

Wage Chronology

INTERNATIONAL PAPER COMPANY, SOUTHERN KRAFT DIVISION, 1937-67

Bulletin No. 1534



UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Arthur M. Ross, Commissioner

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Preface

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

This wage chronology summarizes changes in wage rates and related wage practices negotiated by the Southern Kraft Division of the International Paper Company with the United Papermakers and Paperworkers, the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and the International Brotherhood of Electrical Workers since 1937. It includes the terms of all agreements entered into by the parties to date.

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

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Wage Chronology:

International Paper Company, Southern Kraft Division, 1937—67¹

Introduction

Hourly rated employees of the International Paper Company's Southern Kraft Division papermills are represented by five international unions. Three—the United Papermakers and Paperworkers (UPP), the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (PSPMW), and the International Brotherhood of Electrical Workers (IBEW)—represent the vast majority of workers and negotiate jointly with the company. In five plants, some of the employees are represented by the International Association of Machinists and Aerospace Workers (IAM), and in four plants, some are represented by the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada (PPF). This wage chronology summarizes the collective bargaining history of the three unions that negotiate as a group, but it is concerned primarily with the two paper unions that represent most production workers.

A willingness to negotiate and settle issues has characterized the more than a quarter-century of continuous collective bargaining between International Paper Company's Southern Kraft Division and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (PSPMW) and the United Papermakers and Paperworkers (UPP). This relationship represented a change from the attitudes that prevailed before the first settlement.² The agreement was initiated jointly by the two unions in 1937, during the period of rapid union expansion which was encouraged by enactment of favorable Federal legislation.³

A contract that specified wages and working conditions for workers of the Mobile, Ala., plant, signed January 19, 1938, by the company and the PSPMW, the UPP, and the IBEW was the first entered into by the company in the South. From then until a 22-day strike disrupted the long period of harmonious relations in 1965, the parties had not found it necessary to break off negotiations or resort to work stoppages or lockouts. This favorable climate appears to be based on a thorough understanding of mutual problems by both union and management. In

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

² Both unions had contracts with the company's northern mills during and before World War I. In 1921, the unions struck in the northern mills against a reduction in pay. The strike against the company lasted 5 years. From the start of the strike until 1937 the company operated an open shop. In 1935, however, John P. Burke, President of the PSPMW, reported at the union's annual convention that "the company was not discriminating against the union and . . . I have also had several meetings with the head officials of the International Paper Company during the past 2 years."

³ Robert M. Macdonald, stated in Unionism and the Wage Structure in the United States Pulp and Paper Industry, Institute of Industrial Relations, University of California, Los Angeles, 1956, that the ebb in union membership in the late 1920's and early 30's was "brought to an abrupt halt with the enactment of the National Industrial Recovery Act and the National Labor Relations Act. As a result of this legislation new locals sprang up rapidly not only in the older papermaking regions of the Northeast and Lake States but also in the newer regions of the Pacific Coast and South."

James A. Cross, in "The Making and Shaping of Unionism in the Pulp and Paper Industry," Labor History, Spring 1964, p. 198, agreed with Macdonald and in addition suggested that: "Many formerly hostile employers, surveying the scene, decided that it would be prudent to settle with the more mature conservatism of the Pulp and Sulphite Workers and the Paper Makers before the new and more 'radical' labor unions made inroads among their employees"

the long run, this, along with each party's recognition of the other's goals and prerogatives, led to wage rates and fringe benefits that are at least as favorable as those in paper and pulp plants throughout the areas in which Southern Kraft Division Plants are located.

The Parties

International Paper Company, a merger of 18 papermaking companies located in northern New York, Vermont, New Hampshire, Maine, and Massachusetts, was incorporated in New York in 1898. In 1928, the company was acquired by the International Paper and Power Company, which subsequently divested itself of its utility properties. The present Corporation was organized in 1941. Operations in the South and in Kraft paper were started with the purchase of a mill in Louisiana (the Bastrop Mill) in 1925. Subsequently, mills were built or bought in Camden, Ark. (1926), Bastrop, La. (Louisiana Mill—1927), Moss Point, Miss. (1928), Mobile, Ala. (1929), Panama City, Fla. (1931), Georgetown, S. C. (1937), Springhill, La. (1938), Natchez, Miss. (1951), and Pine Bluff, Ark. (1958).

As the number of mills in the Southern Kraft Division increased to 10, production expanded from unbleached linerboard into practically every grade of paper and board. Today these products include the fine bond grades, newsprint, tabulating index cup stock, milk carton and other bleached boardgrades, clay coated boards, polyethylene coated paper and boards, as well as various grades of bag and wrapping papers. The company also produces market paper pulps and dissolving pulps.

The antecedents of the United Papermakers and Paperworkers can be traced to 1884, when a group of Holyoke, Mass., papermachine tenders organized a "social club." This and other groups that followed were located in the north-eastern States, then the center of the paper industry. A charter covering paper-machine tenders and beater engineers, the aristocrats of the trade, was issued by the American Federation of Labor in 1893 in the name of the United Brotherhood of Papermakers. Other papermill workers' dissatisfaction with the lack of representation in matters that directly affected their livelihood caused the AFL to issue a new charter in 1897. This charter expanded the organization's jurisdiction to all branches of the papermaking industry. A dual movement, founded by skilled papermachine tenders who were not in accord with the expansion in membership, amalgamated with the United Brotherhood in 1902 to form the International Brotherhood of Paper Makers. One year later, a group of Laborers Protective Unions, affiliated directly with the Federation and representing workers employed outside the machine rooms, were transferred without their consent to the International Brotherhood. This was a paper merger which did not provide adequate representation to the unskilled and semiskilled workers. Thus, these workers in 1906, organized the PSPMW outside of the Federation. Intense rivalry hurt both unions, and in 1909, they divided the jurisdiction of the paper industry. Newsprint, bag, and hanging mill workers were ceded to the Pulp Workers, as were all workers not connected with any other international union. To eliminate possible conflicts, a joint conference board was established to discuss mutual problems at regular intervals. The new jurisdictions were confirmed when the Pulp Workers were admitted to the Federation. In March 1957, the Papermakers adopted its present name (United Papermakers and Paperworkers) after amalgamating with a former affiliate of the CIO—the United Paperworkers of America.⁴

⁴ The United Paper Workers received its charter from the CIO on Jan. 1, 1944; the union did not represent workers in the Southern Kraft Division of the International Paper Company.

Negotiations

The accord of 1909 established a basis for a joint and harmonious association between the International Brotherhood of Paper Makers and the PSPMW that has resulted in relatively uniform policies among the mills within each of the major producing regions. In the South, as in other regions, bargaining goals are influenced strongly by the two internationals through joint wage conferences. Generally, a union vice president, and sometimes international representatives, supervise negotiations with key companies. The terms agreed to become the pattern for negotiations in other plants in the region. Differences are agreed to in the actual settlements, however, which compensate for factors that might be disadvantageous to a particular company. Expression of local opinion, provided through the Southern Association of Pulp and Paper Industry Unions, is informal but effective. The Association, organized in 1943, meets both several times a year and prior to negotiations to discuss problems in the South.

At the Southern Kraft Division of the International Paper Company, a single contract is negotiated and signed by these two unions and the International Brotherhood of Electrical Workers, which also represents some of the workers.⁵ It is frequently the first to be negotiated in a region, and the standards established provide the pattern for a major segment of the southern paper and pulp industry.

The company and the Paper Makers, the Pulpworkers, and the Electrical Workers had concluded an agreement for the Mobile plant in 1937; the contract was signed in January 1938. Additional collective bargaining contracts were reached in 1938 for mills located in Panama City, Georgetown, Bastrop (two mills), and Camden, the first multiplant contract, covering eight mills, was signed in 1939.

In 1938, the Machinists also negotiated their first agreement. It covered employees of the Panama City Mill of the Southern Kraft Division. A master contract now governs the wages and working conditions of workers represented by this union in the Camden, Georgetown, Natchez, Panama City, and Springhill mills. Three years later, the Plumbers negotiated their initial agreement for employees at the Springhill mill. In both situations, although each local had been separately certified as collective bargaining representative, the agreements applied to all employees represented by the unions.

From 1941 through 1949, joint agreements in eight mills covered the employees represented by the five unions. In 1950, the Plumbers and the Machinists began negotiating separate agreements for their members. In 1965, the remaining three members of this joint group represented approximately 92 percent of the hourly rated employees of the Southern Kraft Division.

Since 1937, 31 general wage changes have been negotiated, and all except one have been increases; a 5-percent wage decrease was instituted in September 1938 but rescinded in February 1939. General wage increases went into effect in each of the 29 years of the contractual relationship except two—1943 and 1949. Southern Kraft employees' wage rates were increased twice a year in 2 years, during both World War II and the Korean emergency.

Traditionally, the parties have negotiated 1-year contracts. Although there were 2-year agreements in 1956, 1959, 1963, and 1965, the pattern of multiyear contracts has not become established as in many other industries.

⁵ Other groups of employees and operations, whose collective bargaining history is not included in this chronology, are also represented by international unions. In 1946, the Office and Professional Employees International Union (then the Office Employees International Union) was certified as the collective bargaining agent for specified groups of salaried office and clerical employees in the Mobile mill. In 1965, the union bargained for these employees in 7 of the company's 10 mills.

Separate contracts were negotiated by the PSPMW for each of the five regions in which the company has woodland operations. The first agreement for these employees was signed in Georgetown, S. C., in 1947.

