

Wage Chronology

**WESTERN UNION
TELEGRAPH CO.,
1943-67**

Bulletin No. 1545

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UNITED STATES DEPARTMENT OF LABOR

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Wage Chronology

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June 1967



UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Arthur M. Ross, Commissioner

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Preface

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

This wage chronology summarizes changes in wage rates and related wage practices negotiated by the Western Union Telegraph Company with the Commercial Telegraphers' Union nationally since 1943; and for the New York City area, with the American Communications Association between 1945 and 1966; and with the Communications Workers of America since April 1966. It includes the terms of 15 agreements entered into by the parties to date. The provisions of 14 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 general 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 direct supervision of Albert A. Belman. The analysis for the period 1966-67 was prepared by Richard A. Dodd.

Contents

	Page
Introduction -----	1
1943-50 -----	1
1951-52 -----	2
1952-53 -----	2
1954-63 -----	3
1964-66 -----	7
1966-67 -----	7
 Tables:	
A—General wage changes -----	10
B—Related wage practices -----	14
Shift premium pay -----	14
Overtime pay -----	14
Premium pay for Saturday work -----	14
Premium pay for Sunday work -----	15
Holiday pay -----	15
Paid sick leave -----	16
Paid vacations -----	16
Call-in pay -----	17
Travel pay -----	17
Subsistence and lodging -----	17
Vehicle and mileage allowance -----	18
Absence due to death in family -----	19
Jury duty pay -----	19
Moving expenses -----	20
Paid rest periods -----	21
Special assignment pay -----	21
Maintenance of earnings -----	22
Severance allowance -----	22
Health and welfare benefits (revised) -----	23
Pension plan (revised) -----	27
C-1—Basic hourly rates for selected occupations in the CTU, Western Union Division, effective April 1948-May 1953 -----	31
C-2—Basic hourly rates for selected occupations in the CTU, Western Union Division, June 1, 1954, December 1, 1954, and June 1, 1955 -----	36
C-3—Basic hourly rates for selected occupations in CTU areas, selected effective dates, 1957-67 -----	38
D-1—Basic hourly rates for selected occupations in New York Metropolitan Area (ACA), 1944-53 -----	42
D-2—Basic hourly rates for selected occupations in the New York Metropolitan Area (CWA), selected effective dates, 1954-67 -----	44

Wage Chronology :

Western Union Telegraph Co., 1943- 67

Introduction

1943-50

Prior to the purchase of Postal Telegraph-Cable Co. in October 1943, the Western Union Telegraph Co. was party to approximately 100 collective bargaining agreements—85 with AFL affiliates, 4 with CIO affiliates, and the remainder with unaffiliated unions. In acquiring the facilities of Postal, under the terms of the Telegraph Merger Act, Western Union agreed to assume the obligations of Postal's agreement with the American Communications Association (then CIO).

Thereafter, the Commercial Telegraphers' Union, Western Union Division (AFL), formed a coalition with four AFL federal labor unions, also representing Western Union employees, and petitioned the National Labor Relations Board for a representation election. The resulting committee which bargained in the name of the AFL was headed by a three-man National Coordinating Board. Because of certain organizational difficulties the American Federation of Labor, the parent body, was to be party to future contracts with the company and was the union represented on the NLRB ballots. Later, when the federal labor unions affiliated with the Commercial Telegraphers' Union (although retaining their identity and jurisdiction), the committee was known as the National Bargaining Committee. As a result of the January 1945 election, the AFL was certified, on May 13, 1945, as the collective bargaining representative for employees in 6 of the 7 Western Union geographic divisions. The New York Metropolitan Division employees chose the American Communications Association (CIO), which was certified as the bargaining representative on March 13, 1945.

Shortly after certification by the National Labor Relations Board, the company and the AFL signed an interim agreement which provided for the continuation of existing conditions of work until agreement on the terms of a new contract could be reached. The new contract was to replace the numerous agreements in existence at the time and govern labor-management relationships in the six divisions. After prolonged negotiations, the parties agreed to submit 13 disputed issues to the National War Labor Board for decision. The board handed down a decision on October 17, 1945, but reconsidered its directive on motion of the union and issued a final order on December 29, 1945. This order paved the way for the first uniform AFL-Western Union agreement. On the same day, the board issued a directive on wages and related conditions which was incorporated into the ACA-Western Union contract. The first ACA contract negotiated after the board's order was signed on March 22, 1946; the AFL and the company reached an agreement on April 1, 1946.

This chronology traces the major changes in wage rates and related wage practices put into effect by Western Union from the effective date of the 1945 National War Labor Board orders. The changes affecting the six divisions under contract to the CTU-AFL and the New York Metropolitan Division under contract to the ACA are shown separately. Provisions of the initial agreements do not

necessarily indicate changes in prior conditions of employment since the first agreements included some existing company practices in their original or revised form. Wage change data are not shown for salaried employees.

The company's employment and hence the coverage of each of the agreements have declined during the postwar period. Approximately 31,400 employees outside of the New York area are covered by the AFL agreement. ACA, now unaffiliated, represents approximately 5,300 employees in the New York area. Employees engaged in receiving or transmitting messages to foreign countries are covered by separate agreements. The AFL agreement, effective July 1, 1950, may be terminated on March 31, 1952. The contract may be reopened for wage discussions after July 1, 1951, only in the event of war. The Western Union-ACA agreement became effective on April 1, 1950, and may be terminated after 2 years by either party on 60 days' notice.

1951-52

A single wage reopening after July 1, 1951, and then only in case of war, was provided for in the Western Union Commercial Telegraphers' Union agreement negotiated in June 1950 to continue in effect until March 31, 1952. However, in view of increased living costs, a reopening was agreed upon in the spring of 1951. Although the American Communications Association agreement (to run until April 1952) made no provision for wage discussions, it also was reopened in 1951.

Negotiations culminated in similar settlement agreements with the unions. The contracts were presented to union memberships on July 1, 1951, and were ratified during the first 2 weeks of July. They modified the existing contracts by providing for wage increases effective July 1, 1951, and for additional increases to be effective September 1, 1951. The July 1 increases were allowable under Wage Stabilization Board regulations, but those due September 1 were subject to board approval, which was granted on October 11, 1951. No further wage reopenings were provided for during the life of the contracts.

Because employment had increased slightly since the 1950 contracts became effective, the combined coverage of the two agreements numbered approximately 37,300 in the fall of 1951.

1952-53

Contracts of the Western Union Telegraph Co. with the Commercial Telegraphers' Union (CTU-AFL) and the American Communications Association (ACA) due to expire on March 31, 1952, were reopened early in 1952.

When it became evident that settlement would not be reached by the end of March, the CTU took a strike vote. A strike began April 3 and continued until May 23, when the company and union negotiators concluded a strike settlement agreement, subject to ratification by union members. After the employees returned to work, the negotiators held further discussions on some phases of the agreement, and on August 2, 1952, signed a contract to be effective until May 31, 1954. The terms included provisions for a wage increase and for one wage reopening, at the end of the first year, to negotiate a wage adjustment based on the percentage change in the BLS CPI (revised series) between January 1952 and January 1953. Bargaining conferences which began April 20, 1953, resulted in agreement by the company and the union on an increase for all hourly-rated employees hired after November 1, 1941, except nonmotor messengers. This increase, effective May 24, 1953, was incorporated into the basic wage structure.

The ACA contract was extended to June 1, 1952, to permit continuation of bargaining, and by May 28 the representatives of the company and this union had drawn up a memorandum of understanding. As in the case of the telegraphers' agreement, certain features of the memorandum were the subject of later discussions. These talks continued until November 28, 1952. At that time agreement was reached, and on December 1 a contract was signed, to be effective until June 1, 1953. On June 1, ACA employees hired after November 1, 1941, received an increase in basic rates.

When the 1952 strike settlement agreement (CTU) and memorandum of understanding (ACA) were concluded, it was understood that the effective date of the wage adjustments was contingent upon the date when the company was granted increased tariffs by the Federal Communications Commission. Subsequently, the company withdrew this reservation and made the wage adjustments effective as of September 1, 1952.

In addition to the basic wage-rate adjustments common to both contracts, the ACA 1952 agreement provided for reducing inequities and for increasing vacation and other benefits, while the CTU agreement changed severance-allowance provisions and eliminated reduced-time tours in all divisional cities and in many district offices.

1954-63

Between 1954 and 1963, eight general wage increases were agreed to by the Western Union Telegraph Co. and the independent American Communications Association (ACA), representing New York City workers, and The Commercial Telegraphers' Union (CTU), representing the company's employees elsewhere. Increases designed to correct inequities, bring rates of short-service employees up to those of long-service employees (those hired before November 2, 1941), and eliminate or narrow the gap in rates among cities were also provided in the agreements negotiated during this period. In addition, a wide variety of supplementary benefits were changed and new benefits were added.

Negotiations in 1954, to replace agreements scheduled to expire on May 31, began with the CTU on March 24 and the ACA on April 5. Both unions proposed wage increases (the CTU, 7 cents an hour for all hourly employees, and the ACA, \$6 a week across the board) and improvements in vacation and pension benefits. The CTU, in addition, proposed equalization of rates for employees hired on or after November 2, 1941, with those hired before that date¹ and substitution of automatic progression for merit increases from the minimum to maximum rates of pay. Other proposals by the ACA included a Monday through Friday standard workweek for all employees and improved welfare benefits.

All major union proposals were rejected by the company. However, the company indicated its willingness to accept the CTU plan to equalize rates of long- and short-term employees over a 3-year period. Other company proposals included improved pension benefits and an additional progression step for employees hired before November 2, 1941.

¹ In 1952, the hours of employees hired before Nov. 2, 1941 (except walking, bicycle, and teletype messengers) were reduced and their hourly rates were increased 20 percent to maintain weekly pay. About half the employees covered by the CTU agreement and 60 percent of those covered by the ACA agreement were affected by these changes.

Agreements were signed by the ACA on May 28 and by the CTU on June 6, 1954. They provided wage increases in three steps for short-service workers to equalize pay schedules by mid-1955 for all workers in the same occupation, regardless of length of service. All long-service employees received a 5-cent-an-hour wage increase, and those who had been at the job rate (progression step next to the top) for a year or more were advanced to the maximum rate, with a minimum increase of 5 cents an hour. In addition, pensioners retiring after June 1, 1954, were permitted to continue 25 percent of their life insurance; minimum pensions and automobile messenger vehicle allowances were increased; and effective January 1, 1955, vacation benefits were improved. The CTU agreement also improved overtime pay provisions, and the ACA contract raised severance allowances to CTU levels and improved call-in pay. Both contracts were to remain in effect through May 31, 1956, with no provisions for reopening.

Negotiations for new contracts were initiated by both unions early in April 1956. The CTU proposed a 29 cent an hour package—including a 16-cent-an-hour general wage increase, job reclassification adjustments averaging 8 cents an hour, and improved fringes totaling 5 cents an hour—in a 1-year contract. The ACA package proposal for a 1-year contract called for a 25-cent-an-hour across-the-board wage increase, 5 cents an hour for inequity adjustments, increased pension and health and welfare benefits, improved holiday and vacation provisions, and a Monday through Friday workweek. The company offered a 3-year contract with major revisions of job classifications. Later in the month, it offered a 7-cent-an-hour wage increase, except for nonmotor messengers (walking, bicycle, and teletype messengers), effective June 1, 1956.

Early in May, modifications were made in the original demands by both unions; however, no agreement had been reached by the May 31 expiration date of the contracts, and both the ACA and the CTU had taken strike votes. On May 31, the ACA agreed to extend the contract for 30 days while negotiations continued, subject to 24-hour strike notice. CTU members in several major cities left their jobs to attend union meetings, but there was no action either on contract extension or on an immediate strike call.

Early in June, the company and the two unions reached agreement on 2-year contracts providing hourly wage increases of 13 cents, retroactive to June 1. An additional 5 cents an hour, effective January 1, 1957, was to be used for inequity and reclassification adjustments. The settlement increased pension and death benefits and vehicle allowances for automobile messengers for both unions and also increased allowances for CTU teletype messengers. The CTU agreement liberalized call-in and overtime pay and moving expense provisions and increased the subsistence and lodging allowance.

An agreement on job classification revisions signed by the CTU on March 2, 1957, in accordance with the 1956 contracts, regrouped offices and reduced the number of city-size and branch office groups, and in many cases reduced inter-city differentials in rates for comparable jobs. For the New York City area, the ACA agreed, on April 23, 1957, to contract amendments under which personalized rates were eliminated; rates were increased for some jobs where duties had become more difficult or productivity had improved; some inequities were corrected; and maximum rates for specified nonmotor messengers were increased.

In March 1958, the ACA proposed contract changes, including wage increases totaling 30 cents an hour, a 30-hour workweek, and improved pension, insurance, vacation, and holiday provisions. Late in March, the CTU proposed changes in its contract, to be effective for 2 years beginning June 1. The proposals included

an 18-cent-an-hour general wage increase, pension plan improvements, a company-paid hospitalization program, and improved vacation provisions. The company's counteroffer included wage increases totaling 10 cents an hour (except for non-motor messengers). In addition, the company proposed reducing the mandatory retirement age from 70 to 65, and indicated it might pay part of a hospitalization and medical plan. Late in May, ACA and CTU members authorized strike action.

Tentative agreement on terms of 2-year contracts was reached on May 31 by the ACA and June 2, 1958, by the CTU. The agreements provided for general wage increases of 6 cents an hour, effective June 1, and 5 cents an hour, effective September 1, except for low seniority CTU nonmotor messengers and all ACA nonmotor messengers. Effective November 1, 1958, a total of \$20 an hour was allocated to correct wage-rate inequities in the New York City area. The CTU received an additional increase averaging 3 cents an hour, effective January 1, 1959, to eliminate job classification inequities between their schedules and those in effect in the ACA area. Pension and severance benefits for employees represented by both unions were improved. The CTU contract also improved provisions for overtime pay and premium pay for work on Sunday, and the ACA contract increased the vehicle allowance for motor messengers.

During the April 1960 negotiations, the CTU proposed a 2-year agreement providing wage increases totaling 25 cents an hour, job classification revisions, a company-paid medical and hospital benefits plan for employees with more than 30 days' service, and improved vacation, holiday, and insurance provisions. The ACA proposed a 30 cents an hour across the board wage increase, elimination of inequities, and improved pension, welfare, and vacation provisions in a 1-year agreement. Both unions rejected the company's offer of wage increases of 5 cents an hour in 1960 and again in 1961, and completed strike votes in mid-May.

Oral agreements were reached by the negotiators on the eve of the May 31 expiration date of the contracts. The final agreements—dated May 31 for the ACA and June 1 for the CTU—increased wages immediately by 10 cents an hour for most employees and 5 cents an hour for nonmotor messengers and provided a deferred increase of 5 cents an hour for other than nonmotor messengers on January 1, 1961. Job classification revisions for CTU members averaged about 2 cents an hour. The agreements also established a noncontributory health insurance plan for employees and a contributory plan for dependents. In addition, a \$3,000 noncontributory group life insurance policy was provided all active employees with 5 years of service or more. Vacation pay, vehicle allowances, contributory life insurance, and pension provisions were improved. The agreements could be terminated by either party after May 31, 1962.

The National Bargaining Committee of the CTU drew up demands on March 19 to be presented at the first negotiating session on May 7, 1962. Major demands in a proposed 2-year contract included a general wage increase of 20 cents per hour, additional adjustments for certain skilled classifications, and a fund totaling \$960 per hour to be used for shortening rate ranges and correcting classification inequities. Among many other union demands were improvements in group hospital-medical insurance and elimination of deduction of the equivalent of social security benefits from pension payments. Federal mediators entered negotiations on the May 31 expiration date, after continuous negotiations that began early in May had not resulted in agreement. On June 1, the company and union announced tentative agreement on terms of a 2-year contract covering 23,000 employees. The contract changes, valued at 15 cents, included pay increases of 4 cents an

hour, except for nonmotor messengers, effective June 1, 1962, and 7 cents an hour 1 year later. Nonmotor messengers with 2 years of service or more were to receive 4 cents an hour on September 1, 1962, and the hourly vehicle allowances of automobile and teletype messengers were to be increased 4 and 2 cents an hour, respectively, effective June 1, 1962. In addition to the general wage increase, provision was made for increases ranging up to 25 cents an hour in the rates of some skilled classifications. A variety of improvements were made in other work rules, vacation pay, and health and welfare benefits.

Negotiations between the company and the ACA opened on April 12, 1962. The union demanded a general wage increase plus additional sums to skilled classifications, correction of wage inequities, and progression increases for nonmotor messengers with 1 and 2 years of service. Other proposals were directed toward a 30-hour Monday to Friday workweek with the same take-home pay, addition of 4 premium holidays with double time and one-half for hours worked, and an increase in the night-shift differential. In addition, the union asked for liberalized vacation provisions, with 10 days of paid sick leave per year to be added to the vacation allowance if not used. Proposed health and welfare improvements included an increase in the maximum pension to \$125 per month, company assumption of the cost of the dental plan and full cost of life insurance policies of \$5,000 for employees with up to 5 years of service ranging up to \$10,000 for employees with more than 10 years' service. Other demands included job security benefits in the form of guarantees against layoff or reduction in pay because of mechanization or other changes in major operation methods, no reduction in wages when an employee was reduced to a lower classification, and an increase in severance pay to 4 weeks per year of service.

The first counterproposal to the ACA, made by Western Union negotiators on May 10, consisted of a 2-year contract with wage increases of 22 to 25 cents an hour for 375 of 600 skilled plant department employees, effective June 1, 1962; a 3-percent general increase in hourly wages, the distribution of which was to be negotiated, effective June 1, 1963; a 4-cent increase in the hourly vehicle allowance for motor messengers; and company assumption of the full cost of employees' hospital room charges.

When no agreement was reached by the May 31 contract expiration date, the ACA held an "off-the-job" meeting on June 1. At this closed session, the union agreed to the company proposal that the expired contract be extended on a day-to-day basis. Negotiations continued and agreement was reached on June 8.

Major changes in the contract, covering about 4,000 workers in the New York City area, included the same monetary increases and health and welfare improvements as negotiated with the CTU. The agreement also provided increases ranging up to 25 cents an hour for some skilled classifications and for reclassifications resulting from combination of existing classifications with increases for warehouse, repair shop, and some other groups. The hourly vehicle allowance for automobile messengers was increased by 4 cents.

In January 1963, both the CTU and ACA reached agreement with the company to liberalize the joint and survivorship option in the pension plan.

The CTU and ACA contracts were to remain in effect until June 1, 1964.

1964-66

Early in 1964, negotiations for new contracts began between the Western Union Telegraph Co. and the Commercial Telegraphers' Union (CTU) and the American Communications Association (ACA). The existing contracts were scheduled to expire on May 31, 1964.

The National Bargaining Committee of the CTU, in late February, drew up demands to be submitted to the company. Major demands in the proposed 2-year contract included a general wage increase of 20 cents an hour, elimination of deductions from all Western Union pensions to offset social security benefits, and longer vacations for employees with 10 or 15 years' service. Among many other demands was greater job security through higher severance pay and supplemental unemployment benefits, 1 additional paid holiday, and an increase in night-shift differential and subsistence pay.

Although the company did not tender a formal list of contract changes at the early collective bargaining sessions, its representatives did propose various contract changes during the course of negotiations.

On June 1, the company and the union announced agreement on a 2-year contract covering about 21,000 employees. The contract, which averted a threatened nationwide strike, provided wage increases of 6 cents an hour, except for nonautomobile messengers, effective immediately, and 7 cents an hour effective June 1, 1965. All nonautomobile messengers having 1 year of service or more were to receive a 5-cent-an-hour increase on June 1, 1964, and walking and bicycle messengers with 2 years of service or more were to receive an additional 5 cents 1 year later, thus equalizing all messenger rates and progression schedules. Other changes included improved pensions and 4 weeks' vacation after 20 years of service instead of after 25. The agreement also increased auto allowances for messengers, and subsistence allowances for relief employees, and improved the hospitalization plan.

