| If the trust fund position applicable to the week for which such benefit paid (in percent) is— | And if the years of seniority of the person whom such benefit is paid are— | | | | |
|--|--|---------|----------|----------|------------------------|
| | 1 to 5 | 5 to 10 | 10 to 15 | 15 to 20 | 20 to 25 25 and over |
| | The credit units canceled for such benefit shall be— | | | | |
| 85 or over----- | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 |
| 76 to 84.99----- | 1.11 | 1.00 | 1.00 | 1.00 | 1.00 |
| 67 to 75.99----- | 1.25 | 1.11 | 1.00 | 1.00 | 1.00 |
| 58 to 66.99----- | 1.43 | 1.25 | 1.11 | 1.00 | 1.00 |
| 49 to 57.99----- | 1.67 | 1.43 | 1.25 | 1.11 | 1.00 |
| 40 to 48.99----- | 2.00 | 1.67 | 1.43 | 1.25 | 1.11 |
| 31 to 39.99----- | 2.50 | 2.00 | 1.67 | 1.43 | 1.25 |
| 22 to 30.99----- | 3.33 | 2.50 | 2.00 | 1.67 | 1.43 |
| 13 to 21.99----- | 5.00 | 3.33 | 2.50 | 2.00 | 1.67 |
| 4 to 12.99----- | 10.00 | 5.00 | 3.33 | 2.50 | 2.00 |
| Under 4----- | (1) | (1) | (1) | (1) | (1) |

¹ No benefits available.

²⁹ Maximum funding to be adjusted to 60 percent for the period from June 1958 through August 1959. Schedule of adjustment in maximum funding beginning September 1959 was:

| If the average benefit was— | The adjusted maximum funding shall be the following percentage of maximum funding— |
|-----------------------------|--|
| \$20 or more----- | 100 |
| \$15 to \$19.99----- | 80 |
| \$10 to \$14.99----- | 60 |
| \$5 to \$9.99----- | 40 |
| Less than \$5----- | 20 |

³⁰ Alternate benefit plan established for Indiana employees laid off on or after Sept. 1, 1958, by supplemental agreement of Oct. 2, 1958, and in accordance with previous agreements with respect to States in which concurrent supplementation was not permitted. Weekly benefits to apply to employees otherwise eligible for regular supplemental benefits and for those alternate weeks in which an employee was eligible for State unemployment compensation but did not apply for it. Benefits ranged from \$41 to \$63, depending on employee's base hourly rate (plus any cost-of-living allowance) and the number of withholding exemptions less any pay received by employee or pay that would have been due for work made available but not performed. Credit units surrendered at twice the rate for regular benefits. In Ohio, alternate benefits similar to those payable under the Indiana plan were to be payable for weeks of layoff beginning Sept. 1, 1958, or thereafter. Alternate benefit plans for Indiana and Ohio employees became inoperative when supplementation was permitted in Indiana, effective Mar. 16, 1959, and in Ohio, effective May 10, 1959. Effective June 22, 1959, alternate benefits for employees in Virginia and North Carolina were to be payable for weeks of layoff beginning Sept. 1, 1958, or thereafter.

³¹ Alternate benefit schemes for Virginia and North Carolina were updated to reflect the new benefit amounts.

³² Credit unit cancellation schedule was as follows:

| If the credit unit cancellation base applicable to the week for which such benefit is paid— | And if the years of seniority of the person to whom such benefit is paid are— | | | | |
|---|---|---------|----------|----------|------------------------|
| | 1 to 5 | 5 to 10 | 10 to 15 | 15 to 20 | 20 to 25 25 and over |
| | The credit units canceled for such benefits shall be— | | | | |
| \$272.00 or more----- | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 |
| \$243.20 to \$271.99----- | 1.11 | 1.00 | 1.00 | 1.00 | 1.00 |
| \$214.40 to \$243.19----- | 1.25 | 1.11 | 1.00 | 1.00 | 1.00 |
| \$185.60 to \$214.39----- | 1.43 | 1.25 | 1.11 | 1.00 | 1.00 |
| \$156.80 to \$185.59----- | 1.67 | 1.43 | 1.25 | 1.11 | 1.00 |
| \$128.00 to \$156.79----- | 2.00 | 1.67 | 1.43 | 1.25 | 1.11 |
| \$99.20 to \$127.99----- | 2.50 | 2.00 | 1.67 | 1.43 | 1.25 |
| \$70.40 to \$99.19----- | 3.33 | 2.50 | 2.00 | 1.67 | 1.43 |
| \$41.60 to \$70.39----- | 5.00 | 3.33 | 2.50 | 2.00 | 1.67 |
| \$12.80 to \$41.59----- | 10.00 | 5.00 | 3.33 | 2.50 | 2.00 |
| Under \$12.80----- | (1) | (1) | (1) | (1) | (1) |

¹ No benefits payable.