In the contracts that have been negotiated, the company and the unions appear to have agreed on the importance of maintaining occupational wage differentials. Straight-time average hourly earnings increased an estimated \$2.10 an hour from V-J day, August 1945, to the end of 1965. Minimum rates paid men laborers rose \$1.94 an hour from January 1938 through June 1, 1966 (from 40 cents to \$2.34 an hour). The absolute increase at the upper end of the wage structure was much higher because of the many percentage changes. For example, the rates paid machine tenders at the Mobile, Ala., plant increased a minimum of \$2.32 and maximum of \$3.755 by June 1, 1966.⁶

An unusual characteristic of the negotiations was the frequent provision of special adjustments for selected classifications. These special adjustments were primarily due to changes in job content during the contract period.

Numerous improvements and additions to work practice provisions and to benefits were made during the 29-year period. The initial contract was comparatively free of detail and protective clauses. It was a two-page typewritten document with six sections, an addendum of 15 mill rules and 25 safety rules, and a three-page wage schedule. Its economic provisions, other than those directly related to rates of pay, were limited to premium pay for overtime, shift differentials, work on recognized holidays, and pay for workers called to work outside their regular schedule.⁷ The company also made jointly financed insurance available to its workers and this was not changed by collective bargaining until 1950.

By 1965, the document had grown to 56 printed pages, including 16 articles and innumerable sections. It was supplemented by a 6-page safety manual and a 52-page schedule of occupational wage rates. Southern Kraft's employees are now covered by a complete range of work practice benefits that are common to the organized sector of American industry.

The current provisions represent an evolution that in some cases extended over much of the contractual period. For example, 10 changes, the last in 1961, were required to bring the overtime provision to its present status. Paid vacations were established in 1941 and changed seven times thereafter. By contrast, the original contract clause that provided premium pay for Sunday work, established in 1951, remained unchanged in all subsequent contracts, except for a provision that time worked on Sundays would not be offset when computing weekly overtime.

International Paper Company first made insurance available to its employees in 1923—2 years before it started operations in the South. At the time of the first contract, employees could subscribe to a plan that provided life, accidental death and dismemberment, and total and permanent disability insurance, as well as weekly sickness and accident benefits and visiting nurse services. In 1952, the parent organization instituted a companywide hospital-medical-surgical plan but, workers in the Southern Kraft Division elected a 1-cent-an-hour wage increase instead. By 1955, the workers' attitude had changed and an indemnity type plan was installed. More extensive benefits were provided in 1961, when a service type plan was substituted for the indemnity arrangement.

⁶ The hourly rate of pay for machine tenders at the Mobile plant was \$1.41 as of January 1938. At present, the hourly rate is determined by the machine to which the tender is assigned and it is based on the actual operation and production of that particular machine. The rates are reviewed quarterly and adjusted upward or downward according to a prescribed formula. The lowest rate paid for a machine tender at the Mobile mill during the contract year beginning June 1, 1965, was \$3.595 for the No. 4 machine, and the highest rate paid was \$4.99 for the No. 5 machine. For the first quarter of the contract year, starting June 1, 1966, the lowest hourly rate for machine tenders was \$3.73 and the highest hourly rate was \$5.165.

⁷ The provisions that are reported as in effect in 1937 do not necessarily indicate changes in prior conditions of employment.

At the end of World War II, the parties agreed to retirement benefits for eligible employees. Like the insurance plan, these benefits were jointly financed. Over the years, the pensions available to retired employees have risen, new benefits have been added, and eligibility requirements have been relaxed.

Wage Level and Structure

Basic hourly rates of pay in Kraft pulp and papermills are among the highest in the South, and for some occupations they exceed those paid by the industry in the Northeast. The industry started in the South in 1910 and developed rapidly during the 1920's. Papermaking requires a relatively large proportion of skilled labor competent to perform intricate operations with expensive machinery. Because there were few experienced workers in the region, southern employers imported and paid the rates necessary to attract skilled workers from the North. As a result the ". . . wage rates for skilled workers in 1939 were considerably higher in some of the southern States than in Maine and New Hampshire. Common labor, on the other hand, was paid a uniformly lower rate in the South."⁸ By 1946, however, the director of the southern region of the Paper Makers was able to report that the regular rate in Southern Kraft Division plants was ". . . the same as the Base (SIC rate) in the Book and Bond Division of the International Paper Company."⁹ Book and Bond Division plants of the company were all located in northern States.

The minimum rate paid men and women laborers is known as the base rate. Rates above the minimum are determined by the degree of skill and responsibility required.

The wage structure of Southern Kraft Division's 10 plants includes about 500 separate job titles. Not all of the occupations are found in each plant, and there is some variation among these plants in rates paid occupations with the same title because of differences in products and methods. In 1938, Negro laborers received 4 cents an hour below the base rate for whites. On application of the company and the union, the National War Labor Board in 1943, removed the differential, which had increased to 4½ cents an hour. Women's minimum rates were 8 cents an hour below those paid men when the board was considering the parties' request. This differential was maintained until 1948 when it was reduced 2 cents an hour. No further reductions were negotiated until 1962 when another 2-cent reduction was made. The following year the differential was reduced to 2 cents and in 1964 was eliminated.

The company classifies approximately 38 percent of all hourly rated employees in categories it considers skilled, 44 percent in semiskilled, and 15 percent in unskilled. About 3 percent of the workers are engaged in service activities. Of all hourly paid employees, about 21 percent are assigned to maintaining the plants and their equipment and 6.5 percent are in the company's laboratories. Women comprise only 4 percent of the work force because of the nature of the papermaking operations.

⁸ Rupert W. Maclaurin, "Wages and Profits in the Paper Industry, 1929-39," The Quarterly Journal of Economics, February 1944, Vol. LVIII, No. 2, p. 217.

⁹ Letter dated May 23, 1946, from Regional Director, Southern Regional Offices, International Brotherhood of Papermakers to the Research and Educational Director, International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

The elaborate wage structure with its multiplicity of wage rates is designed to take into account all elements of skill and responsibility. On entering a plant most workers start at the bottom of the occupational ladder. Positions with greater responsibility and higher pay are reached through seniority and ability. Occasionally a skilled worker may be employed directly in a high rated maintenance craft.

The predominant method of pay is a flat rate. About 7 percent of the workers—those who operate paper machines—are paid in accordance with an incentive formula. Provisions of the contracts dealing with the day-to-day administration of the paper machine formula are not included in the summary tables of this report. The changes in related practices reported in this chronology, however, apply to these employees as well as to those paid time rates.

1965 Negotiations

The course of negotiations scheduled to open in May 1965 appeared to have been forecast by the tenor of statements presented by union officials at the 22d Annual Convention of the Southern Association of Pulp and Paper Industry Unions. Delegates to the April convention received an inclusive bargaining proposal "Design for Progress '65," that explained the goals of the PSPMW. Similar goals were adopted by the UPP.

These goals followed the established pattern of covering a wide proportion of the total bargaining spectrum. Proposals directed toward raising earnings included increases in wage rates and premium pay for overtime work, as well as higher shift differentials. Recommendations for additional paid holidays, longer regular vacations with pay, and the establishment of extended vacations would have maintained earnings levels while providing more leisure. Although the AFL-CIO position on a shorter workweek was supported as a means of providing additional jobs, the paper unions' proposals made no reference to the maintenance of earnings. To provide a means of protection during periods of unemployment resulting from mergers and technological changes, the establishment of supplemental unemployment benefits and severance pay plans were advocated. Finally, there were detailed proposals for improving existing pension, health, and welfare plans. Since most of the union contracts made provision for paid jury duty and funeral leave, only brief reference was made to these in the stated goals. An almost equal number of goals dealt with nonmonetary issues.

The bargaining objectives developed by the Association and the demands of the union locals were largely a reflection of the International Unions' program. Negotiations opened on May 6 and continued beyond May 31, the scheduled expiration date of the contract, without either party serving the required 10-day notice of intent to terminate. By June 3, the union negotiators had decided that the areas of disagreement were sufficiently serious to warrant a 10-day strike notice. On June 11, 1965, the company's employees left their jobs for the first time since the initial agreement was signed in January 1938.¹⁰ Reflecting the understanding that had developed during the long relationship, negotiations continued and shutdown operations proceeded in an orderly fashion.

At this point, the company had offered a 32.5-cents-an-hour package in a 2-year agreement. Under the provisions of the offer, wage rates would have been increased 10 cents an hour the first year and 3.5 percent (averaging approximately 9.6 cents an hour) the second year. The first shift differential would have been increased 1 cent an hour in the initial year of the agreement and the

¹⁰ Short wildcat strikes had occurred at two plants before the division-wide walkout.

second shift premium by a like amount a year later. An additional holiday was offered, and vacation benefits would have been increased to 5 weeks after 25 years' service. Extensive revisions of the pension plan were proposed. Eligibility requirements for normal retirement would have been reduced to age 63 with 30 years' service, and annuities would have been increased by 15 percent for past service credits and by 16.66 percent for all service starting in 1965. Fifteen years' service would have been required for disability benefits. The plan was to be expanded by the addition of benefits for survivors of active employees who died at or after age 63 with 30 years of service or more. The proposal would also have required the company, over a 4-year period, to assume the employee's pension contribution on the first \$3,000 earned during a year.