At the first negotiating session, on March 23, 1964, the ACA presented a comprehensive list of contract demands that were designed to increase their members' earnings and security, and reduce worktime while maintaining earnings levels. The union proposed a general wage increase and a fund to correct inequities; both amounts were unspecified. They also requested the company to establish a \$1.50-an-hour minimum and restore the progression system for messengers that was abandoned in 1963.

Although no agreement was reached before the expiration date of the existing contract, no work stoppage occurred. The parties extended the contract on a day-to-day basis until agreement was reached on June 2. It was subsequently ratified by the union membership on July 1.

The 2-year contract, covering approximately 4,000 workers in the New York City area, was retroactive to June 1 and included the monetary increases and vacation pay and vehicle allowances improvements negotiated with the CTU. Health and welfare benefits and pension improvements were also provided.

1966-67

In preparation for negotiations to revise their contract with the Western Union Telegraph Company that was scheduled to expire on May 31, 1966, the National Bargaining Committee of the Commercial Telegraphers' Union (CTU)

assembled March 1. The committee drafted a collective bargaining program that encompassed a large portion of the existing contract, but concentrated on improving the economic and security position of their members.

When formal negotiations opened in early May, the CTU's economic demands included a 15-percent general wage increase, elimination of the deduction from pensions of part of the social security benefits received by retirees, amendment of the health insurance plan to provide a supplement to Medicare, shorter service requirements for 3- and 4-week vacations, and a maintenance of earnings provision for employees laid off because of a reduction in the work force.

During the 4 weeks that followed, company and union negotiators were unable to agree on wage increases and pension improvements. On May 31, with the existing contract to expire at midnight, the company proposed a new 3-year contract that would have included general wage increases of 3.2 percent in the first and second year, 3.7 percent in the third year, and inequity adjustments in the plant department. Union negotiators had been asking for wage increases of 6 to 7 percent a year, and rejected this offer. The next day, the company's employees who were represented by the CTU left their jobs for 4 hours. On the same day the parties agreed to extend the expired agreement 1 week in an attempt to resolve the issue of wage increases. Negotiations progressed slowly in that week, as the company offered an alternative proposal, but would not increase the value of the package. On the day the 1-week extension was to terminate, the company offered a 2-year contract that would have provided general wage increases of 4 percent in 1966 and 3.9 percent in 1967, but withdrew its offer of inequity adjustments in the plant department. This offer was rejected and a second nationwide strike of 20,000 employees was called June 8. Later that day the company offered general wage increases of 4.3 percent, which the union rejected. This strike ended the following day when the parties reached agreement on a 2-year contract, retroactive to June 1, 1966.

The agreement provided a 4.5-percent wage increase in each year for all employees except nonautomobile messengers plus inequity adjustments in the plant department. Nonautomobile messengers with 2 years' service or more were to receive a 4-cent-an-hour increase only in the first year. Length of employment requirements for vacations were reduced to 10 years' service for 3 weeks and 15 years for 4 weeks. The hourly automobile messenger allowance was increased 2 cents an hour, and a maintenance of earnings provision was established to provide displaced employees with 5 years class of work seniority or more with a continuation of their regular wages. These payments were to continue for the shorter of a period equal to an employee's adjusted company service or until a comparable job was available. Moving expense benefits were liberalized for employees affected by transferred work or consolidation of functions from different locations. A supplemental Medicare plan for employees and pensioners and their dependents 65 years old and over was established. The mandatory retirement age was to be decreased from 70 to 69 in 1968, to 68 in 1969, and 67 in 1970. The deduction of part of the social security benefits from pensions was to be reduced to 29 percent in 1968, 13 percent in 1969, and eliminated in 1970.

New York Area Negotiations

An NLRB representation election between the American Communications Association, representatives of New York City area employees for 25 years, and the Communications Workers of America (CWA) preceded negotiations in New York. CWA won the election and on April 25 was certified as the bargaining agent for these employees.

Using the existing ACA contract as a base, the CWA opened negotiations on May 13, with 17 demands for contract improvements. Among the high priority demands were the correction of job inequities among plant employees, the addition of a paid holiday, company payment of dependent health insurance premiums, and reduction in the waiting period required to receive nonoccupational sickness benefits.

On June 1, the union and company negotiators drafted a tentative agreement that did not go into effect. The negotiators met again on June 9 to redraft the final contract in line with the contract accepted earlier that day by the CTU. On June 10, the company and the CWA reached agreement on a 2-year contract comparable to the one concluded by the company and the CTU. Major gains in the first negotiations between CWA and Western Union included the same wage increase as were agreed to by the CTU, job inequity adjustments of 1 to 8 cents in 1966 and 2 to 9 cents in 1967 to most plant department classifications. Non-automobile messengers with 2 years' service or more received 4 cents an hour increase in 1966. Other improvements included the addition of Washington's Birthday as a paid holiday, an automation and technology clause similar to the maintenance of earnings improvements negotiated by CTU, and company payment of 50 percent of dependent health insurance premiums in equal steps of 25 percent in each year of the contract. Pension and health insurance improvements were similar to the CTU agreement.

The following tables bring the Western Union Chronology up to date through the termination dates of the current agreements. (The pension agreement remains in effect until June 1, 1968.)

A—General Wage Changes¹

Effective date	Provision	Applications, exceptions, and other related matters
Nov. 14, 1943 (CTU-AFL), ²	Increases averaging 12 cents an hour effective Dec. 29, 1945. Retroactive increase of 10 cents an hour for period Nov. 14, 1943, to Dec. 29, 1945.	In accordance with directive order of NWLB, dated Dec. 29, 1945, average of 12 cents per employee was to be allocated by agreement between parties to following purposes: (1) To eliminate sub-standard wage rates (55 cents an hour established as minimum, except for trainees), (2) to provide tapered increases in immediately related occupations in order to avoid creation of inequities because of increased minimum, ³ and (3) to eliminate wage-rate inequities. ⁴ Board's order retroactive to Nov. 14, 1943; however, to simplify computing retroactive pay, each employee received 10 cents an hour for all hours worked between Nov. 14, 1943, and Dec. 29, 1945.
Feb. 16, 1944 (ACA).	Increases averaging approximately 12 cents an hour.	In accordance with order of Regional War Labor Board establishing job rate ranges which increased rates by approximately 12 cents an hour on the average. Minimum of 55 cents an hour established. Approved by NWLB, Dec. 29, 1945. ⁵
June 2, 1946 (CTU-AFL and ACA).	16.5 cents an hour increase---	Increase based on recommendation of factfinding board dated Aug. 30, 1946. Rates for nonmotor messengers increased 10 cents an hour. Parties to AFL contract agreed that 3.5 cents an hour of increase be used toward creation of equitable and balanced wage structure, while ACA agreement accepted factfinding board's recommendation to allot 4 cents an hour for that purpose.
Apr. 1, 1947 (CTU-AFL and ACA).	5 cents an hour increase-----	Not applicable to nonmotor messengers.
Apr. 1, 1948 (CTU-AFL and ACA).	8 cents an hour increase-----	Not applicable to nonmotor messengers. The ACA contract provided that all nonmotor messengers with 5 years of service or more be increased to top of classification range. AFL contract provided that \$150,000 be made available annually for establishment of rate ranges in nonmotor messenger classification or for such other purposes affecting this classification as may be agreed upon.
Apr. 1, 1949 (ACA)--- Apr. 1, 1950, to Oct. 1, 1950 (ACA).	----- ----- -----	Increases to specified employees earning less than maximum. 4 cents an hour to employees with 2 years or more of class-of-work seniority earning less than maximum. Maximum rates in some classifications increased up to 5 cents an hour (table D).
July 1, 1950 (CTU-AFL).	-----	Increases of 3 and 4 cents an hour to employees below the maximum rate attaining 7 or 10 years of service on July 1, 1950, except: (1) If increase would advance employee's rate beyond maximum in which case increase is limited to amount sufficient to bring rate to maximum, (2) if spread between job rate and maximum rate is less than 3 cents, minimum increase to be 2 cents, (3) if classification has only a single rate, increase to be 2 cents, and (4) if spread between job rate and maximum rate is less than 4 cents, increase to be limited to such spread. Increases of 1 and 3 cents an hour to employees attaining 10 and 7 years of service on Feb. 1, 1951, and Oct. 1, 1951, effective on dates specified. (1 cent to employees previously paid 3 cents, for 7 years of service, who attained 10 years of service between July 1, 1951, and one of the dates specified).
July 1, 1951 (CTU-AFL and ACA) (by agreements of July 1, 1951).	13 cents an hour increase -----	Applicable to all employees except nonmotor messengers, including those paid above the job rate or above the maximum of the rate range. Rates for walking, bicycle, and teletype messengers increased 7½ cents an hour.
Sept. 1, 1951 (CTU-AFL and ACA) (by agreements of July 1, 1951).	4 cents an hour increase-----	Approved by the Wage Stabilization Board, Oct. 11, 1951. Applicable to all employees except nonmotor messengers. Rates for walking, bicycle, and teletype messengers increased 2½ cents an hour. The settlement agreements provided that, if the company and unions agreed by Sept. 1, 1951, this increase could be applied toward the establishment of rate ranges. Since agreement was not reached by that time, the 2½ cents was applied as an across-the-board increase.
Sept. 1, 1952 (by agreement of Aug. 2, 1952, CTU-AFL, and Dec. 1, 1952, ACA).	20 percent increase in hourly pay for all 45½-hour employees and those 40-hour employees hired before Nov. 1, 1941. 45½-hour employees placed on a 40-hour week. 10 cents an hour increase for all 40-hour employees hired after Nov. 1, 1941. Increases averaged 21 cents an hour.	Applicable to all employees except nonmotor messengers. Nonmotor messengers having 3 months of service received 5 cents an hour increase. In addition, under the ACA agreement, 2 funds were established to decrease wage inequities among occupations, as follows: One of \$330,000 effective June 1, 1952, and another of \$120,000 effective Nov. 2, 1952. A third fund of up to \$15 an hour for the entire bargaining unit was provided for automatic wage progressions, to be effective Jan. 1, 1953, if details had been negotiated by that date.

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
May 24, 1953 (by agreement of Apr. 23, 1953, CTU-AFL).	3 cents an hour increase-----	Applicable to all hourly employees hired after Nov. 1, 1941, except nonmotor messengers.
June 1, 1953 (by agreement of July 28, 1953, ACA).	4 cents an hour increase-----	Applicable to all employees hired after Nov. 1, 1941.
June 1, 1954 (ACA agreement dated May 28, 1954, and CTU agreement dated June 1, 1954).	Minimum 5 cents an hour increase for long-service employees, 1 to 35 cents for short-service employees, or 9 cents an hour averaged over all employees.	Hourly rated employees hired on or before Nov. 1, 1941—future progression to the maximum to be automatic; no change in basic wage-rate schedules; immediate advancement to maximum rate for all employees at job rate for a year or more. Hourly rated employees hired after Nov. 1, 1941—wage-rate schedules raised to level of long-service employees in 3 steps: CTU—rates in effect prior to Sept. 1, 1952, increased by 16 percent on June 1, 1954, 18 percent Dec. 1, 1954, and 20 percent (full conversion) June 1, 1955; ACA—rates increased by 50 percent of difference between short- and long-service rates on June 1, 1954, 25 percent Dec. 1, 1954, and the remaining 25 percent on June 1, 1955. These employees to be advanced to maximum rate of job classification on Dec. 1, 1955, or 1 year after reaching job rate, whichever occurred later. Nonmotor (walking, bicycle, and telecycle) messengers—4 cents an hour increase effective June 1, 1954, or on subsequent completion of 1 year of service.
Mar. 1, 1956-----	-----	Nonmotor messengers—minimum rate increased to \$1 an hour by amendment to Fair Labor Standards Act.
June 1, 1956 (CTU agreement of same date and ACA agreement dated June 6, 1956).	13 cents an hour increase -----	Nonmotor messengers—5 cents an hour increase, effective June 1, 1956, or on subsequent completion of 18 months of service. Agreements also provided deferred increases to eliminate job inequities by establishing a nationwide wage structure, regrouping offices, reducing intercity and internal rate differentials, and eliminating personalized rates. See provisions effective Jan. 1, 1957.
Jan. 1, 1957 (CTU agreements dated June 1, 1956, and Mar. 2, 1957, and ACA agreements dated June 6, 1956, and Apr. 23, 1957).	5 cents an hour average increase.	CTU—Elimination of previous wage-rate differentials between Western Union Division and Southern and Southwestern Divisions by establishing nationwide city-size groups based on average monthly revenue, regrouping and reducing number of city-size and branch office groups; and reduction in some differentials among company offices and divisions. Employees in downgraded offices to continue in former wage schedule or rate of new wage schedule, whichever was higher, as long as they remained in the position occupied on Dec. 31, 1956. ACA—Elimination of personalized rates by increasing group maximum to equal or exceed these rates; improvement of rates for jobs where productivity or responsibility had increased or job content had changed; correction of inequities within the company; and improvement in the progression system of some jobs. Maximum rate for nonmotor messengers with 5 years of service or more increased 5 cents an hour.
June 1, 1958 (ACA and CTU agreements of same date).	6 cents an hour increase-----	CTU—5 cents an hour increase for telecycle messengers with 1 but less than 2 years of service. No change in wage rates for nonmotor messengers with less than 1 year of service. 3 cents an hour per employee, excluding nonmotor messengers, allocated to reduce wage-rate inequities between CTU city-size group 1 job rates and New York Metropolitan Division rates, with any remaining funds to eliminate other wage-rate inequities, effective Jan. 1, 1959. ACA—5 cents an hour increase for nonmotor messengers with 1 but less than 2 years of service, an aggregate of \$20 per hour for the New York Metropolitan Division, allocated for correction of wage-rate inequities, effective Nov. 1, 1958. CTU and ACA—Deferred increase of 5 cents an hour, effective Sept. 1, 1958.
Sept. 1, 1958 (ACA and CTU agreements dated June 1, 1958).	5 cents an hour increase-----	Deferred increase. CTU—Not applicable to nonmotor messengers with less than 2 years of service. ACA—Not applicable to any nonmotor messengers.

See footnote at end of table.

A—General Wage Changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Nov. 1, 1958 (ACA agreements dated June 1 and Oct. 17, 1958).	-----	Increases of 4 to 17 cents an hour for about 600 workers, averaging .005 cent an hour for all employees in bargaining unit.
Jan. 1, 1959 (CTU agreement dated Dec. 9, 1958).	3 cents an hour average increase.	Primarily in class 1 cities, to equalize schedules of CTU and New York Metropolitan Division employees; small proportion of the 3 cents used to correct job inequities.
June 1, 1960 (ACA Memorandum of Understanding dated May 31, 1960, and CTU agreement dated June 1, 1960).	10 cents an hour increase-----	5 cents an hour increase for nonmotor messengers. CTU—Additional job classification revisions in smaller divisional cities, larger district offices, and plant and engineering departments, averaging about 2 cents an hour over the entire CTU bargaining unit. CTU and ACA—Deferred increase of 5 cents an hour effective Jan. 1, 1961.
Jan. 1, 1961 (ACA Memorandum of Understanding dated May 31, 1960, and CTU agreement dated June 1, 1960).	5 cents an hour increase -----	Deferred increase, not applicable to nonmotor messengers.
Sept. 3, 1961-----	-----	Nonmotor messenger minimum rate increased to \$1.15 an hour by amendment to the Fair Labor Standards Act. Further increase to \$1.25 an hour, effective Sept. 3, 1963.
June 1, 1962 (ACA and CTU agreements of same date).	4 cents an hour increase -----	Not applicable to nonmotor messengers. Deferred increase of 7 cents an hour, effective June 1, 1963. ACA—Jobs in plant department, New York repair shop, and Jersey City warehouse were reclassified and regrouped and some rates were increased up to 25 cents an hour. These adjustments resulted in an additional increase of about 3 cents an hour when averaged over the entire bargaining unit. CTU—A number of jobs were regraded and additional increases of 8 to 25 cents an hour were provided certain plant and traffic department employees. These adjustments resulted in an increase of 3 cents an hour when averaged over the entire bargaining unit.
Sept. 1, 1962 (ACA Memorandum of Understanding dated June 8, 1962, and CTU company letter dated June 11, 1962).	-----	4 cents an hour to nonmotor messengers with 2 years of service or more.
June 1, 1963 (ACA and CTU agreements dated June 1, 1962).	7 cents an hour increase-----	Deferred increase, not applicable to nonmotor messengers. CTU—Formula for grading branch offices was changed.
Sept. 3, 1963-----	-----	Nonmotor messengers minimum rate increased to \$1.25 an hour by amendment to Fair Labor Standards Act.
June 1, 1964 (ACA and CTU agreements of same date).	6 cents an hour increase-----	Not applicable to nonautomobile messengers. 5 cents an hour increase and establishment of 1-year progression rate for walking and bicycle messengers with 1 year of service or more. ⁶
June 1, 1965 (ACA and CTU agreements dated June 1, 1964).	7 cents an hour increase-----	Deferred increase effective June 1, 1965. Deferred increase, not applicable to nonautomobile messengers. 5 cents an hour increase and establishment of 2-year progression rate for walking and bicycle messengers with 2 years of service or more.
June 1, 1966 (CTU and CWA agreements of same date).	4.5 percent increase averaging 11.1 cents per hour.	Not applicable to nonautomobile messengers. Deferred increase effective June 1, 1967. CWA—4 cents an hour increase for nonautomobile messengers with 2 years of service. Adjustment of job inequities to 29 plant jobs providing additional increases of 1 to 8 cents an hour. These adjustments resulted in an additional increase of about 1.2 cents an hour when averaged over the entire bargaining unit. Further inequity adjustments effective June 1, 1967. CTU—5 cents an hour increase for nonautomobile messengers with 2 years of service. Adjustment of job inequities in the commercial and plant departments providing additional increases of 2 to 8 cents an hour. These adjustments resulted in an additional increase of about 1.4 cents an hour when averaged over the entire bargaining unit. Further inequity adjustments effective June 1, 1967.

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Jan. 1, 1967-----	-----	CWA—Nonautomobile messengers' minimum rate increased to \$1.50 an hour by amendment of the New York minimum wage law.
Feb. 1, 1967-----	-----	CTU—Nonautomobile messengers with less than 2 years of service, minimum rate increased to \$1.40 an hour by amendment to Fair Labor Standards Act.
June 1, 1967 (CTU and CWA agreements dated June 1, 1966).	4.5 percent increase averaging 11.1 cents per hour.	Deferred increase, not applicable to nonautomobile messengers. CWA—Adjustment of job inequities to 29 plant jobs providing additional increases of 2 to 9 cents an hour in the maximum rate. These adjustments resulted in an additional increase of about 1.2 cents an hour when averaged over the entire bargaining unit.
Feb. 1, 1968-----	-----	CTU—Adjustment of job inequities in the commercial and plant departments providing additional increases of 3 to 9 cents an hour in the maximum rate. These adjustments resulted in an additional increase of about 1.4 cents an hour when averaged over the entire bargaining unit. Nonautomobile messengers' minimum rate increased to \$1.60 an hour by amendment to Fair Labor Standards Act.

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

The general changes listed above were the major changes affecting wage rates during the period covered by this chronology. Because of the omission of nongeneral changes and other factors, the total of the general wage changes listed will not necessarily coincide with the movement of straight-time average hourly earnings.

² Prior to the merger of Western Union and Postal Telegraph and the negotiation of the first nationwide agreement between Western Union and the CTU covering employees in 6 of the 7 telegraph districts, the National War Labor Board ordered increases for employees of both companies:

Western Union—ACA (New York)—15 percent increase. Maximum of 5 percent to be applied across-the-board, the balance for wage structure changes. Hiring rates for nonmotor messengers established in a range from 30 to 34 cents an hour, depending on classification, to be increased to 35 to 39 cents after a year's service. Date of order—Jan. 13, 1943; retroactive date Aug. 20, 1942.