³³ For employees disqualified for unemployment compensation because of period worked or when company earnings were at least equal to or above State unemployment compensation earnings limit, see short workweek benefits.

³⁴ Only to extent short workweek was attributable to such cause.

³⁵ SUB benefits not payable for periods of layoff occurring for disciplinary reasons or as a consequence of (1) any strike, slowdown, work stoppage, picketing (whether or not by employees), or concerted action at a company plant (or plants), or any dispute of any kind involving employees represented by the union whether at a company plant (or plants), or elsewhere, (2) any fault attributable to the applicant, (3) any war or hostile act of a foreign power (but not government regulations or controls connected therewith), (4) sabotage or insurrection, or (5) any act of God.

³⁶ Excluding weeks in which holiday pay was the only compensation received by employee.

³⁷ Layoff must have been for reasons specified in regular SUB plan.

³⁸ Employee must have been ineligible for State benefits solely because of company earnings or these earnings in combination with other reasons specified in regular SUB plan.

³⁹ Although the 1964 agreement did not provide SUB for employees automatically retired, or separation pay for employees automatically retired or terminated at or after age 60 and who were not eligible for retirement benefits, such benefits were provided these employees in accordance with a letter agreement between the parties dated Oct. 5, 1964.

⁴⁰ The special account provided each eligible employee with a \$43 bonus, payable on Dec. 17, 1965.

Footnotes—Continued

⁴¹ Payments are to be made in accordance with the following schedule:

| Years of seniority | Number of hours' pay ¹ | Years of seniority | Number of hours' pay ¹ |
|-----------------------|-----------------------------------|-----------------------|-----------------------------------|
| 2 and under 3 ----- | 40 | 17 and under 18 ----- | 480 |
| 3 and under 4 ----- | 660 | 18 and under 19 ----- | 525 |
| 4 and under 5 ----- | 80 | 19 and under 20 ----- | 570 |
| 5 and under 6 ----- | 100 | 20 and under 21 ----- | 620 |
| 6 and under 7 ----- | 125 | 21 and under 22 ----- | 670 |
| 7 and under 8 ----- | 150 | 22 and under 23 ----- | 730 |
| 8 and under 9 ----- | 175 | 23 and under 24 ----- | 775 |
| 9 and under 10 ----- | 200 | 24 and under 25 ----- | 830 |
| 10 and under 11 ----- | 230 | 25 and under 26 ----- | 890 |
| 11 and under 12 ----- | 260 | 26 and under 27 ----- | 950 |
| 12 and under 13 ----- | 290 | 27 and under 28 ----- | 1,010 |
| 13 and under 14 ----- | 320 | 28 and under 29 ----- | 1,070 |
| 14 and under 15 ----- | 380 | 29 and under 30 ----- | 1,130 |
| 15 and under 16 ----- | 400 | 30 and over ----- | 1,200 |
| 16 and under 17 ----- | 440 | | |

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

⁴² Separation pay plan applied to employees laid off in connection with the closing of the corporation's Detroit Stamping Plant Number 37 in July 1958 (in accordance with a letter dated July 1, 1959).

⁴³ Company could permit earlier application if it believed the prospects of reemployment did not warrant waiting.

