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Wage Chronology

**BERKSHIRE
HATHAWAY INC.,
1943-69**

Bulletin No. 1541



UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

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April 1967

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Arthur M. Ross, Commissioner

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Preface

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

This wage chronology summarizes changes in wage rates and related wage practices negotiated by Berkshire Hathaway Inc., with the Textile Workers Union of America since June 1943. It includes the terms of 1 National War Labor Board directive and 16 agreements entered into by the parties to date. The provisions of the National War Labor Board directive and five of the agreements—published as a basic report and four supplements—have been consolidated in this bulletin and are supplemented by information on negotiated contract changes effective in 1966.

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

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Wage Chronology:

Berkshire Hathaway Inc., 1943—69

Introduction

1943—48

This chronology covers the changes in wage rates and related wage practices provided by agreements between the Fall River (Mass.) Textile Manufacturers' Association and the New Bedford (Mass.) Cotton Manufacturers' Association and the Textile Workers Union of America (CIO). The first areawide contracts between the two associations and the union were negotiated in 1943. In 1945, the associations combined to negotiate a single agreement with the Textile Workers Union.

Prior to 1943, union representation of workers in the two areas was divided among the Textile Workers Union of America, the American Federation of Textile Operatives, and the New Bedford Textile Council. In Fall River, the Loom Fixers, Drawing-in, Knot-tiers and Warper Tenders Association and the Slasher Tenders and Helpers Association continued as unaffiliated labor organizations. Thus, the provisions of the separate agreement reported for 1943 in this chronology do not necessarily indicate changes in the conditions of employment that existed prior to 1943, nor does this chronology necessarily reflect the changes in wages and related practices affecting the two Fall River craft groups.

The January 1948 agreement between the manufacturers' associations (jointly) and the Textile Workers Union involved the 21 member mills and about 23,000 production workers. This agreement continued in effect until March 15, 1950, and for 1-year terms thereafter unless terminated by either party. At the request of either party, wage changes may be negotiated during the life of the agreement, the earliest not to be effective before January 17, 1949. Wage changes thereafter may be negotiated twice a year, in mid-September and mid-March.

1949—52

The Textile Workers Union of America (CIO) requested a wage reopening in January 1949 under the provisions of its 1948 agreements with the Fall River Textile Manufacturers' Association and the New Bedford Cotton Manufacturers' Association. When negotiations failed to bring agreement on the union's request for a 10-cent-an-hour increase, the issue was submitted to arbitration in accordance with contractual procedure. The arbitrator based his rejection of the union's request primarily on the industry's uncertain business prospects.

Neither the companies nor the union utilized the opportunity for September 1949 or March 1950 reopenings. Prior to its expiration date on March 15, 1950, the 1948 contract was extended without change by the parties.

A wage reopening was permissible in September 1950 under the extended agreements. Notification of intention to take advantage of this opportunity was required in July. At that time, the union voted not to request any contract changes. Subsequently, however, the employer associations agreed to an interim wage adjustment, requested by the union to be effective in September 1950. No other changes were made in the contracts at that time.

By March 15, 1951, the next contractual reopening date, the parties had negotiated a supplemental agreement, effective March 19, 1951. Subject to approval of the Wage Stabilization Board, this agreement increased wage rates, health and welfare benefits, and incorporated a cost-of-living escalator clause and a retirement severance pay provision. The Board order, issued August 3, 1951, modified the negotiated terms by reducing the general wage increase from 7½ percent to 6½ percent and the cost-of-living allowance from a 1-cent hourly wage change for every 1.14-point change in the Consumers Price Index to 1 cent for each 1.32-point change. Action was deferred by the Board on the other changes until its policy on welfare benefits was established. In accordance with a WSB policy regulation covering welfare clauses, these changes were approved by the Board to be effective on November 30, 1951.

Under the 1951 agreement, provision was made for a general wage reopening on March 15, 1952. Accordingly, the employer associations requested a downward revision of basic wage rates, elimination of the escalator clause, and other changes. When it became apparent that agreement was not possible, the issues in question were submitted to arbitration in accordance with contractual terms. The arbitrator's decision provided for a wage decrease, although not to the extent requested, and a continuance of the escalator clause as compensation for changes in the cost of living; the other requested changes in the contract were disallowed.

1953-64¹

The bargaining agreement between the Textile Workers Union and the Fall River-New Bedford Textile Manufacturers' Negotiating Group² (including Berkshire Fine Spinning Associates) that expired March 15, 1953, was extended, effective April 15, for 2 years, with the only change a wage reopener in April 1954.

The union announced that, because of depressed economic conditions in the industry, it would not exercise its reopening right in 1954. The company indicated that it would withhold demands for wage reductions at that time.

In February 1955, Berkshire Hathaway, with a group of other New England mills, announced that current agreements would not be renewed and proposed benefit changes that would have reduced employment costs by 10 cents an hour. Although no wage changes were suggested, the escalator clause and the current 4-cent-an-hour cost-of-living allowance were to be discontinued and paid holidays reduced from 6 to 1 annually. The union rejected these proposals, voted to extend the expiring contracts without change, and called a strike against the company³ when contracts expired on April 15.

¹ One of the largest manufacturers of cotton textiles in the United States was incorporated as the Berkshire Cotton Manufacturing Co. in 1889. The name was changed to Berkshire Fine Spinning Associates in 1929, after merger with several other mills. Additional mills were acquired in 1930, 1955, and 1956; the present name was adopted in 1955 after merger of Berkshire's mills with Hathaway Manufacturing Co.'s mill.

² The group, formed on Dec. 22, 1952, negotiated bargaining agreements for members of the Fall River Textile Manufacturers' Association and the New Bedford Cotton Manufacturers' Association.

³ The negotiating group had been disbanded on April 14.

Tentative agreement was reached by the parties on July 13, after Federal mediators had entered negotiations; work was resumed on July 18 following a 13-week strike. Terms of the new 2-year contract included revocation of the escalator clause, although the 3-cent allowance in effect was to be retained;⁴ continuation of 6 paid holidays for which a premium was paid for hours worked; and elimination of a number of local holidays for which workers received premium pay if worked, but no pay if not worked. The new contract, effective July 18, 1955, included provision for reopening on wages and other benefits in 1 year.

On February 13, 1956, the union announced its intention to reopen the contract and a month later demanded a 10-percent general wage increase and changes in other benefits. The company rejected the demands.

Bargaining sessions opened in March; agreement was reached in early April on a contract to be effective for 2 years from April 16, 1956, with a reopening in 1957. The agreement called for a 6½-percent increase in basic hourly rates (exclusive of the 3-cent cost-of-living add-on)⁵ and restoration of premium pay for work on the local holidays.

In February 1957, the union reopened the contract with demands for improved wage rates and unspecified other benefits. The company rejected the demands and proposed the wage rates be continued without change. Meetings between the parties, begun in early March, brought quick agreement on maintenance of wage rates, improved hospitalization benefits, and a reduced retirement age for women; the contract expiring in April 1958 was renewed for 1 year without change.