Although the company and union were in agreement on many issues, there were wide areas of difference on a number of major items—the most important was reported to be eligibility for early retirement with unreduced pension benefits. Under the unions' proposals, any employee would be eligible for a "full normal annuity," based on years of service, at age 62. There was also a wide gap between the two general wage increase proposals; the union wanted a 12-cent-an-hour raise the first year, and 4.5 percent (about 12.5 cents) the second year. Also, the union requested a 4-week paid vacation after 15 years of service, 5 weeks after 20 years, and 6 weeks after 30 years.

The unions struck at 2 p.m. on June 11, 1965. Negotiations were recessed on June 14, and were not resumed for 10 days. A week later, the company had sufficiently narrowed the difference in the parties' positions to warrant, in the opinion of the union negotiators, a vote by the members of the locals. The agreement was ratified by the locals on July 2 and the strike ended on the same day. All 10 Southern Kraft Division plants observed the July 4, no-work holiday and resumed operations after that date.

Terms of the 1965 Agreement

In the first year of the 2-year contract wage rates were to be increased 10.5 cents an hour, paid vacations were increased to 4 weeks for employees with 15 years of service or more, and extensive improvements were made in the pension plan. Normal benefits for employees retiring after the effective date of the contract were to be raised by increasing the dollar amount due for past service and the percentage used to compute benefits earned after January 1, 1965. The actuarial reduction was eliminated for employees who retired at age 62 with at least 20 years' service, and years of service required for a disability benefit were reduced. A new benefit, for surviving spouses of employees who died before retirement, was added. The treatment accorded employees who had participated in the plan and rejoined was liberalized and employees' contributions on the first \$3,000 of annual earnings was reduced.

The contract provided for a 3.5 percent general wage increase in 1966, as well as further improvements in vacation benefits. On or after June 1, 1966, employees with 25 but less than 30 years' service were to receive 5 weeks paid vacation; those who completed 30 years or more, 6 weeks. Another decrease in employee pension plan contributions went into effect on January 1, 1967. Although the contract could be renegotiated or terminated after May 31, 1967, employees' contributions on the first \$3,000 of earnings are again to be reduced in January 1968, and completely eliminated the following year.

The following tables summarize the wage changes and related benefits negotiated by the Southern Kraft Division of International Paper Company and the PSPMW, the UPP, and the IBEW from 1937 to 1967.

A—General Wage Changes¹

Effective date	Provision	Applications, exceptions, and other related matters																				
June 1, 1937 (PSPMW-UFP- IBEW agree- ment dated Jan. 19, 1938). ²	10-percent increase.																					
Sept. 1, 1938 (agreement dated June 1, 1938).	5-percent decrease.																					
Feb. 19, 1939 (agreement dated March 31, 1939).	5 percent restored.....	Pre-Sept. 1, 1938, wage levels restored.																				
June 1, 1940 (agreement of same date).	3 cents an hour increase.																					
June 1, 1941 (agreement of same date).	7 cents an hour increase.																					
Nov. 16, 1941 (agreement dated Dec. 9, 1941).	7-percent increase averaging 4.8 cents an hour.																					
June 1, 1942 (agreement of same date).	4 cents an hour increase.																					
Apr. 16, 1943 ³ ..	-----	Hours increased to 48 per week.																				
Aug. 15, 1943 (approved by National War Labor Board, Aug. 27, 1943).	-----	Increase of 1.4 percent (0.9 cents an hour when averaged over all employees in the bargaining unit) resulting from equalization of white-Negro common labor rates. In addition, adjustments made in wage rates of selected classifications.																				
July 18, 1944 (approved by NWL B, Feb. 15, 1945).	1.5 cents an hour increase.....	In addition retroactive wage adjustments designed to eliminate intraplant inequities. Adjustments ranged from 2 cents to 8 cents an hour for more than 600 workers.																				
June 3, 1945 ³ ..	-----	Adjustments in wage rates of selected classifi- cations.																				
Dec. 16, 1945 ³ ..	2.5 cents an hour increase in lieu of shift differential plus 13-percent increase, av- eraging 10.6 cents an hour.	2.5 cents in lieu of shift differential which was removed added to rates and then 13 percent applied. Reduction in workweek from 48 to 42 hours. In addition, adjustments in wage rates for approximately 1,350 employees.																				
June 1, 1946 ³ ..	6 to 10 cents an hour increase averaging 8.1 cents.	Increases varied as follows:																				
		<table> <thead> <tr> <th>Hourly rate</th> <th>Hourly increase</th> </tr> </thead> <tbody> <tr> <td>75 cents and under.....</td> <td>10 cents</td> </tr> <tr> <td>76 and under 82 cents.....</td> <td>9 cents</td> </tr> <tr> <td>82 and under 87 cents.....</td> <td>8 cents</td> </tr> <tr> <td>87 and under 91 cents.....</td> <td>7 cents</td> </tr> <tr> <td>91 cents and over</td> <td>6 cents</td> </tr> </tbody> </table>	Hourly rate	Hourly increase	75 cents and under.....	10 cents	76 and under 82 cents.....	9 cents	82 and under 87 cents.....	8 cents	87 and under 91 cents.....	7 cents	91 cents and over	6 cents								
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87 and under 91 cents.....	7 cents																					
91 cents and over	6 cents																					
		In addition, 1 to 14 cents an hour adjustments in wage rates for selected classification approved by Wage Stabilization Board, Aug. 7, 1946, for more than 800 employees.																				
June 1, 1947 ³ ..	15 cents an hour increase	In addition, adjustments in wage rates for more than 2,100 employees.																				
June 1, 1948 (agreement of same date).	5 to 13 cents an hour increase, averaging 9.4 cents.	Increases varied as follows:																				
		<table> <thead> <tr> <th>Hourly rate</th> <th>Hourly increase</th> </tr> </thead> <tbody> <tr> <td>\$1.00</td> <td>5 cents</td> </tr> <tr> <td>\$1.01</td> <td>6 cents</td> </tr> <tr> <td>\$1.02</td> <td>7 cents</td> </tr> <tr> <td>\$1.03</td> <td>8 cents</td> </tr> <tr> <td>\$1.04</td> <td>9 cents</td> </tr> <tr> <td>\$1.05</td> <td>10 cents</td> </tr> <tr> <td>\$1.06</td> <td>11 cents</td> </tr> <tr> <td>\$1.07-\$1.32</td> <td>12 cents</td> </tr> <tr> <td>\$1.33 and over.....</td> <td>13 cents</td> </tr> </tbody> </table>	Hourly rate	Hourly increase	\$1.00	5 cents	\$1.01	6 cents	\$1.02	7 cents	\$1.03	8 cents	\$1.04	9 cents	\$1.05	10 cents	\$1.06	11 cents	\$1.07-\$1.32	12 cents	\$1.33 and over.....	13 cents
Hourly rate	Hourly increase																					
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\$1.07-\$1.32	12 cents																					
\$1.33 and over.....	13 cents																					
		Rates for women below \$1 increased 7 percent.																				