⁴⁴ Payments to be made in accordance with the following schedule:

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

⁴⁵ Payments to be made in accordance with the following schedule:

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

⁴⁶ Relocation allowance was as follows:

| Miles between plants | Allowance for employee— | |
|---------------------------|-------------------------|---------|
| | Single | Married |
| 50 and under 100 ----- | \$ 55 | \$ 180 |
| 100 and under 300 ----- | 75 | 220 |
| 300 and under 500 ----- | 105 | 290 |
| 500 and under 1,000 ----- | 155 | 420 |
| 1,000 and over ----- | 215 | 580 |

Wage Adjustment Provisions in May 29, 1948, Agreement

(101) (a) All employees covered by this agreement shall receive an increase of 11 cents per hour effective May 29, 1948. Three cents per hour of this increase is to provide for improvement in the standard of living of employees and will be added to the base rate of each wage classification for the term of the Agreement. Eight cents per hour of this increase is for the purpose of providing for the increase which has taken place in the cost of living. It is agreed that only 5 cents of this 8 cents will be subject to reduction so that, if a sufficient decline in the cost of living occurs, employees will immediately enjoy a better standard of living. Such an improvement will be an addition to the 3 cents an hour annual improvement factor underwritten by the Corporation and will make a total of 6 cents to be added to the base rate of each wage classification, as of May 29, 1948.

(b) A further increase of 3 cents per hour for an improved standard of living will be made in the base rate of each wage classification effective on and after May 29, 1949.

(c) These increases in base rates as provided for in paragraph 101 (a) and paragraph 101 (b) shall be added to the wage rates (minimum, intermediary and maximum) for each day-work classification. The 5 cents per hour increase for the cost-of-living allowance provided for in paragraph 101 (a) shall be added to each employee's straight-time hourly earnings and will be adjusted up or down each 3 months in line with the cost-of-living allowance provided for in paragraphs 101 (f) and 101 (g).

(d) In the case of employees on an incentive basis of pay the increases in base rates provided for in paragraph 101 (a) and paragraph 101 (b) shall be added to the earned rate of all incentive workers until local Plant Managements and the local unions reach an agreement for factoring this increase into the wage structure of incentive classifications. The 5 cents per hour increase for cost-of-living allowance provided for in paragraph 101 (a) shall be added to each employee's hourly earned rate and will be adjusted up or down each 3 months in line with the cost-of-living allowance provided for in paragraphs 101 (f) and 101 (g).

(e) The cost-of-living allowance will be determined in accordance with changes in the "Consumers' Price Index for Moderate Income Families in Large Cities"—"All Items," published by the Bureau of Labor Statistics, U.S. Department of Labor, (1935-39 = 100) and hereafter referred to as the BLS Consumers' Price Index.

(f) The cost-of-living allowance as determined in paragraph 101 (a) shall continue in effect until the first pay period beginning after Sept. 1, 1948. At that time, and thereafter during the period of this agreement, adjustments shall be made quarterly at the following times:

| Effective date of adjustment | Based upon BLS Consumers' Price Index as of— |
|---|--|
| First pay period beginning on or after— | |
| Sept. 1, 1948 ----- | July 15, 1948 |
| Dec. 1, 1948 ----- | Oct. 15, 1948 |
| Mar. 1, 1949 ----- | Jan. 15, 1949 |
| June 1, 1949 ----- | Apr. 15, 1949 |
| Sept. 1, 1949 ----- | July 15, 1949 |
| Dec. 1, 1949 ----- | Oct. 15, 1949 |
| Mar. 1, 1950 ----- | Jan. 15, 1950 |

In no event will a decline in the BLS Consumers' Price Index below 164.7 provide the basis for a reduction in the wage scale by job classification.

(g) The amount of the cost-of-living allowance which shall be effective for any 3-month's period as provided in paragraph 101 (f), shall be in accordance with the following table (except that the 5 cents cost-of-living allowance effective May 29, 1948, will not be changed on any subsequent adjustment date unless the cost-of-living index has increased or decreased more than one full index point from 169.3). Thereafter, the table shall govern:

| BLS Consumers' Price Index | Cost-of-living allowances, in addition to wage scale by job classification (in cents per hour) |
|----------------------------|--|
| 164.6 or less ----- | None |
| 164.7-165.8 ----- | 1 |
| 165.9-166.9 ----- | 2 |
| 167.0-168.1 ----- | 3 |
| 168.2-169.2 ----- | 4 |
| 169.3-170.3 ----- | 5 |
| 170.4-171.5 ----- | 6 |
| 171.6-172.6 ----- | 7 |
| 172.7-173.8 ----- | 8 |
| 173.9-174.9 ----- | 9 |
| 175.0-176.0 ----- | 10 |
| 176.1-177.2 ----- | 11 |
| 177.3-178.3 ----- | 12 |
| 178.4-179.5 ----- | 13 |
| 179.6-180.6 ----- | 14 |
| 180.7-181.7 ----- | 15 |
| 181.8-182.9 ----- | 16 |
| 183.0-184.0 ----- | 17 |
| 184.1-185.2 ----- | 18 |
| 185.3-186.3 ----- | 19 |
| 186.4-187.4 ----- | 20 |
| 187.5-188.6 ----- | 21 |
| 188.7-189.7 ----- | 22 |