Before the 1959 expiration date, agreement had been reached on a new 3-year contract with provision for wage reopening and inequity adjustments at annual intervals. The union had proposed a 10-percent increase in wage rates; agreement was reached on a 7-percent increase exclusive of the existing 3-cent cost-of-living add-on which was incorporated into basic hourly rates. No other contract changes were made at that time.

When 1960 negotiations began in March under the reopening provisions, the union sought a general wage increase of 10 cents an hour plus an additional 1 cent for correction of inequities in some classifications. The final agreement, reached in early April, provided a 5-percent increase (7.5 cents an hour) in wage rates.

Union delegates to a regional conference recommended, in February 1961, that the contract not be reopened that year. Some locals disagreed but the majority ratified the recommendation and the contract was not reopened.

Negotiations in 1962 opened in March; agreement was reached early in April on a 2-year contract calling for a 3¼-percent increase in hourly wages and correction of inequities in some job classifications. Hospitalization benefits were liberalized, the eligibility age for retirement-severance pay for men was reduced to 62, and provision was made for payment of accrued vacation benefits to those eligible for retirement-severance pay on termination of employment. The contract permitted a reopening on wages in April 1963, but in February, the union voted against the reopening.

⁴ Between the start of negotiations and the contract settlement, the Consumer Price Index declined, thus reducing the cost-of-living allowance by 1 cent an hour.

⁵ This increase, averaging 8½ cents an hour, restored basic hourly rates to levels in effect before an arbitration decision of July 15, 1952.

1964-65

Citing material improvement in the economic conditions of the industry, a Textile Workers Union of America conference of delegates from New England and mid-Atlantic locals recommended a package increase of 10 percent in wages and fringe benefits in negotiations with Berkshire Hathaway Inc.

Negotiations opened on March 3, 1964, with union demands for a 10-percent wage increase, an improved health insurance program and extension of this protection to dependents, longer vacations for employees with 10 years of service or more, and establishment of severance pay for employees released because of technological changes or plant closings.

The company's wage offers proved unsatisfactory to the union members, who voted on April 12 to strike unless agreement could be reached by the termination date of the contract, 3 days later. Agreement was reached on April 15 on a new contract calling for a 5-percent general wage increase but no other changes. The 2-year contract was ratified on April 19 and provided for a wage reopening in 1965.

The 1964 agreement changed the pattern of many negotiations, in that Berkshire Hathaway was not the first major textile company in the region to settle with the union. Employees of the Pepperell Manufacturing Co. and Bates Manufacturing Co. accepted the agreement on April 15, and employees of the American Thread Co. on April 19. The four companies customarily set the pattern for New England firms in the cotton-synthetics industry.

When 1965 negotiations were begun under the wage reopening provisions, the union demanded a 15-percent wage increase and a pension plan. The company countered by offering a 5-cent wage increase, which was rejected. On Tuesday, April 13, the company offered a wage increase of 5 percent. Although April 16 (Good Friday) was a holiday, about 2,200 workers were officially on strike. On Saturday, the union's policy committee recommended that the locals accept the wage offer. Employees of West Point-Pepperell Co. did so that same day (April 17); workers at Berkshire Hathaway and American Thread Co. voted their approval on Sunday, April 18, and went back to work the next working day. There had been no walkout at Bates Manufacturing Co. where employees had accepted the offer before employees of the other companies had voted to strike.

1966-69

Citing continued economic improvement in the textile industry, the February 1966 northern cotton-rayon conference of the Textile Workers Union of America (TWUA) set as its negotiating goal improvements in wages and fringe benefits. Reportedly, these improvements would increase employment costs by 15 percent over the 3-year contract period. In addition to an unspecified general wage increase, the union proposal would have provided higher second- and third-shift premiums, increased vacation pay, and more paid holidays. It would have increased disability severance benefits, provided full severance pay for widows age 60 or over, and required severance pay for all employees laid off because of a plant liquidation. Extensive liberalizations in the insurance coverage of employees and dependents were proposed. As suggested by the conference, the union served a 60-day notice of intention to terminate its contract with Berkshire Hathaway and the other New England cotton and synthetic textile mills.

Separate negotiating meetings were held during the latter part of February and early March with each of the four major New England textile companies. Negotiations with Berkshire Hathaway began on March 1, 1966. At that time management offered a 4-cent-an-hour general wage increase.

Bargaining continued through the month, and, on March 30, the TWUA's negotiating committee accepted a 3-year contract offered by Berkshire Hathaway and three other major New England cotton and synthetic textile companies. Four days later, union members at Berkshire Hathaway ratified the agreement.

The contract provided for three wage increases—10 cents an hour in 1966, 6 cents in 1967, and 7 cents in 1968—and insurance and retirement benefit liberalizations in 1966 reported to cost 2 cents an hour. For the first time in the quarter century of collective bargaining covered by this chronology, a contract specified wage increases for more than 1 year. Although previous contracts generally have covered more than 1 year, they have contained wage reopening options rather than deferred wage changes. Both labor and management stated that the contract would add desirable labor stability to the industry.

The following tables bring the Berkshire Hathaway Inc. Wage Chronology up to date through April 1969.