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters												
June 1, 1949 (agreement of same date). June 1, 1950 (agreement of same date).	----- 7 to 10 cents an hour increase, averaging 8.02 cents.	Adjustments ranging from 1 to 12 cents an hour in wage rates for approximately 1,250 employees. Increases varied as follows: <table data-bbox="746 299 1280 433"> <thead> <tr> <th data-bbox="908 319 1029 339">Hourly rate</th> <th data-bbox="1195 299 1280 339">Hourly increase</th> </tr> </thead> <tbody> <tr> <td data-bbox="746 348 1180 368">\$1.24 and under</td> <td data-bbox="1195 348 1280 368">7 cents</td> </tr> <tr> <td data-bbox="746 368 1180 388">\$1.25 and under \$1.42.....</td> <td data-bbox="1195 368 1280 388">8 cents</td> </tr> <tr> <td data-bbox="746 388 1180 407">\$1.42 and under \$1.59.....</td> <td data-bbox="1195 388 1280 407">9 cents</td> </tr> <tr> <td data-bbox="746 407 1180 427">\$1.59 and over.....</td> <td data-bbox="1195 407 1280 427">10 cents</td> </tr> </tbody> </table>	Hourly rate	Hourly increase	\$1.24 and under	7 cents	\$1.25 and under \$1.42.....	8 cents	\$1.42 and under \$1.59.....	9 cents	\$1.59 and over.....	10 cents		
Hourly rate	Hourly increase													
\$1.24 and under	7 cents													
\$1.25 and under \$1.42.....	8 cents													
\$1.42 and under \$1.59.....	9 cents													
\$1.59 and over.....	10 cents													
Oct. 15, 1950 (agreement dated June 1, 1950).	4-percent increase, minimum 5 cents, averaging 5.65 cents an hour.	In addition, 2 to 5 cents an hour adjustments in wage rates for nearly 1,600 employees.												
June 1, 1951 (approved by Wage Stabilization Board, Jan. 25, 1952).	8 cents an hour increase.....	Consisted of retroactive increases of (1) 3 cents cost-of-living adjustment allowable under General Wage Regulation No. 8 ⁴ and (2) 5 cents under General Wage Regulation No. 6. ⁵ In addition, 2 to 16 cents an hour adjustments in wage rates for nearly 2,100 employees.												
June 1, 1952 (approved by WSB, Nov. 26, 1952).	5 cents an hour increase.....	Designated by parties as 2-cent an hour general wage change, 2-cent cost-of-living increase, and 1-cent in lieu of company proposed hospitalization plan. In addition, 1 to 10 cents an hour adjustments in wage rates for approximately 1,575 employees.												
Dec. 1, 1952 (approved by WSB, November 1952).	2 cents an hour increase.													
June 1, 1953 (agreement of same date).	3-percent increase, minimum 5 cents, averaging 5.35 cents an hour.	In addition, 2 to 8 cents an hour adjustments in wage rates for approximately 850 employees.												
June 1, 1954 (agreement of same date).	7 cents an hour increase.....	In addition, 2 to 17 cents an hour adjustments in wage rates for approximately 300 employees.												
June 1, 1955 (agreement of same date).	5-percent increase, averaging 8.9 cents an hour.	In addition, adjustments in wage rates of 2 to 5 cents an hour for approximately 650 employees.												
June 1, 1956 (agreement of same date).	13 cents an hour increase	In addition, adjustments in wage rates of 1 to 8 cents an hour for approximately 4,900 employees. Deferred increase effective June 1, 1957.												
June 1, 1957 (agreement dated June 1, 1956).	5-percent increase, minimum 9 cents, averaging 10.1 cents an hour.	Deferred increase.												
June 1, 1958 (agreement of same date).	4 to 8 cents an hour increase, averaging 5.05 cents an hour.	Increases varied as follows: <table data-bbox="746 1226 1280 1377"> <thead> <tr> <th data-bbox="908 1246 1029 1266">Hourly rate</th> <th data-bbox="1195 1226 1280 1266">Hourly increase</th> </tr> </thead> <tbody> <tr> <td data-bbox="746 1275 1180 1295">\$1.85 and under</td> <td data-bbox="1195 1275 1280 1295">4 cents</td> </tr> <tr> <td data-bbox="746 1295 1180 1315">\$1.86 and less than \$2.25</td> <td data-bbox="1195 1295 1280 1315">5 cents</td> </tr> <tr> <td data-bbox="746 1315 1180 1334">\$2.25 and less than \$2.72</td> <td data-bbox="1195 1315 1280 1334">6 cents</td> </tr> <tr> <td data-bbox="746 1334 1180 1354">\$2.72 and less than \$3.14</td> <td data-bbox="1195 1334 1280 1354">7 cents</td> </tr> <tr> <td data-bbox="746 1354 1180 1373">\$3.14 and over.....</td> <td data-bbox="1195 1354 1280 1373">8 cents</td> </tr> </tbody> </table>	Hourly rate	Hourly increase	\$1.85 and under	4 cents	\$1.86 and less than \$2.25	5 cents	\$2.25 and less than \$2.72	6 cents	\$2.72 and less than \$3.14	7 cents	\$3.14 and over.....	8 cents
Hourly rate	Hourly increase													
\$1.85 and under	4 cents													
\$1.86 and less than \$2.25	5 cents													
\$2.25 and less than \$2.72	6 cents													
\$2.72 and less than \$3.14	7 cents													
\$3.14 and over.....	8 cents													
June 1, 1959 (agreement of same date).	3-percent increase, minimum 7 cents, averaging 7.3 cents an hour.	In addition, adjustments in wage rates of 1 to 10 cents an hour for approximately 5,700 employees.												
June 1, 1960 (agreement dated June 1, 1959).	4-percent increase, minimum 8 cents, averaging 9.4 cents an hour.	In addition, adjustments in wage rates of 1 to 10 cents an hour for approximately 1,500 employees. Deferred increase, effective June 1, 1960.												
June 1, 1961 (agreement of same date).	3.5 cents an hour increase.....	Deferred increase.												
June 1, 1962 (agreement of same date).	3-percent increase, averaging 7.4 cents an hour.	In addition, adjustments in wage rates of 2 to 15 cents an hour for selected classifications.												
June 1, 1962 (agreement of same date).	3-percent increase, averaging 7.4 cents an hour.	In addition, women's minimum job rate increased an additional 2 cents an hour. Adjustments in wage rates of 2 to 17 cents an hour for selected classifications.												

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
June 1, 1963 (agreement of same date).	7 cents an hour increase-----	In addition, women's minimum job rates increased 2 cents an hour. Adjustments in wage rates of 2 to 11.5 cents an hour for approximately 1,175 employees.
June 1, 1964 (agreement dated June 1, 1963).	3-percent increase, minimum 7 cents, averaging 7.9 cents an hour.	Deferred increase, effective June 1, 1964. Deferred increase: Women's minimum rates increased 2 cents an hour, thereby eliminating the differential for somewhat over 300 employees.
June 1, 1965 (agreement of same date).	10.5 cents an hour increase-----	In addition, adjustments in wage rates of 2 to 20 cents an hour for approximately 1,900 employees.
June 1, 1966 (agreement dated June 1, 1965).	3.5-percent increase, averaging 9.6 cents an hour.	Deferred increase, effective June 1, 1966. Deferred increase.

¹ General wage changes are general increases or decreases as well as adjustments for individual job classifications that change basic hourly rates of pay and affect a substantial number of workers. Not included are adjustments in individual rates (promotions, merit increases, etc.) and minor interim adjustments in wage structure (such as changes in the wage rates during the contractual year for individual occupations during the contractual year) that do not have an immediate and noticeable effect on the average wage level.

The changes listed in this table were major adjustments in the wage level made during the period covered. The sum of general changes listed will not necessarily coincide with the changes in straight-time average hourly earnings over the period of this chronology because of fluctuations in earnings, changes in products, production methods, and employment practices, the omission of nongeneral changes in rates, changes in the composition of the labor force, and other factors.

² Since the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, the United Papermakers and Paperworkers (formerly the International Brotherhood of Papermakers), and the International Brotherhood of Electrical Workers jointly negotiated agreements during the entire period covered by this chronology, the usual union designations are omitted from this and subsequent tables after the first entry.

³ Date of agreement not available.

⁴ In collective bargaining situations where there were no cost-of-living escalator clause in effect, General Wage Regulation No. 8, Section 4, permitted parties who found that the real value of wages and salaries had declined since Jan. 25, 1951, to put into effect, no more frequently than every 6 months, increases that would restore the real value of those rates from Jan. 25, 1951, to date of the increase.

⁵ General Wage Regulation No. 6 provided that, if general wage increases since Jan. 15, 1950, had been less than 10 percent, future increases "may be permitted in amounts up to but not in excess of the difference between such past increases, if any, and the permissible 10 percent."

B—Beginners' Hourly Wage Rates, 1938—66

Effective date	Men ¹		Women	
	Hiring rate ²	Minimum rate ²	Hiring rate	Minimum rate
June 1, 1937.....	(³)	\$0.40 and .44	(³)	(³)
Sept. 1, 1938.....	(³)	.38 and .42	(³)	(³)
Feb. 19, 1939.....	(³)	.40 and .44	(³)	(³)
June 1, 1940.....	(³)	.43 and .47	(³)	(³)
June 1, 1941.....	(³)	.50 and .54	(³)	(³)
Nov. 16, 1941.....	(³)	.535 and .58	(³)	(³)
June 1, 1942.....	\$0.54 and .58	.575 and .62	\$0.44	\$0.54
Aug. 15, 1943.....	.58	.62	.44	.54
June 18, 1944.....	(³)	(³)	(³)	(³)
Dec. 16, 1945.....	.70	.75	.54	.67
June 1, 1946.....	.80	.85	.64	.77
June 1, 1947.....	.95	1.00	.79	.92
June 1, 1948.....	1.00	1.05	.86	.99
June 1, 1950.....	1.07	1.12	.93	1.06
Oct. 15, 1950.....	1.12	1.17	.98	1.11
June 1, 1951.....	1.20	1.25	1.06	1.19
June 1, 1952.....	1.25	1.30	1.12	1.24
Dec. 1, 1952.....	1.27	1.32	1.14	1.26
June 1, 1953.....	1.32	1.37	1.18	1.31
June 1, 1954.....	1.39	1.44	1.25	1.38
June 1, 1955.....	1.46	1.51	1.31	1.45
June 1, 1956.....	1.59	1.64	1.44	1.58
June 1, 1957.....	1.68	1.73	1.53	1.67
June 1, 1958.....	1.72	1.77	1.57	1.71
June 1, 1959.....	1.79	1.84	1.64	1.78
June 1, 1960.....	1.87	1.92	1.72	1.86
June 1, 1961.....	1.905	1.955	1.755	1.895
June 1, 1962.....	1.960	2.015	1.810	1.975
June 1, 1963.....	2.030	2.085	1.880	2.065
June 1, 1964.....	2.100	2.155	1.950	2.155
June 1, 1965.....	2.205	2.260	2.055	2.260
June 1, 1966.....	2.280	2.340	2.280	2.340

¹ From the date of the first contract to May 31, 1951, employees progressed from the hiring to the minimum rate in 90 days in one step; from June 1, 1951, the period was 30 days.

² Negroes were paid lower rates than whites until Sept. 14, 1943. On petition of the company and the unions, the 5th Regional War Labor Board approved a single hiring and minimum rate for men, effective Sept. 15, 1943.

³ Not available.