Postal Telegraph—ACA—12.5 cents an hour increase to all employees except messengers and route aids. Hourly rates for nonmotor messengers same as in Western Union. Motor messengers received 10 percent increase, route aids 7.5 cents an hour. Date of order—May 31, 1943; effective date—Oct. 1, 1942.

Western Union—CTU—15 percent increase to be allocated as follows: (1) Not to exceed 5 percent across-the-board to all employees except nonmotor messengers, (2) 5 percent, if any, to correct intraplant inequities, and (3) 5 percent, if any, to correct interplant inequities. Same schedule for nonmotor messengers as in ACA order (effective June 9, 1943). Date of order—June 9, 1943; retroactive date—varied according to reopening or termination dates of contracts in effect.

Western Union—ACA (Detroit, Mich., Salt Lake City, Utah, and Duluth, Minn.)—Same increases and conditions as in Western Union—ACA (New York). Directive dated Dec. 20, 1943, effective in accordance with agreement of the parties.

Minimum rates for messengers were increased to 40 cents an hour by Fair Labor Standards Act determination of June 12, 1944.

³ Company and union agreed to provide a 5 cents an hour increase, instead of the tapered increase, to all employees affected by this section of the order.

⁴ The parties were directed to establish an equitable rate structure with definite job classifications and descriptions, appropriate rate ranges, and an orderly system of progression and merit increases. On October 2, 1946, an arbitrator interpreted the directive to mean that progression from minimum to maximum within a rate range was to be based on length of service for the first 80 percent of the range and upon merit for the last 20 percent.

⁵ The Board also provided that white-collar employees performing in a satisfactory manner were to be automatically promoted to a point 37 percent between the minimum and maximum of the rate range. Nonwhite-collar employees performing in a satisfactory manner were to reach the midpoint between the minimum and maximum of the rate range. The progression in each event was to be made in the following periods.

Classification I—4 months

Classification II—6 months

Classification III—8 months

Increases after that point were to depend on merit.

⁶ 1 step progression schedule was expanded to 2 steps for telecycle messengers with 24 months of service or more.

B—Related Wage Practices¹

Effective date	Provision	Applications, exceptions, and other related matters
Shift Premium Pay		
<p>Feb. 16, 1944 (ACA).</p> <p>Dec. 29, 1945 (CTU-AFL).</p> <p>Oct. 23, 1946 (ACA).</p> <p>June 1, 1964 (ACA and CTU agreements of same date).</p>	<p>4 cents an hour premium pay for work on second shift; 6 cents or 5 percent (whichever was higher) for work on third shift.</p> <p>10 percent premium pay for employees working major portion of their time between 6 p. m. and 6 a. m.</p> <p>Added: 15 percent premium paid employee starting work between 7 and 10 p. m.</p>	<p>In accordance with NLRB directive of Dec. 29, 1945, retroactive to Feb. 16, 1944. Second shift defined as work beginning at or after 2 p. m.; third shift—at or after 8 p. m. Replaced NLRB directive (dated Jan. 13, 1943) establishing 5 percent differential for employees working major portion of shift between 6 p. m. and 6 a. m.</p> <p>Differential established for CTU-AFL in accordance with NLRB directive of Dec. 29, 1945. Replace 5 percent differential established by board order of Jan. 13, 1943.</p>
Overtime Pay		
<p>Feb. 16, 1944 (ACA).</p> <p>Dec. 29, 1945 (CTU-AFL).</p> <p>Sept. 1, 1952 (CTU-AFL).</p> <p>June 1, 1954 (CTU agreement of same date).</p> <p>June 1, 1956 (CTU agreement of same date).</p> <p>June 1, 1958 (CTU agreement of same date).</p>	<p>Time and one-half for work in excess of 8 hours a day; double time for work in excess of 12 hours a day.</p> <p>Deleted: Double time for work in excess of 12 hours a day.</p> <p>-----</p> <p>-----</p> <p>Added: Double time for work in excess of 12 hours a day.</p>	<p>Retroactive practice ordered by NLRB directive, Dec. 29, 1945. Time and one-half paid for hours in excess of 40 a week under provisions of the Fair Labor Standards Act.</p> <p>Nonmotor messengers continued to receive double time after 12 hours.</p> <p>Added: Paid holidays (except those falling on regular day off), days excused with pay for death in family and days excused with pay for jury duty (except for nonmotor messengers) considered days worked in determining eligibility for premium pay for work beyond 40 hours. For nonmotor messengers, paid holidays and days excused for death in family counted for overtime purposes.</p> <p>Added: Paid vacations to be considered as workdays in determining eligibility for premium pay for work beyond 40 hours.</p> <p>Previously applied only to nonmotor messengers.</p> <p>Added: Time paid for calls to work on unassigned day, before or after scheduled tour or between midnight and 6 a. m. (exclusive of travel time), considered in determining eligibility for premium pay for work beyond 40 hours.</p>
Premium Pay for Saturday Work		
<p>Oct. 23, 1945 (ACA).</p> <p>Apr. 1, 1946 (CTU-AFL).</p> <p>Sept 1, 1952 (CTU-AFL).</p> <p>Nov. 28, 1952 (ACA).</p>	<p>Time and one-half for work on Saturday.</p> <p>Existing provision for Saturday as such eliminated, except for nonmotor messengers.</p>	<p>Nonmotor messengers received premium pay as follows: CTU—Time and one-half for the first 12 hours; double time thereafter. ACA—Time and one-half for all Saturday work.</p>

See footnote at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Premium Pay for Sunday Work		
Oct. 23, 1945 (ACA).	Time and one-half for work on Sunday	
Dec. 29, 1945 (CTU-AFL).	Time and one-half for work on Sunday; double time if 7th consecutive day.	By order of NLRB, Dec. 29, 1945.
Oct. 23, 1946 (ACA).	Added: Time and three-fourths for Sunday work if 7th consecutive day.	
June 10, 1947 (ACA).	Changed to: Double time for Sunday work if 7th consecutive day.	
Sept. 1, 1952 (CTU-AFL). Nov. 28, 1952 (ACA).	----- ----- -----	CTU (other than nonmotor messengers)—Double time for Sunday work paid only if the work involved a split shift. CTU (nonmotor messengers)—Time and one-half for first 12 hours, double time thereafter, except, double time for all Sunday work if 7th consecutive workday for both CTU and ACA.
June 1, 1954 (CTU agreement of same date).	-----	Added: (other than nonmotor messengers) Time and one-half for Sunday work paid in district offices if the work involved a split shift by mutual consent.
June 1, 1958 (CTU agreement of same date).	Added: Double time for work in excess of 12 hours.	Previously applied only to nonmotor messengers.
Holiday Pay		
Feb. 16, 1944 (ACA). Dec. 29, 1945 (CTU-AFL).	6 holidays or more for which employees not required to work receive their regular rate of pay. Double time for work on 6 premium holidays.	Double time paid in accordance with NLRB order of Dec. 29, 1945. Holidays specified: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. Additional holidays and holiday provisions established for certain departments covered by ACA agreements. AFL agreement stated that employees may be excused without loss of pay on other recognized holidays. ²
June 1, 1964 (ACA agreement of same date).	Increased to: Plant department—double-time for work in excess of 8 hours on 3 premium holidays.	Holidays were: New Year's Day, Memorial Day, and Labor Day.
June 1, 1966 (CTU agreement of same date).	-----	Added: December 24 and 31, to list of recognized local holidays on which employee not needed could be excused without loss of pay.
Jan. 1, 1967 (CWA agreement dated June 1, 1966).	Added: 1 paid holiday (total 7).	Washington's Birthday.

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid Sick Leave		
June 1, 1954 (ACA agreement dated May 28, 1954).	Established: Full day's pay provided employee reporting for work and excused because of illness.	
Paid Vacations		
Mar. 22, 1946 (ACA).	For regular employees: 1 week after 1 year of service, 2 weeks after 2 years, 3 weeks after 30 years.	Reduced time and part-time employees eligible for proportionate vacations.
Apr. 1, 1946 (CTU-AFL).	For regular employees: 2 weeks in each calendar year starting Jan. 1 following date of employment; 3 weeks after 30 years.	First vacation—Proportion of 2 weeks based on number of months of employment in previous year.
July 1, 1949 (CTU-AFL and ACA).	Extended to: 3 weeks after 20 years, 4 weeks after 35 years.	
July 1, 1950 (CTU-AFL).	Changed to 3 weeks after 15 years.	
Sept. 1, 1952 (ACA).	Changed to: All employees—2 weeks in each calendar year starting Jan. 1 following date of employment; 3 weeks for 15 years or more.	First vacation—Proportion of 2 weeks equivalent to number of months of employment in previous year.
Jan. 1, 1955 (ACA agreement dated May 28, 1954, and CTU agreement dated June 1, 1954).	Changed: 4 weeks of paid vacation after 30 years' (was 35) service.	CTU and ACA—Previous practices of providing an additional day with pay when holiday fell in vacation period and including subsistence payments in vacation pay continued.
Jan. 1, 1956 (CTU agreement dated June 1, 1956).	-----	CTU—Relief employees on temporary assignments to be returned to regular place of assignment or headquarters city prior to starting vacation at company expense and without loss of pay or vacation time.
Jan. 1, 1960 (ACA Memorandum of Understanding dated May 31, 1960, and CTU agreement dated June 1, 1960).	Changed: 4 weeks of paid vacation after 25 years' service.	
June 1, 1962 (CTU agreement of same date).	-----	Clarification: CTU—Vacation pay to include night and other differentials received by employee before and after vacation. Vacation pay of line crewmen to include subsistence allowance of \$7 (was \$6) per day.
Jan. 1, 1965 (ACA and CTU agreements dated June 1, 1964).	Changed: 4 weeks of paid vacation with 20 years of service or more.	
Jan. 1, 1967 (CTU and CWA agreements dated June 1, 1966).	Changed: 3 weeks of paid vacation after 10 but less than 15 years of service. CTU: 4 weeks of paid vacation with 15 years of service or more.	

See footnote at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Call-In Pay		
Mar. 22, 1946 (ACA).	Minimum of 2 hours of pay guaranteed to employees called to work 2 hours prior to regular tour or after tour.	Minimum of 4 hours of pay guaranteed to reduce time employees called to work on Saturday.
Apr. 1, 1946 (CTU-AFL).	Minimum of 4 hours of pay plus travel time guaranteed employees called to work on other than regular tour, holidays, for a special event, or after regular tour.	Minimum of 4 hours at double time plus excusal pay guaranteed employees called to work on holidays when not scheduled to work. Minimum of 4 hours guaranteed to reduced time employees called to work on Saturday. Minimum of 4 hours straight-time guaranteed employees working on Sunday interrupted shift.
June 1, 1954 (ACA agreement dated May 28, 1954, and CTU agreement dated June 1, 1954).	ACA—Changed to: Minimum of 4 hours of pay plus travel time guaranteed regular employee called to work after completion of regular tour. Travel time provided regular employee called to work 1 hour prior to regular tour.	CTU—Previous practice of providing minimum of 4 hours of pay plus travel time for calls to work after regular tours, on holidays, for special events, and between midnight and 6 a. m. continued.
June 1, 1956 (CTU agreement of same date).	-----	Travel time between home and office and return paid employee not notified prior to completion of regular assignment of call to work on unassigned day.
Travel Pay		
Mar. 22, 1946 (ACA).	Time spent in required travel considered as working time and paid for at regular or premium rates, depending upon time of travel. ³	Overtime rate applies to Saturday, Sunday, and holiday travel, and travel before or after regular day's tour except when sleeping accommodations are provided.
Apr. 1, 1946 (CTU-AFL).	-----	-----
June 1, 1964 (CTU agreement of same date).	-----	Added: Provision for pay while in travel status extended to employees who elect to move because of district office closing.
Subsistence and Lodging		
Apr. 1, 1946 (CTU-AFL).	Employees temporarily assigned away from their normal headquarters, city, or place of regular assignment and authorized relief employees to be reimbursed for living and traveling expenses, except when the company and union agree upon per diem in lieu of subsistence.	In the commercial department, authorized regular relief employees to receive transportation in addition to \$2 per diem. Migratory line gang employees not housed in camp cars or who do not avail themselves of company furnished subsistence paid \$2.50 a day, 7 days a week, provided employee has 6 months of service. Employees accepting assignment away from home office on detail to seasonal resort areas to receive transportation and \$1.50 per diem.
July 1, 1949 (CTU-AFL).	-----	Per diem of commercial relief and migratory gang employees who accept per diem in lieu of subsistence increased to \$3 per day.

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matter
Subsistence and Lodging—Continued		
June 1, 1956 (CTU agreement of same date).	-----	Increased: Per diem of authorized regular relief employees in commercial department and migratory gang employees who accepted per diem in lieu of subsistence, to \$5; per diem of employees accepting assignment away from home on detail to seasonal resort areas, to \$3 plus transportation.
June 1, 1960 (CTU agreement of same date).	-----	Increased: Per diem of authorized regular relief employees in commercial department and migratory gang employees who accepted per diem in lieu of subsistence, to \$6; others on seasonal details, to \$5.
June 1, 1962 (CTU agreement of same date).	-----	Increased: Per diem of authorized regular relief employees in commercial department and migratory gang employees who accepted per diem in lieu of subsistence, to \$7.
June 1, 1964 (CTU agreement of same date).	-----	Increased: Per diem of authorized regular relief employees in commercial department, to \$8.
June 1, 1966 (CTU agreement of same date).	-----	Increased: Per diem of authorized regular relief employees in commercial department, to \$9. Added: 1 trip home a month, with paid transportation (including air travel) and reasonable expenses provided Chattanooga employees detailed to another division; 1 trip each 60 days if distance exceeded 1,500 miles.
Vehicle and Mileage Allowance		
Feb. 16, 1944 (ACA); Apr. 1, 1946 (CTU-AFL).	Automobile messengers paid allowance of 30 cents an hour for use of car in addition to regular rate of pay.	ACA—retroactive from Mar. 22, 1946, to Feb. 16, 1944, by agreement. CTU-AFL—other employees using personal cars paid allowance of 7 cents a mile.
Apr. 1, 1946 (CTU-AFL).	Night bicycle messengers paid allowance of 2 cents an hour, day bicycle messengers 1 cent.	
Oct. 23, 1946 (ACA).		
Apr. 1, 1949 (ACA).	Automobile messenger allowance increase to 35 cents (ACA) and 45 cents (CTU).	
July 1, 1949 (CTU-AFL).		
July 1, 1950 (CTU-AFL).	Automobile messenger allowance increased to 48 cents, teletype messengers to 18 cents an hour.	
July 1, 1951 (ACA) (by agreement of Aug. 25, 1951).	Automobile messenger allowance increased to 40 cents an hour.	
June 1, 1954 (ACA agreement dated May 28, 1954, and CTU agreement dated June 1, 1954).	Increased: Hourly automobile messenger allowance to: CTU—50 cents (was 48 cents), ACA—46 cents (was 35 cents).	
June 1, 1956 (CTU agreement of same date and ACA agreement dated June 6, 1956).	Increased: Hourly automobile messenger allowance to: CTU—57 cents, ACA—53 cents; CTU teletype messenger to 20 cents (was 18 cents).	8 cents a mile paid other employees authorized to use personal cars.
Nov. 1, 1958 (ACA agreement dated June 1, 1958).	Increased: Hourly automobile messenger allowance to: ACA—57 cents.	

See footnote at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Vehicle and Mileage Allowance—Continued		
<p>June 1, 1960 (ACA Memorandum of Understanding dated May 31, 1960, and CTU agreement dated June 1, 1960).</p> <p>June 1, 1962 (ACA and CTU agreements of same date).</p> <p>June 1, 1964 (ACA and CTU agreements of same date).</p> <p>June 1, 1966 (CTU and CWA agreements of same date).</p>	<p>Increased: Hourly allowance of CTU and ACA automobile and bicycle messenger to 60 cents and 3 cents, respectively; CTU teletype messenger to 22 cents.</p> <p>Increased: Hourly allowance of CTU and ACA automobile messenger to 64 cents; CTU teletype messenger to 24 cents.</p> <p>Increased: Hourly allowance of automobile messenger, to 70 cents.</p> <p>Increased: Hourly automobile messenger allowance to 72 cents.</p>	<p>Increased: Allowance paid other employees authorized to use personal cars to 10 cents a mile.</p> <p>Added: Company to provide parking place or pay parking fees for motor messengers at home office.</p>
Absence Due to Death in Family		
<p>Mar. 22, 1946 (ACA).</p> <p>Apr. 1, 1946 (CTU-AFL).</p> <p>Apr. 1, 1947 (CTU-AFL).</p> <p>June 1, 1964 (ACA agreement of same date).</p> <p>June 1, 1964 (CTU agreement of same date).</p>	<p>Employee absent from duty on account of a death in immediate family to receive 3 days off with pay.</p> <p>-----</p> <p>-----</p> <p>-----</p>	<p>Employee who does not take 3 days off not given additional compensation. "Immediate family" defined to mean those of the same family group, by kinship or dependency.</p> <p>"Immediate family" changed to "father, mother, husband, wife, child, brother, or sister." In case of death of other members of employee's family by kinship or dependency the employee is entitled to 1 day off—with maximum of 3 days if required.</p> <p>"Immediate family" changed to "father, mother, husband, wife, child, brother, or sister." In case of death of other members of employee's family by kinship or dependency, the employee was entitled to 1 day off—with maximum of 3 days if required.</p> <p>Added: Up to 4 hours of paid leave provided employee serving as pallbearer at funeral of fellow employee or pensioner.</p>
Jury Duty Pay		
<p>Mar. 22, 1946 (ACA).</p> <p>Apr. 1, 1946 (CTU-AFL).</p>	<p>Regular employees serving on juries paid for time absent.</p>	

See footnote at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Moving Expenses		
June 1, 1954 (CTU agreement of same date).	In effect: Moving and transportation costs for employee and family provided employee promoted to position in another city.	
June 1, 1956 (CTU agreement of same date).	Added: Up to 15 days of reasonable living expenses provided employee promoted to position in another city while locating a place to live.	
Jan. 23, 1959 (CTU stipulations of same date, and others).		Added: Benefits extended to include certain employees who elected to transfer with their work to another location or who exercised seniority rights to obtain a position in another city.
June 1, 1960 (CTU agreement of same date).	Increased: Up to 30 days of reasonable living expenses provided employee promoted to position in another city while locating a place to live. Added: Up to 30 days of reasonable living expenses plus moving and transportation costs, for employee and family, provided employee displaced as a result of district office closing.	
June 1, 1966 (CTU agreement of same date).	Added: Employee reassigned to another location because of transfer of work or consolidation of functions to receive actual travel and reasonable living expenses including subsistence and lodging benefits of the contract, for up to 30 days. Added: Separated employees of migratory crew with 1 year of service or more could return to normal headquarters city, place of regular assignment, (for home, or new job location if of equal or shorter distance) at company expense.	Added: Travel expenses to include transportation for employee and his family, cost of packing, crating, drayage, storage up to 60 days, and transportation of household goods and personal effects. Up to \$1,000 for payment of real estate brokerage fees and other house expenses, exclusive of purchase price. Employee displaced by force reduction or elimination of job within 2 years after reassignment, allowed to return to original department or office; company to pay travel and moving expenses. Company to reimburse employee who did not elect to transfer with work, for expense arising from delay caused by company failure to permit employee to exercise other options. Also applicable to commercial employees on relief or temporary assignment.