A—General Wage Changes¹

Effective date	Provision	Applications, exceptions, or other related matters
June 19, 1943 (New Bedford area). ²	No change.	
Dec. 3, 1943 (Fall River area). ²	No change.	
Oct. 1, 1944 -----	5 cents an hour increase -----	In accordance with National War Labor Board directive order of Feb. 20, 1945. The Board also established guide posts for determining job differentials, which when applied brought increases averaging between 1 and 2 cents an hour.
Nov. 4, 1945 -----	8 cents an hour increase.	
Aug. 5, 1946 -----	8 cents an hour increase.	
Jan. 6, 1947 -----	10 cents an hour increase.	
Aug. 4, 1947 -----	5 cents an hour increase.	
Jan. 5, 1948 -----	10-percent increase -----	Averaging approximately 11 cents an hour.
Sept. 18, 1950 (by agreement of Sept. 14, 1950).	10-percent increase, averaging 12 cents an hour.	
Mar. 19, 1951 (by agreement of Mar. 15, 1951).	6½-percent increase, averaging 8½ cents an hour.	Agreement as modified by Wage Stabilization Board Order of Aug. 3, 1951. The Board also approved an escalator clause providing quarterly adjustments of 1 cent an hour for every 1.32-point change in the BLS-CPI (old series) over the Feb. 15, 1951, index. Wage rates were not to be reduced below the level of Mar. 19, 1951.
July 1, 1951 -----	No change -----	Quarterly cost-of-living review.
Oct. 1, 1951 -----	1 cent an hour increase -----	Quarterly adjustment of cost-of-living allowance.
Jan. 1, 1952 -----	2 cents an hour increase -----	Quarterly adjustment of cost-of-living allowance.
Apr. 1, 1952 -----	No change -----	Quarterly cost-of-living review.
July 1, 1952 -----	1 cent an hour increase -----	Quarterly adjustment of cost-of-living allowance.
July 19, 1952 -----	Decrease averaging 8½ cents an hour.	In accordance with decision of the arbitrator, dated July 15, 1952, basic hourly rates were to be decreased to those in existence on Sept. 18, 1950; piece rates were to be adjusted accordingly.
Sept. 30, 1952 -----	2 cents an hour increase -----	Quarterly adjustment of cost-of-living allowance.
Dec. 31, 1952 (agreement dated Mar. 15, 1951).	1 cent an hour decrease -----	Quarterly adjustment of cost-of-living allowance.
Apr. 6, 1953 -----	2 cents an hour decrease -----	Quarterly adjustment of cost-of-living allowance.
July 1, 1953 -----	No change -----	Quarterly review of cost-of-living allowance.
Oct. 1, 1953 (agreement dated Apr. 15, 1953).	1 cent an hour increase -----	Quarterly adjustment of cost-of-living allowance. The new agreement provided for quarterly adjustments of the cost-of-living allowance in accordance with the movement of the revised BLS Consumer Price Index (1947-49=100). If the CPI fell below 111.9, the cost-of-living allowance would be zero. ³ Wage rates were not to be reduced below those in effect Sept. 18, 1950.
Jan. 1, 1954 -----	No change -----	Quarterly review of cost-of-living allowance.
Apr. 1, 1954 -----	No change -----	Quarterly review of cost-of-living allowance.
July 1, 1954 -----	No change -----	Quarterly review of cost-of-living allowance.
Oct. 1, 1954 -----	No change -----	Quarterly review of cost-of-living allowance.
Jan. 1, 1955 -----	No change -----	Quarterly review of cost-of-living allowance.
Apr. 1, 1955 -----	1 cent an hour decrease -----	Quarterly adjustment of cost-of-living allowance.
July 18, 1955 (agreement of same date).		Eliminated: Cost-of-living escalator clause. Existing 3-cent cost-of-living allowance continued but not incorporated into basic hourly rates.
Apr. 16, 1956 (agreement of same date).	6.5-percent increase, averaging 8.5 cents an hour. ⁴	Applicable to basic hourly and piece rates excluding 3-cent-an-hour cost-of-living allowance.
Apr. 20, 1959 (agreement dated Apr. 16, 1959).	7.0-percent increase, averaging 10.2 cents an hour.	Excludes 3-cent-an-hour cost-of-living allowance which was incorporated into basic hourly rates.
Apr. 18, 1960 (agreement dated Apr. 9, 1960).	5.0-percent increase, averaging 7.5 cents an hour.	
Apr. 16, 1962 (agreement of same date).	3.25-percent increase, averaging 5 cents an hour.	
Apr. 16, 1964 (agreement of same date).	5-percent increase, averaging 8.25 cents an hour.	Basic hourly rates rounded to nearest one-half cent.
Apr. 16, 1965 (agreement dated Apr. 26, 1965).	5-percent increase, averaging 8.6 cent an hour.	Basic hourly rates rounded to nearest one-half cent.
Apr. 18, 1966 (agreement of Mar. 30, 1966).	10 cents an hour increase.	In addition, agreement provided for deferred increases on Apr. 17, 1967, and Apr. 15, 1968.
Apr. 17, 1967 (agreement of Mar. 30, 1966).	3.1-percent increase, averaging 6 cents an hour.	Deferred increase.
Apr. 15, 1968 (agreement of Mar. 30, 1966).	3.5-percent increase, averaging 7 cents an hour.	Deferred increase.

See footnotes on following page.

Footnotes:

¹ General wage changes are construed as upward or downward adjustments 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 wage changes listed above were the major adjustments made during the period covered. Because of fluctuations in incentive earnings, changes in products and employment practices, omission of nongeneral changes in rates, and other factors, the sum of the general changes listed will not necessarily coincide with the amount of change in average hourly earnings over the same period.

² Between 1939 and 1943, general wage changes and changes in minimum plant wage rates were adopted uniformly by the mills and unions in the 2 areas. These earlier wage changes were:

Effective date	General wage change
Nov. 6, 1939.....	7-percent increase.
Mar. 24, 1941.....	10-percent increase.
Sept. 8, 1941.....	10-percent increase.
June 15, 1942 (in accordance with National War Labor Board directive of Aug. 20, 1942, involving 59 cotton mills in North and South).	7.5 cents an hour increase.

³ The agreement provided that quarterly cost-of-living adjustments, effective April, July, October, and January, were to be based on the Bureau of Labor Statistics revised Consumer Price Index for the months of February, May, August, and November as follows:

Consumer Price Index (revised, 1947-49=100)	Cost-of-living allowance
111.2 to 111.9.....	None.
112.0 to 112.7.....	1 cent.
112.8 to 113.5.....	2 cents.
113.6 to 114.3.....	3 cents.
114.4 to 115.1.....	4 cents.
115.2 to 115.9.....	5 cents.
116.0 to 116.7.....	6 cents.
and so forth, with a 1-cent adjustment for each 0.8-point change in the index.	

⁴ See text, footnote 5.

B—Minimum Plant Wage Rates¹

Effective date	Provision	Applications, exceptions, or other related matters
June 19, 1943 (New Bedford area). ²	52.03 cents an hour.....	No change in the prevailing minimum wage rate.
Dec. 3, 1943 (Fall River area). ²	52.03 cents an hour.....	No change in the prevailing minimum wage rate.
Oct. 1, 1944.....	57 cents an hour.....	The National War Labor Board directive of Feb. 20, 1945, affecting 54 northern and southern mills, established a minimum wage of 55 cents an hour and, in addition, provided that all jobs for which the rate was over 50 cents an hour be increased by 5 cents, retroactive to Oct. 1, 1944.
Nov. 4, 1945.....	65 cents an hour.	
Aug. 5, 1946.....	73 cents an hour.	
Jan. 6, 1947.....	83 cents an hour.	
Aug. 4, 1947.....	88 cents an hour.	
Jan. 5, 1948.....	97 cents an hour.	
Sept. 18, 1950.....	\$1.065 an hour.	
Mar. 19, 1951.....	\$1.135 an hour.	
July 19, 1952.....	\$1.065 an hour.	
July 19, 1952.....	\$1.065.	
July 18, 1955.....	\$1.065.....	Plus 3-cent-an-hour cost-of-living allowance.
Apr. 16, 1956.....	\$1.135.....	Plus 3-cent-an-hour cost-of-living allowance.
Apr. 20, 1959.....	\$1.25.....	Includes cost-of-living allowance incorporated into basic hourly rates.
Apr. 18, 1960.....	\$1.315.	
Apr. 16, 1962.....	\$1.36 an hour.	
Apr. 16, 1964.....	\$1.43 an hour.	
Apr. 16, 1965.....	\$1.50 an hour.	
Apr. 18, 1966.....	\$1.60 an hour.	
Apr. 17, 1967.....	\$1.65 an hour.	
Apr. 15, 1968.....	\$1.71 an hour.	

¹ Minimum plant rates do not apply to learners or handicapped workers. See table A for adjustments in the cost-of-living allowance between March 1951 and April 1955. While not changing minimum rates, the allowance did affect employee earnings.