C—Related Wage Practices

Effective date	Provision	Applications, exceptions, and other related matters
Shift premium pay		
<p>June 1, 1937 (agreement dated Jan. 19, 1938).</p> <p>June 3, 1944¹ ---</p> <p>Dec. 16, 1945¹ --</p> <p>Dec. 1, 1952 (agreement dated June 1, 1953).</p> <p>June 1, 1953 (agreement of same date).</p> <p>June 1, 1956 (agreement of same date).</p> <p>June 1, 1963 (agreement of same date).</p> <p>June 1, 1964 (agreement of June 1, 1963).</p> <p>June 1, 1965 (agreement of same date).</p>	<p>No provision.</p> <p>Established: 4 cents an hour premium for work on 2d shift, 6 cents for 3d shift.</p> <p>Discontinued: All shift premiums -----</p> <p>Reestablished shift premiums: 2 cents an hour premium for work on 2d or 3d shifts.</p> <p>Increased to: 3 cents for 2d shift, 5 cents for 3d shift.</p> <p>Increased to: 5 cents for 2d shift, 8 cents for 3d shift.</p> <p>Increased to: 9 cents for 3d shift.</p> <p>Increased to: 6 cents for 2d shift.</p> <p>-----</p>	<p>Basic wage rates of all workers increased 2.5 cents an hour in lieu of shift differential. (See table A.) Shift differential included in computing overtime.</p> <p>Added: Shift differential paid dayworkers for all work after scheduled shift if 2 or more non-scheduled hours were worked.</p>
Premium pay for Sunday work		
<p>June 1, 1937 (agreement dated Jan. 19, 1938).</p> <p>June 1, 1951 (agreement of same date).</p> <p>June 1, 1956 (agreement of same date).</p>	<p>No provision.</p> <p>Established: Time and one-half for work on Sunday as such.</p> <p>-----</p>	<p>Approved by Wage Stabilization Board.</p> <p>Hours worked on Sunday to be included in computing weekly overtime.</p>
Overtime pay		
<p>June 1, 1937 (agreement dated Jan. 19, 1938).</p> <p>June 1, 1939 (agreement of same date).</p> <p>June 1, 1941 (agreement of same date).</p> <p>June 1, 1948 (agreement of same date).</p>	<p>Time and one-half for work in excess of 8 hours a day.</p> <p>Added: Overtime rate paid for all hours worked in excess of 16 until employee had 8 hours' rest.</p> <p>Added: Overtime rate paid for all hours when employee worked 24 consecutive hours or more.</p> <p>Added: Time and one-half for work in excess of 40 hours a week.</p>	<p>Not applicable to shift employee who worked (1) double shifts or extra hours because worker assigned to next shift did not report, or (2) extra hours when shifts were changed.</p> <p>Changed: Overtime not payable to (a) employee on continuous operations (tour worker) who worked (1) double shift, or (2) extra hours because employee assigned to next shift did not report; (b) any employee (1) when extra hours were required for shift changes or (2) for starting or shutting down operation.</p> <p>Eliminated: Provision withholding overtime pay for starting or shutting down operation.</p> <p>Added to contract at this time although the provisions of the Fair Labor Standards Act were applied since 1938.</p>

See footnote on p. 22.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Overtime pay—Continued		
June 1, 1951 (agreement of same date).	Changed: Overtime rate paid for all hours worked in excess of 16 in a 24-hour period until employee had 8 hours' rest.	Changed: Employee working 16 hours or more paid at applicable rate for meal periods taken in other than first 8 hours. Next scheduled shift of employee working 16 hours not to be changed to avoid payment of overtime.
June 1, 1952 (agreement of same date).	-----	Changed: Overtime rate paid employee working 24 consecutive hours for all meal periods taken.
June 1, 1953 (agreement of same date).	Changed: Overtime rate paid for all hours when employee worked more than 16 consecutive hours until 8 hours' rest was provided.	Meal period in first 8 hours not considered time worked.
June 1, 1956 (agreement of same date).	-----	Added: Sunday work included in total hours worked for purposes of computing weekly overtime.
June 1, 1958 (agreement of same date).	Changed: Time and one-half paid for work in excess of 8 in a 24-hour period until employee had 8 hours' rest.	-----
June 1, 1961 (agreement of same date).	-----	Added: First 8 hours worked and paid for at overtime rate under 16 hours provision, and hours paid for but not worked on a holiday, included in total hours worked for purposes of computing weekly overtime.
Holiday pay		
June 1, 1937 (agreement dated Jan. 19, 1938).	Time and one-half for work on 4 specified holidays. No payment for holidays not worked.	Easter Sunday, Fourth of July, Labor Day, and Christmas Day.
June 1, 1938 (agreement of same date).	Added: 1 holiday (total 5)-----	Thanksgiving Day.
Aug. 5, 1945 ¹ -----	Changed: 3 paid holidays established for which employees with 90 days' service or more and not required to work received 8 hours' straight-time pay.	Christmas Day, Fourth of July, and Labor Day. Employees required to work on these holidays received straight-time pay and provided another day off with pay. To be eligible for holiday pay employee must have worked 2 scheduled workdays preceding and 2 scheduled workdays following holiday. Pay not provided employee scheduled to work holiday who failed to report for personal reasons. Employee on vacation during holiday to receive holiday pay in addition to vacation allowance.
June 1, 1946 ¹ -----	Added: 1 paid holiday (total 4)-----	Easter Sunday. Plants to close on Labor Day, Fourth of July, and Thanksgiving Day; to operate on Easter Sunday.
June 1, 1949-----	-----	Pay for 1 holiday in layoff period of 90 days or less provided employee on return to work. Thanksgiving Day and Dec. 24.
June 1, 1952 (agreement dated May 31, 1952).	Added: 2 paid holidays (total 6). Time and one-half plus holiday pay (double time and one-half) for work on 4 previously established holidays, straight-time plus holiday pay (double time) for work on 2 new holidays.	-----
June 1, 1954 (agreement of same date).	Changed: Time and one-half plus holiday pay (double time and one-half) for work on all 6 recognized holidays.	-----
June 1, 1956 (agreement of same date).	-----	Added: Maximum hours of work on day preceding holiday limited to 12.
June 1, 1958 (agreement of same date).	-----	Changed: Plants to close on all holidays except Thanksgiving Day which was optional. Pay for all holidays in layoff period of 90 days or less provided employee on return to work.

See footnote on p. 22.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday pay—Continued		
<p>June 1, 1959 (agreement dated June 18, 1959).</p> <p>June 1, 1961 (agreement of same date).</p>	<p>Added: 1 paid holiday (total 7).....</p>	<p>December 26. Plants to be closed on this holiday.</p> <p>Hours paid but not worked on a holiday included in hours worked for overtime purposes.</p>
Paid vacations		
<p>June 1, 1937 (agreement dated Jan. 19, 1938).</p> <p>June 1, 1939 (agreement of same date).</p> <p>June 1, 1941 (agreement dated May 31, 1942).</p> <p>June 1, 1942 (agreement of same date).</p> <p>June 16, 1944 (approved by National War Labor Board, Sept. 29, 1944).</p> <p>June 1, 1949 (agreement of same date).</p> <p>June 1, 1950 (agreement of same date).</p> <p>June 1, 1951 (agreement of same date).</p> <p>Dec. 1, 1952 (agreement dated Nov. 29, 1952).</p> <p>June 1, 1953 (agreement of same date).</p> <p>June 1, 1956 (agreement of same date).</p> <p>June 1, 1957 (agreement of same date).</p> <p>June 1, 1959 (agreement of same date).</p> <p>June 1, 1961 (agreement of same date).</p> <p>June 1, 1963 (agreement of same date).</p> <p>June 1, 1964 (agreement dated June 1, 1963).</p>	<p>No provision.</p> <p>Established: 1 week's vacation with pay at 2 percent previous year's earnings provided employee with 2 years' continuous service or more and 1,400 hours of work in previous year. Pay in lieu of vacation, at company option.</p> <p>Changed: Eligibility requirement reduced to 1 year. Pay in lieu of vacation to equal 3 percent of earnings.</p> <p>Added: 2 weeks' vacation with 4 percent of previous year's earnings provided employee with 5 years' service or more; 6 percent when required to work during the 2 weeks.</p> <p>Added: 3 weeks' vacation with 6 percent of previous year's earnings provided employee with 15 years' service or more; 9 percent when required to work during the 3 weeks.</p> <p>Changed to: 2 weeks' vacation after 3 years' continuous service.</p> <p>Reduced: Minimum hours worked in previous year—to 1,040.</p> <p>Added: 4 weeks' vacation with 8 percent of previous year's earnings provided employee with 25 years' service or more; 12 percent if required to work the 4 weeks.</p> <p>Changed to: 3 weeks' vacation after 10 years' continuous service.</p> <p>Changed to: 4 weeks' vacation after 23 years' continuous service.</p> <p>Changed to: 4 weeks' vacation after 20 years' continuous service.</p> <p>Added: 5 weeks' vacation with 10 percent of previous year's earnings provided employee with 30 years' service or more; 15 percent when required to work the 5 weeks.</p>	<p>Employee permitted to take up to 2 weeks' unpaid vacation a year, on 30 days' written notice.</p> <p>Continuous employment broken only by discharge for cause or voluntary separation.</p> <p>Vacation pay provided employee when employment relationship was terminated.</p> <p>Added: Vacation pay at appropriate rate, but not vacation, provided employee unable to work 1,400 hours in previous year because of occupational injury.</p> <p>Added: Employee permitted to charge against vacation, absences due to his own illness or illness or death in family.</p> <p>Pro rata vacation pay provided employee with 3 years' service or more when terminated.</p> <p>Added: Pro rata vacation pay provided employee with 3 years' service or more but less than 1,040 hours of work in previous year.</p>