See footnote at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid Rest Periods		
Mar. 22, 1946 (ACA agreement of same date).	Established: Traffic department—two 15-minute paid rest periods provided for each 8-hour tour.	Employee working more than 8 hours provided a third rest period after working 8 hours and 30 minutes, with additional rest periods at 2-hour intervals. Second relief period provided employee working more than 5 hours and 20 minutes on Saturday without a lunch period, if requested to work 6 hours or more.
Apr. 1, 1946 (CTU agreement of same date).	Other departments—two 15-minute paid rest periods provided employee whose job required continuous application. Two 15-minute paid rest periods provided for each tour of 7 hours or more (6½ hours without lunch period, if employee was confined to a specific building).	Employee working more than 8 hours provided a third rest period after working 8 hours and 30 minutes, with an additional rest period at 2-hour intervals thereafter.
Special Assignment Pay		
Mar. 22, 1946 (ACA) and Apr. 1, 1946 (CTU).	No provision.	
June 1, 1953 (ACA agreement of July 28, 1953).	Established: 4-cent an hour premium paid operators assigned to exchange and newspaper offices or special events.	Applicable to Morse and Morse automatic operators.
June 1, 1956 (ACA agreement of Sept. 19, 1956).	-----	Changed: Classifications receiving 4-cent an hour premium broadened to include operators, Morse-automatic, teleprinter, automatic; manager-supervisors, route supervisors, Morse. Supervisors; clerks, service; and clerk-cotton exchange. Operators NP and CND to receive premium when assigned to special events.
June 1, 1962 (ACA agreement of same date).	Added: 10-cent-an-hour premium paid employee assigned to work on stock or commodity exchange floor.	Applicable to CND automatic operators, clerk-cotton exchange and clerk-operator at AX offices.
June 1, 1964 (ACA agreement of same date).	Increased to: 5 cents an hour premium for exchange, newspaper office or special events assignments. 8 cents an hour premium to specified employees assigned to special events. Added: 5 cents an hour premium paid all traffic department employees assigned to newspaper offices.	Applicable to automatic, NP, and teleprinter operators, and service clerks. Added: 5-cent premium paid CND operators assigned to special events.

See footnote at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Maintenance of Earnings		
June 1, 1966 (CTU and CWA agreements of same date).	Established: Employees with 5 years or more class-of-work seniority displaced by automation or technological change, guaranteed continuation of wages without reduction, for the shorter of a period equal to his adjusted company service or offer of a comparable job.	CTU Plant and engineering department employees guaranteed continuation of wages for up to 3 months if they did not exercise the options open to them in their seniority area when displaced. Regular wages were defined as 40 hours a week for hourly employees and 35 hours a week for salaried employees. Reasonable training, if necessary, to be provided employees who accepted comparable job.
Severance Allowance		
Apr. 1, 1946 (CTU-AFL). Oct. 23, 1946 (ACA).	Employees with 2 years of service or more separated because of major change in operating methods receive severance allowance of 4 week's pay for each year of service.	Proportionate amount granted for fractions of a year. Affected employees have option of accepting severance allowance, accepting pension if eligible, taking another job in the company, or going on force-reduction furlough. Later agreement amended these options to allow an employee to accept a lower class of work.
Apr. 1, 1950 (ACA).	Changed to: Employees with 2 to 25½ years of service separated for any reason to receive 4 to 71 weeks of severance allowance and an additional 4 weeks for each year over 25½. ⁴	
Aug. 15, 1950 (CTU-AFL).	Added: Employees affected by transfer of work between traffic and commercial departments and who because of low seniority are unable to command a job at their former level to receive 2 weeks of pay for each year of service over 2.	Affected employees have option of (1) accepting work in a lower class, (2) accepting a pension if eligible, (3) accepting a separation allowance or (4) going on force-reduction furlough.
Aug. 1, 1952 (CTU-AFL).	Changed to: All employees with 2 and less than 15½ years of service accepting layoffs eligible for 4 to 34 weeks of severance allowance; ⁵ additional 4 weeks for each additional year of service.	Employees affected by force-reduction to have choice of (1) accepting the severance allowance, (2) accepting a pension if eligible, (3) accepting force-reduction furlough with right to claim severance pay within 4 years of effective date of furlough, or (4) under specified conditions, displacing an employee who had less class-of-work seniority.
June 1, 1954 (ACA agreement dated May 28, 1954).	Changed: All employees with 2 but less than 15½ years of service accepting layoffs, eligible for 4 to 34 weeks of severance allowance; ⁵ additional 4 weeks for each additional year of service.	Employees affected by force reduction to have choice of (1) accepting severance allowance, (2) accepting pension if eligible, (3) accepting force-reduction furlough with right to claim severance pay within 4 years of effective date of furlough, or (4) under specified conditions, displacing an employee with less seniority.
June 1, 1958 (ACA and CTU agreements of same date.)	-----	Added: One-half severance allowance paid employee, aged 70, forced to retire and ineligible for pension.

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Benefits ⁶ (Revised)		
1945 (ACA and CTU).	<p>In effect: Contributory and noncontributory plans providing:</p> <p>Life insurance—Available to employee with 6 months of continuous service, providing \$500 for employee earning less than \$30 a week or \$130 a month and \$1,000 for employee earning more than \$30 a week or \$130 a month.</p> <p>Accident benefits—Employee physically disabled by work-connected injury to receive for (1) total disability—half pay for 6 years, after which benefits were not to exceed \$20 a week, (2) partial disability—50 percent of difference between wages earned by employee at time of disability and wages employee was subsequently capable of earning.</p> <p>Sickness benefits—Employee disabled because of sickness including injuries not arising in the course of employment, to receive for (1) 10 years of service or more—half pay for 52 weeks, (2) 5 to 10 years—half pay for 26 weeks, (3) 2 to 5 years—half pay for 13 weeks.</p> <p>Death benefits—In event of death from (1) work-connected accident—benefits to equal 3 years of wages, but not more than \$5,000, or (2) sickness (a) with 10 years of service or more—1 year's wages, (b) 5 to 10 years—6 months' wages, but not more than \$2,000 for (a) or (b).</p> <p>All insurance and death benefit payments received under Social Security Act to be deducted from benefits payable under the company plan.</p>	<p>The Company had 2 plans in effect in 1945—a contributory life insurance plan and a noncontributory accident, sickness, and death benefits plan which was established in 1913. Neither plan was included in the company's agreements with the unions.</p> <p>Employee to contribute 60 cents a month per \$1,000 of life insurance. Balance of cost borne by company.</p> <p>Insurance continued, on payment of regular premiums, for employee (1) totally disabled before reaching age of 60, (2) on authorized disability leave, (3) on furlough for union business, (4) on maternity furlough, or (5) on other authorized absences for limited periods.</p> <p>Plan excluded walking and bicycle messengers, joint railroad employees, students not in production work, employees normally assigned outside the United States, and nonregular employees and pensioners. Former Postal Telegraph employees were insured under another policy at their option.</p> <p>Amount of payment could be changed if disability changed from total to partial or from partial to total. No payments for partial disability to be made after 6 years of disability payments.</p> <p>Benefits to begin on first day on which a full day's wages was not paid.</p> <p>In case of an accident resulting in permanent loss of a bodily member or loss of its use, special benefits, in lieu of all other benefits, could be awarded; however, not to exceed amount payable for death from accidental injury.</p> <p>Benefits to begin on 8th calendar day of absence; if employee had been receiving benefits and was again absent within 2 weeks, benefit to begin on 1st day.</p> <p>Sick benefits limited for the following: Neurasthenia, nervous breakdown, nervousness, etc.—maximum 2 weeks; influenza, colds, etc.—maximum 1 week; appendicitis, without operation—maximum 1 week, with operation—maximum 4 weeks after date of operation.</p>
May 1, 1947 (CTU) and July 1, 1947 (ACA).	<p>Increased:</p> <p>Accident benefits for (1) total disability—full pay for 13 weeks and half pay thereafter, but not to exceed \$20 a week after 6 years, partial disability—100 percent of the difference between pay at time of disability and</p>	

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Benefits ⁶ (Revised)—Continued		
May 1, 1947 (CTU) and July 1, 1947 (ACA)—Continued.	<p>amount employee was capable of earning for first 13 weeks, 50 percent of the difference thereafter.</p> <p>Sickness benefits for (1) 10 years of service or more—full pay for 13 weeks and half pay for 39 weeks, (2) 5 to 10 years—full pay for 13 weeks and half pay for 13 weeks, (3) 2 to 5 years—full pay for 4 weeks and half pay for 9 weeks. One-half of disability and death benefit payments received under Social Security Act to be deducted from company benefits.</p>	
July 1, 1950 (CTU) and July 7, 1950 (ACA).	<p>Increased: Life insurance—\$1,000 for employees earning less than \$1.15 an hour or \$200 a month, \$2,000 for employees earning more than \$1.15 an hour or \$200 a month without additional cost to employee.</p>	
June 1, 1954 (ACA agreement dated May 28, 1954, and CTU agreement dated June 1, 1954).	-----	<p>Added: Life insurance—pensioners retiring after June 1, 1954, permitted to continue 25 percent of life insurance, minimum \$500, at contributory group rates at own expense.</p>
June 1, 1956 (CTU agreement of same date and ACA agreement of June 6, 1956).	<p>Increased: Death benefits—maximum to \$15,000 for work-connected injury resulting in death.</p>	
Jan. 1, 1961 (ACA Memorandum of Understanding dated May 31, 1960, and CTU agreement dated June 1, 1960).	<p>Changed: Contributory life insurance—to flat \$3,000.</p> <p>Added: Noncontributory life insurance \$3,000 provided active employee with 5 years of service or more.</p>	<p>Added: Contributory life insurance available to walking, bicycle, and teletype messengers after 5 years of service. To continue contributory insurance during periods of total disability, employee required to (1) be totally disabled for 9 months, (2) have paid contributions during that period, and (3) provide acceptable proof of total disability. Same exclusions applicable to noncontributory as to contributory insurance.</p>
	<p>Established: Noncontributory nonoccupational health insurance plan for employees providing:⁷</p>	<p>Insurance continued during periods of total disability. Insurance continued for 3 months on payment of regular premiums for employees on authorized furlough. All retirees, including those retired because of age but not eligible for pension, insured under the contributory plan—for the 5 years preceding retirement, could elect to continue insurance in the amount of \$1,500 (one quarter of the sum under both plans) by paying 90 cents per month. Applicable to nonmotor messengers after 1 year of service and to other employees after 30 days. Company to contribute \$3.93 a month per employee. Coverage continued at company expense for employee absent because of sickness. Benefits continued for 3 months at company expense for employee on furlough because of reduction in force. Thereafter coverage could be continued at employee's expense. Benefits could be continued during absence for employee on regular, union, or maternity furlough on payment by employee of regular premiums. Same exclusions applicable to health insurance as to life insurance.</p>
	<p>Hospital benefits: Room and board—Up to \$20 a day for a maximum of 120 days per disability.</p>	<p>Employee to pay first \$25 of hospital charges.</p>

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Benefits ⁶ (Revised)—Continued		
<p>Jan. 1, 1961 (ACA Memorandum of Understanding dated May 31, 1960, and CTU agreement dated June 1, 1960)—Continued.</p>	<p>Special in-hospital service benefits—Actual cost, less \$25, of anesthetic administration of anesthetic, ambulance, operating room, and services, including laboratory, X-ray, drugs, and dressings.</p> <p>In-hospital medical care—Up to \$3 per visit, maximum \$360.</p> <p>Surgical benefits: Surgical schedule—Up to \$300 per procedure. Maternity—Up to \$200 for room and board plus \$90 for normal delivery, \$150 for Caesarean section, and up to \$75 for miscarriage. Major medical—75 percent of expenses exceeding sum of \$100 and benefits payable under basic or other health plans. Maximum benefits of \$10,000 for each participant, limited to \$5,000 in a calendar year. Expenses covered were: physicians', surgeons', and specialists' services; semiprivate hospital room and board up to \$25 a day; hospital services required for medical or surgical care or treatment; anesthetic and its administration; X-rays and diagnostic laboratory procedures; X-ray or radium treatments; oxygen and its administration; transfusions, including cost of blood; registered nurses' charges; drugs and medicines; ambulance services; and rental of iron lung and similar equipment.</p>	<p>Where surgery was necessary, maximum to be greater of (a) \$3 times number of days of confinement required by disability causing operation, less day of operation and all subsequent days of hospitalization, or (b) \$3 times days of hospitalization, less surgical benefit payment. Not applicable for pregnancies or childbirth complications.</p> <p>Benefits not payable for pregnancies existing on effective date of plan.</p> <p>Maximum benefits amount could be restored for individual who had received benefits of \$1,000 or more on submission of acceptable evidence of insurability. Maternity care limited to severe complications of pregnancy. Benefits not available for dental services, glasses, hearing aids, cosmetic surgery, or services in a government hospital. Employee to contribute 92 cents per month, in addition to company contribution.⁸</p>
<p>June 1, 1962 (ACA and CTU agreements of same date).</p>	<p>Changed: Hospital benefits: Room and board—Up to semiprivate room rate. Major medical -----</p>	<p>Increased: Company contribution to \$4.70 per month for each employee.⁹</p> <p>Added: Deductible expenses incurred by employee during last quarter of calendar year to be applied to deductible for subsequent year. Only 1 deductible assessable against employee when 2 members or more of family are injured in same accident. Reduced: Employee contribution to 74 cents per month.¹⁰</p>

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Benefits ⁶ (Revised)—Continued		
June 1, 1964 (ACA and CTU agreements of same date).	<p>Increased: Hospital benefits—In-hospital medical care—up to \$5 a visit, maximum \$600.</p> <p>Major medical—maximum benefits to \$15,000 for each participant.</p> <p>Added: CTU—expenses for the following services for (a) correction of dental damage caused by accidental injuries; hospital room and board, special services, treatment or surgery, and appliances; and (b) artificial limbs or other prosthetic appliances.</p>	<p>Increased: Company contribution to \$7.72 a month for each employee.¹¹</p> <p>Added: Life insurance—extended for 31 days after retirement date.</p> <p>Increased: Employee contribution to \$1.17 per month.¹²</p> <p>Added: CTU—coverage of mental or nervous conditions, with limit of 50 percent for psychiatric care while employee was able to work or for dependents not confined to hospital or similar institution.</p>
June 1, 1966 (CWA agreement of same date).	Health insurance -----	Added: Company to contribute \$3.18 a month (25 percent of premium) for dependent insurance; further increase effective June 1, 1967. ¹³
July 1, 1966 (CTU and CWA agreements of same date).	<p>Changed: Noncontributory nonoccupational health insurance plan and contributory major medical plan participation limited; Supplemental Plan integrated with Federal Medicare program established.</p> <p>Established: Supplemental and pensioners medicare plan for employee, and their dependent 65 years and over providing:</p>	<p>Eligibility in health and insurance and major medical plans limited to active and retired employees and their dependents under 65 years of age. An employee aged 65 or over could continue coverage for dependents under that age.</p> <p>Decreased: Hospital-Medical-Surgical—company contribution for employee to \$7.08 per month.</p> <p>Increased: Major Medical—employee contribution to \$1.23 per month.¹⁴</p> <p>Changed: Dependent coverage to children 19 through 23 years of age, if not working and not covered under another health insurance plan. Employee contribution for this coverage \$7.08 a month for each child.</p>
	<p>Established: Supplemental and pensioners medicare plan for employee, and their dependent 65 years and over providing:</p>	<p>Plan to be integrated with Federal Medicare benefits. Active and retired employees residing outside United States on June 30, 1966, could continue coverage under existing health plan, through age 65 or over.</p> <p>Employees under 65 years of age, could enroll dependents age 65 or over in the supplemental medicare plan.</p> <p>Company to contribute \$4.50 a month for active employee 65 years old and over. Employee's dependents and retired employees and their dependents age 65 and over could participate by paying \$4.50 a month premium.</p>
	<p>Hospital Benefits:</p> <p>Room and board—First \$15 of hospital charges for semiprivate care during the first 60 days plus \$10 a day from the 61st through 90th day. Up to semiprivate rate (including special hospital service) from the 90th through 120th day.</p>	<p>Payable for each period of hospitalization separated by 60 days.</p>
	<p>Major Medical—75 percent of covered expenses after the initial calendar year deductible of \$50. Lifetime maximum benefits \$15,000 for each participant. Expenses covered were:</p> <p>Private duty registered nurse or licensed practical nurse, first 3 pints of blood, hospital semiprivate room charges and special hospital services after the 120th day, \$5 a day above semiprivate room rate for private room, Chiropractors and Podiatrists, and hospital and</p>	<p>Employees and pensioners and their dependents 65 years old and over, with major medical expenses under the plan in effect prior to July 1, 1966, were to transfer the remainder of their lifetime maximum to the supplemental medicare plan. Employees and dependents reaching age 65 after July 1, 1966, to start new lifetime maximum regardless of expenses applied to the existing major medical plan.</p>

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Benefits ⁶ (Revised)—Continued		
<p>July 1, 1966 (CTU and CWA agreements of same date)—Continued.</p> <p>Sept. 1, 1966 (CTU agreement dated June 1, 1966).</p> <p>June 1, 1967 (CWA agreement dated June 1, 1966).</p>	<p>medical expenses while traveling outside the United States.</p> <p>Increased: Noncontributory Life insurance, to \$4,000 for active employees.</p> <p>Contributory Life insurance, to \$4,000 for active employees, to \$2,000 for pensioners who retired after effective date.</p> <p>Health insurance -----</p>	<p>Increased: Active employees contribution, to \$2.40 a month; pensioners retired after effective date, to \$1.20 a month.</p> <p>Increased: Company contribution to \$6.37 a month (50 percent of premium) for dependent insurance.</p>
Pension Plan (Revised)		
<p>1945 (ACA and CTU—plan established in 1913).</p>	<p>In effect: Noncontributory plan providing the following benefits for employees hired before Dec. 31, 1936:¹⁵</p> <p>Normal benefits:</p> <p>Eligibility—(1) men at age 60 or older, women at 55 with 20 years of service or more, (2) men at 55, women at 50 with 25 years of service or more, and (3) any employee with 30 years of service or more who did not meet above age requirements.</p> <p>Annuities—1 percent of average annual pay during 10 years preceding retirement, or the 10 consecutive years during which employee received highest wages, times years of service up to age 70.</p> <p>Benefits to be reduced by amount of primary social security benefits at time benefit was paid.</p> <p>Minimum monthly pension, \$30, except in case of retirement for disability.</p> <p>Disability benefits—Employee with 15 years of service or more totally disabled as a result of a nonoccupational sickness or injury to receive pensions as computed under normal benefits.</p>	<p>Not covered by union agreements.¹⁶</p> <p>Employee retiring under (1) could retire at own request or at request of the committee administering plan; others at discretion of the committee with approval of the president.</p> <p>Continuity of service not to be broken by leaves of absence of less than 6 months, periods of disability, or temporary layoff.</p> <p>Employee paid for vacation earned during year in which he retired.</p> <p>Social security deduction to be increased as social security benefits were raised by amendment to law.</p> <p>Retirement could be at discretion of the committee administering plan with approval of a designated company official.</p>