² Between 1939 and 1943, the following minimum plant wage rates prevailed in the Fall River and New Bedford areas:

Effective date	Minimum plant wage rate
Nov. 6, 1939.....	36.8 cents an hour.
Mar. 24, 1941.....	40.48 cents an hour.
Sept. 8, 1941.....	44.53 cents an hour.
June 15, 1942 (in accordance with National War Labor Board directive of Aug. 20, 1942).....	52.03 cents an hour.

C—Related Wage Practices¹

Effective date	Provision	Applications, exceptions, or other related matters
Guaranteed individual minimum earnings ²		
June 19, 1943 (New Bedford area).	For a full week's work, each piece-rate worker was guaranteed minimum weekly earnings equal to 90 percent of the prevailing full-job base rate of pay.	Except where established practice in a particular mill set a higher minimum. (The guaranteed earnings provision was not contained in Fall River agreement of Dec. 3, 1943.)
Nov. 4, 1945 -----	Minimum guarantee for piece-rate workers raised to 100 percent of prevailing base rate of pay. ³	Applicable to New Bedford and Fall River mills.
Shift premium pay		
June 19, 1943 (New River Bedford area).	No provision for shift premium pay.	
Dec. 3, 1943 (Fall River area).		
Nov. 4, 1945 -----		
	Second shift—no premium pay.	
	Third shift—7 cents an hour.	
Overtime pay		
June 19, 1943 -----	Time and one-half after 8 hours per day or 40 hours per week.	Normal work schedule 8 hours per day and 40 hours per week, except in those departments where full 40 hours not regularly scheduled from Monday through Friday.
Premium pay for Saturday work		
June 19, 1943 (New Bedford area). ⁴	Time and one-half for all work performed on Saturday.	Except (a) when Saturday work was part of regularly scheduled 40-hour week, and (b) for watchmen, guards, firemen, and maintenance men (latter in New Bedford only) whose regular workweek included Saturday work.
Dec. 3, 1943 (Fall River area). ⁴		
Aug. 1, 1947 -----		
		Watchmen, guards, and firemen to be paid time and one-half for work on 6th day instead of on Saturday, as such. Other exceptions continued.
Premium pay for Sunday work		
June 19, 1943 (New Bedford area). ⁴	Double time for all work performed on Sunday.	Except for watchmen, guards, firemen, and maintenance men (latter in New Bedford only) whose regularly scheduled workweek included Sunday work.
Dec. 3, 1943 (Fall River area). ⁴		
Aug. 1, 1947 -----		
		Watchmen, guards, and firemen to be paid double time for work on 7th day instead of on Sunday, as such.

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, or other related matters
Special premium pay for maintenance men		
June 19, 1943 (New Bedford area). Dec. 3, 1943 (Fall River area).	Maintenance men called in to work outside their regular shift hours to be paid time and one-half for hours worked up to 10 p.m. and double time from 10 p.m. to their regular starting time.	
Holiday pay		
June 19, 1943 (New Bedford area). Dec. 3, 1943 (Fall River area). ⁴ Aug. 1, 1947----- Jan. 1, 1948----- July 18, 1955 (agreement of same date). Apr. 16, 1956 (agreement of same date).	Time and one-half for work performed on 10 holidays. No pay for holidays not worked. 5. paid holidays established to be paid for at regular rate for 8 hours. Work on a paid holiday to be paid for at time and one-half in addition to regular holiday pay. Another paid holiday added, making a total of 6. Reduced: Number of holidays for which employees received time and one-half for hours worked but no pay if not worked reduced to 1. Was 4 in Massachusetts and Vermont, 3 in Rhode Island. Added: Massachusetts and Vermont mills—3 holidays (total 4) for which employee received time and one-half for hours worked, no pay if not worked; Rhode Island mills—2 holidays (total 3).	Holidays were: New Year's Day, Washington's Birthday, Patriot's Day (April 19), Memorial Day, Independence Day, Labor Day, Columbus Day, Armistice Day, Thanksgiving Day, and Christmas Day. Paid holidays were: New Year's Day, Memorial Day, Labor Day, Thanksgiving Day, and Christmas Day even if falling on an unscheduled workday. Other holidays to be paid for at premium rate if worked. Added paid holiday—Washington's Birthday. Holiday continued was Independence Day. ⁵ In effect and continued: 6 paid holidays (with time and one-half for hours worked in addition to holiday pay); holidays were New Year's Day, Washington's Birthday, Memorial Day, Labor Day, Thanksgiving Day, and Christmas Day. In Rhode Island, Columbus Day was substituted for Washington's Birthday. Holiday that fell on Sunday to be observed on Monday. To be eligible for holiday pay, employee must have (a) worked a full shift on the days immediately preceding and following the holiday (employee on layoff or leave of absence must have worked within the 30 days immediately preceding the holiday) and (b) completed 30 days of the 60-day probationary period. Holidays were: Massachusetts—Patriots' Day (April 19), Columbus Day, and Armistice Day; Vermont—Bennington Day (August 16), Columbus Day, and Armistice Day; Rhode Island—V-J Day (August 14) and Armistice Day.
Paid vacations		
June 19, 1943 (New Bedford area). Dec. 3, 1943 (Fall River area). Nov. 4, 1945 (New Bedford and Fall River). Aug. 1, 1947-----	Employees with 4 months or more of service—1 week. Employees with 3 months or more of service—1 week. 1 year or more of service—1 week; 3 months to 1 year of service—vacation pay, but no actual vacation; increase in vacation pay for employees with more than 5 years' service. Increase in vacation pay for employees with 3 to 5 years' service.	Vacation pay for employees with 1 year or more of service amounted to 40 hours of straight-time pay; for less than a year's service—2 percent of straight-time earnings since time of hiring, provided employees worked at least 70 percent of available work time. Vacation pay amounted to 2 percent of total earnings during preceding 12-month period. Vacation pay: 1 year to 5 years of service—2 percent of total earnings for the preceding full year; 5 years or more of service—4 percent of total annual earnings; less than 1 year of service—2 percent of total earnings for period of employment. For this group, vacation pay increased to 3 percent of total earnings for the preceding full year.