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid vacations—Continued		
June 1, 1965 (agreement of same date). June 1, 1966 (agreement dated June 1, 1965).	Changed: 4 weeks' vacation after 15 years' continuous service. Changed: 5 weeks' vacation after 25 years' continuous service, 6 weeks with 12 percent of previous years' earnings after 30 years, 18 percent when required to work the 6 weeks.	
Call-in pay		
June 1, 1937 (agreement dated Jan. 19, 1938). June 1, 1939 (agreement of same date). June 1, 1951 (agreement of same date). June 1, 1952 (agreement of same date). June 1, 1956 (agreement of same date). June 1, 1959 (agreement of same date). June 1, 1961 (agreement of same date). June 1, 1962 (agreement of same date).	Minimum of 3 hours' pay guaranteed employee called to perform repair or maintenance work; 4 hours' guaranteed employee called to change paper machine wires. Changed: 4-hour guarantee extended to repair and maintenance work and changing Fourdrinier wires, welt felts, and dryer felts. ----- ----- ----- ----- ----- ----- ----- -----	Not applicable to employees on extra board who were required to report for work regularly until assigned to regular job. Added: When regular plus extra hours worked exceeded 8, employee to be paid greater of sum due under call-in or overtime provisions. Not applicable to employee held over at end of shift. Changed: Guarantee made applicable to employee on extra board. Added: Not applicable to employee in mill yard or called-in for planned, anticipated, or predetermined work. Added: Guarantee made applicable to employee required to work beyond regular shift to change paper machine wires and employee called-in at other than designated starting time to perform emergency work. Added: Guarantee extended to any work on paper machine proper. Added: Guarantee extended to any work of 2 hours and 40 minutes or less that was not a continuation of a regular shift. Changed: Guarantee extended to planned, anticipated, and predetermined work. Added: Guarantee extended to dayworkers called back to work after shift was completed. Changed: Guarantee extended to employee in mill yard when called-in to work.
Reporting pay		
June 1, 1937 (agreement dated Jan. 19, 1938). June 1, 1941 (agreement of same date). June 1, 1951 (agreement of same date).	No provision. Established: Minimum of 2 hours' work guaranteed employee called to work or not properly notified of lack of work. -----	Not applicable when lack of work was caused by conditions beyond control of company or to extra men assigned to roster containing larger work force than was required. Extra board employee required to report at specific times or for specific shifts to be eligible for minimum guarantee after accumulating 30 days' service.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Reporting pay—Continued		
<p>June 1, 1958 (agreement of same date).</p> <p>June 1, 1961 (agreement of same date).</p>	<p>Added: Minimum 4 hours' pay guaranteed employee put to work.</p> <p>Changed: Minimum of 2 hours' pay guaranteed employee not put to work.</p>	
Paid rest periods		
<p>June 1, 1937 (agreement dated Jan. 19, 1938).</p> <p>June 1, 1951 (agreement of same date).</p>	<p>No provision.</p> <p>Established for women employees in Mobile bag factory and all continuous finishing room operations—two 10-minute paid rest periods.</p>	
Paid sick leave		
<p>June 1, 1937 (agreement dated Jan. 19, 1938).</p> <p>June 1, 1955 (agreement of same date).</p> <p>June 1, 1963 (agreement of same date).</p>	<p>No provision.</p> <p>Established: 40 hours paid sick leave at regular hourly rate provided employee with 6 months' service or more incapacitated 2 weeks or more by sickness or nonoccupational injury.</p> <p>Eliminated: Sick leave pay-----</p>	<p>Employee required to provide medical evidence of inability to perform duties. Leave limited to 1 illness in contract year.</p> <p>See "Insurance plan."</p>
Jury duty pay		
<p>June 1, 1937 (agreement dated Jan. 19, 1938).</p> <p>June 1, 1959 (agreement of same date).</p>	<p>No provision.</p> <p>Established: Difference between straight-time hourly rate times regular scheduled hours (8-hour period) and statutory fee paid employee while serving on jury.</p>	<p>Jury duty not included in hours worked for overtime purposes.</p>

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Severance pay		
<p>June 1, 1937 (agreement dated Jan. 19, 1938).</p> <p>June 1, 1961 (agreement of same date).</p>	<p>No provision.</p> <p>Established: Plan providing employee with 1 year's service or more, laid-off because of lack of work, with maximum of 1 percent of total earnings during last period of unbroken employment. Half benefit paid after 6 weeks' layoff, remainder after 3 months.</p>	<p>Unpaid benefits (1) not paid to employee recalled and who returned to work before payment was due, (2) canceled for employee recalled before receipt of benefit if he did not return to work.</p> <p>New earnings credits to be accumulated on return to work. Employee recalled before 3-month period to retain credit for unpaid balance of severance benefits.</p>
Funeral leave		
<p>June 1, 1937 (agreement dated Jan. 19, 1938).</p> <p>June 1, 1959 (agreement of same date).</p> <p>June 1, 1961 (agreement of same date).</p>	<p>No provision.</p> <p>Established: Up to 3 paid days of absence at regular straight-time rate allowed because of death in immediate family.</p>	<p>Immediate family defined as spouse, mother, father, brothers, sisters, sons, and daughters.</p> <p>Paid leave limited to day before, day of, and day after funeral, and to 8 hours a day for absences that fell on scheduled days of work.</p> <p>No pay provided employee who did not attend funeral.</p> <p>Not included in hours worked for overtime purposes.</p> <p>Added: To definition of immediate family—mother-in-law and father-in-law.</p>
Mealtime pay		
<p>June 1, 1937 (agreement dated Jan. 16, 1938).</p> <p>June 1, 1951 (agreement dated Oct. 12, 1951).</p> <p>Dec. 2, 1952 (agreement dated Nov. 29, 1952).</p> <p>June 1, 1953 (agreement of same date).</p>	<p>No provision.</p> <p>Established: Paid meal period, but not meals, provided employee after 3 hours' work beyond assigned shift and at 5-hour intervals thereafter.</p> <p>Changed: Meal periods provided (1) day-workers after 2 hours on extended shift, and (2) shift workers at approximately regular meal intervals during extended shift.</p> <p>Changed: Paid meal period provided before start of overtime and each 5 hours thereafter to employee required to work overtime after assigned 12-hour shift.</p>	<p>Meal periods limited to 30 to 40 minutes. Not applicable to employee who exchanged shifts at own request.</p> <p>One-half hour's pay at overtime rates in lieu of meal period provided employee required to work up to 1 hour beyond regular schedule.</p> <p>Women in Mobile bag factory and all continuous finishing room operations provided 20-minute paid lunch period.</p> <p>Added: Company to send and pay for meal of employee unable to leave job at designated meal periods. Employee required to work part of lunch period could elect full lunch period later in shift.</p>

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Mealtime pay—Continued		
<p>June 1, 1958 (agreement of same date). June 1, 1961 (agreement of same date).</p>	<p>Changed: Paid meal periods provided shift workers on double shifts.</p>	<p>Meal periods to be provided at approximately regular mealtimes during additional shift.</p> <p>Changed: Women in Mobile bag factory and all continuous finishing room operations—20-minute paid lunch period in mills with 2 shifts limited to 2d shift. Previous practice continued in mills with 3 shifts.</p>
Insurance plans		
<p>June 1, 1937----- Sept. 1, 1938----- Oct. 1, 1947----- June 1, 1950----- Dec. 1, 1952----- June 1, 1954----- June 1, 1955-----</p>	<p>Contributory plan available to employees with 6 months' service or more, providing: <u>Life insurance</u>—\$1,000 to \$3,000 depending on annual earnings.²</p> <p><u>Accidental death or dismemberment</u>— Death—double face value of life insurance. Dismemberment—one-half to full face value of life insurance depending on extent of loss. <u>Total and permanent disability benefits</u>—\$51.04 to \$54 a month for 20 to 40 months.² <u>Sickness and accident benefits</u>—\$10 to \$20 a week for maximum of 26 weeks² for each nonoccupational disability; payable from 8th day of disability. <u>Visiting nurse service</u>—provided in home, as necessary.</p> <p>Added: For retired employees: <u>Life and accidental death or dismemberment</u>—face value of insurance at time of retirement made available to employee with 15 years' service or more and eligible under the pension plan, at cost of 60 cents per \$1,000.³</p> <p>Added: For retired employees: <u>Life and accidental death or dismemberment</u>—face value of insurance at time of retirement provided without cost to employee, with 15 years' service or more and eligible under pension plan.</p> <p>Changed to: <u>Sickness and accident benefits</u>—\$10 to \$26 a week.⁴</p> <p>Increased: <u>Sickness and accident benefits</u>—maximum to \$28.⁵</p> <p>Added: Noncontributory hospital-surgical-medical plan for employees with 6 months' service or more, providing:⁶ <u>Hospitalization</u>: Room and board—up to \$12 a day, maximum \$840. Special services—up to \$150. Maternity-obstetrical—\$150 for normal delivery, \$75 to \$225 for other procedures.</p>	<p>Plans established in 1923, not covered by collective bargaining agreement. Employee to contribute 25 to 75 cents a week.²</p> <p>Life and accidental death and dismemberment insurance increased \$100 for each year's service up to 5. Employee with annual earnings of \$2,500 but less than \$5,000 permitted to subscribe to additional \$2,000 coverage (at cost of 35 cents a week); employee earning \$5,000 or more could subscribe for the \$2,000 (at the stated rate) plus \$5,000 additional coverage (at cost of 83 cents a week).</p> <p>In addition to total and permanent disability benefits.</p> <p>Paid in lieu of death benefits.</p> <p>All insurance: Coverage levels maintained for disabled employee required to accept job with lower than predisability wage rate; company to pay difference between contribution required at former and new earnings.</p> <p>Company assumed entire contributions of employee disabled 8 days or more.</p> <p>Insurance extended 6 months for employee temporarily laid off or on approved leave of absence; employee to continue contributions.</p> <p>Employee who retired in good health before age 65 required to contribute to that age.³ Insurance continued without cost during period retiree received sickness and accident benefits or workmen's compensation, up to 26 weeks.</p> <p>Coverage extended up to 2 months during periods of temporary layoff; to termination of scheduled services for hospitalization and pregnancy, in effect on date employment relationship ceased, or surgery performed prior to that date. Retired employees' benefits provided for 1 disability in each 12-month period.</p>