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension Plan (Revised)—Continued		
1945 (ACA and CTU—plans established in 1913).	<p>Death benefits—1 year's or 6 months' salary depending on length of service. Maximum of \$2,000, less retirement benefits received, paid beneficiary. Where retiree had received more than above amount, beneficiary to receive pension for a maximum of 3 months, but not more than \$100.</p> <p>Funeral benefits—If retiree (1) had beneficiary, 1 month's benefits, but not more than \$25, (2) did not have beneficiary, up to \$150 for funeral and pre-death medical expenses.</p> <p>Benefits reduced by any lump-sum death payments made under the Social Security Act. Survivors insurance not deductible.</p>	Covered by union contract.
May 1, 1947 (CTU) and July 1, 1947 (ACA).	<p>Changed: Normal and death benefits: Benefits reduced by one-half the amount of social security payments.</p>	
Apr. 1, 1950 (ACA) and July 1, 1950 (CTU).	Benefits extended to all employees -----	<p>Changed: For employee retiring on or after June 1, 1954, social security deduction limited to one-half primary social security benefits to which employee was eligible at time of retirement.</p>
June 1, 1954 (ACA agreement dated May 28, 1954, and CTU agreement dated June 1, 1954).	Increased: Minimum pension to \$60 a month, including one-half of social security benefits.	<p>Added: Social security deduction for employee retiring before becoming eligible for social security benefits to be based on benefits that would have been paid had employee been eligible. For employees with 20 years of continuous service or more, all periods of service, except those for which severance payments were made, included in computing pension benefits.</p>
June 1, 1956 (CTU agreement of same date and ACA agreement dated June 6, 1956).	Increased: Minimum pension to \$100 a month, less one-half social security payment; \$75 for employee less than social security minimum age.	<p>Changed: All periods of service, except those for which severance payments were made, included in determining employee's qualification for and in computing amount of pension benefits for employee with 15 years of service or more.</p>
June 1, 1958 (ACA and CTU agreements of same date).	<p>Changed: Normal benefits—Annuities of 1 percent of average annual pay during 5 consecutive years of highest earnings.</p> <p>Added: Disability benefits—Employee with 20 years of service or more, and with sum of age and service equal to 80 years or more, and employee with 30 years of service or more, totally disabled by nonoccupational sickness or injury, permitted to retire with pension at own request.</p> <p>Eliminated: Death benefits—Deduction of one-half of lump-sum payments under Social Security Act.</p>	<p>CTU—Social security deduction for employee retiring before becoming eligible for benefits to begin with first social security payment. Applicable only to employees retiring after June 1, 1958. Eliminated: Discretion of committee to approve retirement of employees other than men at 60, women at 55, with 20 years of service. Changed: All periods of service, except those for which severance payments were made, included in determining employee's qualification for and in computing amount of pension benefits for employee with 10 years of service or more.</p>

See footnote at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension Plan (Revised)—Continued		
June 1, 1960 (ACA Memorandum of Understanding dated May 31, 1960, and CTU agreement dated June 1, 1960).	Added: Joint and survivor option—Providing actuarially reduced benefits for life to employee and after death of retiree to beneficiary.	Employee could choose between monthly benefits that (1) remain unchanged so long as either pensioner or beneficiary was alive or (2) remain level during life of retiree, reduced by one-half or one-fourth after his death. Death of employee or beneficiary before retirement voided option.
Jan. 1, 1963 (CTU agreement dated Jan. 7, 1963, and ACA agreement dated Jan. 22, 1963).	-----	Added: Joint and survivor option—Option of providing beneficiary with annuity reduced by three-fourths after retiree's death.
June 1, 1964 (ACA and CTU agreements of same date).	Changed: Minimum pension reduced by: CTU—one-third social security payment; ACA—one-fourth social security payment, or 43 percent for employee retired prior to June 1, 1964.	
June 1, 1965 (CTU and ACA stipulations dated Apr. 6, 1965).	Added: Employee eligible for pension benefits, retiring between Apr. 6, 1965, and May 31, 1965, and who accepted benefits payable June 1, 1965, credited with the following additional service when computing pension benefits—2 years if between age 65 and 68 on May 31, 1965; an amount equal to the difference between age at retirement and 70, if age 68 or over.	
June 1, 1968 (CWA and CTU agreements dated June 1, 1966).	Decreased: Mandatory retirement age, to 69. Changed: <u>Minimum pension reduced by: CTU—29 percent of Social Security payments; CWA—one-third of Social Security payments for employees retired prior to June 1, 1964.</u>	
June 1, 1969 (CTU and CWA agreements dated June 1, 1966).	Decreased: Mandatory retirement age to 68. Changed: Minimum pension reduced by: CTU and CWA—13 percent of Social Security payments for all retired employees.	
June 1, 1970 (CTU and CWA agreements dated June 1, 1966).	Decreased: Mandatory retirement age, to 67. Eliminated: Minimum pension deduction of any part of Social Security payments.	

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

² For example, Apr. 17 (Patriots' Day) and June 17 (Bunker Hill Day) are celebrated in Boston as local holidays, and employees in Boston offices may be excused.

Footnotes—Continued

³ An interpretive memorandum included in the July 1, 1949, CTU agreement construed the provision to mean that employees would be paid for travel time only during the normal workday assignment except in cases where employee was scheduled to work upon arriving at his destination without a rest period, in which event the entire period was paid for.

⁴ The schedule provides 4 weeks of pay for employees with 2 to 4 $\frac{1}{2}$ years of service, an additional 2 weeks of pay for each year from 4 $\frac{1}{2}$ to 10 $\frac{1}{2}$, an additional 3 weeks of pay for each year from 10 $\frac{1}{2}$ to 15 $\frac{1}{2}$, and an additional 4 weeks of pay for each year above 15 $\frac{1}{2}$ up to 25 $\frac{1}{2}$ years.

⁵ The schedule provided 4 weeks of pay for employees with 2 but less than 4 $\frac{1}{2}$ years of service, an additional 2 weeks of pay for each year from 4 $\frac{1}{2}$ but less than 7 $\frac{1}{2}$, and an additional 3 weeks of pay for each year from 7 $\frac{1}{2}$ but less than 15 $\frac{1}{2}$.

⁶ Formerly reported as Accident, Sickness, and Death Benefits and Group Insurance.

⁷ Employees could elect identical coverage for dependents at cost of \$8.75 a month, and retired employees could, on assumption of individual and/or dependent premiums (total \$12.68), elect to continue in plan providing reduced benefits.

⁸ Employee could elect identical coverage for dependents at additional cost of \$1.31 per month. Employees retiring on or after June 1, 1960, could elect major medical coverage, with maximum benefit of \$2,500 at monthly cost of 92 cents, or \$2.23 for self and dependents.

⁹ Dependent premium increased to \$9.59 per month; retiree total premium increased to \$14.29. Pensioners had the option of continuing under the old plan, including major medical coverage, at the former rate or accepting the revised plan.

¹⁰ Major medical coverage, with maximum benefits of \$2,500, extended to retiree and his dependents at a cost of \$1.81 per month; 74 cents a month for retiree coverage only.

¹¹ Premium for dependent increased to \$11.93 per month; retiree total premium increased to \$19.65.

¹² Major medical coverage, with maximum benefits of \$2,500, available to retiree and his dependents at cost of \$2.51 per month; \$1.14 a month for retiree only.

¹³ Dependent premium increased to \$12.73 per month.

¹⁴ Employee contribution for dependent coverage increased to \$1.47 a month, family coverage to \$2.70 a month.

¹⁵ It was estimated that this provision disqualified approximately half of Western Union's employees as of 1945.

¹⁶ The U.S. Court of Appeals of the Sixth Circuit in *American Federation of Labor v. the Western Union Telegraph Co.* (17 Lab., CAS(CCH) Para 65569, 25 LRRM 2327) held that the working of the agreement, which provided that the pension and benefit plans could not be abandoned or modified without consent of the parties, made these plans part of the agreement.

C-1. Basic Hourly Rates for Selected Occupations in the CTU, Western Union Division,
Effective April 1948—May 1953¹

Occupation and rate range ²	1. Commercial Department													
	Hourly rates, divisional office group ³													
	1	2	3	4	5	6	7	1	2	3	4	5	6	7
	Effective Apr. 1948							Effective Sept. 1, 1951						
Operators—automatic, relief, telephone:														
Starting rate.....	\$0.93	\$0.93	\$0.91	\$0.89	\$0.88	\$0.87	\$0.86	\$1.10	\$1.10	\$1.08	\$1.06	\$1.05	\$1.04	\$1.03
Job rate (48 months).....	1.18	1.17	1.16	1.14	1.13	1.12	1.08	1.35	1.34	1.33	1.31	1.30	1.29	1.25
Maximum rate.....	1.24	1.23	1.22	1.20	1.19	1.18	1.14	1.41	1.40	1.39	1.37	1.36	1.35	1.31
Operators—Morse, senior automatic; senior telephone:														
Starting rate.....	1.08	1.06	1.04	1.02	1.00	.99	.97	1.25	1.23	1.21	1.19	1.17	1.16	1.14
Job rate (36 months).....	1.30	1.28	1.26	1.24	1.22	1.20	1.18	1.47	1.45	1.43	1.41	1.39	1.37	1.35
Maximum rate.....	1.36	1.34	1.32	1.30	1.28	1.25	1.23	1.53	1.51	1.49	1.47	1.45	1.42	1.40
Clerks—delivery EMD, delivery tube and envelope, messenger personnel:														
Starting rate.....	.87	.87	.85	.85	.83	.83	.82	1.04	1.04	1.02	1.02	1.00	1.00	.99
Job rate (36 months).....	.99	.99	.97	.97	.95	.95	.94	1.16	1.16	1.14	1.14	1.12	1.12	1.11
Maximum rate.....	1.02	1.02	1.00	1.00	.98	.98	.97	1.19	1.19	1.17	1.17	1.15	1.15	1.14
Clerks—cashier, counter-sales, credit and collection:														
Starting rate.....	.93	.93	.91	.89	.88	.87	.86	1.10	1.10	1.08	1.06	1.05	1.04	1.03
Job rate (36 months).....	1.12	1.11	1.10	1.08	1.07	1.06	1.03	1.29	1.28	1.27	1.25	1.24	1.23	1.20
Maximum rate.....	1.17	1.16	1.15	1.13	1.12	1.11	1.07	1.34	1.33	1.32	1.30	1.29	1.28	1.24
Messengers, automobile:														
Starting rate.....	.88	.88	.87	.86	.85	.84	.83	1.05	1.05	1.04	1.03	1.02	1.01	1.00
Job rate (groups 1 to 5—12 months; groups 6, 7, and district offices— 6 months).....	.96	.96	.95	.94	.93	.88	.87	1.13	1.13	1.12	1.11	1.10	1.05	1.04
Maximum rate.....	.98	.98	.97	.96	.95	.89	.88	1.15	1.15	1.14	1.13	1.12	1.06	1.05
	Employees hired on or before Nov. 1, 1941							Employees hired after Nov. 1, 1941						
	Effective Sept. 1, 1952													
Operators—automatic, relief, telephone:														
Starting rate.....	\$1.32	\$1.32	\$1.30	\$1.27	\$1.26	\$1.25	\$1.24	\$1.20	\$1.20	\$1.18	\$1.16	\$1.15	\$1.14	\$1.13
Job rate (48 months).....	1.62	1.61	1.60	1.57	1.56	1.55	1.50	1.45	1.44	1.43	1.41	1.40	1.39	1.35
Maximum rate.....	1.69	1.68	1.67	1.64	1.63	1.62	1.57	1.51	1.50	1.49	1.47	1.46	1.45	1.41
Operators—Morse, senior automatic, senior telephone:														
Starting rate.....	1.50	1.48	1.45	1.43	1.40	1.39	1.37	1.35	1.33	1.31	1.29	1.27	1.26	1.24
Job rate (36 months).....	1.76	1.74	1.72	1.69	1.67	1.64	1.62	1.57	1.55	1.53	1.51	1.49	1.47	1.45
Maximum rate.....	1.84	1.81	1.79	1.76	1.74	1.70	1.68	1.63	1.61	1.59	1.57	1.55	1.52	1.50
Clerks—delivery EMD, delivery tube and envelope, messenger personnel:														
Starting rate.....	1.25	1.25	1.22	1.22	1.20	1.20	1.19	1.14	1.14	1.12	1.12	1.10	1.10	1.09
Job rate (36 months).....	1.39	1.39	1.37	1.37	1.34	1.34	1.33	1.26	1.26	1.24	1.24	1.22	1.22	1.21
Maximum rate.....	1.43	1.43	1.40	1.40	1.38	1.38	1.37	1.29	1.29	1.27	1.27	1.25	1.25	1.24
Clerks—cashier, counter-sales, credit and collection:														
Starting rate.....	1.32	1.32	1.30	1.27	1.26	1.25	1.24	1.20	1.20	1.18	1.16	1.15	1.14	1.13
Job rate (36 months).....	1.55	1.54	1.52	1.50	1.49	1.48	1.44	1.39	1.38	1.37	1.35	1.34	1.33	1.30
Maximum rate.....	1.61	1.60	1.58	1.56	1.55	1.54	1.49	1.44	1.43	1.42	1.40	1.39	1.38	1.34
Messengers, automobile:														
Starting rate.....	1.26	1.26	1.25	1.24	1.22	1.21	1.20	1.15	1.15	1.14	1.13	1.12	1.11	1.10
Job rate (groups 1 to 5—12 months; groups 6 and 7—6 months).....	1.36	1.36	1.34	1.33	1.32	1.26	1.25	1.23	1.23	1.22	1.21	1.20	1.15	1.14

See footnotes at end of table.

C-1. Basic Hourly Rates for Selected Occupations in the CTU, Western Union Division,
Effective April 1948—May 1953¹—Continued

Occupation and rate range ²	1. Commercial Department—Continued						
	Employees hired after Nov. 1, 1941—Continued						
	Hourly rates, divisional office group ³						
	1	2	3	4	5	6	7
	Effective May 24, 1953						
Operators—automatic, relief, telephone:							
Starting rate.....	\$ 1.23	\$ 1.23	\$ 1.21	\$ 1.19	\$ 1.18	\$ 1.17	\$ 1.16
Job rate (48 months).....	1.48	1.47	1.46	1.44	1.43	1.42	1.38
Maximum rate.....	1.54	1.53	1.52	1.50	1.49	1.48	1.44
Operators—Morse, senior automatic, senior telephone:							
Starting rate.....	1.38	1.36	1.34	1.32	1.30	1.29	1.27
Job rate (36 months).....	1.60	1.58	1.56	1.54	1.52	1.50	1.48
Maximum rate.....	1.66	1.64	1.62	1.60	1.58	1.55	1.53
Clerks—delivery EMD, delivery tube and envelope, messenger personnel:							
Starting rate.....	1.17	1.17	1.15	1.15	1.13	1.13	1.12
Job rate (36 months).....	1.29	1.29	1.27	1.27	1.25	1.25	1.24
Maximum rate.....	1.32	1.32	1.30	1.30	1.28	1.28	1.27
Clerks—cashier, counter-sales, credit and collection:							
Starting rate.....	1.23	1.23	1.21	1.19	1.18	1.17	1.16
Job rate (36 months).....	1.42	1.41	1.40	1.38	1.37	1.36	1.33
Maximum rate.....	1.47	1.46	1.45	1.43	1.42	1.41	1.37
Messengers, automobile:							
Starting rate.....	1.18	1.18	1.17	1.16	1.15	1.14	1.13
Job rate (groups 1 to 5—12 months; groups 6 and 7—6 months).....	1.26	1.26	1.25	1.24	1.23	1.18	1.17

See footnotes at end of table.

**C-1. Basic Hourly Rates for Selected Occupations in the CTU, Western Union Division,
Effective April 1948—May 1953¹—Continued**

Occupation and rate range ²	2. Traffic Department					
	Hourly rates, local office group ³					
	M-1	M-2	M-3	M-4	M-5	R-2
	Effective April 1948 ⁴					
Operators—automatic CND, Morse, Morse-automatic:						
Starting rate	\$0.99	\$0.97	\$0.95	\$0.93	\$0.91	\$0.97
Job rate (60 months)	1.33	1.31	1.29	1.27	1.25	1.31
Maximum rate	1.42	1.40	1.38	1.36	1.34	1.40
Operators—automatic, telephone:						
Starting rate .....	.90	.88	.86	.84	.83	.88
Job rate (60 months)	1.23	1.22	1.21	1.17	1.13	1.22
Maximum rate	1.31	1.31	1.30	1.25	1.21	1.31
Clerks—D and A, route, methods, service:						
Starting rate .....	.90	.88	.86	.84	.83	.88
Job rate (60 months)	1.23	1.22	1.21	1.17	1.13	1.22
Maximum rate	1.31	1.31	1.30	1.25	1.21	1.31
	Effective Sept. 1, 1951 ⁵					
Operators—automatic CND, Morse, Morse-automatic:						
Starting rate	\$1.16	\$1.14	\$1.12	\$1.10	\$1.08	\$1.14
Job rate (60 months)	1.50	1.48	1.46	1.44	1.42	1.48
Maximum rate	1.59	1.57	1.55	1.53	1.51	1.57
Operators—automatic, telephone:						
Starting rate	1.07	1.05	1.03	1.01	1.00	1.05
Job rate (60 months)	1.40	1.39	1.38	1.34	1.30	1.39
Maximum rate	1.48	1.48	1.47	1.42	1.38	1.48
Clerks—D and A, route, methods, service:						
Starting rate	1.07	1.05	1.03	1.01	1.00	1.05
Job rate (60 months)	1.40	1.39	1.38	1.34	1.30	1.39
Maximum rate	1.48	1.48	1.47	1.42	1.38	1.48
	Employees hired on or before Nov. 1, 1941					
	Effective Sept. 1, 1952 ⁶					
Operators—automatic CND, Morse, Morse-automatic:						
Starting rate	\$1.39	\$1.37	\$1.34	\$1.32	\$1.30	\$1.37
Job rate (60 months)	1.80	1.78	1.75	1.73	1.70	1.78
Maximum rate	1.91	1.88	1.86	1.84	1.81	1.88
Operators—automatic, telephone:						
Starting rate	1.28	1.26	1.24	1.21	1.20	1.26
Job rate (60 months)	1.68	1.67	1.66	1.61	1.56	1.67
Maximum rate	1.78	1.78	1.76	1.70	1.66	1.78
Clerks—D and A, route, method, service:						
Starting rate	1.28	1.26	1.24	1.21	1.20	1.26
Job rate (60 months)	1.68	1.67	1.66	1.61	1.56	1.67
Maximum rate	1.78	1.78	1.76	1.70	1.66	1.78
	Employees hired after Nov. 1, 1941					
	Effective Sept. 1, 1952 ⁶					
Operators—automatic CND, Morse, Morse-automatic:						
Starting rate	\$1.26	\$1.24	\$1.22	\$1.20	\$1.18	\$1.24
Job rate (60 months)	1.60	1.58	1.56	1.54	1.52	1.58
Maximum rate	1.69	1.67	1.65	1.63	1.61	1.67
Operators—automatic, telephone:						
Starting rate	1.17	1.15	1.13	1.11	1.10	1.15
Job rate (60 months)	1.50	1.49	1.48	1.44	1.40	1.49
Maximum rate	1.58	1.58	1.57	1.52	1.48	1.58
Clerks—D and A, route, method, service:						
Starting rate	1.17	1.15	1.13	1.11	1.10	1.15
Job rate (60 months)	1.50	1.49	1.48	1.44	1.40	1.49
Maximum rate	1.58	1.58	1.57	1.52	1.48	1.58
	Effective May 24, 1953 ⁶					
Operators—automatic CND, Morse, Morse-automatic:						
Starting rate	\$1.29	\$1.27	\$1.25	\$1.23	\$1.21	\$1.27
Job rate (60 months)	1.63	1.61	1.59	1.57	1.55	1.61
Maximum rate	1.72	1.70	1.68	1.66	1.64	1.70
Operators—automatic, telephone:						
Starting rate	1.20	1.18	1.16	1.14	1.13	1.18
Job rate (60 months)	1.53	1.52	1.51	1.47	1.43	1.52
Maximum rate	1.61	1.61	1.60	1.55	1.51	1.61
Clerks—D and A, route, method, service:						
Starting rate	1.20	1.18	1.16	1.14	1.13	1.18
Job rate (60 months)	1.53	1.52	1.51	1.47	1.43	1.52
Maximum rate	1.61	1.61	1.60	1.55	1.51	1.61

See footnotes at end of table.