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Reporting time		
June 19, 1943 (New Bedford area). Dec. 3, 1943 (Fall River area).	Employees scheduled or notified to report for work to receive following minimum payments: First shift—4 hours. Second shift—4 hours. Third shift—8 hours.	Minimum guarantees to be paid whether or not work was performed, except when failure of company to provide work was due to causes beyond its control. Company reserved right to shift assignments for workers entitled to reporting time.
Equal pay		
June 19, 1943 (New Bedford area). Dec. 3, 1943 (Fall River area). Nov. 4, 1945-----	Equal pay for equal work, no distinction to be made because of sex, race, or other factors not related to employees' productive capacity. Women to receive same rates as men when performing same work.	
Waiting time		
June 19, 1943 (New Bedford area). Dec. 3, 1943 (Fall River area).	Piece-rate workers to be compensated for time lost during excessive periods of waiting, causes of which were within control of employer.	
Jury duty pay		
Apr. 15, 1953 (agreement of same date).	In effect and continued: Employee on jury duty to receive difference between average daily straight-time earnings and daily payment for jury service.	
Health and welfare benefits		
June 1943—Jan. 1944 (as provided by agreements of June 19, 1943, for New Bedford mills and Dec. 3, 1943, for Fall River mills).	Employers to provide and pay for the following health benefits: (1) Hospitalization for 31 days at \$4 per day, plus \$20 for incidental hospital expenses. (2) Sickness and accident benefits (not covered by workmen's compensation) up to 13 weeks at \$10.50 per week. Sickness benefits payable from 8th day; accident benefits from first day. (3) Life insurance of \$500; additional \$500 payable upon accidental death. Specified payments up to \$500 for dismemberment.	
Aug. 1, 1946-----	Hospitalization benefits increased to \$5 per day; sickness and accident benefits increased to \$15 weekly for men and \$12 weekly for women; surgical benefits up to \$150 provided. (Maternity benefits limited to maximum of 6 weeks.)	In accordance with arbitration award.

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and welfare benefits—Continued		
Aug. 1, 1947 -----	Hospitalization benefits increased to \$7 per day and \$35 for incidental expenses; sickness and accident benefits raised to \$17.50 weekly for men and women.	
Jan. 1, 1948 -----	Medical benefits added to previous benefits. In cases of disability arising from non-occupational accidents or sickness not covered by workmen's compensation, medical expenses amounting to \$2 for office visits and \$3 for home and hospital visits to be paid for (first call for accidents and second call for sickness).	Aggregate payments during any one disability could reach \$150 except when employee had attained 60 years of age, in which case aggregate payments were limited to \$150 per year. Specified types of disabilities, such as childbirth and dental treatments, exempted from provision for medical benefits.
Nov. 30, 1951-----	Changed: Daily hospital benefits: \$8 a day for 31 days; Special hospital benefits: Up to \$80; Surgical benefits: Up to \$200; Sickness and accident benefits: \$22.50 a week up to 13 weeks.	Approved by the Wage Stabilization Board on Dec. 5, 1951.
Apr. 16, 1959 (agreement of same date).	In effect at Massachusetts mills: ⁷ Life insurance—\$500. Accidental death—\$500 in addition to life insurance. Accidental dismemberment—\$250 for each loss; \$1,000 if more than one member was lost in the same accident. Accident and sickness benefits—\$25 (was \$22.50) a week for maximum of 13 weeks; ⁸ benefits payable from 8th day of sickness, 1st day of accident; up to 6 weeks for pregnancy. Hospitalization: Room and board—\$12 (was \$8 a day for maximum of 31 days). ⁸ Hospital extras—Actual charges, up to \$120 (was \$80). ⁸ Maternity—\$12 a day for maximum of 14 days, plus up to \$120 for extras. Surgical benefits: Surgical schedule—Up to \$200 per procedure. Obstetrical—\$50 for normal delivery, \$25 for miscarriage, \$100 for Caesarean section, and other procedures. Medical benefits: Doctor's services—Up to \$2 for each office visit, \$3 for home or hospital call, maximum \$150 per disability.	Entire cost of benefits borne by company. Life and accidental death and dismemberment insurance for employee under age 60 extended during period of total disability (of 9 months or more) until return to work or termination of employment; continued for a maximum of 2 months for employee on temporary layoff, or during unauthorized work stoppage. Maximum for all losses sustained in one accident, \$1,000. Payable for nonoccupational disabilities. Payable only if employee was hospitalized for 18 hours or more. Benefits available 6 months after effective date of policy and continued for 9 months from date insurance was terminated. Payable for nonoccupational disabilities. Benefits available for 3 months after termination of insurance for total disability that began while employee was insured. Benefits available 6 months after effective date of policy and continued for 9 months from date insurance was terminated. Benefits limited to one visit per calendar day, beginning with the first visit for accident, second visit for sickness. Not available for pregnancy, dental work, eye examinations, X-rays, dressings, drugs, medicines, surgical operations, or postoperative care, except for attendance by physician other than surgeon. Medical benefits—insurance extended for maximum of 3 months if policy terminated while employee was totally disabled. All benefits continued—for period determined by company for employee absent because of sickness or injury; for 31 days for employee on leave of absence or temporary layoff; for maximum of 2 months during unauthorized work stoppage.
Apr. 16, 1962 (agreement of same date).	Increased: Massachusetts—Accident and sickness benefits—Maximum to \$27.50 a week. Hospitalization: Room and board—Maximum to \$18 a day. Hospital extras—Maximum to \$180.	

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and welfare benefits—Continued		
Apr. 18, 1966 (agreement of Mar. 30, 1966).	Increased: Life insurance—to \$1,000. Accidental death and dismemberment—to \$1,000. Accident and sickness benefits—to \$35 a week. Hospitalization—daily maximum to \$22.	
Retirement separation pay		
Nov. 30, 1951	1 week's pay for each year of service, up to maximum of 20 years, paid employees voluntarily retiring at age 65 with 15 years of service or more.	Approved by the Wage Stabilization Board on Dec. 5, 1951. To qualify, employee must have an average of 1,000 hours' employment for each year of service. A week's pay defined as: Hourly workers, 40 times hourly rate; pieceworkers, 40 times average straight-time hourly earnings during last social security quarter before the quarter in which the employee retired.
Apr. 15, 1957 (agreement of same date). Apr. 16, 1962 (agreement of same date). Apr. 8, 1966 (agreement of Mar. 30, 1966).	Changed: Eligibility age reduced to 62 for women. Changed: Eligibility age reduced to 62 for all employees. Eliminated: Limit on years of service for which benefits are paid. Added: Benefits provided for: (1) Totally disabled employee with 15 years' service or more prior to age 62, and (2) widow aged 60 or over who had or whose husband had 15 years' service or more.	Social security definition of total disability to be used.

¹ The last entry under each item represents the most recent change.

² The guarantee of minimum earnings to piece-rate workers does not apply to learners or handicapped employees.

³ Standard full-job weekly rates converted to an hourly base, are shown in table D.

⁴ During the period covered by Executive Order No. 9240 (Oct. 1, 1942, to Aug. 21, 1945), these provisions were modified in practice to conform to that order.

⁵ Holidays eliminated in Massachusetts were Patriots' Day (April 19), Columbus Day, and Armistice Day. Prior to 1955, employees in Vermont mills received time and one-half for hours worked on New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Bennington Day (August 16), Columbus Day, Armistice Day, Thanksgiving, and Christmas. In Rhode Island mills, New Year's Day, Memorial Day, Independence Day, V-J Day (August 14), Labor Day, Columbus Day, Armistice Day, Thanksgiving, and Christmas.

⁶ The original chronology and supplements 1 and 2 did not cover Rhode Island mills. Sickness and accident benefits in that State are provided by statute and, therefore, are not subject to negotiation. They were financed by an employee tax of 1 percent of wages up to \$3,000 a year through 1959. On Jan. 1, 1960, the tax base was raised to \$3,600. The company and the union, therefore, agree to other benefits equal in cost to sickness and accident benefits provided workers in Massachusetts.