See footnotes on p. 22.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance plans—Continued		
June 1, 1955— Continued	<u>Medical care:</u> Doctor's services—\$4 for each hospital visit, maximum \$250.	
June 1, 1956-----	<u>Surgical benefits:</u> Surgical schedule—up to \$250. Increased to: <u>Sickness and accident benefits</u> —\$15 to \$37.50 a week. ⁷	
June 1, 1958-----	Added: For retired employees: <u>Life and accidental death or dismemberment insurance</u> —reduced coverage at company expense provided employee retired at age 65 with 10 but less than 15 years' service. ⁸	
June 1, 1959-----		Added: Company to contribute \$2 a month towards cost of dependents hospital-surgical-medical benefits. Benefits identical to those provided employee.
June 1, 1961-----	Increased: <u>Life insurance</u> —maximum to \$10,000. ⁹	Changed: Company assumed full cost of life, accidental death and dismemberment, and sickness and accident insurance for active employees.
	<u>Total and permanent disability benefits</u> —maximum, to \$180 a month for 60 months. ⁹	Added: All group insurance extended up to 8 weeks, at company expense, for employee temporarily laid off through no fault of his own; could be extended additional 4 months by payment of contribution by employee. Eliminated: Opportunity to elect additional insurance.
	<u>Sickness and accident benefits</u> —\$20 to \$50 a week. ⁹ Maternity benefits up to 6 weeks added.	
	Changed: For employees and dependents, hospital-surgical-medical program—from indemnity to service (Blue Cross-Blue Shield) benefit plan providing:	Company to continue paying full cost of employee coverage; contribution for dependents increased to \$3 a month.
	<u>Hospitalization:</u> Room and board—up to 70 days per admission; in member hospital, full semiprivate room charge; in nonmember hospital, actual charges up to \$10 a day.	Dependent defined as spouse and children (1) under 19 years of age, (2) if full time student, to age 23, or (3) during period of permanent incapacity.
	<u>Special services</u> —for charges other than room or board, in member hospitals full coverage up to 70 days an admission for the following services: Use of operating, recovery and treatment rooms and equipment, drugs and medicines for use in hospital; dressings, ordinary splints and plaster casts, and, when provided and billed as a regular hospital service, laboratory and X-ray examinations, electrocardiograms, intravenous injections and solutions, physical therapy, oxygen and its administration, administration of blood and blood plasma, and anesthetics and their administration.	Employee using private room in member hospital to pay difference between that charge and hospital's average charge for semiprivate accommodations, up to \$10 a day.
	In nonmember hospitals, 75 percent of actual charges for services and supplies listed for member hospitals.	Benefits limited to 30 days in 12 consecutive months for treatment of pulmonary tuberculosis or mental or nervous disorders.
	<u>Emergency care</u> —in member and nonmember hospitals, charges for emergency surgical or medical care and treatment within 24 hours of accident.	Supplies and services available only to bed patients and limited to drugs and medicines listed in official formularies.
	<u>Maternity benefits</u> —full coverage for hospital charges for maximum of 10 days.	Hospitalization benefits not available for: Services of doctors and technicians not employed by hospital or special nurses; occupational disabilities or those for which treatment was provided by statute; chronic alcoholism or drug addiction after diagnoses; diagnostic studies or tests or physical therapy; plastic surgery or cosmetic treatment unless necessary to correct traumatic injury; personal comfort services; X-ray and radium therapy and radium isotopes; blood or blood plasma; convalescent care; dental care by other than licensed doctor of medicine unless necessitated by accident, special braces, appliances or equipment.
	<u>Surgical benefits</u> —surgical schedule up to \$300.	Up to 70 days' hospitalization provided for ectopic pregnancies.
	<u>Anesthesia</u> —greater of \$15 or 20 percent of scheduled surgical fee for administration of anesthesia by doctor not in charge of case.	Surgical and medical exclusions almost identical to hospitalization exclusions.

See footnotes on p. 22.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance plans—Continued		
June 1, 1961— Continued	<p><u>Obstetrical benefits</u>—up to \$90 for normal delivery, \$60 to \$250 for other procedures. <u>Medical benefits</u>—doctor's services up to \$4 for each of maximum of 70 hospital visits.</p> <p><u>Diagnostic X-ray examinations</u>—\$5 to \$35, maximum \$50 in 12 consecutive months.</p> <p><u>Laboratory services</u>—\$15 to \$25, maximum \$50 in 12 consecutive months.</p>	<p>Limited to 1 treatment a day. Not available for patient who had received surgical or obstetrical care. Available for pulmonary tuberculosis or mental disorders up to 30 days in 12 consecutive months.</p> <p>Not available for: Pregnancy, care of teeth, research studies, screening, routine physical or premarital examinations, routine hospital admission procedures, fluoroscopy without films, or examinations not necessary to a diagnosis.</p>
June 3, 1963-----	<p>Increased to: <u>Sickness and accident benefits</u>—\$23 to \$70 a week payable from first of hospitalization or accident and 4th day of sickness.¹⁰</p>	<p>Discontinued: 1 week's paid sick leave a year at 40 times hourly rate.</p>
Retirement plan		
Jan. 1, 1937----- Feb. 1, 1946-----	<p>No provision.</p> <p>Established: Contributory plan requiring employee contributions and company payments and providing benefits (in addition to Federal old-age, survivors' and disability insurance) as follows:</p> <p><u>Contributions</u>: Employee—$2\frac{1}{4}$ percent of first \$3,000 annual earnings and $4\frac{1}{2}$ percent of remainder up to \$15,000; company—actuarially determined amounts sufficient to fund prior service credits and, with employee contributions, to provide benefits based on service after plan was established.</p> <p><u>Normal retirement annuity</u>—employee aged 65 or older to receive: (1) For service after plan was established, basic annual benefits equal to the sum of 0.75 percent of first \$3,000 earned plus 1.5 percent of earnings above \$3,000 but not in excess of \$15,000 times credited years in plan, plus (2) for 6th and subsequent years of company service before plan was established and after reaching age 30, basic annual benefits of 0.5 percent of first \$3,000 and 1 percent of earnings above \$3,000, but not in excess of \$15,000 times credited years of service.</p> <p><u>Early retirement annuity</u>—employee aged 55 but under 65 with 20 years' service or more retired with consent or at request of company could elect (1) immediate actuarially reduced annuity, or (2) deferred normal benefit payable at age 65.</p> <p><u>Joint and survivorship option</u>—providing actuarially reduced annuities to employee and beneficiary.</p>	<p>Plan was established Jan. 1, 1945, benefits were first paid and employee contributions were collected on effective date shown.</p> <p>To be eligible to participate, employee must have (1) been 30 years of age or over, (2) been regularly employed, full time, and (3) had 5 years' service since last break in service of more than 12 months.</p> <p>Benefits of employee whose plan coverage was discontinued for any reason, except military or other approved leave, to be based on earnings in last period of service after rejoining plan.</p> <p>Annual earnings for period before plan was established based on 2,496 hours at basic hourly rate in effect immediately prior to establishment of plan.</p> <p>Employee could elect amount payable after retiree's death to beneficiary to equal or one-half basic benefit or any other proportion acceptable to retirement board.</p> <p>Contributions plus interest paid beneficiary of employee who died before retiring; balance of contribution paid beneficiary of retiree who died, without electing optional benefits, before benefits equaled contributions.</p>