**C-1. Basic Hourly Rates for Selected Occupations in the CTU, Western Union Division,
Effective April 1948—May 1953¹—Continued**

Occupation and rate range ²	3. Accounting Department					
	Hourly rates, city group					
	1	2	3	4	5	6
	Effective April 1948 ⁷					
Clerks—adjustment, bill rendering, direct billing, service:						
Starting rate	\$0.93	\$0.93	\$0.91	\$0.81	\$0.88	
Job rate (36 months)	1.09	1.09	1.07	1.05	1.04	
Maximum rate	1.13	1.13	1.11	1.11	1.08	
Clerks—assembly, CAK message, inspection, sortergraf:						
Starting rate .....	.90	.90	.88	.86	.85	
Job rate (36 months)	1.06	1.06	1.04	1.02	1.01	
Maximum rate	1.10	1.10	1.08	1.06	1.05	
Clerks—telephone billing, grapho-addresso:						
Starting rate .....	.87	.87	.85	.85	.83	
Job rate (36 months) .....	.99	.99	.97	.97	.95	
Maximum rate	1.02	1.02	1.00	1.00	.98	
	Effective Sept. 1, 1951 ⁸					
Clerks—adjustment, bill rendering, direct billing, service:						
Starting rate	\$1.10	\$1.10	\$1.08	\$1.06	\$1.05	\$1.04
Job rate (36 months)	1.26	1.26	1.24	1.22	1.21	1.20
Maximum rate	1.30	1.30	1.28	1.26	1.25	1.24
Clerks—assembly, CAK message, inspection, sortergraf:						
Starting rate	1.07	1.07	1.05	1.03	1.02	1.02
Job rate (36 months)	1.23	1.23	1.21	1.19	1.18	1.18
Maximum rate	1.27	1.27	1.25	1.23	1.22	1.22
Clerks—telephone billing, grapho-addresso:						
Starting rate	1.04	1.04	1.02	1.02	1.00	1.00
Job rate (36 months)	1.16	1.16	1.14	1.14	1.12	1.12
Maximum rate	1.19	1.19	1.17	1.17	1.15	1.15
	Employees hired on or before Nov. 1, 1941					
	Effective Sept. 1, 1952 ⁸					
Clerks—adjustment, bill rendering, direct billing, service:						
Starting rate	\$1.32	\$1.32	\$1.30	\$1.27	\$1.26	\$1.25
Job rate (36 months)	1.51	1.51	1.49	1.46	1.45	1.44
Maximum rate	1.56	1.56	1.54	1.51	1.50	1.49
Clerks—assembly, CAK message, inspection, sortergraf:						
Starting rate	1.28	1.28	1.26	1.24	1.22	1.22
Job rate (36 months)	1.48	1.48	1.45	1.43	1.42	1.42
Maximum rate	1.52	1.52	1.50	1.48	1.46	1.46
Clerks—telephone billing, grapho-addresso:						
Starting rate	1.25	1.25	1.22	1.22	1.20	1.20
Job rate (36 months)	1.39	1.39	1.37	1.37	1.34	1.34
Maximum rate	1.43	1.43	1.40	1.40	1.38	1.38
	Employees hired after Nov. 1, 1941					
	Effective Sept. 1, 1952 ⁸					
Clerks—adjustment, bill rendering, direct billing, service:						
Starting rate	\$1.20	\$1.20	\$1.18	\$1.16	\$1.15	\$1.14
Job rate (36 months)	1.36	1.36	1.34	1.32	1.31	1.30
Maximum rate	1.40	1.40	1.38	1.36	1.35	1.34
Clerks—assembly, CAK message, inspection, sortergraf:						
Starting rate	1.17	1.17	1.15	1.13	1.12	1.12
Job rate (36 months)	1.33	1.33	1.31	1.29	1.28	1.28
Maximum rate	1.37	1.37	1.35	1.33	1.32	1.32
Clerks—telephone billing, grapho-addresso:						
Starting rate	1.14	1.14	1.12	1.12	1.10	1.10
Job rate (36 months)	1.26	1.26	1.24	1.24	1.22	1.22
Maximum rate	1.29	1.29	1.27	1.27	1.25	1.25
	Effective May 24, 1953 ⁸					
Clerks—adjustment, bill rendering, direct billing, service:						
Starting rate	\$1.23	\$1.23	\$1.21	\$1.19	\$1.18	\$1.17
Job rate (36 months)	1.39	1.39	1.37	1.35	1.34	1.33
Maximum rate	1.43	1.43	1.41	1.39	1.38	1.37
Clerks—assembly, CAK message, inspection, sortergraf:						
Starting rate	1.20	1.20	1.18	1.16	1.15	1.15
Job rate (36 months)	1.36	1.36	1.34	1.32	1.31	1.31
Maximum rate	1.40	1.40	1.38	1.36	1.35	1.35
Clerks—telephone billing, grapho-addresso:						
Starting rate	1.17	1.17	1.15	1.15	1.13	1.13
Job rate (36 months)	1.29	1.29	1.27	1.27	1.25	1.25
Maximum rate	1.32	1.32	1.30	1.30	1.28	1.28

See footnotes at end of table.

**C-1. Basic Hourly Rates for Selected Occupations in the CTU, Western Union Division,
Effective April 1948—May 1953¹—Continued**

Occupation and rate range ²	4. Plant and Engineering Department				
	Hourly rates, all divisions and offices		Employees hired on or before Nov. 1, 1941	Employees hired after Nov. 1, 1941	
	Effective Apr. 1, 1948	Effective Sept. 1, 1951	Hourly rates, all divisions and offices		
			Effective Sept. 1, 1952	Effective May 24, 1953	
Technicians—automatic, repeater, wire:					
Starting rate.....	\$ 1.39	\$ 1.55	\$ 1.86	\$ 1.65	\$ 1.68
Job rate (60 months).....	1.69	1.86	2.23	1.96	1.99
Maximum rate.....	1.77	1.94	2.33	2.04	2.07
Cablemen, equipment men, maintainers, section:					
Starting rate.....	1.38	1.55	1.86	1.65	1.68
Job rate (48 months).....	1.61	1.78	2.14	1.88	1.91
Maximum rate.....	1.67	1.84	2.21	1.94	1.97
Linemen, section:					
Starting rate.....	1.17	1.34	1.61	1.44	1.47
Job rate (36 months).....	1.36	1.53	1.84	1.63	1.66
Maximum rate.....	1.41	1.58	1.90	1.68	1.71
Linemen (including subsistence):⁹					
Starting rate.....	.92	1.09	1.31	1.19	1.22
Job rate (24 months).....	1.06	1.23	1.48	1.33	1.36
Maximum rate.....	1.10	1.27	1.52	1.37	1.40
	5. Messengers				
	Hourly rates, all divisions and offices				
	Apr. 1948	Jan. 1950 ¹⁰	Sept. 1, 1951 ¹¹	Sept. 1, 1952 ¹²	
Teletycle:					
Starting rate.....	\$ 0.70	\$ 0.75	\$ 0.85	¹³ \$ 0.85	
Job rate (12 months).....	.75	-	-	-	
Maximum rate.....	.76	-	-	.90	
Bicycle:					
Starting rate.....	.65	.75	.85	¹³ .85	
Job rate (12 months).....	.70	-	-	-	
Maximum rate.....	.71	-	-	.90	
Walking:					
Starting rate.....	.65	.75	.85	¹³ .85	
Job rate (12 months).....	.68	-	-	-	
Maximum rate.....	.69	-	-	.90	

¹ Rates shown apply only to Western Union employees outside the New York metropolitan area represented by the Western Union Division of the Commercial Telegraphers' Union. Rates paid employees in the Southern and Southwestern Division, represented by the former Federal Labor unions but now by the Commercial Telegraphers, differ slightly for some occupations.

² In each rate range advancement is automatic if requirements of the job have been met, up to the job rate (80 percent of the rate range). As originally set up, advancement through the remaining 20 percent of the range was to be initiated by either the company or the union at the top level. By stipulation of the parties, it was agreed that no merit increases in the 20-percent range would be granted. Under the terms of the July 1950 agreement, increases to the maximum rates were granted to certain groups of employees on the basis of length of service. (See table A for details.)

³ Divisional cities are as follows: Group 1—Chicago; Group 2—Detroit, Los Angeles, San Francisco, Washington, D. C.; Group 3—Boston, Cleveland, Philadelphia, St. Louis (Mo.), Seattle; Group 4—Baltimore, Cincinnati, Denver, Kansas City, Minneapolis, Oakland, Pittsburgh, Portland (Oreg.); Group 5—Buffalo, Birmingham, Columbus, Dayton, Indianapolis, Milwaukee, Newark, Omaha, Providence, Salt Lake City, San Diego; Group 6—Akron, Bridgeport, Charlotte, Des Moines, Hartford, Little Rock, Phoenix, Rochester, St. Paul, Spokane, Syracuse, Toledo, Wichita; Group 7—Albany (N. Y.), Duluth, Grand Rapids, Lincoln (Nebr.), New Haven, Peoria, Sioux City, Springfield (Mass.).

⁴ Local office cities were as follows: Group M-1—Chicago; Group M-2—10 cities with same general volume of revenue as Boston; Group M-3—15 cities with same general volume of revenue as Baltimore; Group M-4—36 cities with same general volume of revenue as Albany (N. Y.); Group M-5—47 cities with same general volume of revenue as Boise; Group R-2—St. Louis (Mo.), and Oakland.

⁵ Local office cities were as follows: Group M-1—Chicago; Group M-2—4 cities with same general volume of traffic as Pittsburgh; Group M-3—12 cities with same general volume of traffic as Baltimore; Group M-4—20 cities with same general volume of traffic as Albany (N. Y.); Group M-5—Lincoln (Nebr.); Group R-2—St. Louis (Mo.), Boston, Cincinnati, Detroit, Kansas City, Los Angeles, Minneapolis, Philadelphia, Portland (Oreg.), Syracuse, and Oakland.

⁶ Local traffic offices were as follows: Manual operation—Group M-1—Chicago, Group M-2—4 cities with same general traffic as Pittsburgh; Group M-3—12 cities with same general traffic as Baltimore; Group M-4—20 cities with same general traffic as Albany (N. Y.); Group M-5—Lincoln (Nebr.); Reperforator operation—Group R-2—Boston, Cincinnati, Detroit, Kansas City, Los Angeles, Minneapolis, Oakland, Philadelphia, Portland (Oreg.), St. Louis (Mo.), and Syracuse.

⁷ Accounting department city groups are as follows: Group 1—Chicago; Group 2—Detroit, Los Angeles, San Francisco; Group 3—Boston, Cleveland, Philadelphia, St. Louis (Mo.); Group 4—Cincinnati, Denver, Kansas City, Minneapolis, Oakland, Pittsburgh, Portland (Oreg.); Group 5—Buffalo, Omaha.

⁸ Accounting department city groups were as follows: Group 1—Chicago; Group 2—Detroit, Los Angeles, San Francisco; Group 3—Boston, Cleveland, Philadelphia, St. Louis (Mo.); Group 4—Cincinnati, Denver, Kansas City, Minneapolis, Pittsburgh, Portland (Oreg.); Group 5—Buffalo, Omaha; Group 6—Syracuse.

⁹ Lineman (excluding subsistence) after Sept. 1, 1951.

¹⁰ New minimum rate established for messengers by 1949 amendments to sec. 6 of the Fair Labor Standards Act of 1938 as interpreted by Administrator, Wage and Hour and Public Contracts Divisions, U.S. Department of Labor, Sept. 15, 1950. As a result of the ruling, all nonmotor messengers receive the same rate. Job and maximum rates are to be negotiated.

¹¹ The settlement agreement provided that the 2½ cents due Sept. 1, 1951, if both parties mutually agreed by that date, could be applied in the establishment of rate ranges. Since no agreement was reached, the 2½ cents was applied as an across-the-board increase.

¹² Regardless of hiring date.

¹³ Increase of 5 cents an hour granted after 3 months' service.

C-2. Basic Hourly Rates for Selected Occupations in the CTU, Western Union Division, June 1, 1954, December 1, 1954, and June 1, 1955 ¹

Occupation and rate range ²	Employees hired after Nov. 1, 1941 ³																					
	Effective June 1, 1954							Effective Dec. 1, 1954							Effective June 1, 1955							
	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7	
1. Commercial Department—Divisional Office Group ⁴																						
Operators—automatic, relief automatic, telephone:																						
Starting rate	\$1.28	\$1.28	\$1.25	\$1.23	\$1.22	\$1.21	\$1.19	\$1.30	\$1.30	\$1.27	\$1.25	\$1.24	\$1.23	\$1.22	\$1.32	\$1.32	\$1.30	\$1.27	\$1.26	\$1.25	\$1.24	
Maximum rate	1.64	1.62	1.61	1.59	1.58	1.57	1.52	1.66	1.65	1.64	1.62	1.60	1.59	1.55	1.69	1.68	1.67	1.64	1.63	1.62	1.57	
Operators—Morse, senior automatic, senior telephone:																						
Starting rate	1.45	1.43	1.40	1.38	1.36	1.35	1.32	1.48	1.45	1.43	1.40	1.38	1.37	1.35	1.50	1.48	1.45	1.43	1.40	1.39	1.37	
Maximum rate	1.77	1.75	1.73	1.71	1.68	1.65	1.62	1.81	1.78	1.76	1.73	1.71	1.68	1.65	1.84	1.81	1.79	1.76	1.74	1.70	1.68	
Clerks—delivery EMD, delivery tube and envelope, messenger personnel: ⁵																						
Starting rate	1.21	1.21	1.18	1.18	1.16	1.16	1.15	1.23	1.23	1.20	1.20	1.18	1.18	1.17	1.25	1.25	1.22	1.22	1.20	1.20	1.19	
Maximum rate	1.38	1.38	1.36	1.36	1.33	1.33	1.32	1.40	1.40	1.38	1.38	1.36	1.36	1.35	1.43	1.43	1.40	1.40	1.38	1.38	1.37	
Clerks—cashier, counter-sales, credit and collection:																						
Starting rate	1.28	1.28	1.25	1.23	1.22	1.21	1.19	1.30	1.30	1.27	1.25	1.24	1.23	1.22	1.32	1.32	1.30	1.27	1.26	1.25	1.24	
Maximum rate	1.55	1.54	1.53	1.51	1.50	1.48	1.44	1.58	1.57	1.56	1.53	1.52	1.51	1.46	1.61	1.60	1.58	1.56	1.55	1.54	1.49	
Messengers, automobile:																						
Starting rate	1.22	1.22	1.21	1.19	1.18	1.17	1.16	1.24	1.24	1.23	1.22	1.20	1.19	1.18	1.26	1.26	1.25	1.24	1.22	1.21	1.20	
Maximum rate	1.31	1.31	1.30	1.29	1.28	1.22	1.21	1.33	1.33	1.32	1.31	1.30	1.24	1.23	1.36	1.36	1.34	1.33	1.32	1.26	1.25	
2. Traffic Department—Local Office Group ⁶																						
	M-1	M-2	M-3	M-4	M-5	R-2	M-1	M-2	M-3	M-4	M-5	R-2	M-1	M-2	M-3	M-4	M-5	R-2				
Operators—automatic CND, Morse, Morse-automatic:																						
Starting rate	\$1.35	\$1.32	\$1.30	\$1.28	\$1.25	\$1.32	\$1.37	\$1.35	\$1.32	\$1.30	\$1.27	\$1.35	\$1.39	\$1.37	\$1.34	\$1.32	\$1.30	\$1.37	\$1.37	\$1.37	\$1.37	\$1.37
Maximum rate	1.84	1.82	1.80	1.77	1.75	1.82	1.88	1.85	1.83	1.81	1.78	1.85	1.91	1.88	1.86	1.84	1.81	1.88	1.88	1.88	1.88	1.88
Operators—automatic, telephone, clerks—D and A, method, service:																						
Starting rate	1.24	1.22	1.19	1.17	1.16	1.22	1.26	1.24	1.22	1.19	1.18	1.24	1.28	1.26	1.24	1.21	1.20	1.26	1.26	1.26	1.26	1.26
Maximum rate	1.72	1.72	1.71	1.65	1.60	1.72	1.75	1.75	1.73	1.68	1.63	1.75	1.78	1.78	1.76	1.70	1.66	1.78	1.78	1.78	1.78	1.78
3. Accounting Department—City Group ⁷																						
	1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	5	6				
Clerks—adjustment, bill rendition, direct billing, service:																						
Starting rate	\$1.28	\$1.28	\$1.25	\$1.23	\$1.22	\$1.21	\$1.30	\$1.30	\$1.27	\$1.25	\$1.24	\$1.23	\$1.32	\$1.32	\$1.30	\$1.27	\$1.26	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25
Maximum rate	1.51	1.51	1.48	1.46	1.45	1.44	1.53	1.53	1.51	1.49	1.48	1.46	1.56	1.56	1.54	1.51	1.50	1.49	1.49	1.49	1.49	1.49
Clerks—assembly, CAK message, inspection, sortograf:																						
Starting rate	1.24	1.24	1.22	1.19	1.18	1.18	1.26	1.26	1.24	1.22	1.20	1.20	1.28	1.28	1.26	1.24	1.22	1.22	1.22	1.22	1.22	1.22
Maximum rate	1.47	1.47	1.45	1.43	1.42	1.42	1.50	1.50	1.48	1.45	1.44	1.44	1.52	1.52	1.50	1.48	1.46	1.46	1.46	1.46	1.46	1.46
Clerks—telephone billing, grapho-addresso:																						
Starting rate	1.21	1.21	1.18	1.18	1.16	1.16	1.23	1.23	1.20	1.20	1.18	1.18	1.25	1.25	1.22	1.22	1.20	1.20	1.20	1.20	1.20	1.20
Maximum rate	1.38	1.38	1.36	1.36	1.33	1.33	1.40	1.40	1.38	1.38	1.36	1.36	1.43	1.43	1.40	1.40	1.38	1.38	1.38	1.38	1.38	1.38
4. Plant and Engineering Department—All Divisions and Offices																						
Technicians—wire, W and R:																						
Starting rate			\$1.80						\$1.83						\$1.86							
Maximum rate			2.25						2.29						2.33							
Cablemen, equipment men, maintainers, section:																						
Starting rate			1.80						1.83						1.86							
Maximum rate			2.13						2.17						2.21							
Linemen, section:																						
Starting rate			1.55						1.58						1.61							
Maximum rate			1.83						1.86						1.90							
Linemen (excluding subsistence):																						
Starting rate			1.26						1.29						1.31							
Maximum rate			1.47						1.50						1.52							

See footnotes at end of table.

**C-2. Basic Hourly Rates for Selected Occupations in the CTU, Western Union Division,
June 1, 1954, December 1, 1954, and June 1, 1955¹—Continued**

Occupation and rate range ²	Employees hired after Nov. 1, 1941 ³		
	Effective June 1, 1954	Effective Dec. 1, 1954	Effective June 1, 1955
5. Messengers—All Divisions and Officers⁴			
Effective June 1, 1954, regardless of hiring date			
Teletycle.....		\$0.85-\$0.94	
Bicycle.....		.85- .94	
Walking.....		.85- .94	

¹ Rates shown apply only to employees outside the New York Metropolitan area represented by the Western Union Division of The Commercial Telegraphers' Union. Employees in the New York area are represented by the American Communications Association. For some occupations, rates paid employees in the Southern and Southwestern divisions of Western Union, represented formerly by Federal labor unions but now by the Commercial Telegraphers, differ from those shown.

² Effective June 1, 1954, progression from the starting to the maximum rate was automatic, if requirements were met, in all rate ranges which had maximum rates. The interval in progression from the job rate to the maximum rate was 12 months. This did not apply to hourly rated employees hired after Nov. 1, 1941, until Dec. 1, 1955, or 1 year after reaching job rate, whichever occurred later. Before June 1, 1954, advancement through the last 20 percent of the range was to be initiated by either the company or the union at the top level. By stipulation of the parties, dated Apr. 30, 1948, it was agreed that no merit increases in the 20-percent range would be granted. Under the terms of the July 1950 agreement, increases, generally between the job and maximum rates, were granted to certain groups of employees on the basis of length of service. The 1952 agreement provided that, in each specified rate range, the first 80 percent would be considered the "automatic" area and the last 20 percent, the "merit" area.