Health and welfare benefits in Rhode Island mills were the same as those in other mills except in the following respects:

In effect Apr. 15, 1953:

Life insurance—\$1,000.

Hospitalization—Rhode Island Blue Cross.

Sickness and accident benefits—Provided by Rhode Island State Temporary Disability Insurance program.

In effect Apr. 16, 1959:

Life insurance—\$1,000.

Accident and sickness benefits—\$10 to \$36 a week plus up to \$8 dependents' benefits for maximum of 26 weeks starting on 8th day of disability; up to 12 weeks for pregnancy. Dependents' benefits and \$36 maximum effective Nov. 18, 1958.

Hospitalization (Blue Cross):

Room and board—\$12 a day for maximum of 75 days in hospital acceptable to insurer or classified as general hospital by American Hospital Association; up to 45 days in other hospitals. Coverage continued for 30 days if employee left company.

Hospital extras—Actual charges in member hospital, 90 percent of usual charges in nonmember hospital. Covered use of operating room, medical and surgical supplies, drugs and medications, laboratory examinations, basal metabolism tests, oxygen therapy, and physical therapy.

Maternity—Up to \$75 for room and board and hospital extras. Patient and husband must have been covered for 7 months immediately preceding hospital admission.

Out-patient services—Up to \$7.50 for services provided within 24 hours of accident. Included routine and special services and use of operating and accident rooms.

Surgical-medical—Benefits only continued for period determined by company for employee absent because of sickness or injury; for 31 days for employee on leave of absence or temporary layoff; for maximum of 2 months during unauthorized work stoppage.

Effective Apr. 16, 1962:

Accident and sickness benefits—no change.

Hospital extras—no change.

⁷ The benefits listed constitute the entire plan (including some benefits not previously reported) in effect on Apr. 16, 1959. Some of the increases noted became effective before 1959.

⁸ Effective Apr. 15, 1957.

D-1—Base Rates by Level,¹ 1948—65

Rate level	Jan. 5, 1948	Sept. 18, 1950	Mar. 19, 1951	July 19, 1952	July 18, 1955	Apr. 16, 1956	Apr. 20, 1959	Apr. 18, 1960	Apr. 16, 1962	Apr. 16, 1964	Apr. 16, 1965
1-----	\$0.970	\$1.065	\$1.135	\$1.065	\$1.065	\$1.135	\$1.250	\$1.315	\$1.360	\$1.430	\$1.500
2-----	.990	1.090	1.160	1.090	1.090	1.160	1.275	1.340	1.385	1.455	1.530
3-----	.995	1.095	1.165	1.095	1.095	1.165	1.280	1.345	1.390	1.460	1.535
4-----	1.000	1.100	1.170	1.100	1.100	1.170	1.285	1.350	1.395	1.465	1.540
5-----	1.005	1.105	1.175	1.105	1.105	1.175	1.290	1.355	1.400	1.470	1.545
6-----	1.020	1.120	1.195	1.120	1.120	1.195	1.310	1.375	1.420	1.490	1.565
7-----	1.025	1.130	1.205	1.130	1.130	1.205	1.320	1.385	1.430	1.500	1.575
8-----	1.045	1.150	1.225	1.150	1.150	1.225	1.345	1.410	1.455	1.530	1.605
9-----	1.075	1.185	1.260	1.185	1.185	1.260	1.380	1.450	1.495	1.570	1.650
10-----	1.080	1.190	1.265	1.190	1.190	1.265	1.385	1.455	1.500	1.575	1.655
11-----	1.085	1.195	1.275	1.195	1.195	1.275	1.395	1.465	1.515	1.590	1.670
12-----	-	-	-	1.200	1.200	1.280	1.400	1.470	1.520	1.595	1.675
13-----	1.100	1.210	1.290	1.210	1.210	1.290	1.410	1.480	1.530	1.605	1.685
14-----	1.065	1.170	1.245	1.170	1.170	1.245	1.365	1.435	1.535	1.610	1.690
15-----	1.110	1.220	1.300	1.220	1.220	1.300	1.425	1.495	1.545	1.620	1.700
16-----	1.120	1.230	1.310	1.230	1.230	1.310	1.435	1.505	1.555	1.635	1.715
17-----	1.135	1.250	1.330	1.250	1.250	1.330	1.455	1.530	1.580	1.660	1.745
18-----	1.155	1.270	1.355	1.270	1.270	1.355	1.480	1.555	1.605	1.685	1.770
19-----	1.165	1.280	1.365	1.280	1.280	1.365	1.495	1.570	1.620	1.700	1.785
20-----	1.165	1.280	1.365	1.280	1.280	1.365	1.495	1.570	1.620	1.700	1.785
21-----	1.195	1.315	1.400	1.315	1.315	1.400	1.530	1.605	1.655	1.740	1.825
22-----	1.220	1.340	1.425	1.340	1.340	1.425	1.555	1.635	1.690	1.775	1.865
23-----	1.230	1.355	1.445	1.355	1.355	1.445	1.580	1.660	1.715	1.800	1.890
24-----	1.110	1.220	1.300	1.220	1.220	1.300	1.425	1.495	1.725	1.810	1.900
25-----	1.245	1.370	1.460	1.370	1.370	1.460	1.595	1.675	1.730	1.815	1.905
26-----	1.250	1.375	1.465	1.375	1.375	1.465	1.600	1.680	1.735	1.820	1.910
27-----	1.270	1.395	1.485	1.395	1.395	1.485	1.620	1.700	1.755	1.845	1.935
28-----	1.275	1.405	1.495	1.405	1.405	1.495	1.630	1.710	1.765	1.855	1.950
29-----	1.305	1.435	1.530	1.435	1.435	1.530	1.670	1.755	1.810	1.900	1.995
30-----	1.310	1.440	1.535	1.440	1.440	1.535	1.675	1.760	1.815	1.905	2.000
31-----	1.325	1.460	1.555	1.460	1.460	1.555	1.695	1.780	1.840	1.930	2.025
32-----	1.220	1.340	1.425	1.340	1.340	1.425	1.555	1.635	1.865	1.960	2.060
33-----	1.350	1.485	1.580	1.485	1.485	1.580	1.725	1.810	1.870	1.965	2.065
34-----	1.385	1.525	1.625	1.525	1.525	1.625	1.770	1.860	1.920	2.015	2.115
35-----	1.405	1.545	1.645	1.545	1.545	1.645	1.790	1.880	1.940	2.035	2.135
36-----	1.310	1.440	1.535	1.440	1.440	1.535	1.675	1.760	1.975	2.075	2.180
37-----	1.465	1.610	1.715	1.610	1.610	1.715	1.865	1.960	2.025	2.125	2.230
38-----	1.480	1.630	1.735	1.630	1.630	1.735	1.890	1.985	2.050	2.155	2.265
39-----	1.545	1.700	1.810	1.700	1.700	1.810	1.970	2.070	2.135	2.240	2.350

¹ The company does not have a formal labor grade system. In order to simplify the presentation of occupational base rates, the Bureau of Labor Statistics has revised the table previously published to show the occupations in each of the 7 departments that receive the same rate and by assigning numerical designations to each rate.