See footnote on p. 23.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement plan—Continued		
June 1, 1950-----	<p>Increases: <u>Contributions</u>—maximum income on which contributions were paid—to \$30,000.</p> <p><u>Normal retirement annuity</u>—maximum earnings used to compute annuity, to \$30,000.</p> <p>Added: <u>Vesting</u>—employee age 50 or over with 25 years' credited service or more terminated for any reason could elect (1) deferred normal annuity at age 65 based on compensation and service at termination, or (2) to withdraw own contribution plus interest.</p>	
Dec. 1, 1952-----	<p>Added: <u>Disability retirement annuity</u>—immediate actuarially reduced annuity provided employee totally and permanently disabled.</p>	<p>Reduced: Service required to participate in plan since last break in service in excess of 12 months, to 3 years.</p>
June 1, 1955-----	<p>Added: <u>Disability retirement annuity</u>—immediate normal annuity, based on earnings and service, provided totally and permanently disabled employee with 25 years' service or more.</p>	
June 1, 1958-----	<p>Added: <u>Minimum monthly annuity</u>—\$50 for employee with 15 years' service or more at age 65, reduced proportionately for less than 15 years' service.</p> <p>Reduced: <u>Vesting</u>—age, to 45; years of credited service to 20.</p>	<p>Applicable to employee retiring after May 31, 1958. Added: For employee retired before June 1, 1958, supplemental allowance provided by company continued.</p>
June 1, 1961-----	<p>Increased: <u>Normal retirement annuity</u>—by one-third for credited service before Jan. 1, 1961.</p> <p>Changed: <u>Minimum monthly annuity</u>—\$50 for employee with 15 but less than 20 years' service, \$55 for 20 but less than 25 years, and \$60 for 25 years' or more; employee with less than 15 years to receive, annually, \$40 times years of service.</p>	
July 1, 1963-----	<p>Changed: <u>Disability retirement annuity</u>—immediate annuity based on earnings and service at time of disability for employee with (1) less than 20 years' service—normal annuity actuarially reduced for years below 65, (2) 20 years' service or more—normal annuity.</p>	
Oct. 1, 1963-----	<p>Removed: \$30,000 limit on earnings.</p>	
June 1, 1965-----	<p>Reduced: <u>Contributions</u> of employee on first \$3,000 annual earnings, by 25 percent.</p>	<p>Changed: Employee who was a contributory member of plan on June 1, 1965, or joined plan within 90 days, and who (1) had discontinued contributions after a prior period of membership, (2) had been employed continuously, and (3) had not withdrawn contributions, to have benefits based on all earnings while a member of plan.</p>
	<p><u>Disability retirement annuity</u>—service required for unreduced benefits, to 15 years.</p> <p>Increased: <u>Normal retirement annuity</u>—all benefits earned before Jan. 1, 1965, by 15 percent; for service after Dec. 31, 1964—by 0.875 percent of first \$3,000 earned.</p> <p>Added: <u>Early retirement annuity</u>—employee aged 62 but under 65 with 20 years' service or more to receive full annuity based on years of service and earnings.</p> <p><u>Joint and survivorship option</u>—spouse of employee aged 63 or over with 30 years' service or more, who died before receiving annuity, could elect to receive a benefit under a 50-percent survivorship option.</p>	
June 1, 1966-----	<p>Reduced: <u>Contributions</u>—by additional 25 percent of original contribution.</p>	<p>Employee must have designated, 60 days or more before death, widow as beneficiary with right to receive accumulated contributions. Spouse to receive one-half benefit employee would have received had he retired.</p>
June 1, 1967-----	<p>Reduced: <u>Contributions</u>—by additional 25 percent of original contribution.</p>	
June 1, 1968-----	<p>Eliminated: <u>Contributions</u>—of employees on first \$3,000 annual earnings.</p>	

Footnotes:

¹ Date of agreement not available.

² Benefit levels were determined by an employee's computed earnings as follows:

Annual earnings	Disability				
	Life insurance	Monthly payment	Number of months	Weekly sickness and accident	Weekly contribution
Under \$1,500.....	\$1,000	\$51.04	20	\$10	\$0.25
\$1,500 and under \$2,500.....	2,000	52.50	40	15	.50
\$2,500 and over.....	3,000	54.00	60	20	.75

³ Weekly contributions ranged from \$0.60 to \$1.80 depending on earnings prior to retirement.

⁴ Earnings classes and sickness and accident benefits were changed as follows:

Annual earnings	Weekly sickness and accident benefits	Annual earnings	Weekly sickness and accident benefits
Under \$1,040.....	\$10	\$1,872 and under \$1,976.....	\$19
\$1,040 and under \$1,144.....	11	\$1,976 and under \$2,080.....	20
\$1,144 and under \$1,248.....	12	\$2,080 and under \$2,184.....	21
\$1,248 and under \$1,352.....	13	\$2,184 and under \$2,288.....	22
\$1,352 and under \$1,456.....	14	\$2,288 and under \$2,392.....	23
\$1,456 and under \$1,560.....	15	\$2,392 and under \$2,496.....	24
\$1,560 and under \$1,664.....	16	\$2,496 and under \$2,500.....	25
\$1,664 and under \$1,768.....	17	\$2,500 and under \$2,600.....	25
\$1,768 and under \$1,872.....	18	\$2,600 and over.....	26

⁵ Earnings classes and benefits were extended as follows:

Annual earnings	Weekly sickness and accident benefits
\$2,600 and under \$2,704.....	\$26
\$2,704 and under \$2,808.....	27
\$2,808 and over.....	28

⁶ At their own expense, employees could provide this coverage for their dependents, and retirees could subscribe for themselves and their dependents.

⁷ Earnings classes and sickness and accident benefits were changed as follows:

Annual earnings	Weekly sickness and accident benefits	Annual earnings	Weekly sickness and accident benefits
Under \$1,560.....	\$15.00	\$2,600 and under \$2,860.....	\$27.50
\$1,560 and under \$1,820.....	17.50	\$2,860 and under \$3,120.....	30.00
\$1,820 and under \$2,080.....	20.00	\$3,120 and under \$3,380.....	32.50
\$2,080 and under \$2,340.....	22.50	\$3,380 and under \$3,640.....	35.00
\$2,340 and under \$2,600.....	25.00	\$3,640 and under \$3,900.....	37.50
		\$3,900 and over.....	40.00

⁸ Face value of insurance was as follows:

Years of service	Insurance
10 and under 11 years.....	\$550
11 and under 12 years.....	1,100
12 and under 13 years.....	1,650
13 and under 14 years.....	2,750
14 and under 15 years.....	4,125

⁹ Benefit levels were determined by an employee's earnings as follows:

Annual earnings	Life insurance	Accidental death and dismemberment		Disability		Weekly sickness and accident contribution	Monthly contribution
		Death	Dismemberment	Monthly payment	Number of months		
Under \$1,500.....	\$1,000	\$1,000	\$500-\$1,000	\$51.04	20	\$20	\$1.08
\$1,500 and under \$2,500.....	2,000	2,000	1,000- 2,000	52.50	40	25	2.17
\$2,500 and under \$3,000.....	5,000	3,000	1,500- 3,000	90.00	60	30	4.77
\$3,000 and under \$3,500.....	5,000	3,000	1,500- 3,000	90.00	60	35	4.77
\$3,500 and under \$4,000.....	5,000	3,000	1,500- 3,000	90.00	60	40	4.77
\$4,000 and under \$4,500.....	5,000	3,000	1,500- 3,000	90.00	60	45	4.77
\$4,500 and under \$5,000.....	5,000	3,000	1,500- 3,000	90.00	60	50	4.77
\$5,000 and over.....	10,000	3,000	1,500- 3,000	180.00	60	50	8.37

Footnotes—Continued

¹⁰ Earnings classes changed to an hourly basis (approximately former classes on an annual basis) and extended as follows:

Annual earnings	Life insurance	Accidental death and dismemberment		Disability		Weekly sickness and accident
		Death	Dismemberment	Monthly payment	Number of months	
Less than \$1,500-----	\$1,000	\$1,000	\$500-\$1,000	\$51.04	20	\$20
\$1,500 but less than \$2,000---	2,000	2,000	1,000- 2,000	52.50	40	25
\$2,000 but less than \$2,500---	2,000	2,000	1,000- 2,000	52.50	40	30
\$2,500 but less than \$3,000---	5,000	3,000	1,500- 3,000	90.00	60	35
\$3,000 but less than \$3,500---	5,000	3,000	1,500- 3,000	90.00	60	40
\$3,500 but less than \$4,000---	5,000	3,000	1,500- 3,000	90.00	60	45
\$4,000 but less than \$4,500---	5,000	3,000	1,500- 3,000	90.00	60	50
\$4,500 but less than \$5,000---	5,000	3,000	1,500- 3,000	90.00	60	54
\$5,000 but less than \$5,500---	10,000	3,000	1,500- 3,000	180.00	60	58
\$5,500 but less than \$6,000---	10,000	3,000	1,500- 3,000	180.00	60	63
\$6,000 but less than \$6,500---	10,000	3,000	1,500- 3,000	180.00	60	66
\$6,500 and over-----	10,000	3,000	1,500- 3,000	180.00	60	70

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., 20202, or from any of its regional sales offices. Those for which a price is not shown may be obtained free as long as a supply is available, from the Bureau of Labor Statistics, Washington, D.C., 20212, or from any of the regional offices shown on the inside back cover.

- Aluminum Company of America, 1939-61. BLS Report 219.
American Viscose, 1945-63. BLS Report 277 (20 cents).
The Anaconda Co., 1941-48. BLS Report 197.
Anthracite Mining Industry, 1930-66. BLS Bulletin 1494 (20 cents).
Armour and Co., 1941-67. BLS Bulletin 1481 (30 cents).
A. T. & T.—Long Lines Department, 1940-64. BLS Bulletin 1443 (40 cents).
- Berkshire Hathaway Inc., 1943-66. BLS Bulletin 1475 (20 cents).
Bethlehem Atlantic Shipyards, 1941-65. BLS Bulletin 1454 (25 cents).
Bituminous Coal Mines, 1933-66. BLS Bulletin 1461 (20 cents).
The Boeing Co. (Washington Plants), 1936-64. BLS Report 204 (20 cents).
- Carolina Coach Co., 1947-63. BLS Report 259.
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).
General Motors Corp., 1939-66. BLS Bulletin 1532 (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).

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