³ Effective June 1, 1954, employees hired on or before Nov. 1, 1941, who had been at their job rate 1 year or more were advanced to the maximum rate for their classification (with a minimum increase of 5 cents); other employees received a 5-cent-an-hour increase. Minimum and maximum rates remained unchanged.

⁴ Divisional cities were: Group 1—Chicago; Group 2—Detroit, Los Angeles, San Francisco, Washington, D.C.; Group 3—Boston, Cleveland, Philadelphia, St. Louis, Seattle; Group 4—Baltimore, Cincinnati, Denver, Kansas City (Mo.), Minneapolis, Oakland, Pittsburgh, Portland (Oreg.); Group 5—Birmingham, Buffalo, Columbus, Dayton, Indianapolis, Milwaukee, Newark, Omaha, Providence, Salt Lake City, San Diego; Group 6—Akron, Bridgeport, Charlotte, Des Moines, Hartford, Little Rock, Phoenix, Rochester, St. Paul, Spokane, Syracuse, Toledo, Wichita, and Group 7—Albany, Duluth, Grand Rapids, Lincoln (Nebr.), New Haven, Peoria, Sioux City, Springfield (Mass.).

⁵ Rates applied to various jobs at the same level, but job titles differed in some divisional offices.

⁶ Local traffic offices were: *Manual operation*—Group M-1—Chicago; Group M-2—4 cities with same general traffic as Pittsburgh; Group M-3—12 cities with same general traffic as Baltimore; Group M-4—20 cities with same general traffic as Albany; and Group M-5—Lincoln (Nebr.); *Repeater operation*—Group R-2—Boston, Cincinnati, Detroit, Kansas City (Mo.), Los Angeles, Minneapolis, Oakland, Philadelphia, Portland (Oreg.), St. Louis, and Syracuse.

⁷ Accounting department city groups were: Group 1—Chicago; Group 2—Detroit, Los Angeles, San Francisco; Group 3—Boston, Cleveland, Philadelphia, St. Louis; Group 4—Cincinnati, Denver, Kansas City (Mo.), Minneapolis, Pittsburgh, Portland (Oreg.); Group 5—Buffalo, Omaha; and Group 6—Syracuse.

⁸ Increases of 5 cents an hour granted after 3 months' service and 4 cents after 12 months' service.

C-3—Basic Hourly Rates for Selected Occupations in CTU Areas,
Selected Effective Dates, 1957—67¹

Occupation and rate range ²	Jan. 1, 1957				June 1, 1960				June 1, 1962				June 1, 1963			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
1. Commercial Department ³ —Divisional Office Group ⁴																
Operators—automatic, relief automatic, senior branch, telephone:																
Starting rate-----	\$1.45	\$1.43	\$1.40	\$1.40	\$1.66	\$1.64	\$1.61	\$1.61	\$1.75	\$1.73	\$1.70	\$1.70	\$1.82	\$1.80	\$1.77	\$1.77
Maximum rate-----	1.93	1.89	1.85	1.81	2.19	2.17	2.15	2.12	2.28	2.26	2.24	2.21	2.35	2.33	2.31	2.28
Operators—Morse, senior automatic, senior telephone; clerks—bookkeeping summary, ⁵ relief delivery, accounting statistical; ⁵ dispatchers, messenger:																
Starting rate-----	1.63	1.59	1.55	1.55	1.84	1.80	1.76	1.76	1.93	1.89	1.85	1.85	2.00	1.96	1.92	1.92
Maximum rate-----	2.03	1.99	1.95	1.92	2.29	2.27	2.25	2.22	2.38	2.36	2.34	2.31	2.45	2.43	2.41	2.38
Clerks—delivery EMD, delivery tube and envelope, ⁶ employment, ⁶ file, telephone billing; ⁶ typists:																
Starting rate-----	1.38	1.35	1.33	1.33	1.63	1.60	1.56	1.54	1.72	1.69	1.65	1.63	1.79	1.76	1.72	1.70
Maximum rate-----	1.60	1.56	1.52	1.51	1.91	1.87	1.82	1.79	2.00	1.96	1.91	1.88	2.07	2.03	1.98	1.95
Clerks—cashier, branch delivery, credit and collection, countersales, ⁶ adjustment, ⁵ direct billing: ⁵																
Starting rate-----	1.45	1.43	1.40	1.40	1.66	1.64	1.61	1.61	1.75	1.73	1.70	1.70	1.82	1.80	1.77	1.77
Maximum rate-----	1.82	1.80	1.76	1.76	2.14	2.10	2.04	2.02	2.23	2.19	2.13	2.11	2.30	2.26	2.20	2.18
Messengers, automobile:																
Starting rate-----	1.39	1.38	1.36	1.34	1.61	1.59	1.57	1.55	1.70	1.68	1.66	1.64	1.77	1.75	1.73	1.71
Maximum rate-----	1.54	1.51	1.49	1.45	1.92	1.88	1.82	1.76	2.01	1.97	1.91	1.85	2.08	2.04	1.98	1.92
	June 1, 1964				June 1, 1965				June 1, 1966				June 1, 1967			
Operators—automatic, relief automatic, senior branch, telephone:																
Starting rate-----	\$1.88	\$1.86	\$1.83	\$1.83	\$1.95	\$1.93	\$1.90	\$1.90	\$2.04	\$2.02	\$1.99	\$1.99	\$2.13	\$2.11	\$2.00	\$2.08
Maximum rate-----	2.41	2.39	2.37	2.34	2.48	2.46	2.44	2.41	2.59	2.57	2.55	2.52	2.70	2.68	2.66	2.63
Operators—Morse, senior automatic, senior telephone; clerks—bookkeeping summary, ⁵ relief delivery, accounting statistical; ⁵ dispatchers, messenger:																
Starting rate-----	2.06	2.02	1.98	1.98	2.13	2.09	2.05	2.05	2.23	2.16	2.14	2.14	2.33	2.27	2.23	2.23
Maximum rate-----	2.51	2.49	2.47	2.44	2.58	2.56	2.54	2.51	2.70	2.68	2.65	2.62	2.82	2.80	2.77	2.73
Clerks—delivery EMD, delivery tube and envelope, ⁶ employment, ⁶ file, telephone billing; ⁶ typists:																
Starting rate-----	1.85	(7)	(7)	(7)	1.92	(7)	(7)	(7)	2.01	(7)	(7)	(7)	2.10	(7)	(7)	(7)
Maximum rate-----	2.13	(7)	(7)	(7)	2.20	(7)	(7)	(7)	2.30	(7)	(7)	(7)	2.40	(7)	(7)	(7)
Clerks—cashier, branch delivery, credit and collection, countersales, ⁶ adjustment, ⁵ direct billing: ⁵																
Starting rate-----	1.88	1.86	1.83	1.83	1.95	1.93	1.90	1.90	2.04	2.02	1.99	1.99	2.13	2.11	2.08	2.08
Maximum rate-----	2.36	2.32	2.26	2.24	2.43	2.39	2.33	2.31	2.54	2.50	2.43	2.41	2.65	2.61	2.53	2.51
Messengers, automobile:																
Starting rate-----	1.83	1.81	1.79	1.77	1.90	1.88	1.86	1.84	1.99	1.96	1.94	1.92	2.08	2.04	2.02	2.00
Maximum rate-----	2.14	2.10	2.04	1.98	2.21	2.17	2.11	2.05	2.31	2.27	2.20	2.14	2.41	2.37	2.29	2.23

C-3—Basic Hourly Rates for Selected Occupations in CTU Areas,
Selected Effective Dates, 1957—67¹—Continued

Occupation and rate range ²	Jan. 1, 1957				June 1, 1960				June 1, 1962				June 1, 1963			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
2. Traffic Department—Divisional Office Group ⁸																
Operators—automatic CND, Morse, Morse-automatic, senior automatic, ⁵ senior telephone, ⁵ press unit automatic: ⁵																
Starting rate-----	\$1.58	\$1.56	\$1.54	\$1.51	\$1.79	\$1.77	\$1.76	\$1.72	\$1.88	\$1.86	\$1.85	\$1.81	\$1.95	\$1.93	\$1.92	\$1.88
Maximum rate-----	2.05	2.03	2.01	1.99	2.29	2.27	2.25	2.22	2.38	2.36	2.34	2.31	2.45	2.43	2.41	2.38
Operators—automatic, telephone; clerks— cable, ⁵ city route chart; CND— ⁵ D and A, method, route, service; stenographers: ⁶																
Starting rate-----	1.43	1.41	1.39	1.38	1.64	1.62	1.61	1.59	1.73	1.71	1.70	1.68	1.80	1.78	1.77	1.75
Maximum rate-----	1.95	1.93	1.91	1.89	2.19	2.17	2.15	2.12	2.28	2.26	2.24	2.21	2.35	2.33	2.31	2.28
Clerks—switching, ⁵ telefax, trunk route: ⁶																
Starting rate-----	1.38	1.36	1.35	1.35	1.59	1.57	1.56	1.56	1.68	1.66	1.65	1.65	1.75	1.73	1.72	1.72
Maximum rate-----	1.70	1.68	1.66	1.64	2.03	2.01	1.98	1.96	2.12	2.10	2.07	2.05	2.19	2.17	2.14	2.12
Clerks—directory, distributing, mes- sage, file:																
Starting rate-----	1.38	1.36	1.35	1.35	1.59	1.57	1.56	1.56	1.68	1.66	1.65	1.65	1.75	1.73	1.72	1.72
Maximum rate-----	1.49	1.47	1.46	1.46	1.89	1.87	1.85	1.84	1.98	1.96	1.94	1.93	2.05	2.03	2.01	2.00
	June 1, 1964				June 1, 1965				June 1, 1966				June 1, 1967			
Operators—automatic CND, Morse, Morse-automatic, senior automatic, ⁵ senior telephone, ⁵ press unit automatic: ⁵																
Starting rate-----	\$2.01	\$1.99	\$1.98	\$1.94	\$2.08	\$2.06	\$2.05	\$2.01	\$2.17	\$2.15	\$2.14	\$2.10	\$2.26	\$2.24	\$2.23	\$2.19
Maximum rate-----	2.51	2.49	2.47	2.44	2.58	2.56	2.54	2.51	2.70	2.68	2.65	2.62	2.82	2.80	2.76	2.73
Operators—automatic, telephone; clerks— cable, ⁵ city route chart; CND— ⁵ D and A, method, route, service; stenographers: ⁶																
Starting rate-----	1.86	1.84	1.83	1.81	1.93	1.91	1.90	1.88	2.02	2.00	1.99	1.96	2.11	2.09	2.08	2.04
Maximum rate-----	2.41	2.39	2.37	2.34	2.48	2.46	2.44	2.41	2.59	2.57	2.55	2.52	2.70	2.68	2.66	2.63
Clerks—switching, ⁵ telefax, trunk route: ⁶																
Starting rate-----	1.81	1.79	1.78	1.78	1.88	1.86	1.85	1.85	1.96	1.94	1.93	1.93	2.04	2.02	2.01	2.01
Maximum rate-----	2.25	2.23	2.20	2.18	2.32	2.30	2.27	2.25	2.42	2.40	2.37	2.35	2.52	2.50	2.47	2.45
Clerks—directory, distributing, mes- sage, file:																
Starting rate-----	1.81	1.79	1.78	1.78	1.88	1.86	1.85	1.85	1.96	1.94	1.93	1.93	2.04	2.02	2.01	2.01
Maximum rate-----	2.11	2.09	2.07	2.06	2.18	2.16	2.14	2.13	2.28	2.26	2.24	2.23	2.38	2.36	2.34	2.33

See footnote at end of table.

**C-3—Basic Hourly Rates for Selected Occupations in CTU Areas,
Selected Effective Dates, 1957—67¹—Continued**

Occupation and rate range ²	Jan. 1, 1957	June 1, 1960	June 1, 1962	June 1, 1963	June 1, 1964	June 1, 1965	June 1, 1966	June 1, 1967
3. Plant and Engineering Department—All Offices ⁹								
Technicians—automatic, operations, ⁵ W and R; maintainers, automatic, radio:								
Starting rate-----	\$ 2.02	\$ 2.23	\$ 2.54	\$ 2.61	\$ 2.67	\$ 2.74	\$ 2.86	\$ 2.98
Maximum rate-----	2.53	2.85	3.16	3.23	3.29	3.36	3.56	3.76
Cablemen; equipment men; maintainers, section:								
Starting rate-----	2.00	2.21	2.52	2.59	2.65	2.72	2.84	2.96
Maximum rate-----	2.44	2.71	3.02	3.09	3.15	3.22	3.42	3.61
Linemen, section; maintainers, building:								
Starting rate-----	1.80	2.01	2.10	2.17	2.23	2.30	2.40	2.50
Maximum rate-----	2.12	2.46	2.55	2.62	2.68	2.75	2.87	2.99
Linemen (excluding subsistence):								
Starting rate-----	1.44	1.65	1.74	1.81	1.87	1.94	2.03	2.12
Maximum rate-----	1.65	1.89	1.98	2.05	2.11	2.18	2.28	2.38
4. Messengers—All Offices								
Teletype: ¹⁰								
Starting rate-----	\$ 1.00	\$ 1.05	¹¹ \$ 1.15	¹² \$ 1.25	\$ 1.25	\$ 1.25	\$ 1.25	¹³ \$ 1.40
Maximum rate-----	1.10	1.26	1.30	1.30	1.35	1.35	1.40	1.40
Bicycle:								
Starting rate-----	1.00	1.05	¹¹ 1.15	¹² 1.25	1.25	1.25	1.25	¹³ 1.40
Maximum rate-----	1.05	1.21	1.25	1.25	1.30	1.35	1.40	1.40
Walking:								
Starting rate-----	1.00	1.05	¹¹ 1.15	¹² 1.25	1.25	1.25	1.25	¹³ 1.40
Maximum rate-----	1.05	1.21	1.25	1.25	1.30	1.35	1.40	1.40

¹ Rates shown apply only to employees outside the New York Metropolitan area represented by the Commercial Telegraphers' union. Employees in the New York area were represented by the American Communications Association through April 1966, and the Communications Workers of America thereafter. With the job reclassification agreement effective Jan. 1, 1957 (Job Classification Stipulation 1-57, Mar. 2, 1957), former differences in occupational wage rates between the Western Union Division and the Southern and Southwestern divisions were eliminated, and wage rates were based on average monthly revenue or message load, regardless of location, as follows: Commercial department—C-1, \$250,000 or more; C-2, \$100,000 to \$249,999; C-3, \$50,000 to \$99,999; and C-4, under \$50,000; traffic department—T-1, 425,000 messages and over; T-2, 240,000 to 424,999; T-3, 120,000 to 239,999; and T-4, under 120,000. Accounting centers and, in 1959, most plant and engineering offices were assigned to the group in the commercial division city in which they were located.

² Progression from the starting to the maximum rate was automatic for employees meeting the requirements of the job. Provision was made for applying the grievance and arbitration sections of the agreement, with the burden of proof on the company, when employees were not automatically advanced to the next step. Not all of the occupations listed in each occupational wage-rate group were found in each city-size class, nor were all occupations classified at the specified level listed.

As of Jan. 1, 1959, progression from the starting to the maximum rate was: Commercial and accounting departments—60 months for all levels shown other than automobile messengers, where progression to the maximum required 36 months, and delivery EMD clerks, etc., where progression required 48 months; traffic department—60 months for all levels shown other than directory clerk, etc., where progression to maximum required 48 months; plant and engineering department—72 months for levels of technicians listed and cablemen and equipment men, 60 months for linemen and maintainers, and 36 months for linemen (excluding subsistence); and messengers 24 months for each type listed.

As of June 1, 1964, progression from the starting to the maximum rate was: Commercial department—60 months for all levels shown other than automobile messengers, where progression to the maximum required 36 months, and file clerks, where progression required 48 months; traffic department—60 months for all levels shown; plant and engineering department—72 months for all levels shown other than linemen (excluding subsistence), where progression to the maximum required 36 months; and messengers—24 months for each type listed.

³ Effective Jan. 1, 1959, the number of accounting department centers was reduced to 2 and the number of cities to 4. All occupations for which wage-rate information has been shown, as well as a large number of other occupations, were transferred to the commercial department. Because of the small number of employees in the accounting department after Jan. 1, 1959, occupational wage rates for this department have been eliminated. Wage rates in effect on Jan. 1, 1957, were:

Occupation and rate range	1	2	3
Clerks—adjustment, bill rendition, direct billing:			
Starting rate-----	\$ 1.45	\$ 1.43	\$ 1.40
Maximum rate-----	1.78	1.74	1.70
Clerks—assembly, inspection, sortergraf, grapho-addresso:			
Starting rate-----	1.42	1.39	1.35
Maximum rate-----	1.73	1.69	1.65
Clerks—telephone billing, typist:			
Starting rate-----	1.38	1.35	1.33
Maximum rate-----	1.60	1.56	1.52

Footnotes—Continued

⁴ Divisional cities on Jan. 1, 1957 were: Group 1—8 cities with about the same average monthly revenue as Chicago, group 2—17 cities with about the same average monthly revenue as Atlanta, group 3—23 cities about the same as Akron, and group 4—24 cities about the same as Albany.

Divisional cities on June 1, 1964, were: Group 1—21 cities with an average monthly revenue of \$250,000 or more, such as Chicago, Los Angeles, and Atlanta; group 2—10 cities with an average monthly revenue between \$100,000 and \$249,999, such as Baltimore, Milwaukee, and Seattle; group 3—23 cities with an average monthly revenue between \$50,000 and \$99,999, such as Akron, Louisville, and Providence; and group 4—15 cities with an average monthly revenue of less than \$50,000, such as Albany, Spokane, and Chattanooga.

⁵ Added to occupations originally listed as occupational structure was reorganized by the parties.

⁶ Deleted or changed from occupations originally listed as occupational structure was reorganized by the parties, June 1, 1964; (in traffic department, trunk route was deleted June 1, 1963).

⁷ Eliminated by June 1, 1964 agreement.

⁸ Divisional cities on Jan. 1, 1957, were: Group 1—19 cities with about the same average monthly revenue or load as Atlanta; group 2—9 cities about the same as Baltimore; group 3—21 cities about the same as Akron; and Group 4—22 cities about the same as Albany.

Divisional cities on June 1, 1964; were: Group 1—20 cities with an average monthly load of 425,000 messenger units or more, such as Atlanta, Cincinnati, and Boston; group 2—10 cities with an average monthly load of 240,000 to 424,999 messenger units, such as Baltimore, Denver, and Houston; group 3—23 cities with an average monthly load of 120,000 to 239,999 messenger units, such as Akron, Birmingham, and San Diego; and group 4—15 cities with an average monthly load of less than 120,000 messenger units, such as Albany, Wichita, and El Paso.

⁹ Plant and engineering department groups were essentially the same as traffic department groups 1-3. Plant and engineering group 4 was composed of migratory crews and headquarters not listed in the other 3 groups.

¹⁰ No additional or reengaged teletype messengers were to be hired after Jan. 1, 1965. On or after that date, any teletype messenger could substitute the bicycle mode for the teletype mode, but would retain his existing rate of pay if it was higher than the rate for the walking and bicycle mode.

¹¹ Increase in the minimum rate, effective Sept. 3, 1961, in accordance with amendment to Fair Labor Standards Act; maximum, effective Sept. 1, 1962, by company letter dated June 11, 1962.

¹² Increase in the minimum rate, effective Sept. 3, 1963, in accordance with amendment to Fair Labor Standards Act.

¹³ Increase in minimum rate, effective Feb. 1, 1967, and a further increase to \$1.60 an hour, effective Feb. 1, 1968, in accordance with amendment to Fair Labor Standards Act.