D-2—Base Rates by Level,¹ 1966—68

Rate level	Apr. 18, 1966	Apr. 17, 1967	Apr. 15, 1968
1 -----	\$1.600	\$1.650	\$1.710
2 -----	1.625	1.675	1.735
3 -----	1.630	1.680	1.740
4 -----	1.640	1.690	1.750
5 -----	1.645	1.695	1.755
6 -----	1.655	1.705	1.765
7 -----	1.665	1.715	1.775
8 -----	1.675	1.725	1.785
9 -----	1.700	1.755	1.815
10 -----	1.705	1.760	1.820
11 -----	1.715	1.770	1.830
12 -----	1.730	1.785	1.845
13 -----	1.740	1.795	1.860
14 -----	1.750	1.805	1.870
15 -----	1.755	1.810	1.875
16 -----	1.770	1.825	1.890
17 -----	1.775	1.830	1.895
18 -----	1.785	1.840	1.905
19 -----	1.790	1.845	1.910
20 -----	1.800	1.855	1.920
21 -----	1.845	1.900	1.965
22 -----	1.870	1.930	2.000
23 -----	1.875	1.935	2.005
24 -----	1.885	1.945	2.015
25 -----	1.925	1.985	2.055
26 -----	1.945	2.005	2.075
27 -----	1.965	2.025	2.095
28 -----	1.990	2.050	2.120
29 -----	2.000	2.060	2.130
30 -----	2.005	2.065	2.135
31 -----	2.010	2.070	2.140
32 -----	2.035	2.100	2.175
33 -----	2.050	2.115	2.190
34 -----	2.085	2.150	2.225
35 -----	2.095	2.160	2.235
36 -----	2.100	2.165	2.240
37 -----	2.115	2.180	2.255
38 -----	2.125	2.190	2.265
39 -----	2.155	2.220	2.300
40 -----	2.160	2.225	2.305
41 -----	2.165	2.230	2.310
42 -----	2.195	2.265	2.345
43 -----	2.215	2.285	2.365
44 -----	2.235	2.305	2.385
45 -----	2.330	2.400	2.485
46 -----	2.350	2.425	2.510
47 -----	2.385	2.455	2.540
48 -----	2.450	2.525	2.615
49 -----	2.490	2.565	2.655
50 -----	2.585	2.665	2.760

¹ The company does not have a formal labor grade system. In order to simplify the presentation of occupational base rates, the Bureau of Labor Statistics has revised previous tables to show the occupations in each of the 9 departments that received the same rate and by assigning numerical designations to each rate.

This table reflects changes in the basic wage rate structure resulting from changes in the departmental and occupational structure that have taken place over a number of years.

E-1—Occupation by Rate Level,¹ 1948—65

Rate level ¹	Department and occupation		
	Carding	Spinning and twisting	Warp and filling preparation
1	Can boys, lap carriers, roving doffers.	Roll cleaners.	-----
2	Roving hoister, roving men.	Band boys.	Yarn conditioners.
3	-----	-----	-----
4	-----	-----	-----
5	-----	-----	-----
6	-----	-----	-----
7	-----	-----	-----
8	Opener tenders, picker tenders, card tenders, card strippers, sliver lap tenders, ribbon lap tenders, drawing tenders.	Ring twister changers, ring twister doffers, redrawing machine tenders. ³	Spooler tenders, nonauto; tie-in girls; skein winders, cotton; filling winders, nonauto; cone winders, nonauto; tailing machine operators; machine drawing-in operators.
9	-----	-----	-----
10	-----	-----	Cone winders, nonauto high speed.
11	Jack frame tenders.	-----	Warper tenders; skein winders, rayon; slasher tenders, helpers. ⁴
12	-----	Up twisters. ³	-----
13	-----	-----	Spooler tenders, auto; high speed warpers, cotton; auto winders; BC drawing-in machine (new type) helpers; ⁵ BC knotting machine helpers. ⁴
14	-----	Ring spinners.	-----
15	Grinder helpers.	-----	Drawers-in, hand, plain.
16	Fine frame tenders.	-----	-----
17	Comber tenders.	Spinner doffers.	-----
18	Intermediate tenders.	-----	-----
19	-----	-----	-----
20	-----	-----	-----
21	-----	-----	-----
22	-----	-----	Section men, winding, nonauto; section spoolers and warpers, nonauto.
23	Slubber tenders, interdrafts and super drafts.	-----	High speed warpers, rayon; sipp warpers.
24	-----	-----	-----
25	-----	-----	-----
26	-----	Ring twisters, wet and dry.	Section men, winding, auto; section spoolers and warpers, auto.

See footnotes at end of table.

E-1—Occupation by Rate Level,¹ 1948—65—Continued.

Department and occupation				Rate level ¹
Weaving	Cloth room	Maintenance	Firemen and miscellaneous	
Unifil supply hands, ² unifil cleaners. ²	-----	-----	Scrubbers and sweepers.	1
-----	-----	-----	-----	2
-----	Bale sewers.	-----	-----	3
Battery hands, unifil service hands. ²	-----	-----	-----	4
-----	Loop cutters.	-----	-----	5
-----	Inspectors, balers.	-----	-----	6
-----	-----	-----	Watchmen and gatemen.	7
-----	Folders.	-----	Waste balers.	8
-----	-----	-----	-----	9
-----	Flat brushers.	-----	-----	10
-----	-----	-----	-----	11
-----	-----	-----	-----	12
-----	-----	-----	-----	13
-----	-----	-----	-----	14
-----	-----	Journeyman, apprentices. ⁶	-----	15
-----	-----	-----	-----	16
-----	-----	-----	-----	17
-----	-----	-----	Coal wheelers.	18
Weavers, plain auto; Jacquard linemen.	-----	-----	-----	19
Smash piecers, weave room inspectors, doupmen.	-----	-----	-----	20
Weavers, doobby auto.	-----	Journeyman, helpers; ⁶ painters, second class.	-----	21
-----	Spot shearer tenders, single.	-----	-----	22
Weavers, XK and XD (filament).	-----	-----	-----	23
-----	-----	-----	Yardmen. ⁷	24
Weavers, Jacquard.	Spot shearer tenders, double.	-----	-----	25
-----	-----	-----	-----	26

See footnotes at end of table.

E-1—Occupation by Rate Level,¹ 1948—65—Continued

Rate level ¹	Department and occupation		
	Carding	Spinning and twisting	Warp and filling preparation
27	-----	-----	Drawers-in, hand, fancy and Leno.
28	Card grinders, ⁸ picker bosses and fixers, section men.	Section men.	-----
29	-----	Spindle setters.	-----
30	-----	-----	Slasher tenders, plain and light shades. ⁴
31	-----	-----	Long chain beamers, long chain quillers.
32	-----	-----	-----
33	-----	-----	BC drawing-in machine (new type). Operators, ⁵ BC and LS knotting machine operators. ⁴
34	-----	-----	Slasher tenders, colored pattern, and spun rayon; ⁴ twisters-in, hand.
35	-----	-----	-----
36	-----	-----	-----
37	-----	-----	Slasher tenders, filament rayon.
38	-----	-----	-----
39	-----	-----	-----

¹ The company does not have a formal labor grade system. In order to simplify the presentation of occupational base rates, the Bureau of Labor Statistics has revised the table previously published to show the occupations in each of the 7 departments that receive the same rate and by assigning numerical designations to each rate.