and so forth, with 1 cent adjustment for each 1.14 point change in the index.¹

(h) The amount of any cost-of-living allowance in effect at the time shall be included in computing overtime premium, night shift premium, vacation payments, holiday payments, and call-in pay.

(i) In the event the Bureau of Labor Statistics does not issue the Consumers' Price Index on or before the beginning of the pay period referred to in paragraph 101 (f), any adjustments required will be made at the beginning of the first pay period after receipt of the index.

(j) No adjustments, retroactive or otherwise, shall be made due to any revision which

may later be made in the published figures for the BLS Consumers' Price Index for any base month.

(k) The parties to this Agreement agree that the continuance of the cost-of-living allowance is dependent upon the availability of the official monthly BLS Consumers' Price Index in its present form and calculated on the same basis as the index for April 1948, unless otherwise agreed upon by the parties.

¹ On Aug. 23, 1949, General Motors and the UAW-CIO agreed to add 0.8 point to the BLS Consumers' Price Index in computing the cost-of-living allowance in recognition of the cumulative effect of the understatement of the index's rent component between 1940 and February 1949.

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., 1941-63. BLS Report 187.
A. T. & T.—Long Lines Department, 1940-64. BLS Bulletin 1443 (40 cents).
- Berkshire Hathaway Inc., 1943-66. BLS Bulletin 1475 (20 cents).
Bethlehem Atlantic Shipyards, 1941-65. BLS Bulletin 1454 (25 cents).
¹ Big Four Rubber Companies, Akron and Detroit Plants, 1937-55.
Bituminous Coal Mines, 1933-66. BLS Bulletin 1461 (20 cents).
The Boeing Co. (Washington Plants), 1936-64. BLS Report 204 (20 cents).
- Carolina Coach Co., 1947-63. BLS Report 259.
Chrysler Corporation, 1939-64. BLS Report 198 (25 cents).
Commonwealth Edison Co. of Chicago, 1945-63. BLS Report 205. (20 cents).
Dan River Mills, 1943-65. BLS Bulletin 1495 (15 cents).
Federal Classification Act Employees, 1924-64. BLS Bulletin 1442 (35 cents).
Ford Motor Company, 1941-64. BLS Report 99 (30 cents).
- International Harvester Company, 1946-61. BLS Report 202.
International Shoe Co., 1945-66. BLS Bulletin 1479 (20 cents).
Lockheed Aircraft Corp. (California Company), 1937-64. BLS Report 231 (25 cents).
Martin-Marietta Corp. 1944-64. BLS Bulletin 1449 (25 cents).
Massachusetts Shoe Manufacturing, 1945-66. BLS Bulletin 1471 (15 cents).
- New York City Laundries, 1945-64. BLS Bulletin 1453 (20 cents).
North American Aviation, 1941-64. BLS Report 203 (25 cents).
North Atlantic Longshoring, 1934-61. BLS Report 234.
Pacific Coast Shipbuilding, 1941-64. BLS Report 254 (25 cents).
Pacific Gas and Electric Co., 1943-66. BLS Bulletin 1499 (30 cents).
Pacific Longshore Industry, 1934-65. BLS Bulletin 1491 (25 cents).
- Railroads—Nonoperating Employees, 1920-62. BLS Report 208 (25 cents).
Sinclair Oil Companies, 1941-66. BLS Bulletin 1447 (25 cents).
Swift & Co., 1942-63. BLS Report 260 (25 cents).
United States Steel Corporation, 1937-64. BLS Report 186 (30 cents).
Western Greyhound Lines, 1945-63. BLS Report 245 (30 cents).
Western Union Telegraph Co., 1943-63. BLS Report 160 (30 cents).

¹ Out of print. See Directory of Wage Chronologies, 1948-October 1964, for Monthly Labor Review issue in which basic report and supplements appeared.

BUREAU OF LABOR STATISTICS REGIONAL OFFICES