D-1—Basic Hourly Rates for Selected Occupations in New York Metropolitan Area (ACA), 1944—53

Department, occupation, and classification ¹	Effective date											
	Feb. 16, 1944			June 2, 1946			Apr. 1, 1947			Apr. 1, 1948		
	Mini- mum	Job rate	Maxi- mum	Mini- mum	Job rate	Maxi- mum	Mini- mum	Job rate	Maxi- mum	Mini- mum	Job rate	Maxi- mum
Traffic department:												
Telephone operator II -----	\$0.675	\$0.7675	\$0.925	\$0.800	\$0.8925	\$1.050	\$0.850	\$0.9425	\$1.100	\$0.930	\$1.0225	² \$1.180
Automatic operator II -----	.725	.8175	.975	.850	.9425	1.100	.900	.9925	1.150	.980	1.0725	1.230
Morse operator III -----	.920	1.0236	1.200	1.045	1.1486	1.325	1.095	1.1986	1.375	1.175	1.2786	1.455
Morse-automatic operator III -----	.920	1.0236	1.200	1.045	1.1486	1.325	1.095	1.1986	1.375	1.175	1.2786	1.455
Assistant teleprinter chief III -----	1.150	1.3500	1.550	1.275	1.4750	1.675	1.325	1.5250	1.725	1.405	1.6050	1.805
Route clerk, city II -----	.700	.7925	.950	.825	.9175	1.075	.875	.9675	1.125	.955	1.0475	² 1.205
D and A clerk II -----	.700	.7925	.950	.825	.9175	1.075	.850	.9425	1.100	.930	1.0225	² 1.180
Route clerk-general and trunk II -----	.675	.7675	.925	.800	.8925	1.050	.850	.9425	1.100	.930	1.0225	² 1.180
Plant and engineering department:												
Assistant chief, automatic, teleprinter repeater, wire III -----	1.500	1.3500	1.550	1.275	1.4750	1.675	1.325	1.5250	1.725	1.405	1.6050	1.805
City lineman III -----	1.050	1.2000	1.350	1.175	1.3250	1.475	1.225	1.3750	1.525	1.305	1.4550	1.605
Equipment man, construction III -----	1.100	1.2500	1.400	1.225	1.3750	1.525	1.275	1.4250	1.575	1.355	1.5050	1.655
Equipment man, maintenance III -----	1.100	1.2500	1.400	1.225	1.3750	1.525	1.275	1.4250	1.575	1.355	1.5050	1.655
Equipment man, city III -----	1.050	1.2000	1.350	1.175	1.3250	1.475	1.225	1.3750	1.525	1.305	1.4550	1.605
Cable man III -----	1.120	1.2700	1.420	1.245	1.3950	1.545	1.295	1.4450	1.595	1.375	1.5250	1.675
Commercial department:												
Clerk operator II -----	.700	.7925	.950	.825	.9175	1.075	.875	.9675	1.125	.955	1.0475	² 1.205
Branch office clerk I -----	.600	.6555	.750	.725	.7805	.875	.775	.8305	.925	.857	.9105	1.005
Branch office clerk, intermediate II -----	.725	.8175	.975	.850	.9425	1.100	.900	.9925	1.150	.980	1.0725	1.230
Branch officer clerk, senior III -----	.850	.9610	1.150	.975	1.0860	1.275	1.025	1.1360	1.325	1.105	1.2160	1.405
Motor messengers I -----	.650	.7240	.850	.775	.8490	.975	.825	.8990	1.025	.905	.9790	1.105
All other messengers I -----	.550	.5685	.600	.650	.6685	.700	.650	.6685	.700	³ .650	³ .6685	³ .700
New York repair shop:												
Machinist III -----	1.040	1.1300	1.220	1.165	1.2550	1.345	1.215	1.3050	1.395	1.295	1.3850	1.475
Wireman II -----	.960	1.0400	1.120	1.085	1.1650	1.245	1.135	1.2150	1.295	1.215	1.2950	1.375
Shopman -----	.800	.8700	.940	.925	.9950	1.065	.975	1.0450	1.115	1.055	1.1250	1.195
Instrument maker III -----	1.250	1.3500	1.450	1.375	1.4750	1.575	1.425	1.5250	1.625	1.505	1.6050	1.705
Jersey City warehouse:												
Packer, light instruments I -----	.550	.6000	.650	.675	.7250	.775	.725	.7750	.825	.805	.8550	.905
Packer, material II -----	.720	.7900	.860	.845	.9150	.895	.985	.9650	1.035	.975	1.0450	1.115
Clerk, receiving III -----	.950	1.1250	1.300	1.075	1.2500	1.425	1.125	1.3000	1.475	1.205	1.3850	1.555
Clerk, shipping III -----	.950	1.1000	1.250	1.075	1.2250	1.375	1.125	1.2750	1.425	1.205	1.3550	1.505

See footnotes at end of table.

D-1—Basic Hourly Rates for Selected Occupations in New York Metropolitan Area (ACA), 1944—53—Continued

Department, occupation, and classification ¹	Employees hired on or before Nov. 1, 1941						Employees hired after Nov. 1, 1941					
	Effective Sept. 1, 1951			Effective Sept. 1, 1952			Effective Sept. 1, 1952			Effective June 1, 1953		
	Mini- mum	Job rate	Maxi- mum	Mini- mum	Job rate	Maxi- mum	Mini- mum	Job rate	Maxi- mum	Mini- mum	Job rate	Maxi- mum
Traffic department:												
Telephone operator II	\$1.100	\$1.1925	\$1.350	\$1.35	\$1.46	\$1.73	\$1.23	\$1.32	\$1.54	\$1.27	\$1.36	\$1.58
Automatic operator II	1.150	1.2425	1.400	1.38	1.49	1.73	1.25	1.34	1.54	1.29	1.38	1.58
Morse operator III	1.345	1.4486	1.625	1.61	1.74	1.95	1.45	1.55	1.73	1.49	1.59	1.77
Morse-automatic operator III	1.345	1.4486	1.625	1.61	1.74	1.95	1.45	1.55	1.73	1.49	1.59	1.77
Assistant teleprinter chief III ⁴	1.575	1.7750	1.975	-	-	-	-	-	-	-	-	-
Route clerk, city II	1.125	1.2175	1.400	1.35	1.46	1.73	1.23	1.32	1.54	1.27	1.36	1.58
D and A clerk II	1.100	1.1925	1.400	1.32	1.43	1.73	1.20	1.29	1.54	1.24	1.33	1.58
Route clerk-general and trunk II	1.100	1.1925	1.400	1.32	1.43	1.73	1.20	1.29	1.54	1.24	1.33	1.58
Plant and engineering department:												
Assistant chief, automatic, teleprinter repeater wire III	1.575	1.7750	1.975	1.89	2.13	2.37	1.68	1.88	2.08	1.72	1.92	2.12
City lineman III	1.475	1.6250	1.775	1.77	1.95	2.13	1.58	1.73	1.88	1.62	1.77	1.92
Equipment man, construction III	1.525	1.6750	1.825	1.83	2.01	2.19	1.63	1.78	1.93	1.67	1.82	1.97
Equipment man, maintenance III	1.525	1.6750	1.825	1.83	2.01	2.19	1.63	1.78	1.93	1.67	1.82	1.97
Equipment man, city III	1.475	1.6250	1.775	1.77	1.95	2.13	1.58	1.73	1.88	1.62	1.77	1.92
Cable man III	1.545	1.6950	1.845	1.85	2.03	2.21	1.65	1.80	1.95	1.69	1.84	1.99
Commercial department:												
Clerk operator II	1.125	1.2175	1.400	1.35	1.46	1.73	1.23	1.32	1.54	1.27	1.36	1.58
Branch office clerk I	1.025	1.0805	1.175	1.23	1.30	1.41	1.13	1.18	1.28	1.17	1.22	1.32
Branch office clerk, intermediate II	1.150	1.2425	1.400	1.38	1.49	1.73	1.25	1.34	1.54	1.29	1.38	1.58
Branch office clerk, senior III	1.275	1.3860	1.575	1.53	1.66	1.89	1.38	1.49	1.68	1.42	1.53	1.72
Motor messenger I	1.075	1.1490	1.275	1.29	1.38	1.65	1.18	1.25	1.38	1.22	1.29	1.42
All other messengers I	-	⁵ .8500	-	.85	-	-	.85	-	-	.86	-	-
New York repair shop:												
Machinist III	1.465	1.5550	1.645	1.88	1.99	2.09	1.67	1.76	1.85	1.71	1.80	1.89
Wireman II	1.385	1.4650	1.545	1.90	2.00	2.09	1.69	1.77	1.85	1.73	1.81	1.89
Shopman	1.225	1.2950	1.365	1.53	1.61	1.70	1.38	1.45	1.52	1.42	1.49	1.56
Instrument maker III	1.675	1.7750	1.875	2.01	2.13	2.25	1.78	1.88	1.98	1.82	1.92	2.02
Jersey City warehouse:												
Packer, light instruments I .....	.975	1.0250	1.075	1.17	1.23	1.29	1.08	1.13	1.18	1.12	1.17	1.22
Packer, material II	1.145	1.2150	1.285	1.37	1.46	1.59	1.25	1.32	1.43	1.29	1.36	1.47
Clerk, receiving III	1.375	1.5500	1.725	1.65	1.86	2.16	1.48	1.65	1.90	1.52	1.69	1.94
Clerk, shipping III	1.375	1.5250	1.675	1.65	1.83	2.06	1.48	1.63	1.82	1.52	1.67	1.86

¹ In each rate range employees whose performance meets the requirements of the job are automatically advanced to the job rate as follows: Classification I, 4 months; classification II, 6 months; classification III, 8 months. Increases above the job rate determined by the company but subject to grievance procedure.

² Rate increased to \$1.23 an hour, effective Oct. 1, 1950.

³ Rate increased to 75 cents an hour, effective January 1950, in accordance with 1949 amendments to sec. 6 of the Fair Labor Standards Act of 1938 as interpreted by the Administrator, Wage and Hour and Public Contracts Divisions, U.S. Department of Labor, Sept. 15, 1950.

⁴ Changed to plant and engineering title and rate range.

⁵ The settlement agreement provided that the 2½ cents due Sept. 1, 1951, if both parties mutually agreed by that date, could be applied in the establishment of rate ranges. Since no agreement was reached, the 2½ cents was applied as an across-the-board increase.

D-2—Basic Hourly Rates for Selected Occupations in the New York Metropolitan Area (CWA),
Selected Effective Dates, 1954—67

Department, occupation, and classification ²	Employees hired after Nov. 1, 1941 ³						All employees					
	June 1, 1954		Dec. 1, 1954		June 1, 1955		Jan. 1, 1957		June 1, 1960		June 1, 1962	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Traffic department:												
Operators—telephone, automatic ² d/-----	\$1.28	\$1.68	\$1.30	\$1.73	\$1.32	\$1.78	\$1.50	\$1.98	\$1.71	\$2.19	\$1.80	\$2.28
Operators—Morse, Morse-automatic ² d/----	1.55	1.86	1.58	1.91	1.61	1.95	1.76	2.17	1.97	2.38	2.06	2.47
Clerks—city route, gen- eral route, D and A ² d/---	1.28	1.68	1.30	1.73	1.32	1.78	1.50	1.98	1.71	2.19	1.80	2.28
Plant and engineering department:												
Assistant chiefs—auto- matic, repeater, wire, T and R ² e/-----	1.81	2.25	1.85	2.31	1.89	2.37	2.10	2.60	2.31	2.85	2.54	3.16
City linemen ² d/-----	1.70	2.06	1.73	2.11	1.77	2.16	2.01	2.40	2.22	2.65	2.31	2.74
Equipment men— construction, ⁴ maintenance ² d/-----	1.75	2.08	1.79	2.14	1.83	2.19	2.01	2.45	2.22	2.70	2.52	3.01
Maintainers, city ² d/5-----	1.70	2.06	1.73	2.11	1.77	2.16	2.01	2.40	2.22	2.65	2.31	2.74
Cablemen ² d/-----	1.77	2.10	1.81	2.16	1.85	2.21	2.01	2.45	2.22	2.70	2.52	3.01
Commercial department: (branch offices)												
Clerks, operator ² d/-----	1.28	1.68	1.30	1.73	1.32	1.78	1.50	2.09	1.71	2.19	1.80	2.28
Clerks ² a/-----	1.20	1.37	1.22	1.39	1.23	1.41	1.36	1.71	1.57	1.76	1.66	1.85
Clerks, intermediate ² d/---	1.28	1.68	1.30	1.73	1.32	1.78	1.50	2.09	1.71	2.19	1.80	2.28
Clerks, senior ² c/-----	1.48	1.82	1.50	1.86	1.53	1.91	1.92	2.25	2.12	2.44	2.21	2.53
Motor messengers ² b/-----	1.26	1.48	1.27	1.50	1.29	1.53	1.46	1.71	1.67	1.92	⁷ 1.76	2.01
All other messengers ⁶ -----	.85	.94	.85	.94	1.02	-	1.00	1.10	1.05	1.21	⁶ 1.15	1.25
New York repair shop:												
Machinists ² c/-----	1.80	1.99	1.84	2.04	1.88	2.09	2.03	2.32	2.24	2.57	2.49	3.06
Wiremen ² e/-----	1.82	1.99	1.86	2.04	1.90	2.09	2.03	2.37	2.24	2.75	2.49	3.06
Shopmen ² b/-----	1.48	1.63	1.50	1.67	1.53	1.70	1.66	1.85	1.87	2.06	⁽⁸⁾	⁽⁸⁾
Instrument makers ² c/-----	1.92	2.15	1.96	2.22	2.01	2.28	2.24	2.50	2.45	2.75	⁽⁸⁾	⁽⁸⁾
Jersey City warehouse: ⁹												
Packers, light instruments ² a/-----	1.15	1.26	1.16	1.27	1.17	1.29	1.34	1.47	1.55	1.68	1.64	1.82
Packers, material ² b/-----	1.33	1.53	1.35	1.56	1.37	1.59	1.50	1.85	1.71	2.06	1.80	2.15
Clerks, receiving ² d/-----	1.59	2.05	1.62	2.11	1.65	2.16	1.79	2.29	2.00	2.50	2.21	2.59
Clerks, shipping ² d/-----	1.59	1.96	1.62	2.01	1.65	2.06	1.79	2.29	2.00	2.50	2.21	2.59

See footnotes at end of table.

D-2—Basic Hourly Rates for Selected Occupations in the New York Metropolitan Area (CWA),¹
Selected Effective Dates, 1954—67—Continued

Department, occupation, and classification ²	All employees									
	June 1, 1963		June 1, 1964		June 1, 1965		June 1, 1966		June 1, 1967	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Traffic department:										
Operators—telephone, automatic ² d/-----	\$1.87	\$2.35	\$1.93	\$2.41	\$2.00	\$2.48	\$2.09	\$2.59	\$2.18	\$2.70
Operators—Morse, Morse-automatic ² d/-----	2.13	2.54	2.19	2.60	2.26	2.67	2.36	2.79	2.46	2.91
Clerks—city route, gen- eral route, D and A ² d/-----	1.87	2.35	1.93	2.41	2.00	2.48	2.09	2.59	2.18	2.70
Plant and engineering department:										
Assistant chiefs—auto- matic, repeater, wire, T and R ² e/-----	2.61	3.23	2.67	3.29	2.74	3.36	2.86	3.56	2.98	3.76
City linemen ² d/-----	2.38	2.81	2.44	2.87	2.51	2.94	2.62	3.07	2.73	3.20
Equipment men— construction, ⁴ maintenance ² d/-----	2.59	3.08	2.65	3.14	2.72	3.21	-	-	-	-
Equipment men— construction ² d/ ⁴ -----	-	-	-	-	-	-	2.92	3.41	3.04	3.61
Equipment men— maintenance ² d/ ⁴ -----	-	-	-	-	-	-	2.90	3.39	3.02	3.56
Maintainers, city ² d/ ⁵ -----	2.38	2.81	2.54	2.97	2.61	3.04	2.83	3.26	2.95	3.48
Cablemen ² d/-----	2.59	3.08	2.65	3.14	2.72	3.21	2.92	3.41	3.04	3.61
Commercial department: (branch offices)										
Clerks, operator ² d/-----	1.87	2.35	1.93	2.41	2.00	2.48	2.09	2.59	2.18	2.70
Clerks ² a/-----	1.73	1.92	1.79	1.98	1.86	2.05	1.94	2.14	2.02	2.23
Clerks, intermediate ² d/-----	1.87	2.35	1.93	2.41	2.00	2.48	2.09	2.59	2.18	2.70
Clerks, senior ² c/-----	2.28	2.60	2.34	2.66	2.41	2.73	2.52	2.85	2.63	2.97
Motor messengers ² b/-----	1.83	2.08	1.89	2.14	1.96	2.21	2.05	2.31	2.14	2.41
All other messengers ⁶ -----	¹⁰ 1.25	1.25	1.25	1.30	1.25	1.35	1.25	1.39	¹¹ 1.50	1.50
New York repair shop:										
Machinists ² c/-----	2.56	3.13	2.62	3.19	2.69	3.26	2.81	3.41	2.94	3.56
Wiremen ² e/-----	2.56	3.13	2.62	3.19	2.69	3.26	2.81	3.41	2.94	3.56
Jersey City warehouse: ⁹										
Packers, B ² a/-----	1.71	1.69	1.77	1.95	1.84	2.02	1.92	2.11	2.01	2.20
Packers, A ² b/-----	1.87	2.22	1.93	2.28	2.00	2.35	2.09	2.46	2.18	2.57
Clerks, receiving and shipping ² d/-----	2.28	2.66	2.34	2.72	2.41	2.79	2.52	2.92	2.63	3.05

¹ Prior to April, 1966, the American Communications Association (ACA) represented the New York Metropolitan Area employees.

² Effective June 1, 1954, progression from the starting to the maximum rate was automatic, if requirements were met, in all rate ranges which had maximum rates. The interval in progression from the job rate to the maximum rate was 12 months. This did not apply to hourly rated employees hired after Nov. 1, 1941, until Dec. 1, 1955, or 1 year after reaching job rate, whichever occurred later. Before June 1, 1954, advancement to the maximum rate was determined by the company, subject to application of the grievance and arbitration sections of the agreement, when claim was made that the company acted in an arbitrary or capricious manner in the determination of such increases.

Progression from the starting to the maximum rate was: (a) 24 months, (b) 36 months, (c) 48 months, (d) 60 months, and (e) 72 months.

³ See footnote 3, table C-1.

⁴ Equipment men were separated into 2 different hourly rate classifications through inequity adjustments negotiated in the agreement dated June 1, 1965.

⁵ Occupational title was equipment men, city prior to June 1, 1964.

⁶ In 1954, the schedule provided progression to the maximum after 12 months. In 1960 and 1965, the maximum rate was reached after 24 months.

⁷ Increase in minimum rate, effective Sept. 3, 1961, in accordance with amendment to Fair Labor Standards Act.

⁸ Occupational titles eliminated.

⁹ Occupational titles changed Jan. 1, 1962; packers, light instruments changed to packers B; packers, material to packers A; clerks receiving and clerks shipping combined under 1 title—clerks, receiving and shipping.

¹⁰ Increase in minimum rate, effective Sept. 3, 1963, in accordance with Fair Labor Standards Act of 1938 as amended.

¹¹ Increase in minimum rate effective Jan. 1, 1967, in accordance with amendment to the New York Minimum Wage law; further increase to \$1.60 an hour, effective Feb. 1, 1968, in accordance with amendment to Fair Labor Standards Act.

Wage Chronologies

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

Aluminum Company of America, 1939-61. BLS Report 219.
American Viscose, 1945-63. BLS Report 277 (20 cents).
The Anaconda Co., 1941-48. BLS Report 197.
Anthracite Mining Industry, 1930-66. BLS Bulletin 1494 (20 cents).
Armour and Co., 1941-67. 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).
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).