² Occupation not reported until 1964.

³ Occupation not reported until 1952.

E-1—Occupation by Rate Level,¹ 1948—65—Continued

Department and occupation				Rate level ¹
Weaving	Cloth room	Maintenance	Firemen and miscellaneous	
-----	-----	-----	-----	27
-----	-----	-----	-----	28
-----	-----	Journeyman, 2d class, ⁶ painters, first class.	-----	29
Weavers, auto box.	-----	-----	-----	30
-----	-----	-----	Firemen, nonpower.	31
-----	-----	-----	Truckdrivers. ⁷	32
Changers.	-----	-----	-----	33
-----	-----	-----	-----	34
-----	-----	Journeyman, first class. ⁶	-----	35
-----	-----	-----	Trailer truckdrivers. ⁷	36
Loom fixers, ⁴ unifil fixers. ²	-----	-----	-----	37
-----	-----	-----	Firemen, power.	38
Loom fixers, auto box. ⁴	-----	-----	-----	39

⁴ Occupation not reported in Fall River until 1955.⁵ Occupation not reported until 1952 in New Bedford or 1955 in Fall River.⁶ Blacksmiths, carpenters, electricians, machinists, millwrights, pipers, and plumbers.⁷ Occupation not reported in New Bedford until 1955.⁸ Does not include head or boss grinders.

E-2—Occupation by Rate Level,¹ 1966

Rate level	Department and occupation			
	Carding	Spinning	Warp and filling preparation	Weaving
1	Pickers helpers.			Cloth doffers.
2				
3		Roving men.	Yarn conditioners, winder servicemen.	
4				Battery hands, unifil tenders.
5				
6	Can men.			
7				
8			Tractor operators, col. yarn stock keepers, helpers.	Tractor operators.
9				
10	Opener tenders, picker tenders, card tenders, super lapper tenders, drawing tenders, wastemen cleaners.		Tie-in girls, filling winders, nonauto; tailing machine operators.	
11				
12				
13			Warper tenders helpers.	
14				
15			Cone winders, nonauto.	Beam changers.
16			Slasher tenders helpers, col. yarn stock keepers.	
17		Redrawing machine tenders, roll buffers.		
18			BC spooler tenders, automatic; cotton high speed warpers; auto winders.	
19		Ring spinners.		
20			Drawing-in hands, plain.	
21	Comber tenders.	Spinning doffers.		
22			BC drawing-in machine helpers (new type); BC knotting machine helpers.	
23		Uptwisters, unirail.		
24				Weavers, plain auto; weave room inspectors; smash piecers, plain auto.
25				Weavers dobbie, auto.

See footnote at end of table.

E-2—Occupation by Rate Level,¹ 1966—Continued

Department and occupation					Rate level
Cloth room	Dye house	Maintenance	Painters	Miscellaneous and general	
Sewing and rolling machine operators.				All auxiliary or utility jobs.	1
Cloth receivers.					2
					3
					4
Bale sewer, carton men.					5
					6
Inspectors, baler.					7
	Yarn cuppers, floor men.				8
Graders.					9
Folders, invoicers.				Waste balers.	10
Regrader, inspection machine; inspection cutters.					11
Head graders.					12
					13
Flat brushers; shearer operators.					14
Pressmen.		Wastehouse men.			15
					16
Repairmen, input service.					17
					18
					19
		Blacksmiths, plumbers, air conditioning apprentices.			20
					21
Trimmer machine operators.					22
					23
	Drug room helpers; crane operators and dyers.				24
		Blacksmiths, plumbers, air conditioning helpers.	Painters, 2d class.		25

E-2—Occupation by Rate Level,¹ 1966—Continued

Rate level	Department and occupation			
	Carding	Spinning	Warp and filling preparation	Weaving
26			Titan knotter helpers.	
27	Assistant picker bosses.			
28	Superdraft tenders, rovemater.		Rayon high speed warpers.	Weavers, XK and XD; smash piecers, XK and XD.
29				
30				
31			Section men.	
32			Drawing-in hands, fancy and leno.	
33	Picker bosses and fixers, card grinders, section men.	Spindle setters helpers, section men, head scourers.	Unirail-third men.	
34				Utility changers.
35		Spindle setters.		
36				Weavers, auto box; smash piecers, auto box.
37	Comber bosses.			
38				
39				
40				
41			BC drawing-in machine operators (new type); BC and LS knotting machine operators, stationary and portable; titan knotter operators.	Changers.
42	Boss grinders.			
43			Slasher tenders, grey.	
44				
45			Slasher tenders, color; slasher tenders, filament.	Loom fixers, unifil fixers.
46				
47				
48				Loom fixers, auto box, third hands.
49				Head fixers.
50				

E-2—Occupation by Rate Level,¹ 1966—Continued

Department and occupation					Rate level
Cloth room	Dye house	Maintenance	Painters	Miscellaneous and general	
					26
					27
					28
				Yardmen.	29
	Machine operators.				30
					31
					32
	Drug room men.				33
					34
		Blacksmiths, plumbers, air conditioning men, 2d class.	Painters, 1st class.		35
					36
					37
		Firemen, nonpower.			38
		Shuttlemen.			39
	Head drug men.				40
					41
					42
					43
		Blacksmiths, plumbers, air conditioning men, 1st class.			44
					45
		Head machinists.			46
		Head firemen.			47
					48
					49
		Head electricians.			50

¹ The company does not have a formal labor grade system. In order to simplify the presentation of occupational base rates, the Bureau of Labor Statistics has revised previous tables to show the occupations in each of the 9 departments that receive the same rate and by assigning numerical designations to each rate.

This table reflects changes in the departmental and occupational structure that have taken place over a number of years.

Wage Chronologies

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

Aluminum Company of America, 1939-61. BLS Report 219.
American Viscose, 1945-63. BLS Report 277 (20 cents).
The Anaconda Co., 1941-58. BLS Report 197.
Anthracite Mining Industry, 1930-66. BLS Bulletin 1494 (20 cents).
Armour and Co., 1941-67. BLS Bulletin 1481 (30 cents).
A.T. & T.—Long Lines Department, 1940-64. BLS Bulletin 1443 (40 cents).

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).
Firestone Tire and Rubber Co. and B. F. Goodrich Co. (Akron Plants), 1937-66. BLS Bulletin 1484 (30 cents).
Ford Motor Company, 1941-64. BLS Report 99 (30 cents).
General Motors Corp., 1939-66. BLS Bulletin 1532 (30 cents).

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

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

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

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